Integration Solutions Report

SDSN Northern Europe

From Knowledge to Action for the Sustainable Development Goals

Publication 2018:1
Get inspired to act

This report is created to inspire you to act – act to achieve the Sustainable Development Goals and a more inclusive society. The report showcases some examples of solutions from the Nordic countries to show that a sustainable society with successful integration is possible to achieve. Enjoy!
Introduction

Segregation can be defined as “the action or state of setting someone or something apart from others.” The process of segregation is alienating huge groups of people from taking part in society, and there is certainly no quick fix to this complex dilemma. But, instead of focusing on the problems, the aim of this report is to highlight the solutions. In a well-functioning society, integration of different groups of people is key to ending poverty, ensuring education and healthier lives for everyone, and achieving gender equality and an inclusive labor market. Let us turn segregation into integration and together create an inclusive and sustainable society.

Key facts about the challenge – segregation

- In 2015 and 2016, almost 300,000 people applied for asylum in the Nordic countries, 65% of them in Sweden.
- Housing is identified as a key factor explaining the increased segregation in Northern Europe. The very expensive housing in inner cities forces socioeconomically weaker groups to move out to suburban areas, creating residential segregation and socioeconomic exclusion.
- Health and socioeconomic status are strongly connected – the lower the socioeconomic status, the higher the risk of health problems and premature death.
- Especially vulnerable are immigrant women living in low-income areas, who tend to be particularly marginalized in the labor market and isolated from the rest of society, making this a gender issue as well.

Together for sustainable solutions – who are we?

The Sustainable Development Solutions Network (SDSN) Northern Europe is an action-oriented network focusing on mobilizing Nordic scientific and technological expertise to solve problems and create a more sustainable society.

Forum for Social Innovation Sweden is the Swedish knowledge hub for social innovation and social entrepreneurship.

GU Ventures creates new jobs and sustainable growth by funding and developing new businesses and companies related to the University of Gothenburg.

Together, we join forces to promote innovative solutions to meet the segregation challenge – for a more inclusive society. We are doing this by creating this report and coming together at the Solutions Initiative Forum (SIF) Integration on May 14, 2018, in Stockholm, Sweden. SIF Integration is an action-oriented one-day event where entrepreneurs, innovators, investors, businesses, civil society, policy makers and academia come together to identify and promote solutions to challenges connected to integration.
Advisory Panel

All solutions presented in this report have been self-assessed by the respective solution owners regarding their impact on the Sustainable Development Goals (SDGs) – so-called SDG Impact Assessments. The Advisory Panel took part in the review of submissions and gave feedback to the solution owners regarding the content of the self-assessments. The focus has been on the learning process of going through an SDG Impact Assessment, especially by reflecting holistically about potential effects of the solutions on the SDGs. The Advisory Panel consisted of the following members:

Anna Nordén
PhD in environmental and behavioral economics and Network manager of SDSN Northern Europe with many years of experience in sustainable development research. Anna has strong knowledge on Agenda 2030 and co-developed the SDG Impact Assessment Survey.

Sofia Ström
Business developer for social innovation and sustainability at GU Ventures AB – the holding company at Gothenburg University. GU Ventures has initiated and financed over 110 companies, supported many projects and is one of the top incubators in Europe. Sofia has worked with start-up companies for more than 10 years and has a special focus on sustainability and social innovation.

Hanna Sigsjö
Director of the Forum for Social Innovation Sweden at Malmö University. Hanna has been running and developing cross-sectoral innovation in the border between academia, private, public and non-profit activities. She has years of experience in managing development work, where many parties are involved and have a wide network of contacts in Sweden and internationally.

Elizabeth George
Coordinator for matters concerning refugees at the University of Gothenburg. Elizabeth has throughout her professional career engaged in issues related to integration and inclusion. In her current work at the University of Gothenburg, the aim is to integrate people with a refugee background into higher studies.
Ilias O. Pappas
Marie Skłodowska-Curie fellow at the Department of Computer Science, NTNU, Norway. Ilias holds a Ph.D. in business management and informatics. His main interests are social innovation and entrepreneurship, marketing, and technology adoption. Ilias has worked on EU projects supporting innovation through collaboration platforms.

Rosa Salmivuori
COO in Helsinki Think Company where she encourages students and researchers to use their knowledge to make a difference in the society. Rosa’s background in Social and Cultural Anthropology has led her to work with human related topics such as peace and gender equality.

Frank Sejersen
Associate Professor at the Department of Cross-Cultural and Regional Studies, University of Copenhagen. Frank pursues research focusing on the relationship between global changes (extractive economies, climate change, sustainability programs and human rights) and dynamics in social organization and political navigation. Region-building, hope and temporality are central concepts. His research is based on anthropological approaches.

Andrea Spehar
Associate Professor in political science and director of Centre for Global Migration (CGM) at the University of Gothenburg, Sweden. Andrea’s fields of interest comprise political, social, and gender equality developments in Central and Eastern Europe, gender approaches to public policies, as well as migration policy and politics in a comparative perspective.

Linnéa Lundmark
Network Coordinator for SDSN Youth in Northern Europe with a BA in Global Studies from the University of Gothenburg. Linnéa is passionate about youth empowerment and new ideas for a sustainable transition, and is one of 33 outstanding young Swedish sustainability talents of 2017 according to the magazine Aktuellt Hållbarhet.

Louise Lindén
Intern at SDSN Northern Europe and has coordinated the work with the Integration Solutions Report and the Solutions Initiative Forum Integration. She has a strong interest in sustainable urban development and has a BA in human geography and environmental planning from the University of Gothenburg.

Tove Andersson
Intern at SDSN Northern Europe and has coordinated the work with the Integration Solutions Report and the Solutions Initiative Forum Integration. She holds a BS in Global Studies from the University of Gothenburg and is an SDSN Youth sustainability coach for a Junior Achievement school working with Agenda 2030.
The Challenge
Global Migration and Nordic Integration

SDSN Northern Europe focuses on solutions for challenges connected to the Sustainable Development Goals (SDGs). The aim of this report is to highlight some of the Nordic solutions for an inclusive and sustainable society. Before we focus on solutions, let us get to know a bit more about the challenges to achieve an inclusive society.

What is the challenge?
The transnational migration of people and their integration into receiving states represents one of the most pressing global challenges facing the global community. Indeed, how migration and integration are managed is central to the life opportunities of a large number of individuals seeking safety and employment. It also affects the prospects of institutions, economies, and entire societies attempting to adapt and respond to continuous migration flows, as well as the degree to which admitting new members into the society may result in social tension that undermines social cohesion and leads to extremist responses.

The challenge consists of two key components. First, the challenge of migration is about the crossing of international borders. The ability for individuals to escape persecution to pursue new employment opportunities and to seek family reunification vary. Similarly, states and other actors have a varying ability to regulate that movement for security, political, economic and public health reasons. Second, the challenge concerns the integration of migrants into host societies through access to public health services, language training, and education. This challenge also includes that of providing opportunities for partaking in and shaping the development of culture in society more broadly.

If we do not solve this challenge, what will the potential effects on people, the planet, and prosperity be?
Human migration has a wide range of positive and negative effects on both the migrants and the sending and receiving countries. Migrants are often subject to substantial legal restrictions regarding access to labor markets and social services, and may even find their ability to choose a place of domicile restricted. Integration into their new host countries constitutes a major challenge for the actors charged with facilitating refugee inclusion. Perhaps employment status is one of the central indicators of whether migrants have been successfully integrated into the receiving society. Yet, refugees tend to encounter significant difficulties when trying to establish a lasting foothold in the host country’s labor market. On average, refugees have lower employment rates, lower incomes, and more unstable employment contracts than natives. The integration of refugees into the labor market is a highly difficult objective to achieve, due to numerous economic, political, social, and cultural barriers. Such difficulties are especially intriguing given the substantial policy efforts at both local and national levels to increase the workforce participation rate of refugees. The unstable status in the labor market fosters and reproduces segregation, among other things, leading
The UN has estimated that the number of migrants globally rose by over 105 million or 69% from 1990 to 2017.

Issues related to immigrant integration also have an impact on the political discourse in European societies. The effects of immigration on the European welfare states have given rise to some of the most infected societal debates in Europe over the past several decades. Perceptions of negative social and economic consequences have rapidly increased in salience throughout European states, resulting in heated debates over the supposed benefits of migration.

**Quantifying the challenge**

In 2017, there were around 258 million international migrants worldwide. The UN has estimated that the number of migrants globally rose by over 105 million or 69% from 1990 to 2017. Also in the Nordic countries, in the context of the widening of the EU, there has been a continuing growth of immigration during the last ten years. A total of 2.9 million people have moved to the Nordic countries in the last decade. In terms of employment, i.e., a central indicator of a successful integration, studies have shown that it takes on average 5–10 years for people to become fully employed in the Nordic countries. Moreover, data from Sweden highlight that long-term unemployment has been 15% higher for foreign-born citizens than for citizens born in the country. Apart from the numbers mentioned, the challenge of integration and segregation is difficult to quantify and the numbers for health, employment, and income vary from country to country in the Nordic countries.
National and local governments are facing vast policy and practical challenges in determining and addressing the immediate and longer-term needs of refugees and other migrants. The major challenges and overarching solutions include:

**Investments in sustainable and decent labor market integration**
- Labor market integration has a positive impact on integration in other areas. Surveys have revealed that labor market integration is perceived by migrants themselves to be the most important element of feeling part of the host society. If migrants have a decent job, they become economically independent, which enables them to function as autonomous residents of the host country and to improve their living conditions, and in particular to afford better housing.
- Governments and employers should identify innovative ways to utilize migrants’ skills, while preventing the exploitation and abuse of migrant workers.
- More emphasis should be placed on the labor market integration of migrants with low levels of education, especially migrant women.

