

**Belong**



# **Impact Report 2025**



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# About Belong

**Belong is a non-profit organisation that builds bridges between new and established Swedes. We create opportunities for people from different backgrounds to enter the labour market, participate actively in society and improve their living conditions.**



We do this through mentoring, education initiatives and creating meetings between people with different backgrounds. We are committed to changing public opinion and shifting the narrative on integration through advocacy and opinion-shaping efforts to engage more people in promoting and increasing integration.

Belong was formed in 2025<sup>1</sup> through a merger of the non-profit organisations Nema Problema and Nya Kompisbyrån and the integration initiative Yrkesdörren, which was previously run by Axel Johnson. Since the start of each organisation, we have jointly matched over 46,000 people in individual meetings and matched around 3,500 people with mentors in our programmes.

This report presents results from activities partly or entirely carried out before the merger. We will clarify which activity was run by which organisation throughout the results chapter(s).

## Our core values

Our core values express how we do things—our shared approach.

### Trust

We see each individual based on their ability to grow, contribute and thrive. Everyone has potential, our task is to create spaces where it is given the freedom to grow.

### Power to change

We present a future that makes others want to join us. Through courage, determination and action, we make a clear difference.

### Community

We believe in the power of the individual, but real change happens when we meet others. Through relationships, networks and belonging, we create a stronger society.

Our vision

**A society that  
embraces the  
power of diversity.**

# Highlights from 2025

Nya Kompisbyrån and Nema Problema merged to form and launch Belong. Yrkesdörren was incorporated in the new brand. The organisation grew to include 17 employees.

Ett samhälle som tar vara på kraften i mångfald.

A total of 896 foreign-born individuals began participating in our activities, supported by over 1,100 volunteers involved in our work.



Belong was awarded the recently established **Årets Eldknopp**, at the 2025 edition of **Järvaveckan**.<sup>2</sup>

Photo courtesy of Järvaveckan



Two new programmes were launched in Framtidsprogrammet Järva and Kvinnoträffar.

# Problem description and suggested solutions



Living up to our mission – building bridges between new and established Swedes – requires an understanding of the structural obstacles preventing successful integration and social cohesion in Sweden. Therefore, identifying these obstacles is the starting point from which we create change.

## The Swedish labour market

Sweden has an aging population and the demand for labour is increasing.<sup>3</sup> However, Sweden has one of the largest shares of foreign-born inhabitants in Europe with one in five Swedes being born abroad, and most of the foreign-born population are of working age.<sup>4</sup> Despite this, we see a significant gap in employment between foreign and domestic-born. The share of people who are working, studying, or actively applying for jobs is almost four times higher among the domestically born, and the employment rate among foreign-born individuals is around ten percentage points lower than among the domestically born.<sup>5</sup>

Research also shows that foreign-born people face specific obstacles when trying to enter the labour market, including language barriers, lack of relevant education, lack of networks and systematic discrimination.<sup>6</sup> Foreign-born women are particularly disadvantaged in the labour market.<sup>7</sup> These barriers risk contributing to making the labour market exclusionary and inefficient.

## Structural inequality and political polarisation

Sweden is increasingly characterised by growing social divides and socio-economic segregation, which can affect life chances across generations.<sup>8</sup> Polarisation is increasing on issues of migration and multiculturalism, creating a heated public debate and major disagreements in politics.<sup>9</sup>

At Belong, we aim to address these issues by building on our accumulated experience as a non-profit organisation specialised in labour market integration while also cooperating with others. We believe that cross-sectoral collaboration is necessary to promote successful integration in society as a whole. Therefore, we partner with stakeholders from the private, public and non-profit sectors, including municipalities, companies, trade unions and employer organisations. Through these partnerships, we strive to maximise our impact by making use of the comparative advantages of ourselves and others.

As far as our methods are concerned, our main solutions to the above mentioned challenges are briefly outlined on the following pages.



### **Mentorship and meetings**

Research consistently demonstrates that social networks play a crucial role in establishing oneself in the labour market, and that employment is, in turn, a key factor in successful integration.<sup>10</sup> These are important foundations for Belong's focus on mentorship as a priority method for contributing to integration.

