

HANNE CECILIE KAVLI
born 21.08.70



EDUCATION

1996 *Cand polit in Political Science*. University of Oslo, Norway.
Dissertation titled: The Norwegian political parties and their international contacts in 1945-1995.

PROFESSIONAL EXPERIENCE

2015 → Senior researcher at Fafo
2004-2010 *Research Director*, Fafos' research group on labour market integration of immigrants, social inclusion and life-long learning.
2000-2001 Research coordinator for Fafos projects on immigration, ethnic minorities and labour market integration
1997-present *Researcher*, Fafo Institute for Applied Social Science,

PROJECT MANAGEMENT, A SELECTION

- Family practises, gender equality and economic integration among non-western immigrants (2006-2009 and 2011-2016). Ministry of Children and Equality.
- Welfare benefits for single mothers and its influence on immigrant mothers participation in paid employment. (2009-2010). Ministry of Labour and Social affairs.
- Female participants in full-time integration programs – challenges and opportunities (2010-2011). The Directorate of Integration and Diversity
- Evaluation of the facilitation of Norwegian language training for immigrants and refugees in Oslo (2009- 2010) (transferred to Anne Britt Djuve from 2010-2011). Oslo Municipality, department of education.
- Economic integration and civic participation among immigrant women who have migrated to Norway to be reunited with ethnic Norwegian husbands. (2008-2009) The Directorate of Integration and Diversity
- Evaluation of the integration program for immigrants (2006-2007). Ministry of Labour and Social affairs.
- Co-editor and project manager of the first collection of articles published for the opening of the Norwegian Directorate of Integration and Diversity (IMDi) (2005-2006).

OTHER ACTIVITIES

- *Refereework* for International Review of Administrative Sciences, Nordic Journal of Migration Research, Nordic Journal of Social Research, Tidsskrift for Velferdsforskning, Norsk tidsskrift for migrasjonsforskning and Søkelys på arbeidslivet

- *Counselling, lecturing and censoring* master-level students at Department of Sociology and Human Geography at UiO, Department of Political Science at UiO, Center for Gender Research at UiO, and Department of Sociology and Political Science at NTNU.
- Governmental expert committee on models for the financing of living expenses for adults without basic education during acquisition of further education (2017-2018)
- *Leader* of the Norwegian Association for Migration research. (2011-2013)
- *Steering group member*, Network on Feminism and Multiculturalism (FEMM) (2009-2010)
- Committee preparing the Norwegian Academy of Science and Letters' *symposium* on "Multicultural Society". (2007)
- Member of reference-committee for Statistics Norway's development of their Meta-Data base.

SELECTED PUBLICATIONS

Selected articles and book-chapters

Kavli, H.C., H. Nicolaisen and R. Steen-Jensen (forthcoming, 2019): Chapter 1, Introduction in *Dualization of part-time work – a story of labour market insiders and outsiders?* Policy Press

Kavli, Hanne C., H. Nicolaisen & S. Trygstad (forthcoming, 2019): Dualist employer responses to national regulations – the case of the Norwegian health care industry, Chapter 4 in *Dualization of part-time work – a story of labour market insiders and outsiders* Policy Press

Kavli, Hanne C. & Roy Nilsen (forthcoming, 2019): Stepping in or stepping out? Immigrant women at work in Norway. Chapter 12 in *Dualization of part-time work – a story of labour market insiders and outsiders* Policy Press

Kavli, H.C., H. Nicolaisen and R. Steen-Jensen (forthcoming, 2019): Chapter 13, "The dualization of part-time work. Conclusions and further perspectives" in *Dualization of part-time work – a story of labour market insiders and outsiders*, Policy Press

Djuve, Anne Britt and Hanne C. Kavli (forthcoming 2018/2019): Refugee integration policy the Norwegian way – why good ideas fail and bad ideas prevail. Accepted for publication in *Transfer – European Review of Labour and Research*.