**Early intervention**
- Early intervention is repeatedly highlighted as key to successful integration. Newly-arrived migrants should be assessed, informed about and integrated into education and training as soon as possible upon arrival. Early language support is crucial in order for migrants to access the greatest possible range of educational opportunities in the host country.
- However, previous findings underline the need to tailor approaches, be sensitive to individual needs, and to understand that there is no such thing as a “one size fits all” language support solution.

**Need for coordination**
- Besides a lack of coherent strategies, insufficient coordination is considered an important obstacle to the integration of newly-arrived migrants. One main challenge related to integration policies is the lack of coordination between different levels of government, between different types of actors (schools, universities, NGOs, and volunteers, etc.), and between different policy areas (education, housing, health).

**Integration services and policies should be measured and assessed based on immigrant outcomes**
- There are many preconceptions about the actual integration outcomes of immigrants. Hence, having reliable facts is a prerequisite for a better informed public debate and for improved targeted policy making.
- To ensure that immigration policies and programs are evidence based and warrant continued investment, their impact must be continuously evaluated and measured.
Solutions
Nordic Solutions for a More Inclusive Society

This report presents some of the solutions available in the Nordic countries, focusing on challenges related to segregation. The aim is not to provide a comprehensive account but rather to reflect the wide spectrum of available solutions. The solutions show that a sustainable society with successful integration is possible.

Which selection criteria have been used?

Solutions have been selected based on six criteria. The presented solutions should:
1. Address challenges involved in achieving a more integrated and inclusive society.
2. Together highlight a broad range of examples of innovative Nordic solutions. The aim is not to be comprehensive but rather to reflect the wide spectrum of available solutions.
3. Be readily available and have overcome initial barriers.
4. Be transformative, i.e., the solutions should have the potential to move society toward sustainability.
5. Be holistic, i.e., the solutions should address all SDGs in an SDG Impact Assessment.
6. Be scalable: the solutions must have the potential to perform well after expanding in scope, size, and/or geographically.

Innovation offices all over Northern Europe as well as other channels have supported the process of gathering successful solutions for integration. Identifying and selecting the 20 innovative solutions for a more inclusive society has been supported by GU Ventures and Forum for Social Innovation Sweden. Also, some of the solutions were recommended through an Open Call, open for anyone to send in recommendations and apply to be part of the Integration Solutions Report.

SDG Impact Assessment

As part of a learning process, the solution owners have been invited to go through a self-evaluation of the impact of their solutions on the Sustainable Development Goals (SDGs), i.e., an SDG Impact Assessment. In a next step, the Advisory Panel has provided feedback on the submitted self-assessments. The descriptions of the solutions in this report are based on the content of the solution owners’ self-assessments.

The solutions relate to the SDGs in many different ways. In this report, each solution is presented in a separate section.

The possible responses in the SDG Impact Assessment were as follows:
• Positive direct impact
• Positive indirect impact
• We don’t know
• No impact
• Negative indirect impact
• Negative direct impact

The SDG Impact Assessment is a learning process which suggests that the solutions should not be judged on the basis of their negative impact – instead, this shows impressive transparency and a possibility to identify areas of improvement. “We don’t know” highlight the need for more research and the spread of scientific knowledge on which actions can be based upon.
Atlas Kompetanse

Solution
Atlas Kompetanse was founded in 2014 and collaborates with Norwegian schools and municipalities. The non-profit company has three employees and five consultants and was established in response to the challenges experienced with newly arrived families.

We work in two fields: family/school partnership and family counseling. The parents we encounter want to support their children in the best possible way, but they don’t have sufficient information or the proper tools for the task.

Misunderstandings and poor communication further complicate the problem. We want to support by improving the dialogue and extending the parents’ understanding of the system so they can make well-informed decision for their children. Our consultants have multi-cultural competency and speak the same language as the parents in addition to being qualified teachers, social workers, child-welfare workers, and social scientists. Our goal is to prevent children and youth with minority and immigration backgrounds from feeling socially marginalized.

Next steps
We are going to scale up in Norway.

Sustainable Development Goals
Atlas Kompetanse contributes to SDG 3: Good Health and Well-being. When parents are less worried about their children, their general well-being improves. We counsel families and strive to minimize practical challenges in their everyday life, as we believe this reduces stress and helps parents focus more on their children and family dynamics. Expected long-term effects include increased well-being and possibly a decrease in mental health issues.

We offer a course in school-home collaboration to parents who are new in Norway. Research shows that parental involvement can improve students’ behavior, attendance, and achievement and therefore contribute toward SDG 4: Quality Education.

By helping parents support their children in school and serve as good role models, we contribute toward SDG 8: Decent Work and Economic Growth. The proportion of youth in employment, education, and training is increased.
We reduce inequality and marginalization by empowering families that are new in Norway and increasing their participation and impact in Norwegian society, addressing SDG 10: Reduced Inequalities.

Empowering parents who are new in Norway also connects to SDG 16: Peace, Justice and Strong Institutions by improving their access to information and dialogue with public service providers.
Berg Folkebibliotek

Founder: Berg Municipality, Norway  
Place of implementation: Berg Municipality, Norway  
Partners involved: Lenvik Municipality and two other municipalities in the Senja region. Berg folkebibliotek (Berg city library) also collaborates with a local volunteer organization and other municipal departments involved in the integration and education of refugees.  
Contact: Brita Esaiassen, brita.esaiassen@berg.kommune.no  
Find out more at: www.bergbibliotek.no

Solution
Berg folkebibliotek has become a meeting place for locals and the refugees who Norwegian authorities place in the municipality of Berg. Every Wednesday, Berg folkebibliotek and the community school open the library, the swimming pool, and the gym to visitors and arrange a wide variety of activities for seniors, families, and children. There is a small café that sells waffles, coffee, tea, and cake. This is Berg’s meeting place, in many ways the local “melting pot,” where everyone is welcome.

Sustainable Development Goals
Our activities are expected to contribute toward SDG 1: No Poverty as we address questions about social security through activities about integration and education. Activities are taking place in the school and the library which provides an arena for people from all of society to meet one another. We also believe that people’s interaction contributes to the communication of the individual rights and responsibilities in Norway so that our new citizens can understand Norwegian society better and how to participate and contribute in it.

As a social platform and melting pot for social interaction rather than a quiet space for reading books, the library encourages interaction between people who otherwise may operate in very limited social arenas and thus also contributes toward SDG 3: Good Health and Well-being.

Naturally, one of our greatest impacts of our solution is on SDG 4: Quality Education. We strongly believe that our activities contribute to integration and education. Making the library available for everyone is an important stepping stone to further education and occupational development.

SDG 5: Gender Equality is an ever-present perspective in our activities at the library, and we are very explicit when we talk about equal rights for boys and girls, men and women when it comes to education, work, and access to information. We think this is an important stance when dealing not only with people from other countries but also with native Norwegians of all ages.
The equal right to information, education and work is a question that has to involve all people and groups in society. We work with activities in the library to indirectly eliminate discrimination and harassments and contribute toward SDG 10: *Reduced inequalities*.

As a library, our very foundation is built on the premises of SDG 16: *Peace, Justice and Strong Institutions* by ensuring public access to information through various channels.
Botildenborg (Xenofilia)

Founder: Lena Friblick  
Place of implementation: Rosengård, Sweden  
Partners involved: Xenofilia AB, Foundation Botildenborg and business partners.  
Contact: Cyrille Gaubert, cyrille.gaubert@botildenborg.se  
Find out more at: www.botildenborg.se

Solution

The goal with Botildenborg is to create the leading arena in Europe for sustainable innovations. We are located in Rosengård, Malmö, an area known for its 150 nationalities. It is a unique place for human interaction and integration. Our work is focused on the following areas: job creation, dissemination of knowledge about a diverse society and sustainability, and giving people hope.

Botildenborg hosts activities and projects such as:
- *Odla kompis* (growing buddies): connects newly arrived families with established Swedes through gardening.
- *Kryddor från Rosengård* (Rosengård cooking): food provides a good starting point for discussions and friendship. Kryddor från Rosengård creates job opportunities for women without formal education.
- *Stadsbruk* (city farming): the first Scandinavian incubator for companies engaged in commercial urban farming. Thirty new companies have been started in the last two years around Sweden.
- *Växtplats Rosengård* (Rosengård work): a method to find job opportunities for newly arrived migrants. By working directly with companies, providing education to both employees and the unemployed, Xenofilia creates job opportunities for 78% of the participants.

Botildenborg's business model for a sustainable economy consists of two parts: innovation and education. Over the years, we have created a wide range of innovations in the fields of social, economic and ecological sustainability. Knowledge and methods have been transformed into training packages sold to cities, organizations, and companies. We want our business case to be holistic and provide ideas and innovations that can be spread and commercialized.