Experiences from both Sweden and other countries indicate that mentorship can strengthen the professional networks of foreign-born individuals and improve their prospects of finding employment. In addition to providing contacts and references, mentors can offer valuable insights into the local labour market and serve as personal support throughout the job-seeking process.<sup>11</sup> Belong has therefore been running mentorship programmes in various forms for nearly a decade.

The central component of mentorship is the encounter. It is through personal interactions that knowledge and networks are developed. Belong recognises that mentorship programmes spanning several months require significant time and commitment. For this reason, we also provide initiatives with a lower threshold for participation, while maintaining the same objective: to foster connections between newcomers and established residents through meaningful encounters, thereby contributing to a more inclusive and effective labour market.

### **Knowledge and networks**

Another important prerequisite for foreign-born individuals to secure relevant employment is the opportunity to strengthen their human capital, including proficiency in the Swedish language, confidence in their own abilities, and an understanding of workplace norms and regulations. Accordingly, Belong also works to create larger platforms for shared learning and skills development. For example, we organise job fairs and knowledge-sharing events where participants are given direct access to experts and professionals from various sectors of the labour market. We do this because it is well established that the development of human capital is an important condition for new people in Sweden to find relevant employment.<sup>12</sup>

Overall, Belong employs a combination of career-oriented meetings, mentorship, and capacity-building initiatives. These efforts aim both to enhance participants' networks and human capital, and to counteract prejudice and discrimination.

### **Advocacy and shaping public opinion**

Belong has observed that public discourse surrounding immigration and integration is often characterised by strong opinions and harsh rhetoric. Furthermore, it is not uncommon for claims and viewpoints to be based on unfounded assumptions or inaccurate information. We believe that a key element in fostering a more constructive debate is the creation, consolidation, and dissemination of evidence-based knowledge on integration.

This aligns closely with our ambition to serve as a collective voice for our target groups. We engage both the general public and decision-makers by writing opinion pieces, publishing research reports, and participating actively in public debate.





### **Meet Nick**

Nick Doggen is Belong's Communications and Public Opinion Manager, with solid experience in advocacy and strategic communication. With a background from the European Parliament and years of leading opinion and communication work, he brings the expertise and credibility needed to drive our advocacy efforts with confidence.

# Theory of change



The following overview outlines a theory of change that applies to Belong's overall activities. Since the recent formation of Belong included the adoption of several activities originally initiated by three different organisations, the connections from resources to impact vary between the projects. A detailed theory of change for our biggest activity - Yrkesmentorprogrammet - [can be found here](#).

Going forward, we aim to display the theories of change of all activities in a similar way.

## Resources

- Staff
- Volunteers
- Board
- Funders
- Target group representatives

## Activities

- Network and training session
- Mentorship programmes
- One-off professional meetings
- Advocacy
- Target group involvement
- Business collaborations
- Fundraising

## Outputs

- Conducted network and training sessions
- Mentorship programme participants
- Media exposure
- Conducted expert group meetings
- Conducted individual meetings across our activities

## Outcomes and impact

- More new Swedes in employment and education
- Increased self-confidence among new Swedes
- Strengthened human capital among new Swedes
- Increased sense of inclusion in society
- Increased social participation and expanded networks
- Altered perceptions of Sweden among the general public



# Resources

## Staff

At the start of 2025, the organisations that have now merged into Belong had the following staff:

**Nya Kompisbyrån: Seven employees**

**Nema Problema: Ten employees**

**Yrkesdörren: Two employees**

By the end of 2025, the merger of Belong was completed and the new organisation had 18 employees in three cities, with 16 of the employees stationed at the head office in Stockholm.

## Volunteers

In 2025, an estimated 1 100 volunteers made invaluable contributions to our activities, driving our change by acting at the very core of our operations: meeting and supporting our participants.

## Organisation and advisory structures

Belong has a competent executive board. Six board members including the chair, along with the executive director, are responsible for developing the organisation's long-term strategy. The board meets with the executive director approximately six times a year to receive updates on operational activities and results and to plan future work, including focusing on long term funding.

## Expert groups

In 2025, target group representatives were involved through expert groups in three of our projects, contributing to both strategic and practical decision-making by sharing their thoughts, knowledge and experience.