Hagelund, Anniken and Hanne C. Kavli (2017): «Integration», Chapter 25 in *Handbook on Social Policy Evaluations*, Edward Elgar Publishing

Kavli, Hanne C. & H. Nicolaisen (2016): Integrated or marginalized. Immigrant women in Norwegian working life. (in Norwegian) *Tidsskrift for samfunnsforskning* 2016:4..

Djuve, Anne Britt, Anniken Hagelund & Hanne C. Kavli (2015): Dialog based follow up during sick-leave among immigrant workers. (in Norwegian) *Søkelys på arbeidslivet* nr.1/2:21-40.

Djuve, Anne Britt and Hanne C. Kavli (2015): User influence in activation programs. When Carers and Clerks meet Pawns and Queens. *Journal of Social Policy* 44(2): 235-254

Hanne C. (2015): Adapting to the Dual Earner Family Model? The Case of Immigrants and Immigrant Descendants in Norway. *Journal of Ethnic and Migration Studies* 41(5): 835-836

Kavli, Hanne (2012): «Values on the move» The organization of work and family among immigrants in Norway. (In Norwegian) Chapter 12 in Ellingsæter, A.L and K.Widerberg (red.) *Velferdsstatens familier. Nye sosiologiske perspektiver*. Gyldendal akademisk.

- Djuve, A.B., A.H. and H.C.Kavli (2012): Immigrant women i qualification-programs. Activation, when the health is poor, education low and the children are many (in Norwegian). Chapter 5 in Steinar Stjernø og Einar Øverbye (red.) *Arbeidslinja. Arbeidsmotivasjon og velferdsstaten*. Universitetsforlaget.
- Hagelund, A., Kavli, H.C. and Reegård, K. (2012): "Changing teams". Participation and participants in citizen ceremonis. In Olav Agedal (red.): *Statsborgersermoniar i skandinavia*. (In Norwegian) Oslo:Unipub.
- Hagelund, A. and H.C. Kavli (2009):"If work is out of sight. Activation and citizenship for new refugees" in *Journal of European Social Policy*, volume 19, number 3.
- Kavli, Hanne C. and T. Fløtten (2009):"Child poverty and social inclusion" in Fløtten ed.) pp. 93-119 in *Barnefattigdom*, (in Norwegian), Gyldendal Akademisk.
- Eldring, L., A. Hagelund, H.C. Kavli and M-L. Skilbrei (2009): "The financial economic crisis and its possible implications for different types of immigrants"(In Norwegian), *Integreringskartet*. IMDi.
- Kavli, Hanne C (2008): Introductory regimes for immigrants and refugees in Denmark, Norway and Sweden. (In Norwegian) In *Søkelys på arbeidslivet* nr 1 2008.
- Kavli, Hanne C. (2007), Representativity in multicultural societies. Suggestions for conducting surveys among refugees and immigrants. (in norwegian) *Analysen*
- Djuve, A.B. and H.C. Kavli (2007): A changing Integration policy. Norway from 1980 to 2005 (In Norwegian). Chapter 8 in Fløtten et.al: *Det store hamskiftet*. Gyldendal Akademisk.
- Djuve, A.B. and Kavli, H.C. (2006): Discretionary judgement and user influence at the bureaucratic street level (In Norwegian). Pp 210-222 in *Tidsskrift for Velferdsforskning*, nr4/9/2006.
- Kavli, H.C. (2006): With a licence to learn. The Norwegian qualification regime for immigrants and refugees. (In Norwegian) pp 25-24 in *Integreringskart 2006*. Integrerings- og mangfoldsdirektoratet.
- Kavli, H.C. (2003):"Family policy dilemmas in a multicultural society" (In Norwegian) Chapter 9 in Anne Lise Ellingsæter and Arnlaug Leira (red.):"*New families – new family policies?*" (in norwegian) Oslo: Gyldendal Akademisk