Next steps

Our goal is to make Botildenborg the leading arena for sustainability in Europe. In the last few years we have worked on a national level, but we see a need for our solutions across Europe. In the next few years, we expect to be able to scale up in size and thus create more innovation and further increase the provision of training to other organizations.

Sustainable Development Goals

Through the Stadsbruk project, we contribute toward SDG 2: Zero Hunger. More than 30 urban farming companies have started to grow and sell organic food in Swedish cities.

We also contribute toward SDG 4: Quality Education through various education connected projects and by providing training to organizations and cities. For example, the project Farming without Borders teaches kids through a school garden how to understand and respect nature and the soil.
In Växplats Rosengård, we connect immigrants with businesses to develop job opportunities for social and economic inclusion, addressing SDG 10: Reduced Inequalities.

Botildenborg contributes toward SDG 11: Sustainable Cities and Communities. Having this arena and space in the middle of Rosengård makes the neighborhood safer and provides a green oasis in an otherwise densely built part of the city.

We also contribute toward SDG 12: Responsible Consumption and Production, since urban farming is one of the most energy-efficient and sustainable ways to grow food. It has a low mileage and a low carbon impact, and we also educate the customer about local and organic food production and consumption.

Through farming with kids in Farming without Borders, we are able to address topics such as global warming and sustainable food production at early ages, contributing not only toward SDG 4 but also SDG 13: Climate Action.

In Stadsbruk, the farmers create biological diversity and are devoted to SDG 15: Life on Land. Collaboration with the municipal administrations helps connect urban farming to urban planning and ensures more space for biodiversity in the city.

All of our projects are carried out in collaboration with both private and public institutions ranging from municipalities to job agencies and local and national businesses. To address SDG 17: Partnerships for the Goals and combat society challenges we have to find solutions that include all stakeholders in society.
**Finnish Innovation Fund Sitra**

**Solution**
Sitra's role as a future-oriented fund involves setting the stage for reform, spurring people to make a change in a sustainable direction and providing opportunities for cooperation.

Sitra's Social Impact Bonds (SIB) model offers the public sector a financially risk-free opportunity to achieve results and impact as well as the long-term implementation of promotive and preventive activities where well-being is concerned. It is also a tool for systematic change. The public sector can use it to develop its procurement procedures. Of the current six SIBs in Finland one SIB has been developed in collaboration with the Ministry of Economic Affairs and Employment, directly concerning integration: “Rapid employment and integration of immigrants”. This is the biggest SIB in Europe and the second biggest in the world in terms of fund size (EUR 14.2 million).

Also, Sitra piloted the Impact Accelerator concept, which is an intensive, 8-week training and mentoring program. At this stage, the Impact Accelerator is aimed at companies and for-profit organizations that promote well-being in Finland by developing their operations around promotion of immigrant integration and prevention of youth marginalization and loneliness among senior citizens. The goal of the accelerator is to improve the participants’ competence when it comes to effectiveness and revenue generation and to help them grow by improving their skills in seeking external funding.

**Sustainable Development Goals**
The SIB and Impact Accelerator will contribute toward SDG 1: *No Poverty.* Through the promotion of immigrant integration projects, our accelerator has the possibility to improve the effectiveness in terms of the participant's competence and revenue-generating ability. The SIB model gives flexibility in terms of funding training activities, despite of economic shocks.

With our programs, we will also contribute toward SDG 3: *Good Health and Well-being.* SIB-funded programs have mental health benefits and generally improves well-being, especially in groups in society who are at risk of being marginalized.

By supporting and securing projects toward the integration of immigrant and marginalized youth, we encourage social entrepreneurs to improve the access...
to employment for people from these groups. Moreover, the effort to support these projects in terms of revenue generation is indirectly sustaining economic growth in Finland. Thus, Sitra Social Impact Bonds will also contribute toward SDG 8: Decent Work and Economic Growth.

Through the Impact Accelerator, we also have a positive direct impact on SDG 9: Industry, Innovation and Infrastructure. By targeting companies and for-profit organizations working with integration, we are increasing the access of small-scale enterprises to the market by helping them grow and providing financial guidance.

The SIB model, together with the Impact Accelerator, indirectly stimulates income growth and promotes a more inclusive society for marginalized groups. Thus, we also have an impact on SDG 10: Reduced Inequalities.

First and most importantly, we contribute toward SDG 17: Partnership for the Goals. Encouraging public, public-private, and civil society partnerships is the core of what we do.
Forvandlende Fortællinger

Solution
Our aim is to give people in vulnerable circumstances a better life and to encourage a sense of community in society. We believe that by achieving a greater understanding and respect for each other, we can establish better conditions for equality and acknowledgement for everyone. By means of storytelling, we empower and give people in vulnerable circumstances the opportunity to speak. Through our courses, we train participants in sharing their personal story with a larger audience, both onstage and through social media platforms. The courses are based on processes of dialogue where inclusion, sympathetic insight, and understanding are central elements. The participants go through a development process that changes their lives. In addition, their stories influence the audience and the surrounding society, increasing the motivation to improve the future living conditions for people in similar situations. The ability to listen is crucial to the ability to speak and dialogue can also be a tool that yields new knowledge and enables a feeling of a shared mission in the participants.

Our goal is to strengthen society by spreading stories that will break down social barriers and create an environment that enables people to bond. With Forvandlende Fortællinger, the individual is firmly placed in the foreground with their own story and contributes in a positive manner both to our partners, society, and themselves.

Next steps
We are driven by an enthusiasm to create social change for people and society in general, and we have a proven concept that delivers clear, positive results for the partners involved. In the coming years, we will establish new partnerships with leading social actors on the basis of our shared visions and values with the ultimate aim of creating a more inclusive society.

By achieving a more cohesive society, we hope to gain a larger and wider exposure platform, thereby spreading the storytelling method and its message to a bigger audience in the future. Common partners include NGOs and patient associations with low financial capacity, which often prevents us from starting new projects. Therefore, we wish to establish wider cooperation agreements with foundations and businesses that wish to contribute to a more inclusive world.

Sustainable Development Goals
Forvandlende Fortællinger contributes toward SDG 3: Good Health and Well-be-
**Postive direct impact:**
Goal 3: Good Health and Well-being
Goal 10: Reduced Inequalities

**Postive indirect impact:**
Goal 8: Decent Work and Economic Growth

We focus on improving the living conditions of people who feel vulnerable due to mental disorders such as depression and bipolar disorder and people who suffer from a speech disorder caused by brain damage. We improve the lives and revitalize the strength of our course participants and expand the understanding in the general population of people who suffer from these conditions. Many participants in our courses, which last 2–3 weeks, report that the effect is similar to that of 2–4 years of therapy.

In the long term, we believe we will have an impact on SDG 8: *Decent Work and Economic Growth*. We have worked with young people, including both refugees and individuals with mental illness. We have also worked with young people in the school system with a goal to help them understand their own story, which is essential in order to understand themselves and find motivation to create their lives.

We focus on creating an inclusive atmosphere in Danish society. We work with young refugees and young people from deprived areas by giving the groups a voice in the social debate. We create an understanding in the general population of young refugees and young people from these areas. When the stories are shared, a very strong feeling of community and understanding emerges. Our participants gain value, a voice, empowerment, and influence. We use the personal stories to create understanding, which in a next step will help eliminate discrimination and harassment. By doing this, we contribute toward SDG 10: *Reduced Inequalities*. 
FRAK

**Solution**

FRAK is a Danish social enterprise that facilitates job-readiness training for at-risk youth from socially disadvantaged neighborhoods. As an early-intervention initiative, we provide teens aged 13–17 years with a wide range of paid after-school work opportunities. Solving practical tasks for organizations, companies, and festivals, our aim is to strengthen their social and work skills and introduce them to the written and unwritten rules of the labor market. At FRAK we believe that work is the key to a brighter future for young people on the edge.

The FRAK method is based on the following four principles:

1. **Earn money:** We empower at-risk youth to earn money. Paid jobs teach them the value of earning money and they become financially more independent.
2. **Work skills:** Through work experience and informal learning, at-risk youth develop work ethics and basic work and life skills.
3. **Sense of community:** We are an inclusive community and work in teams where young people can learn from each other and grow together.
4. **Youth as a resource:** We approach at-risk youth with positive expectations and recognize their potential. We consider them a resource for their neighborhoods and for society.

At FRAK we are passionate about creating more opportunities for at-risk youth and help them successfully transition into adulthood. Once they have learned the “basics of work”, we match them with more permanent after-school jobs. Since 2013, FRAK has prepared more than 300 young people for employment and further education.

**Next steps**

The development of FRAK into a financially sound and stable social enterprise is our main priority in the coming years. This includes becoming less dependent on public funding, entering more strategic partnerships and developing innovative products that ensure even more job opportunities for at-risk youth.

**Sustainable Development Goals**

FRAK contributes toward SDG 1: *No Poverty* by reducing poverty in immigrant families. 95% of the youth employed in FRAK have an immigrant background and many come from low-income families. Paid after-school employment contributes positively to the total income of their families and research shows it is a sound economic investment for society.