## Funding

Funding for Belong comes largely from various funds, foundations, public authorities, and companies. In 2025, contributions came from, among others, The European Union's Asylum, Migration and Integration Fund, PA Foundation, the European Social Fund, Svenska Postkodlotteriets Stiftelse, The Swedish Public Employment Service and Axel Johnson.

## Operational revenue and costs

Total costs in 2025 were SEK 14 581 617, of which SEK 13 604 649 were programme-related costs and SEK 976 968 were administrative costs. Total revenue for 2025 was SEK 11 237 054, consisting of grants and donations: SEK 10 022 178 in grants, SEK 1 214 748 in donations.

# Activities 2025

In this chapter, we present key outcomes of all activities carried out and completed in 2025. The results presented are primarily based on anonymous participant surveys completed at the end of each activity. In most cases, results survey responses are compared to equivalent baseline surveys completed just ahead of the activity.

Response rates vary between programs and are specified in each section on the following pages.



# Yrkesmentorprogrammet

Yrkesmentorprogrammet is an eight-month mentorship programme for foreign-born individuals who want to find their way to work in Sweden. Before the formation of Belong, the programme was run by Nema Problema. Participants are carefully matched with individual mentors, participate in skills-building meetings and have the opportunity to make new contacts. The programme combines individual support with networking and knowledge of the Swedish labour market - so that more people can grow and be included in society.

Yrkesmentorprogrammet is co-funded by the European Union's Asylum, Migration and Integration Fund as well as by The Swedish Public Employment Service and PA Foundation. In 2025, the programme was carried out in close partnership with PA Consulting, Akademikerförbundet SSR and Kompetensföretagen.

## Outputs

# 217

participants were matched with mentors in programmes starting in 2025

# 374

participants were part of the programmes ending in 2025 (outcomes refer to these participants)

*These participants have met or spoken with their respective mentors on average 5.9 times throughout the programme*

# 3

mentor training sessions were conducted

# 4

group sessions for participants and mentors were arranged, focusing on strengthening participants' networks and building their job search skills

# 2

job fairs were carried out, enabling direct contact between participants and actors from the labour market and education system

## Outcomes

Outcomes below refer to participants.

**28%**

of participants found paid employment during the programme

Out of these participants, 44 % reported both that they were satisfied with their new job and that the programme contributed to them finding it



**12%**

got an internship

**12%**

started an education relevant to their preferred area of work

Participants also report that the programme helped them take other steps toward an occupation.

**83%**

improved their knowledge of the Swedish labour market

**71%**

improved their resume and cover letter

**72%**

expanded their professional network

**67%**

response rate participant results survey

## Outcomes

Apart from participant progress, we can report positive outcomes for mentors:

**86%**

gained an increased understanding of life as a newcomer in Sweden

**87%**

stated that it felt meaningful to act as a mentor

**76%**

developed their ability to lead others



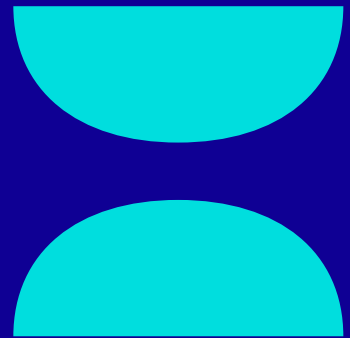
**89%**

would recommend the program to a friend

**61%**

Response rate mentor results survey

Last but not least, we are glad to report an overall satisfaction with the programme among both participants and mentors:

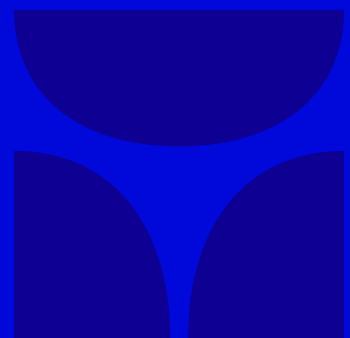


**78%**

of participants and mentors want to continue meeting their match

**86%**

of participants and mentors are satisfied with the programme



### Outcomes' duration over time

Since finding relevant employment may take several years for people who are new in Sweden, we cannot expect all of our participants to find a job during the programme period. Rather, we assess that part of the impact occurs in the period after the programme, as participants are equipped with contacts and knowledge in the programme that can then be utilised going forward. Therefore, we supplement the programme evaluations with a results survey distributed one year after the programme is completed. The survey is sent to participants who completed the entire programme.<sup>13</sup> Below, we present the key outcomes of participants who completed the programme in 2024.