Selected research reports

- Djuve, Kavli, Braanen Sterri og Bråten (2017): Introduksjonsprogram og norskopplæring. Hva virker – for hvem? Fafo-rapport 2017:31.
- Djuve, Anne Britt and HanneC. Kavli (2015), Ti års erfaringer. En kunnskapsstatus om introduksjonsprogram og norskopplæring for innvandrere. Fafo-rapport 2015:26. (in norwegian)
- Djuve, Anne Britt, Hanne C. Kavli and Kristian R. Tronstad (2011), Et etnisk perspektiv på likestilling. En kartlegging av politiske dokumenter og kunnskapstilfang. Fafo-notat 2011:06 (in norwegian)
- Dæhlen, Marianne and Hanne C. Kavli (2011), Teachers in Oslo. Experiences with Norwegian laguage traning for immigrants. (in Norwegian). *Krafttak for norskopplæring – delrapport 3*. Fafo-notat 2011:02
- Djuve, Anne Britt, Hanne C. Kavli and Anniken Hagelund (2011), Women in activation-programs. The Norwegian introductory program for immigrants and refugees. Fafo-rapport 2011:02
- Kavli, Hanne Cecilie, Roy A. Nielsen and Miriam Latif Sandbæk (2010), Economic support for sigle mothers. How does it work among mothers of ethnic minority background? Fafo-rapport 2010:32
- Djuve, Anne Britt og Hanne Cecilie Kavli (2010), «Krafttak for norskopplæring» – a first impression. *Krafttak for norskopplæring – delrapport 2*. Fafo-notat 2010:10
- Kavli, Hanne Cecilie (2010), «What's the ting about Oslo?» How to measure quality in integration work. (in Norwegian) Fafo-notat 2010:06

- Øyvind Berge, Johan Christensen, Jon Erik Dølvik, Tone Fløtten, Jon M. Hippe, Hanne Kavli and Sissel Trygstad (2009): The Nordic Models after 2000 – a comparative outlook. (in Norwegian) Fafo-notat 2009:11
- Djuve, Anne Britt, Elisabeth Gulløy, Hanne C. Kavli and Frode Berglund (2009): Gathering data among ethnic minorities. (in Norwegian) Fafo rapport 2009:24.
- Hagelund, Anniken, Hanne C. Kavli og Kaja Reegård (2009): "It was my day!" Participation and participants in citizenship ceremonies in Norway 2006-2008. (in Norwegian) Fafo rapport
- Kavli, H.C. and M. Nadim (2009): Family practices and gender equality in immigrated families. (in Norwegian) Fafo-rapport 2009:39. Oslo: Fafo.
- Kavli, H.C, A. Hagelund og M. Bråthen (2007): With a right to learn – and a duty to participate. The Norwegian introductory program for newly arrived refugees and immigrants. (In Norwegian) Fafo rapport 2007:34.
- Kavli, H.C. (2007): After school activities – social inclusion among children of different ethnic origin in Oslo. (in Norwegian) Fafo rapport 2007:22. (In Norwegian)
- Djuve, A.B. og H.C. Kavli (2007): Integration in Denmark, Norway and Sweden. Common challenges – similar solutions? (In Norwegian) Tema Nord, Nordisk ministerråd.
- Djuve, Anne-Britt og Hanne C. Kavli (2005): "Pulling together? Cooperation between the refugee service and labour market offices concerning the introductory program for newcomers. (In Norwegian) Fafo report 491.
- Djuve, Lund and Kavli (2004): From social benefits to paid qualification. Findings from 26 trial-projects with compulsory introductory programs for newly arrived refugees. (In Norwegian) Fafo report.
- Kavli, H.C. (2004): "And then what? A follow up study of former participants in the trial projects of introductory programs thru public registers and survey". (In Norwegian) Fafo 2004:24.
- Drøpping, J.A. og H.C. Kavli (2002): "Language training and labour market participation among non-western immigrants and refugees in Norway". (In Norwegian) Fafo-rapport 387.
- Djuve et al. (2002): From social assistance to remunerated training. Results from 26 trial projects of full time training programs for refugees. (In Norwegian) Fafo-rapport 364.
- Drøpping, Jon Anders og Hanne C. Kavli (2002): Norwegian language training and paid employment among immigrants of non-western origin. (in Norwegian) Fafo-rapport 387.
- Kavli, Hanne C (2001): "A drop in the ocean?" The consequences of cash-for-care benefits on the demand for public child care among ethnic minorities. (in Norwegian) Fafo-rapport: 349.
- Kavli, Hanne C. og Elin Svensen (2001): UN-refugees. (in Norwegian) Fafo-rapport
- Djuve, Anne Britt og Hanne C. Kavli (2000): Living conditions and relocation among refugees settled in Norway. (in Norwegian) Fafo-rapport:344.