FRAK also addresses SDG 3: *Good Health and Well-being.* FRAK meets youth with a positive “you-can-do-it” attitude and matches them with jobs that result in successes. Providing them with constructive feedback, they grow, mature, and gain more self-esteem.
Through practical work, FRAK youth learn the importance of being on time, taking responsibility, and working in teams; all skills considered critical for their ability to obtain and keep a job as an adult. Participation in the labor market at an early age develops discipline, strengthens confidence and motivates at-risk youth to stay in school, contributing toward SDG 4: *Quality Education*.

FRAK also contributes toward SDG 8: *Decent Work and Economic Growth* by providing paid job opportunities and decent working conditions for at-risk youth. Limited access to the labor market combined with little understanding of the importance of work makes at-risk youth vulnerable to unemployment. A recent study (2017) conducted by the Social Capital Fund in collaboration with FRAK concludes that youth with a non-Western background are 40% more likely to be employed by the age of 25 if they have a history of after-school employment.

We involve at-risk youth in the maintenance and the development of their local neighborhoods. In cooperation with the Municipality of Copenhagen and various urban housing/planning agencies, FRAK-youth take part in projects that improve the livability and safety of their local environments. The involvement of youth in city operations such as landscaping, painting and collecting trash strengthens their affiliation to and care of their local community, implying an impact on SDG 11: *Sustainable Cities and Communities*. 
Integrify

Founder: Daniel Rahman, Niklas Lahti, Lasse Diercks
Place of implementation: Finland
Partners involved: Companies, start-ups, IT software consultancies, global corporations, governmental organizations.
Contact: Daniel Rahman, daniel@integrify.fi
Find out more at: www.integrify.fi

Solution
Integrify is a computer programming school for refugees and immigrants. We teach software development to our participants and connect them with tech companies, IT consultancies and start-ups.

Integrify works. In 2016, Integrify launched a first pilot program together with ten partner companies and four participants. In less than five months, we taught them the basics of software development. Today, all four are employed in the Finnish tech industry and are successfully integrated in society. As a result, we have been featured in international media (e.g., The Guardian, CNN, Bloomberg and Reuters), portraying Finland as an integration success story amid an overwhelming amount of negative news stories. We currently have 15 people in full-time training and the course continues to expand.

Next steps
For successful scaling, two things need to happen:

1. We need to get government and municipalities to start working with us to fight unemployment and failing integration.
2. We need companies on board that are ready and willing to employee our trained software developers.

As for the first requirement, we have a number of negotiations underway in Finland, and we also need to start negotiations abroad. Sweden would be an ideal place for us for many reasons. As for the second requirement, we have started out quite well with 10+ corporate partners in the pilot and have added new ones in the past month.

We want to make Integrify a Pan-European success case for integration. We are starting off in Finland, but there is massive opportunity to expand the program dramatically throughout Europe, especially in Germany and Sweden – countries with more than two million struggling immigrants combined.

Finland will lack 15,000 coders by 2020, but according to the European Commission, the whole EURO zone will lack over 900,000 coders by then. At the same time, Europe is home to millions of non-integrated immigrants.

Together with municipalities and the government, we can do this.

Sustainable Development Goals
The training, course, and work opportunities give our participants a social context and a chance to contribute to society through a job in the tech sector, which may enhance the Health and Well-being, i.e., SDG 3, of the participants. Integrify also contributes toward SDG 4: Quality Education by teaching and training participants in software development, providing relevant skills for employment and creating a win-win-win situation:
1. Refugees and immigrants gain scarce skills and stable employment with great development opportunities.
2. Finnish society benefits from higher tax revenues, lower integration and unemployment costs, and a reduced shortage of coders.
3. Companies get the human resources they need to stay competitive in today’s business environment.

As mentioned above, we successfully train refugees and immigrants and place them in jobs in fields such as software development where there is an increasing demand for workers, and thus contribute toward SDG 8: *Decent Work and Economic Growth*. We see a twofold impact on this goal as we provide skilled workers to a sector in great need of personnel, stimulating economic growth and simultaneously creating decent work and integration into society for immigrants who are currently far away from the labor market.

By targeting a demographic group at high risk for segregation and social and economic challenges, we directly help this group of people. Moreover, by setting a positive example, we help the whole community and contribute toward the target of social and economic inclusion of all people, i.e., SDG 10: *Reduced Inequalities*. 
International Sandwich Brothers

Solution
Sandwich Brothers is a social entrepreneurship startup in Oslo, Norway, established to show the world that newly settled refugees are assets – not a burden – to society. The founders are a group of “brothers from different mothers” from conflict zones such as Syria, Afghanistan, Somalia, and Iraq, producing and selling delicious organic sandwiches in downtown Oslo. The menu includes legendary ice cream sandwiches and sourdough lunch sandwiches with falafel and hummus or grilled chicken marinated in East African berbere spice mix. All products are wrapped in recycled, compostable paper and delivered by electric car or on bicycle, making the company both economically and environmentally sustainable.

We recruit 12 young refugees each summer season and our main goal is for them to be employed in other businesses after 12 months with us. We recruit staff through the local public integration office and they all have to go through a “regular” application process to maximize their learning of skills.

Next steps
In order to scale according to our plan, we need financial support for our administration to be able to organize and recruit workers to meet the demand for our products. Our goal is to scale not only locally in Norway but also internationally, and for this we need support from a business developer with experience in our area.

Sustainable Development Goals
International Sandwich Brothers contributes toward SDG 2: Zero Hunger by using organic products from local sources and hence supporting sustainable food production. In the future, we hope to produce our own ice cream from scratch with only organic ingredients from as many local suppliers as possible.

We help our employees with resume writing, making them more attractive to employers in the future, and we also strive to create good agreements with other companies to absorb our staff. Moreover, a private higher education institution has agreed to offer career guidance and help with resumes and applications, contributing toward SDG 4: Quality Education.

One of our most central goals is directly related to SDG 8: Decent Work and Economic Growth. We offer decent work, language training, and skills development to refugee youth in a safe environment, and by doing this we also reduce the likelihood of a marginalized group entering black market jobs.

We also have an impact on SDG 10: Reduced Inequalities. By offering decent
paid jobs to a part of Norway’s population that otherwise would be in the 40% bottom income bracket, we have proven to be an attractive employer. We reduce the risk of them facing harassment and discrimination both as job-seekers and generally in society, setting a good example of inclusion for other companies to be inspired by.

By using only electric cars and bicycles for deliveries, we reduce the negative environmental impact in Oslo. The young employees selling ice cream sandwiches from bicycles with music, a big smile, and maybe even a dance, add a positive, warm, and inclusive vibe to downtown Oslo, contributing toward SDG 11: Sustainable Cities and Communities.

All products are wrapped in recycled, compostable paper. We are continuously trying to minimize food waste in our production and by sharing a kitchen with another business, we are able to coordinate these efforts. However, we can still improve our impact on SDG 12: Responsible Consumption and Production.

When it comes to SDG 14: Life below Water and its connection to laundry, we use Ecover detergent, an organic brand. However, the dishwashing is still done with traditional and possibly harmful products, potentially generating a negative impact on this goal.

Last but not least, we are involved in both public, public-private, and civil society partnerships and show that it is possible to integrate between fields of work and interest. As a social entrepreneur, it’s essential for us to be a good addition to already existing systems, addressing SDG 17: Partnerships for the Goals.
ISS Facility Services A/S

Founder: ISS Facility Services A/S
Place of implementation: Across Denmark
Partners involved: 30 municipalities
Contact: Rya Terney, rya.lene.terney@dk.issworld.com
Find out more at: www.dk.issworld.com

Solution
ISS is a global company with approximately 500,000 employees worldwide. In Denmark ISS has 7,500 employees of whom half have a non-Danish background and with 118 different countries represented. For over two decades, ISS CSR & Job Development has collaborated with local job centers and companies to help unemployed individuals enter the labor market. We have developed various programs and services with a focus on refugees and immigrants. In 2017, 242 refugees participated in our programs, and 58% of these individuals ended their participation with employment or enrollment in education.

One of the programs for refugees and immigrants in ISS CSR & Job Development is in collaboration with Næstved Municipality. ISS contributes to the program with job opportunities, internships and student positions in the service industry, a mentor at the workplace and language training in groups.

ISS CSR & Job Development has also developed another program for refugees and immigrants. It is an education called Integration Basic Education (IGU). It is developed in collaboration with a Danish union, 3F and Kalundborg Job Center. The 2-year training program consists of 84 weeks of practical training in cleaning services and 20 weeks of classroom training. The classroom training puts a special emphasis on language teaching and finding courses that provide skills that can be used in a future career in the service industry.

Next steps
By using our professional skills and strong network of companies, we want to increase our collaboration with Danish municipalities. We are currently partnering with 30 municipalities and attend workshops, political events, etc. to facilitate successful scaling across Denmark.

Sustainable Development Goals
ISS contributes toward SDG 1: No Poverty. Many unemployed people receive financial support from the state, and consequently society spends large amounts of money on these groups. As a result, a lot of money is saved every time an unemployed person finds regular employment through our program.