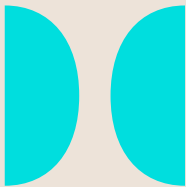
- 23 % of participants found employment in the year after the programme
- 16 % got an internship in the year after the programme
- 15 % started an education relevant to their preferred area of work in the year after the programme

The outcomes are based on surveys that were filled in by around 50 % of participants who took part in entire programmes ending in 2024. They constitute roughly 40 % of all participants that started these programmes. In other words, the selection of participants reporting these outcomes is significantly smaller than directly after the programme, which requires us to regard the outcomes with further caution. With this in mind, we believe they still provide a meaningful indication of the programme's long-term outcomes. This also contributes to strengthening our theory of change and, equally important, encourages us to continue highlighting the importance of taking measurable steps toward employment, even if it does not immediately lead to a job.

### Comment on participant outcomes 2025

Yrkesmentorprogrammet has been carried out and evaluated in essentially the same way since 2021, allowing us to track and compare outcomes over time. Below is a presentation of some of this year's outcomes compared to an estimated average on equivalent indicators for the years 2021-2024, followed by brief reflections on the differences.

Indicator	2025	2021-2024
% of participants finding paid employment	28 %	29 %
% of participants getting an internship	12 %	14 %
% of participants starting a relevant education	12 %	14 %
% of participants improving their knowledge of the Swedish labour market	83 %	86 %
% of participants expanding their professional network	72 %	77 %
% of participants improving their CV and cover letter	71 %	63 %



We note that progress in job attainment (including internships) and labour market knowledge is slightly below average but that the difference is too small to draw any significant conclusions. This being said, we are pleased with the outcomes given the strained labour market situation last year, with employment rates in the Stockholm region hitting its lowest mark since 2021 in the first half of 2025.<sup>14</sup>

The difference in outcomes related to education is also small. However, it is relevant to take into account that the share of participants with higher education has increased in recent years, mainly since the rearrangement of Swedish migration policy has changed the demographics of newly arrived. This could imply that the demand for (further) education is declining among our participants, but it is still too early to say.

Regarding differences in network outcomes, we started to see a slight decline on this indicator about two years ago. This may be due to the fact that we have scaled up the number of participants, which has made it more challenging to closely match all participants based on industry. However, we have taken specific action to enable more practical networking in the programme and hope to see this trend turn back up again shortly.

Last year's participants improved their job application documents to a higher degree than previous years', which is of course positive. We are not certain what has caused this. One potentially contributing factor is the fact that we have developed programme group meetings to allow for more hands-on advice from mentors on participants' LinkedIn profiles, which could then be transferred to CV and personal letters.

# Uppsala Yrkesmentor

Uppsala Yrkesmentor was a mentor programme carried out in 2024–2025, in collaboration with the Municipality of Uppsala. Before the formation of Belong, the programme was run by Nya Kompisbyrån.

The programme targeted foreign-born women aged 18 and over in Uppsala who were undertaking vocational training alongside Swedish language studies. Participants were matched with mentors from the same professional field and took part in an introductory meeting, individual mentoring over six months, and networking activities, with ongoing support from Belong. The programme aimed to help participants strengthen their studies, expand their professional networks, and move closer to the labour market.

The programme began in 2024 and concluded in November 2025. The project was evaluated in its entirety in 2025 and the results presented are the combined results, thus referring to programme activities in 2024–2025.

Another important aspect of this project was the development of a new method of target group involvement. The method was developed throughout the project through the direct involvement of an expert group consisting of women from the target group, with experience of the training undertaken by project participants. The expert group proved to be central to method development and quality assurance throughout the project period. The overall purpose of establishing an expert group was to create space for method development by involving the target group in both strategic and practical decisions. The members of the expert group have shown a strong commitment to the project and to efforts directed toward the target group. This commitment has in turn contributed to increased participation and strengthened motivation among the other project participants. The method building on the involvement of an expert group has therefore been applied in projects Framtidsprogrammet Järva and Kvinnoträffar.