Selected newspaper chronicles

- *Tar utdanning – kommer i jobb.* Kommunal rapport 3 november 2016 (The litmus-test on integration – about immigrant descendants)
- *Skredder uten tråd-* Kommunal rapport 15 august 2016. (Concerning street-level bureaucrats in integration programs)
- *En liste til besvær.* Kommunal rapport 2 juni 2016 (Commentary on government white paper on immigrant integration)
- *En fot innenfor er ikke nok.* Kommunal rapport 15 mars 2016 (Stepping in or stepping out – on labour market integration of immigrant women)
- *Et farvel til frivilligheten?* Dagsavisen 20 oktober 2015, med Anne Britt Djuve og Silje Sønsterudbråten (A Farewell to municipal liberties in immigrant settlement policy?)

- *Kan ikke, vil ikke, får ikke?* LO aktuelt, februar 2014 (Unable or unwilling? On immigrant women and labour market participation.)
- *For få i arbeid* Aftenposten, debattinnlegg 15 oktober 2013 (Too few in paid employment – on immigrant women and paid employment)
- *IA – ekskludering i praksis?* Dagsavisen 5 juli 2010, Med Hilde Haualand (On facilitation of sign interpretation in norwegian work-places)
- *Nye utfordringer – gamle løsninger.* Dagbladet 8 mars 2010, Med May Len Skilbreid (New challenges – old solutions. On gener equality and immigrant women in Western societies)
- *Tre råd til Hansen,* Verdens Gang 7 november 2005, m Anne Britt Djuve (A piece of advise to the Hansen (the Norwegian Minister for immigration and integration)
- *Frivillig integrering?* Dagbladet, 19.12.2001, med Anne Britt Djuve og Tina Østberg. (Voluntary integration? On the integration program for newly arrived immigrants)

Selected lectures

Disciplining the discipliners. The governance of street-level sanctioning practises in refugee integration programmes. Oral paper presentation at ESPAnet conference in Lisboa sept 2017

Introduksjonsloven – hva virker, for hvem? Ministry of Justice and Public Security november 2017, IMDi regionsamling indre øst november 2017, IMDi regionsamling Nord, desember 2017, Fafo open seminar nov 2017

Innvandrerens barn, Integreringens lakmustest. IMDi regionsamling november 2017, Kommunenes sentralforbund september 2017,

Hvorfor er det så vanskelig? Ideologi og styringsutfordringer i norsk integreringspolitikk. Faglig Forum for Kommunalt Flyktingarbeids (ffkf) årskonferanse i Tromsø mai 2015, Fylkesmannen i Hordaland,

Kan ikke, vil ikke, får ikke? Deltakelse i arbeidslivet blant innvandrede kvinner. Foredrag presentert på LO's kvinnepolitiske årskongress 15/1-2009, Arbeiderpartiets programseminar 20/4-2010; Norsk folkehjelps lansering av rapporten «Tør du ansette meg», i Bergen 12/11-2014 og i Oslo 12/12-2014, Manifest årskonferanse 2017

Er introduksjonsprogrammet en god ordning for kvinner? Foredrag på 10-års jubileet til Introduksjonsprogrammet, IMDi, 1/09-2014

Adapting to Gender Equality? The case of immigrants and immigrant decendants in Norway. IMISCO conference in Madrid, september 2014.