Employment status is strongly correlated with a person’s health. For example, wage earners live on average eight years longer than unemployed people, and they also experience better mental and physical health, higher self-esteem, higher skill levels, and greater happiness. By bringing marginalized groups such as refugees into...
the labor market in Denmark, ISS contributes toward SDG 3: *Good Health and Well-being*.

As regards integration, we have great success with our programs for refugees that combine internships with Danish lessons, implying an impact on SDG 4: *Quality Education*.

ISS Job Development contributes toward SDG 8: *Decent Work and Economic Growth*, by helping people getting into a job or education. By using our professional skills and strong network of companies, we want to be part of the solution to the problems that unemployment can lead to. We have worked with job development for more than 20 years, with great results.

We also contribute toward SDG 10: *Reduced Inequalities*. Through conversations, support, and internships, people grow with the tasks and become skilled and likeable employees. Every unemployed person supported by us is considered a candidate for a job.

ISS contributes toward SDG 17: *Partnerships for the Goals*. We collaborate with other companies and organizations that want to take responsibility, such as job centers all over the country.
IT-Guide Enter Sweden

Solution
IT-Guide’s mission is twofold. We support young immigrants, as most of them never interact with Swedish natives outside of school and therefore have difficulties learning the language and about Swedish society. We also help seniors understand and benefit from IT trends. The young immigrants and seniors meet at internet cafés and other meeting places, which is a good opportunity for elderly people who need help with specific technical issues or want to learn more about IT technology in general. Helping two groups of people grow simultaneously creates a win-win situation, and we also provide an opportunity for interaction across generational boundaries.

Next steps
We want to reach more municipalities – our model is ready to scale.

Sustainable Development Goals
IT-Guide contributes toward SDG 1: No Poverty. Most young immigrants arriving in Sweden have no economic resources. By joining IT-Guide, they get paid to provide technical support to the seniors and simultaneously get introduced to their first job and inspired to continue their studies.

We also contribute toward SDG 3: Good Health and Well-being. By introducing young immigrants to Swedish society and helping them understand the society they live in, we help improve their well-being and mental health. This contribution also has a wider impact, as the positive effects tend to spread to the young immigrants’ families.

IT-Guide impacts SDG 4: Quality Education in several ways. When new immigrants join, they receive 20 hours of training where they learn to work together in teams dealing with technical challenges. Moreover, once they start as technology guides, they often want to learn more after every coaching session to be able to help the seniors with their technical problems. The interaction between the elderly and the young immigrant includes a natural language component as well. As a long term impact, many of the guides get motivated to pursue a career in tech and take initiatives to hold their own courses not only to seniors but also to other immigrants in their own language.

Fifty percent of the immigrants with whom IT-Guide works are girls. We ensure an equal gender representation in everything we do, from recruitment to coaching. Once new female guides are recruited, it is usually their first job opportunity in life. Moreover, as the genders are usually strictly separated in their home countries, this is also often the first time the boys and girls get to work...
together in groups. The girls who are very active in IT-Guide as team leaders and coaches for other guides offer valuable inspiration to other immigrant women, encouraging those who have never been interested in IT technology to learn more about it. By doing all of this, we contribute toward SDG 5: Gender Equality.

IT-Guide contributes to Goal 8: Decent Work and Economic Growth. When the young immigrants are new in Sweden, they need motivation to educate themselves, which can be very difficult. By providing them with a job and a purpose, their motivation to study increases. Our goal is for all guides to complete high school, which significantly improves their chances of finding employment.

SDG 10: Reduced Inequalities is at the very core of what we do. We want all people to learn and be included in society through improved digital literacy. By learning more, both the IT-Guides and the elderly gain a better understanding of society. Central to this goal is also that IT-Guide serves as a meeting place for two groups of people that would otherwise not meet. By helping the immigrants earn an income, their economic inclusion is also improved.

IT-Guide impacts SDG 16: Peace, Justice and Strong Institutions in two ways. By training seniors, we increase their participation and access to information available online. In addition, the coaching gives the immigrants a chance to talk to seniors and gain information from them about how various things work in Swedish society.
Moving Mamas AS

**Solution**
Moving Mamas is for and with immigrant/refugee mothers who want to work and earn their own income in Norway. Our solution offers a new way into the labor market, and we work closely with the “Mamas” to help them reach their individual goals. We contribute to a more inclusive society and the Mamas can be a valuable resource in the labor market as well as civil society.

Our solution consists of 3 elements:
1. MM Academy, focusing on own learning and development for the Mamas
2. MM Redesign, which has an entrepreneurship focus – we develop and sell products made of excess materials from other enterprises
3. MM Services, focusing on providing Mamas to paying customers, who may eventually offer employment

**Next steps**
We want to scale to more municipalities in Norway, but first we must create sufficient local interest. Integration of refugees and immigrant groups into Norwegian society is generally a public responsibility. Thus, we need policy acceptance as well as active local decision makers in order to scale.

**Sustainable Development Goals**
Taking women out of isolation and poverty helps improve their well-being and mental health. All Mamas see being part of a group and contributing to society as a positive thing. In most cases, we quickly see direct impacts on our Mamas’ mental health and well-being when they join our group, contributing toward SDG 3: Good Health and Well-being.

We also contribute toward SDG 4: Quality Education. Many of the refugee women come from cultures where women lack access to education or paid work. Through work, they gain access to more information about Norwegian society and can serve as better advisors to their own children. We offer group and individual learning on how to enter and succeed in the labor market. Important aspects are the right to education and how to achieve long-term education goals.

In our group of women from many backgrounds we raise gender issues and highlight what are the rights women have according to both UN and Norwegian law, addressing SDG 5: Gender Equality. We inspire the Mamas to take action against harmful practices within their own families and cultures and raise awareness of where to seek help and expertise. New Mamas are encouraged to share domestic responsibilities within their families to be able to work outside the home.

Through our redesign approach, we integrate both entrepreneurial thinking as well as circular economy thinking,
Positive direct impact:
Goal 1: No Poverty
Goal 3: Good Health and Well-being
Goal 4: Quality Education
Goal 5: Gender Equality
Goal 8: Decent Work and Economic Growth
Goal 9: Industry, Innovation and Infrastructure
Goal 10: Reduced Inequalities
Goal 16: Peace, Justice and Strong Institutions

Positive indirect impact:
Goal 11: Sustainable Cities and Communities
Goal 12: Responsible Consumption and Production
Goal 17: Partnerships for the Goals

contributing toward SDG 8: *Decent Work and Economic Growth* by decoupling economic growth from environmental degradation. Some of our partners give us excess material and we cooperate with designers to create new products out of these resources.

We emphasize a small-scale approach and offer valuable cooperation to our partners regarding their excess material, thus contributing toward SDG 9: *Industry, Innovation and Infrastructure*. We form various partnerships, e.g., with actors in the textile industry. Large players need small players who are faster, more flexible, and can execute shared innovation projects in small scale.

Although Norway is a rich country, there is relative poverty and immigrants often do not enjoy the same opportunities as ethnic Norwegians. By building networks and opening doors, we have a positive impact on SDG 10: *Reduced Inequalities*.

We also contribute toward SDG 11: *Sustainable Cities and Communities* by supporting the refugee women’s cultural traditions and heritage, e.g., in art and crafts. These traditions are brought to new life through redesign. For example, we make jewelry with African influences.

Our Mamas share their experiences of their new life in Norway with families in their home countries, thus contributing toward SDG 17: *Partnerships for the Goals*. They were interviewed on Norwegian television when the Norwegian Minister of Integration visited us, an event that was of course shared with their friends and families.
Måleriföretagen i Väst

Founder: Målaremästarna and Måleriföretagarna  
Place of implementation: Gothenburg, Sweden  
Partners involved: Måleriföretagen i Väst, Förvaltnings AB  
Framtiden, Gothenburg Municipality housing companies, Akzo Nobel, Nordsjö färg, Arbetsförmedlingen, ArbVux, Göteborg 2021, ESF Västsverige, Allmänna Arvsfonden.  
Contact: Erling Zandfeld, erling.zandfeld@sattfargpa.se  
Find out more at: www.sattfargpa.se and www.youthpower.eu

Solution

Let’s Color Gothenburg is a project aimed to create job opportunities for unemployed youth in disadvantaged neighborhoods. We believe that playing an active role in the restoration and development of their neighborhoods creates job opportunities and a sense of belonging in society. Integration and inclusion is achieved by working together toward an ambitious shared goal, in our case a 21 km long stretch of art all the way through Gothenburg, from east to west.

We work in three stages:

Step 1 – Preparations, 12 weeks, trying out the painting profession, “speed dating” with painting companies, and participating in city events. When taking part in work-based learning and training, these youths will develop and restore parts of the city in need of particular attention.

Step 2 – Vocational training, 7–9 months, city government funded, includes practice at contractor.

Step 3 - Introduction to the trade, through employers with expansion plans.

Close cooperation at national, regional, and local level is vital to fully utilize our development potential.

There is a lot of untapped potential in the cultural industries to create growth and jobs. Through our project, the painting industry will help develop the potential of resources, knowledge, and creative talent to spur innovation. So far, we have put 78 unemployed youth in full-time employment and have had 2,100 youth partake in the city's development through painting activities.

