The number of Ukrainians in employment in Norway continues to rise, with nearly 27,000 Ukrainians who arrived after the full-scale invasion now in work, an increase compared to 2024.

The Government attributes this progress to introduction programmes and Norwegian language training, as well as stricter work-orientation requirements introduced in 2024. The requirement of at least 15 hours of work-oriented activity per week has proven effective and has now been extended to all refugees.

Regional performance varies, with Troms (51.1%) and Nordland (46.6%) leading in employment rates among Ukrainians aged 20–66, followed closely by Buskerud, Finnmark and Møre og Romsdal. Northern counties in particular show that close cooperation between municipalities, employers and volunteers supports successful labour market integration.

At the municipal level, results are especially strong: the top ten municipalities all have employment rates above 70%, led by Eidfjord (83%), Lebesby (77%), and Loppa, Skjåk and Tydal (75%). These outcomes highlight the importance of local engagement, supportive municipalities and responsive employers in enabling refugees to enter work quickly.

Source(s)

- Ministry of Labour and Social Inclusion | Arbeids- og inkluderingsdepartementet (5 January, 2026), Stor vekst i antall ukrainere i jobb - fylker og kommuner viser sterke resultater [Large growth in the number of Ukrainians in work - counties and municipalities show strong results], https://www.regjeringen.no/no/aktuelt/stor-vekst-i-antall-ukrainere-i-jobb-fylker-og-kommuner-viser-sterke-resultater/id3144781/

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