Hvordan få flere innvandrere i jobb – innvandrede kvinner og kvalifisering. Foredrag for Attføringsbedriftenes årskonferanse 16/1-2014. <http://ijobbdagene.no/hjem/videoer-fra-16-januar-del-1-article208-6.html>

Cultural Contagion? Changing attitudes about mothers' employment among immigrants. ISA-congress in Turin 29/09-2013.

Fornuft og Følelse. Innvandrede kvinner og lønnet arbeid. Foredrag Bærum flyktingekontor og voksenopplæringscenter, 7/10-2012 og på konferanse i regi av Røde Kors, 8/5-2012

Familiepraksis og likestilling i innvandrede familier. Foredrag presentert blant annet på Rundebordskonferanse i Oslo Rådhus mai 2012, FEMM seminar med forbredte opponenter 26/11-2009, på stabsmøte i AID-IMA 12/11-2009, på stabsmøte i Barne, likestillings- og familiedepartementet, Likestillingsforum ved Universitetet i Agder 15/10-2010, Åpent 8 mars arrangement ved Fafo 2010, Åpen Fafo-frokost 6 oktober 2009.

En felles fritid? Livet etter skoletid for barn og unge i Oslo. BLDs kontaktkonferanse i Asker, 28/9-2010; Boklansering Gyldendal Akademisk, 16/12-2009, Bydel Alna 5/11-2008; Fagseminar i regi av Barne- og likestillingsdepartementet i Stavanger, 1/9-2006. Nordisk konferanse 18/4-2007, Fagdag i Barne- og likestillingsdepartementet 31/1-2005; SV's stortigsgruppe 9/12-2004;

Hva er det med Oslo? Fra måling av resultater til måling av kvalitet. Oslo kommune 8/2 - 2010

Det nye vi? Status for integreringen 2010. Akershus arbeiderpartis årskongress 13/2-2010 og Arbeiderpartiets lokallag i Fredrikstad 13/10-2010

Hvem ansetter innvandrere – og hvilke innvandrere ansettes? VOX Nasjonalt fagorgan for kompetansepolitikk 6/5-2010

Skreddersøm i introduksjonsprogrammet – det muliges kunst. Nasjonal konferanse i regi av IMDi 1/9-2009.

Kompetanseheving for introduksjonsdeltakere i spenningsfeltet mellom norskopplæring og arbeid. Intronettverket i Oslo Kommune, 26 mai 2009

Immigrant Women and the Norwegian labour market. Competence, qualification programs and family values. International Metropolis Conference, November 2008, Bonn.

Arbeid, hjem og familie. Holdninger til kvinners yrkesaktivitet i ulike landgrupper. Bergen, 1/2-2008.

Familiepolitiske dilemma i et flerkulturelt samfunn. Nordisk seminar i Stockholm 12/6-2008.

Ny innvandring – nye perspektiver på integrering? Fafo Øst-forum 14/10-2008.

Innvandrede kvinners yrkesdeltakelse. Beregningsutvalget 16/10-2008.

Med rett til å lære og plikt til å delta. Evaluering av introduksjonsprogram for flyktninger og innvandrere. Presentasjoner for IMDi sentralt og i ulike regionkontorer (2007-2008), NAV.

Introduksjon av nyankomne i Norge, Sverige og Danmark. Felles utfordringer – like løsninger? Nordisk Ministerråd 15/4 2008, Nordisk konferanse i Malmø 2008;

Innvandrerungdom, arbeid og utdanning – grunn til optimisme eller grunn til bekymring? Foredrag på seminar i regi av Mandag Morgen 9/5-2006.

Velferdsstatens skreddere – makt og kompetanse i førstelinja. Faglig forspill på Fafofesten 2006.

Attitudes towards female employment among immigrants in Norway. SFI research seminar, May 19th, 2005, Copenhagen;

Inkludering av innvandrere i det norske arbeidsmarkedet. Statistisk sentralbyrå 5/4-2006, Bokseminar NOVA

“Cooking class or carpentry shop? Gender bias in government qualification programs”, Presentasjon på Nordisk seminar: Barrierer på arbeidsmarkedet for kvinner med innvandredebakgrunn, Oslo 3-4 februar 2003