Next steps

We have applied for three more years of funding from ESF for expansion of the project by including 13 more municipalities. We are preparing for a full-scale project in Stockholm in close cooperation with Fryshuset Foundation. Through an Erasmus+ grant, we have initiated a transnational cooperation project including Helsingborg, Riga, Gdansk, and Barcelona. This 3-year project closely resembles the Let’s Color Gothenburg project and will be adapted to the local conditions in each participating city.

Sustainable Development Goals

We recruit young adults from disadvantaged neighborhoods who normally have no opportunities to receive financial aid from the government while in education and training. Therefore, we created this project with help from the Swedish Public Employment Agency. During the vocational training, the participants are placed at painting contractors to get closer to the labor market and possible permanent
employers, making SDG 4: *Quality Education* very relevant to our efforts. The project involves 20 companies of different sizes.

SDG 5: *Gender Equality* is also related to what we do. Our goal is to recruit at least 40% of women to become traditional painters, which can be compared with the present figure of 5% women in the industry. We also aim to eliminate the biased attitudes to women in our traditionally male-dominated sector. Gender equality and non-discrimination shall be ensured in every part of the application process. Analysis and promotion of gender equality and accessibility are included in the overall project, the objectives and indicators, the activities, and follow-up.

By targeting 15–24 year old unemployed women and men, we contribute toward SDG: 8 *Decent Work and Economic Growth*. In our target neighborhoods, authorities have trouble reaching young people who neither work nor study. Housing companies will have an important role in identifying and recruiting young people from this group to the project. Through cooperation with various associations, social services, schools, and local initiatives, we can reach them. By participating, the unemployed who need work practice gain access to the labor market and the network of actors therein.

We do not know whether the paints we use might have an impact on SDG 12: *Sustainable Consumption and Production* and SDG 14: *Life Below Water* through the use of chemicals. This is an issue which should be investigated.
Neighborhood Mothers

**Founder:** The Foundation of Social Responsibility  
**Place of implementation:** 26 municipalities across Denmark.  
**Partners involved:** Local professionals, teachers, health visitors, volunteers and other local actors.  
**Contact:** Mai-Britt Haugaard Jeppesen, mai-britt@socialtansvar.dk  
**Find out more at:** www.bydelsmor.dk

**Solution**
Volunteering Neighborhood Mothers work with women who came to Denmark as refugees or through family reunification and whom the authorities are not able to reach.

The Neighborhood Mothers are mainly women with an immigration background who have experienced the same issues as the women they help. The supported women often feel lost and have difficulties understanding their role in society, both as parents and as fellow citizens. The volunteers can effectively help these women as they look the same, live side by side, and share similar experiences. They can establish a trustful relationship built on identification, equality, knowledge, and confidence; they can share knowledge about society and the local area, connect women to social networks, counteract prejudice and fear for the municipalities. They are local role-models who can motivate and create a “missing link” between isolated women, their families, and local institutions in society.

**Next steps**
We want to test how our method can be used in other areas, e.g., with elderly immigrants.

Also, we want to find new ways of financing the work, create win-win partnerships, and upgrade the support locally.

**Sustainable Development Goals**
Surveys show that Neighborhood Mothers increase their chances of finding a job by participating in the work, contributing toward SDG 1: *No Poverty*. The volunteers help other women look and apply for jobs and suitable education, and they also help them improve their language skills. In cooperation with municipalities, IKEA, and Bikubenfonden, the National Organization of the Neighborhood Mothers is developing a type of SIB model, i.e., a job preparation program that builds on best practice, research methods, and that have generated good results, with the aim of helping women with immigrant background into the labor market.

Our peer-to-peer initiative encourages self-help, self-reliance, social belonging, and active citizenship and produces lasting change for both Neighborhood Mothers and the women they help. The 3½ months of basic training (consisting of 15 weekly meetings) that all Neighborhood Mothers participate in helps the women build self-confidence, self-reflection, knowledge, a professional network, as well as a strong social contacts. The personal development, the strong local fellowship, and the new position as a local role model recognized by local authorities provide a strong platform for sustainable social change and contributes toward SDG 3: *Good Health and Well-being*. 
We also address SDG 4: *Quality Education.* By building confidence and knowledge about and a sense of belonging in society, we promote equality in the women’s families along with an ability to cope with and change one’s social position. We build trust in authorities and the system among the mothers, give them knowledge about education and jobs and the confidence to participate in schools and childcare institutions. In doing so, we provide mothers better opportunities to support their children in being active in and prepared for school and further down the road in developing the knowledge and skills they need to pass the 9th grade exit exam, etc.

We contribute toward SDG 5: *Gender Equality* by creating social platforms and strong communities for women to gain knowledge about their rights, gender equality, and sexuality. We provide a social space for them to reflect on, discuss, and be more aware of their position as women, mothers, wives, and citizens. We work with storytelling and personal stories as important tools, and by highlighting these experiences we can address difficult dilemmas and problem solving processes useful for being new in society.

By giving the women knowledge about their rights, information about where to get help, and a network to rely on, we build strong women who bravely take charge of their lives and take responsibility for how to change it, contributing toward SDG 16: *Peace, Justice and Strong Institutions.*
Sisters in Business AS

Solution
Sisters in Business (SiB) is a social venture that creates jobs for and with immigrant women through co-creation and innovation. SiB started as a social network, a meeting place for ethnic Norwegian and immigrant women, when the founders realized that some women were poorly integrated into Norwegian society.

Through innovative partnerships, SiB creates jobs and increases the employment opportunities for immigrant women without education in order to include them in social and work life.

Our goal is to be a profitable business that carries its own costs and is characterized by security, predictability, and sustainability. All profits are retained in the business and spent on increased working hours, hiring of new staff, and necessary investments. We offer quality products and services demanded by the market.

SiB is inspired by Yalla Trappan’s model in Sweden, which currently employs many immigrant women in various sectors. On October 11th, 2017, we opened SiB Sytjeneste (sewing services) at IKEA Slependen. Customers can get help to sew, change or repair clothes and other textile products. This is a collaboration project between IKEA, Sisters in Business and some of the above mentioned partners. All partners benefit from the project and together we solve a social challenge and create value for society and individuals.

Next steps
The next step is to develop products for SiB Sytjeneste that the market demands. We need to produce more, sell more, and increase our income by opening another location with more space, hire expertise, and provide more training to the women. We need more funding to pay for an administrative staff that can focus on operations and growth and the development of our business model. We would like to develop a project called SiB Norsk Design.

Sustainable Development Goals
SiB provides job opportunities for members of a socio-economic group who typically have difficulties finding a well-paid job and who generally earn lower incomes than just about anybody else in society, implying an impact on SDG 1: No Poverty.

SiB also contributes toward SDG 3: Good Health and Well-being. Improved mental health is a well-documented effect of inclusion and increased opportunities to develop professionally and personally.

SiB provides non-formal education and training to immigrant women without education with a goal to ultimately make them financially independent. We therefore we have a strong impact on SDG 4: Quality Education.

SDG 5: Gender Equality is also very impor-
tant in SiB’s work. Our solution has an impact on discrimination because the mothers become role models for their children and others in their network. By being provided an opportunity to work, the women become strong, independent, and less likely to tolerate any forms of violence against girls and women, in both the public and the private spheres, including trafficking in human beings and other forms of exploitation. The empowerment can also change their views of harmful practices such as child abuse, early/forced marriages, and female circumcision. They will learn to promote shared responsibility in the household and family.

The core of our solution is to create jobs through co-creation projects and thereby increase the employment opportunities for immigrant women without education, addressing SDG 8: Decent Work and Economic Growth. Our aim is to provide full employment and decent work for immigrant women.

One of SiB’s partners is known for selling inexpensive products, which may spur overconsumption and a waste-generating behavior and thus clash with SDG 12: Sustainable Consumption and Production. Sustainability is an important concern to us, both economically and socially.

Finally, our model involves public, public-private, and civil society partnerships to solve shared challenges. The model can be used globally and makes SDG 17: Partnerships for the Goals central to what we do.
The vision of Sports without Borders is to spur children and youth to acknowledge opportunities and shape a future beyond their social affiliation. The aim is to strengthen the children's confidence and self-esteem to make them see future possibilities and thereby prevent marginalization. To promote integration and eliminate the “we vs. them” dichotomy, we work with children from all social strata. We want to integrate children from differing backgrounds and allow them to meet at neutral venues and play sports without borders.

Sports Without Borders relies on collaboration with schools and local sports clubs. We partner with local sports clubs and train youth leaders on our approach, which is based on extensive experience and knowledge of the target group. The youth leaders then introduce their sports as meaningful leisure activities during PE classes. Aside from introducing new sports, the leaders act as role models for the children, showing them opportunities for the future and help them find the right track in life, through sports and meaningful activities. We believe that our solution helps children avoid destructive behavior and therefore also future marginalization. Instead, they are encouraged to see possibilities in the future and opportunities to become working and independent citizens rather than welfare recipients.

Respect, openness, and a positive attitude are key aspects of our method and the youth leaders’ work. These virtues have often been shown to make the children more open and positive to information given in school and their ability to benefit from it, including information about sexual and reproductive healthcare services, thus contributing towards SDG 3: Good Health and Well-being.
Our solution contributes toward SDG 4: Quality Education through the completion of education. The children can more easily relate to our youth leaders than other adults in school or at home. They are present during and after school hours and inspire the children to dream and work toward their goals, just the way the youth leaders have reached their goals.