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## Outputs

# 71

women were matched with mentors and participated in the project

# Outcomes

# 98%

of participants increased their social network

# 65%

of participants found paid employment after the training and mentorship



# 85%

of participants got more motivated to complete their studies

We also see indications that the mentorship was appreciated by the participants and contributed to the participants' progress. 60% of participants met with their mentor six or more times and 78% stated that they wanted to stay in touch with their mentor after the programme ended.



# 70%

of participants improved their CV and cover letter



# 63%

response rate results survey

# Framtidsprogrammet Järva

Framtidsprogrammet Järva is directed to foreign-born women who want to get closer to working life in Sweden. Before the formation of Belong, the programme was run by Nya Kompisbyrån. For three months, participants attended meetings on the labour market, job searching and networking, with support from their mentor. Childcare is offered so that everyone can participate on equal terms.

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## Outputs

59

participants started the programme and 52 carried on to be matched with a mentor

18

group meetings were arranged – this included jointly attending job fairs and cultural events and conducting training sessions focusing on the Swedish labour market

3

mentor training sessions were conducted

# Outcomes

At the end of 2025, most participants were still in the programme. Only the first round of the programme – in which 10 people started – had ended. Eight of those 10 participants completed the entire programme and all of them responded to the results survey. Among them, we can report these following outcomes:



# 100%

of participants expanded their network

# 100%

of participants increased their knowledge of ways into employment or studies in Sweden

# 38%

of participants have found a job during the project



Subsequently, these outcomes apply to a very small sample of participants, so we mainly view them as a very positive indication that the project got off to a promising start. We hope and believe that we will continue to see good results in 2026, since the project is at the present moment progressing according to plan.

This project has built on the expert group method developed in Uppsala Yrkesmentor. In 2025, Belong staff met with an expert group consisting of six women from the target group. The purpose of this structure is to directly involve the target group in developing the programme, using their knowledge and firsthand experience to ensure a relevant and effective intervention. Although the project is still ongoing and yet to be fully evaluated, the project staff have so far perceived the expert group as an important resource.



# Kvinnoträffar

Kvinnoträffar provides women from non-EU countries with the opportunity to meet new people, learn more about the job market, and have fun at the same time. Before the formation of Belong, the programme was run by Nya Kompisbyrån. For six months, participants meet two evenings a month to share knowledge, exchange experiences, and network.

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## Outputs

# 62

participants have received support through the programme

# 6

group meetings for networking were arranged – in these meetings, participants met with a total of 41 women established in various industries in the Swedish labour market, providing participants with insights, contacts and advice for finding a job in their desired field.

# 6

group meetings for building knowledge were arranged – these meetings focused on strengthening participants' knowledge in aspects relevant to working life in Sweden. This included visiting experts informing participants of laws and rights in the labour market, giving advice on how to perform well in job interviews as well as other integration organisations informing of their work.

# Outcomes

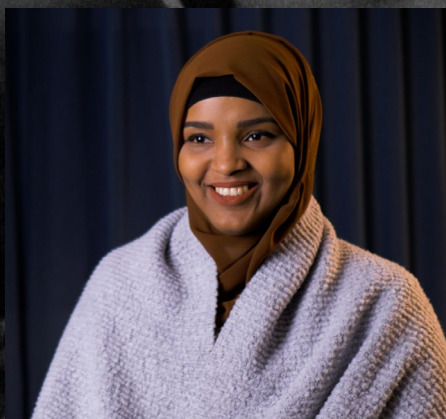
**68%**  
of participants have expanded their network



**86%**  
of participants have improved their Swedish language



**68%**  
of participants have improved their CV



We can also report that the share of participants in employment increased by 12 percentage points during the programme, and that 63 % of participants in employment at the end of the programme found their job during the programme period. Out of them, 80 % reported that the programme contributed to them finding their job.