Also, Sport without Borders contributes toward SDG 5: Gender Equality. The importance of a gender equal approach is included in our method, which every youth leader learns. At present, we have 16 full- or part-time employees, of whom four are girls, and approximately 20 hourly paid employees, of whom about 50% are girls.

We impact SDG 8: Decent Work and Economic Growth through our project Inkludera Flera. Select youth leaders who would otherwise risk social marginalization are employed full time with co-funding from the private partner companies and the Swedish Public Employment Service. They are offered a 24-month program where they work full time for Sports without Borders and get to attend skills development courses in sales and leadership.

Our vision is to make children acknowledge opportunities and shape a future beyond their social affiliation, and thereby avoid future marginalization, addressing SDG 10: Reduced Inequalities. We work with children across all social strata and want to integrate children from different backgrounds, allow them to meet at a neutral venue, and engage in sports without borders.
Startup Refugees

Founder: Riku Rantala and Tunna Milonoff  
Place of implementation: Currently in Finland  
Partners involved: Companies, government officials, NGOs, universities, congregations, research institutes, communities, and individuals.  
Contact: Elisa Vepsäläinen, elisa@startuprefugees.com  
Find out more at: www.startuprefugees.com

Solution

Finland was hit by an unprecedented wave of 38,000 asylum seekers in 2015 and 2016. Although the number may seem relatively small in the big picture, it is almost 10 times higher than the figure for 2014 and stretched the public support structures to capacity. Asylum seekers ended up trapped in reception centers for extended periods with nothing to do, even though Finnish law allows them to start working three months after applying for asylum. Given the widespread attitude in media that the refugees were a burden on the Finnish economy, Startup Refugees founders Riku Rantala and Tunna Milonoff wanted to instead point out the benefits of a potential national brain gain. Finland suffered from high unemployment, and Rantala and Milonoff wanted to explore whether asylum seekers had skills or business ideas that could benefit the economy while they waited for their asylum papers.

The first few years have been a learning period, but the results are already visible. The Startup Refugees concepts and methods can benefit not only other newcomers, but also the partner companies and other European organizations.

Next steps

We are planning to expand our model to other European and developing countries.

Sustainable Development Goals

Startup Refugees helps immigrants and asylum seekers build confidence by empowering them with skills to design their professional plans or ventures and helping them acquire tools to overcome the obstacles they face in their new culture. Our social innovation network helps them run successful businesses that can have very positive impacts on their life and in many cases also their recovery from traumatic experiences in their home countries, thus contributing toward SDG 1: No Poverty.

Our efforts could have a positive indirect impact on SDG 3: Good Health and Well-being including mental health by empowering and enhancing the immigrants’ confidence and providing opportunities to do something while waiting for being granted asylum.

SDG 4: Quality Education is an important
cornerstone for Startup Refugees. We provide various employment and educational opportunities in cooperation with our network members. These opportunities include business coaching and mentoring as well as university, skills development, ICT, business, entrepreneurship, and English and Finnish courses, etc to help the asylum seekers and new immigrants be productive and integrate faster into society.

We empower women to be business leaders and make them more competitive in the job market by providing them with valuable skills, training, and coaching in the Startup Refugees Women program. We have supported women in many different ways, for example by organizing networking events, offering jobs and training opportunities, and enabling them to attend activities outside the reception center. Thus, SDG 5: Gender Equality is very important to our work.

We of course also contribute toward SDG 8: Decent Work and Economic Growth by training and coaching youth and older entrepreneurs on how to launch and develop creative businesses and achieve their goals.

Startup Refugees’ impact on SDG 17: Partnership for the Goals is fairly obvious as the Startup Refugees network in Finland consists of 500 actors from all types of sectors, encouraging public, public-private, and civil society partnerships. Anybody who offers something concrete to support our shared goal is welcome to join the network and help newly arrived immigrants start businesses and enter the Finnish labor market.
**Solution**

Svenska med baby facilitates social platforms for newly arrived and established Swedes with small children. Our mission is to create a safe space for parents to meet, share experiences and information and learn Swedish for those who so desire. Our operations are centered around weekly group meetings for parents and their 0–2 year old children, organized activities such as visits to museums, theaters, and tourist attractions, and a concept we call Family Saturdays, which families can attend and have their children play with other kids.

Our activities are very popular and offer a successful solution to break the segregation in society. We want to encourage parents to meet and share experiences regardless of national, cultural, and ethnic background.

**Next steps**

Svenska med baby has an ambition to expand to new cities and regions while maintaining a high quality in our current groups and activities.

**Sustainable Development Goals**

Eighty-seven percent of Svenska med baby's visitors say they and/or their baby have experienced improved mental health/wellbeing after participating in our activities, which relates to SDG 3: *Good Health and Well-being.* We create a positive impact on people's mental health by encouraging parents to break a potential isolation in their neighborhoods, to speak about their new life in Sweden, and to meet new friends.

Our activities are arranged in line with a carefully chosen theme often centered around children. One theme is “applying for jobs” and enables participants to share information, contacts, or relevant CV writing skills to the group. We offer links to relevant research to our participants, addressing SDG 4: *Quality Education.*

SDG 5: *Gender Equality* is at the core of Svenska med baby. We want to create a space where parents and children can meet and learn about the need to eliminate all discrimination of individuals and groups in society. The majority of our participants are women, many of them newly arrived immigrants in Sweden who are at great risk of feeling isolated. Through our activities, where parents get to know their rights through informal conversations, we make the path to feeling included and established in society easier. We also encourage dads and LGBTIQA+ parents to participate and are currently looking at opportunities to start father groups and promote our activities through male and LGBTIQA+ influencers.

We want our participants to know about
Goals

their rights, options, and channels to find a job in Sweden – an aim clearly related to SDG 8: Decent Work and Economic Growth. Speaking about themes such as employment opportunities and how to find a job at our group activities is one way to help achieve the goal of decent work for everyone and contribute to a better economy for new and established Swedes.

We encourage new and established Swedes to travel to other regions and learn about new environments. We want to make society more inclusive and decrease the segregation and therefore carefully choose our target neighborhoods. Thus, we contribute toward SDG 10: Reduced Inequalities.

Svenska med baby is a safe platform where experiences can be shared and parents can express their need for protection if they wish. We offer guidance on matters regarding our visitor’s vulnerability and social, health, or economical needs by connecting them with appropriate experts and institutions, implying an impact on SDG 16: Peace, Justice and Strong Institutions.

We strive to collaborate with civil society colleagues in Sweden and work closely with public and private actors with an aim to complement their goals and ambitions in a specific region, contributing toward SDG 17: Partnerships for the Goals.

Positive direct impact:
Goal 17: Partnerships for the Goals

Positive indirect impact:
Goal 3: Good Health and Well-being
Goal 4: Quality Education
Goal 5: Gender Equality
Goal 8: Decent Work and Economic Growth
Goal 10: Reduced Inequalities
Goal 16: Peace, Justice and Strong Institutions

good impact:
Goal 17: Partnerships for the Goals

positive indirect impact:
Goal 3: Good Health and Well-being
Goal 4: Quality Education
Goal 5: Gender Equality
Goal 8: Decent Work and Economic Growth
Goal 10: Reduced Inequalities
Goal 16: Peace, Justice and Strong Institutions
The Rescue Mission of Gothenburg

**Founder:** The Rescue Mission of Gothenburg in cooperation with Erikshjälpen, the city of Gothenburg, and GU Ventures.

**Place of implementation:** Currently our solution is tested in an innovation lab in the Gothenburg suburb of Lövgården.

**Partners involved:** The Rescue Mission of Gothenburg employees and volunteers, Erikshjälpen, GU Ventures, the city of Gothenburg.

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**Find out more at:** www.raddningsmissionen.se

**Photo by:** Stina Gränfors

**Solution**

To meet the challenges of segregation and low goal achievement in schools in socio-economically deprived areas, collaboration between more actors is required. Our project, Lövgärds Lärlabb, aims at improving schools and student performance by developing and testing arrangements of sustainable collaboration between several stakeholders. Leaders from various sectors in society team up for strategic labs where the challenge is to find a sustainable model of working together financially and socially. The local school serves as a hub where we attempt to find solutions to problems with the aim of enabling students to access more possibilities and eliminating differences in children's readiness for education.

The project partners have created an innovation lab at Lövgärdeskolan with an ambition to try new methods and practices to increase student performance. Students and staff work together every week with volunteers, providing the students with motivation and study support. More schools with well-performing students will result in stronger democracy and a less segregated society.

**Next steps**

After identifying a successful model, the next step will be to find the necessary financial resources to meet all needs in a sustainable collaboration between non-profit, public, and private sectors and the university and then implement it on a larger scale.

**Sustainable Development Goals**

Strengthening student performance will give more children the opportunity to finish their basic education, transition into higher education, and eventually pursue a career, contributing toward SDG 1: *No Poverty.*

Regarding SDG 3: *Good Health and Well-being,* we need more research on the effect of our work on health and well-being. However, studies show that there is a strong connection between succeeding in school and a healthy life with positive life choices.