**49%**  
response rate results survey

# Yrkesdörren

Yrkesdörren creates meetings between foreign-born and established professionals (door openers) in the same industry. The aim is to broaden the foreign-born job seekers' professional networks and to provide meaningful exchange of job related perspectives for all participants. Yrkesdörren uses a digital matching service to provide this opportunity anywhere in Sweden. Please note that the results below refer to Yrkesdörren activities carried out throughout 2025, including the period before it was incorporated into Belong. In other words, a significant part of the outputs and outcomes listed were generated through the management of Axel Johnson. Since September 2025, Yrkesdörren is managed by Belong while still being funded by Axel Johnson.

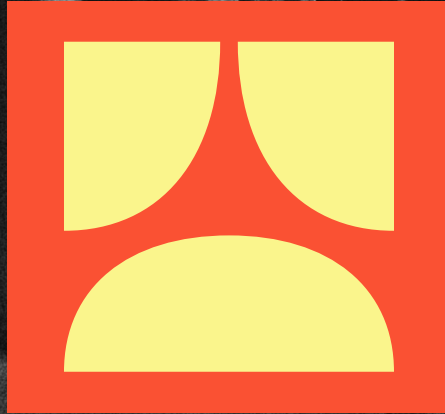
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## Outputs

# 424

Yrkesdörren meetings  
have been arranged

# Outcomes



Yrkesdörren door openers intend to share two personal contacts with their meeting partner.<sup>15</sup>



Participant and door opener satisfaction is on average 6,3 out of 7

**82%**  
response rate  
results survey

# Kompismatchningar

Kompismatchningar is a long-standing initiative to provide a low-threshold effort to counteract prejudice, discrimination and racism. Through a digital matching platform, new and established Swedes are matched for one off social encounters to enable new friendships, language training and intercultural understanding.

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## Outputs

# 588

people have been matched for a Kompis-matchning meeting – half of whom being new to Sweden and half being established here



# Advocacy

In 2025, our advocacy has not been as central to our work as in previous years at Nya Kompisbyrån. Much of these resources have been allocated to building and launching the new brand. This being said, in connection with the launch of Belong, we published an opinion piece in Altinget – a nationwide newspaper covering politics in Sweden and the EU. In the article, we address the need to remove hurdles and promote solutions for labour market establishment across the public, private and non-profit sectors.

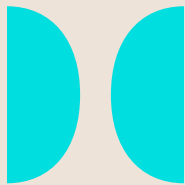


# Social Events

For the sixth time, Belong hosted an open Christmas celebration for people from all backgrounds, meant to create even more meetings between new and established Swedes and to share cultural traditions. Hosted in collaboration with several integration organisations and Quality Hotel Globe in Stockholm, this year the event attracted over 500 attendees from diverse backgrounds. Many celebrated a Swedish Christmas for the first time.



# Our impact



We emphasise that Belong cannot claim the results were generated solely by our activities. External factors, such as participants' time in Sweden and other support programmes, must be taken into account.

However, we have reason to believe that we contributed to the change. Participants report that our activities helped them and that they have gained both human capital, motivation and contacts. We primarily use online surveys to measure the change that participants experience during the activities. These surveys also provide an indication of participants' satisfaction with the intervention, and we get their assessments of our contribution to the change they have experienced. To further investigate the contribution of our activities, we usually supplement the surveys with in-depth interviews with randomly selected participants. Through these combined methods of evaluation, we get a more detailed and nuanced picture of the outcomes and how we affected them. For instance, participants finding a job during our activities report that they did so partly thanks to our mentors supporting them with interview preparations, valuable contacts, increased understanding of Swedish work culture and motivation in applying for jobs.

Again, we are well aware that other factors have influenced our participants' conditions and development. When discussing the importance of our projects, it is important to note that many of our participants take part in other initiatives. A large proportion of participants find us through their municipal adult education, where they study Swedish and to varying degrees participate in activities such as work placements, vocational courses and workplace study visits. We collaborate with and are aware of other organisations that offer activities with aims and objectives similar to ours.

It is also common for participants to be registered at Arbetsförmedlingen, whereby they are offered establishment initiatives such as internships, community-oriented education, validation and support in job search. Many of these initiatives and support programmes have likely contributed to our participants' progress.