The project contributes toward SDG 4: *Quality Education* and aims to increase student performance by redesigning the schools mission to outweigh differences. It supports parents in playing a bigger role in their children’s life and through activities generated by the innovation lab becoming more active participants in the community. Given the current situation in Gothenburg, where 50% of the children who attend schools in socio-economically deprived areas do not make it to upper-secondary school, an increase in quality of the education is necessary to meet the needs of the children and give them real access to higher education.
At the innovation lab, we look for solutions that will enable more children to complete secondary education and thus be eligible for higher-education.

Allowing children to access more areas of society and creating a safer area in the local community will also contribute toward SDG 5: Gender Equality. By generating activities in the innovation lab, we ensure a safe environment and broaden the variety of extracurricular activities for both girls and boys.

In Sweden it is very unlikely a person will find employment with less than upper-secondary education, and quite a few people fall into this category. By opening up the school as well as raising the social and economic resources of the community we contribute toward SDG 8: Decent Work and Economic Growth.

By partnering with local businesses and organizations, we enable people to access more areas in the city and thereby contribute toward SDG 10: Reduced Inequalities. Safer areas will increase mobility of the majority of the habitants.

These partnerships will contribute toward SDG 11: Sustainable Cities and Communities, by finding solutions for the local community through a model where the partners can support the school. A well-functioning school is an obvious objective in any effort to make a local area more attractive for businesses.

Strategic labs focus on identifying a model for sustainable collaboration between private, public, and regional actors, making SDG 17: Partnership for the Goals central to what we do.
Yalla Trappan

Founder: Christina Merker-Siesjö
Place of implementation: Rosengård, Malmö
Contact: Therese Frykstrand, therese@yallatrappan.se
Find out more at: www.yallatrappan.se

Solution
Yalla Trappan is a non-profit social enterprise focusing on work integration and located in the heart of Rosengård, Malmö. We have developed successful methods for creating job opportunities for unemployed immigrant women lacking labor market access due to weak language skills, lack of prior work experience, and limited education. Organized as a women’s cooperative, Yalla Trappan is built on values such as participation, co-determination, and solidarity. What started out as a project relying on financial support from the European Social Fund has evolved into a self-contained social enterprise utilizing the knowledge and capacity of its staff to run an innovative business with a strong focus on social, environmental, and economic sustainability. Among several inspiring collaborations, we have established a partnership with IKEA regarding a sewing service inside the local warehouse. We also enable other groups to learn about our methods through a mentoring program.

Yalla Trappan now employs 35 women and also enables labor market introduction for newly arrived immigrant women by providing internship opportunities. We have joined forces with a number of stakeholders in order for the methods to reach a greater number of people. Emphasis on participation is a main feature of work integration social enterprises in general. Our profit is reinvested in the business in the form of new machinery, more working hours for our employees, or new paid positions for our trainees.

Next steps
In order for Yalla Trappan to develop, we need to expand our collaboration with partners who truly want to contribute to social sustainability. We want to facilitate other initiatives in other parts of Sweden/Scandinavia and make it easier for us and other hard working social enterprises to collaborate with each other and with private and public actors. Another step is to find out more about our weaknesses and fill them with knowledge and ensure that not everybody makes the same mistakes and has to re-invent the same solutions over and over again.

Sustainable Development Goals
In collaboration with the municipality and the unemployment service, Yalla Trappan offers integration through internships and thus contributes toward SDG 4: Quality Education. We also have specific programs focusing on for example workplace culture and language training. In all programs, workplaces, and collaborations, we are guided by the objective of long-term social sustainability. As a women’s cooperative, SDG 5: Gender Equality is central to our efforts of giving women the possibility to work with only other women around them. We have seen several examples of women divorcing...
their abusive husbands after strengthening their own economic capacity. With the mothers and wives working outside the home, the domestic work has to be shared. In the cooperative, the women also support each other in making demands on their husbands and grown children. Working with cooperative values means, among many other things, making your voice heard, taking responsibility, and for everyone to ensure progress.

Yalla Trappan also contributes toward SDG 8: *Decent Work and Economic Growth* by employing women who otherwise would have relied on social welfare support from the state. With a monthly income, the women instead contribute to society by paying taxes. Yalla Trappan has signed and complies with all applicable union agreements.

Yalla Trappan impacts social, economic, and political inclusion at the international level and, therefore, SDG 10: *Peace, Justice and Strong Institutions* by serving a good example. We have proudly hosted study visits by people and organizations from around the world who want to learn from us.

We work hard to develop partnerships with both private and public actors, contributing toward SDG 17: *Partnerships for the Goals*. We have an ongoing project with the chief aim of finding new ways to work across sectoral boundaries.
Solution
YES is a social impact company with the expressed goal of assisting refugees in entering the Danish labor market in a sustainable and incentivizing manner. Many refugees in Denmark are trapped in an unacceptable job relationship with service companies. We are a socially responsible, non-profit service company that offers more affordable prices for companies while ensuring good working conditions and wages for migrants in Denmark. While we do this, we also ensure that companies employing migrants are socially responsible globally by sponsoring education for children in third-world countries.

Next steps
The next step is for a larger share of companies to recognize the impact of YES on the lives of refugees working with us. This will increase sales, which in turn will enable us to expand in and outside Denmark.

Sustainable Development Goals
Denmark has implemented a series of economic measures to discourage asylum seekers from wanting to come to Denmark. These measures have a direct economic impact on the refugees who are currently in Denmark and, as a result, the economic status of an average refugee recipient of the “integration benefit” is below the national poverty line. YES employs refugees and eradicates national poverty one refugee at a time, contributing toward SDG 1: No Poverty.

YES also has an impact on SDG 3: Good Health and Well-being. Numerous studies have shown that having a steady job and a stable life has a positive impact on the health and well-being of a person. This is what YES provides for refugees.

We also contribute toward SDG: 4 Quality Education in several ways. We offer the refugees employed by YES trainings on for example hygiene. Furthermore, even for the refugees whom we do not hire, we can offer assistance in entrepreneurship and accessing higher education in Denmark through partner organizations. Secondly, YES has had a child sponsorship policy where we sponsored child education in Bangladesh through our work with companies. Onwards we will donate a part of our revenue that will continue to support children but also toward furthering the skill development of our employees.

YES has a primary impact on SDG 8: Decent Work and Economic Growth. Our solution builds on a problem-based analysis of the integration system in Denmark. Therefore, we solve two issues in this area. We are able to provide an alternative path to the Danish labor market for

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**YES CPH CO. ApS**

*Founder: Riad Arefin*
*Place of implementation: Denmark, Greater Copenhagen.*
*Partners involved: Local NGOs, Universities and social impact businesses*
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*Find out more at: www.yescph.co*
refugees. We steer refugees away from the black labor market and its lack of insurance, fair contracts, and decent wages. We also provide a way out of the municipal unpaid internships that refugees enter as part of their 3-year integration contract when they are granted asylum.

YES has an explicit goal to provide sustainable integration opportunities for refugees. This involves inclusion, combating xenophobia, and promotion of personal autonomy and self-sufficiency, thus addressing SDG 10: Reduced Inequalities.

YES provides cleaning and therefore utilizes chemicals. At YES, we are very aware of the effects of industrial cleaning agents and have taken steps to minimize our environmental impact and thus contribute toward SDG 12: Sustainable Consumption and Production. For example, we use the We Care line of cleaning products as much as possible in our work with customers.

The employee/employer structure of YES includes our refugee staff in many decision-making processes and thus also contributes toward SDG 16: Peace, Justice and Strong Institutions. One example is that with our old model, we sponsored other social impact companies and before making a donation we would have a meeting with our employees to ask them which projects/organizations they would prefer that we support together.
References


From Knowledge to Action for the Sustainable Development Goals

To achieve a sustainable society we need change, and change requires knowledge. SDSN Northern Europe connects Nordic knowledge institutions to communicate what sustainability is all about and promote joint learning and sustainable solutions.
Part of a Global Movement
The Sustainable Development Solutions Network (SDSN) Northern Europe is an action-oriented network focusing on mobilizing Nordic scientific and technological expertise to solve problems and create a more sustainable society. SDSN Northern Europe is part of the global SDSN, which works closely with academia, civil society, UN agencies, multilateral financing institutions and the private sector.

A Global Network of Problem Solvers
SDSN mobilizes scientific and technical expertise from academia, civil society, and the private sector to support practical problem solving for sustainable development at local, national, and global scales. The SDSN has been operating since 2012 under the auspices of the UN Secretary-General. The SDSN is building national and regional networks of knowledge institutions, solution-focused thematic networks, and the SDG Academy, an online university for sustainable development.

The Secretariat of the global SDSN is located in Paris, France; New York, USA; and New Delhi, India; and is led by Jeffrey D. Sachs, world-renowned Professor of Economics and Director of the Center for Sustainable Development, Columbia University, USA.

Mobilizing Northern Europe
SDSN Northern Europe was launched in February 2016, in Gothenburg, Sweden, as a regional network within the global SDSN, to gather the Nordic knowledge institutions in their implementation of actions to achieve the SDGs. SDSN Northern Europe assembles the Nordic members of SDSN.

The network is hosted by Gothenburg Centre for Sustainable Development at Chalmers University of Technology and the University of Gothenburg, Sweden.