We also know that time in Sweden plays a major role in the possibility of finding a job.<sup>16</sup> This probably means that some participants' job attainment can be explained to a certain extent by the fact that they had been in Sweden for a longer period of time when they completed the activity.

All of these factors - and more - affect the environment in which our participants seek and find work. Overall, labour market integration is a complex reality where it is very difficult to prove causality. This means that we cannot be sure how much external factors have influenced the outcomes of our projects, nor can we demonstrate a completely isolated impact.

**In light of the discussion in this section, however, we believe that we have good reason to claim that our activities have made an impact, even if it is difficult to quantify.**



## How we measure results

Belong employs various methods to measure the outcomes of our activities. Below, we outline the primary methods used, highlighting the strengths and weaknesses of each measurement approach. For further information and definitions, please contact [info@belong.se](mailto:info@belong.se).

Outcome and impact measurement is primarily conducted through self-administered online surveys. Participants complete a "base case survey" before the activity, which includes questions about social contacts, work and education. After the activity, we follow up with "result surveys" containing the same questions, along with additional questions about their experience with the activity and the extent to which it has contributed to any changes they have experienced. Survey questions are as far as possible gathered from large and reputable sources. Many questions have been adjusted to meet the language skills of participants. When we have not been able to find relevant questions corresponding to our indicators we have written our own questions, doing our best to adhere to best practices. Surveys are answered anonymously, and we aim for a response rate of at least 70 %.

The online surveys are supplemented with interviews to isolate the impact of the mentor programme. We also maintain internal records, such as the number of participants.

In several of our activities, the impact measurement is also supplemented with recurring meetings with expert groups, consisting of representatives from our target groups. These meetings take place before, during and after the activities. This partly serves as a way of controlling that our impact measurement serves its purpose, for instance by ensuring that our survey questions are understandable for the respondents and that our interviews focus on the right aspects of our activities. It also helps us to collect direct feedback on our programme designs as well as to convert conclusions from surveys and interviews into adequate development of activities.

**Overall, we are satisfied with the measurement methods used for our activities, though there is lots of room for improvement. The most crucial enhancement would be to develop more precise methods for distinguishing impact from outcomes.**

# Lessons learned and goals ahead

**2025 was an exceptionally eventful year for the organisation, characterised by the formation and launch of Belong – our new and expanded platform for promoting an inclusive Swedish society. This was the long-awaited result of intense work carried out by the staff and boards of Nya Kompisbyrån and Nema Problema, with the shared goal of creating an even more impactful actor within civil society promoting integration.**



Parallel to the ongoing organisational work, focusing on merger and rebranding, our team has continued to run our activities with focus and determination. Focusing on maximising the positive impact on our participants while at the same time adapting structures and routines to a new workplace left less room for development than we had hoped. However, this means that there is lots of potential that we hope to release in the coming years.

In spring 2026, we have finalised and presented our strategy for the years 2026-2030. This strategy holds an increased focus on improving our labour market integration programmes, redefining our target groups, strengthening our advocacy and public affairs work and ensuring organisational and financial sustainability. The first step in advancing our advocacy work will be to conduct and present Integrationsvalet 2026, a survey of the integration policies of the Swedish parliamentary parties ahead of the national election in September 2026.

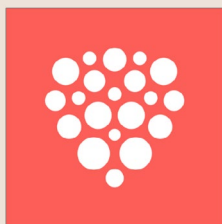
We also aim to improve our standards and methods of work. This includes – among other things – applying the expert group method to all activities as well as establishing an overarching framework for impact measurement, enabling us to assess and compare the resource effectiveness of our activities.

In terms of our activities in 2025, our evaluations have guided ongoing development and further planning of coming and prospective activities. This includes modifying the content and set up of networking group sessions in Yrkesmentorprogrammet as well as automating the registration of new participants in the programme – the latter to release more resources for matching and guidance of participants, which is where we assess that the basis of the programme impact is formed. It also includes drawing from expert group meetings in Kvinnoträffar to enable forms of communication with participants, as well as to focus on recruiting lecturers on topics that are the most relevant to the target group. Lastly, we have applied for funding for a new and exciting project that we hope to launch during 2026.



# Partners

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