



**SECOND-GENERATION IMMIGRANTS AND FACTORS
THAT CREATE CHALLENGES TO ENTER THE FINNISH
LABOUR MARKET**

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ABSTRACT

The aims of this study are to find out the most key factors that have negatively influenced second-generation immigrants with different foreign origins and ethnicities in their quest for job opportunities in the Finnish labour market. This study was done through qualitative research methods, which consisted of 15 second-generation immigrants, aged 18-35. These immigrants were divided into three main groups, which included European, Asian, and those of African backgrounds. This was to examine the role of ethnic aspects and to analyse the level of discrimination on different bases. The study was done through depth semi-structured face-to-face interviews. The questions which I asked the participants were in three parts: personal identification, role of parents' background (social and educational) experiences of discrimination in the labour market in Finland, and the role of social networks with natives for entering to the Finnish labour market. Almost all participants having different immigrant's origin reported that social network with the natives played a positive role in their entering of the job market. Visible minorities among the immigrants faced discrimination more than those who are from European backgrounds. This study focuses on the factors that affect the weak participation of second-generation immigrants in the Finnish labour market, or why second-generation immigrants have less possibility to get in the labour market. Perceived discrimination was on the bases of foreign name, appearance (skin colour), and religion during the entry process and at the work place too. The results of this study show the importance and need for better integration. Accordingly, this thesis suggests the way forward for the Finnish government (policy makers) on how to improve, through policy implementation, to build strong social networks between immigrants and native Finns and suggestions to monitor the hidden discrimination against young immigrants.

Keywords: *Second-generation immigrants, Discrimination, social network, labour market, family background and ethnicity*

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CHAPTER ONE INTRODUCTION

1.1 Introduction

Immigrants make up one of the key demographics of most countries. During the last few decades, most European countries have received thousands of immigrants from various parts of the world – all with different ethnic backgrounds. These immigrants crave to settle in Europe for, among other reasons, better life conditions and to enjoy the freedom that they are denied in their native countries. Finland is one of these European countries, which has been receiving of immigrants since 1990.

Traditionally, Finland is an emigration country. Finns have emigrated to the US, Canada, Sweden, as well as to other European countries; and until 1980; the emigration *from* Finland was higher than the migration *to* Finland. At the time of Mauno Koivisto's presidency, more of the immigrants came from Russia and later from Estonia. At the turning point, in the beginning of 1990, Finland changes from emigration to an immigrant receiving country. The immigrants came primarily from neighbouring countries, but more have been coming now from different parts of the world.

The Finnish population is considered ethnically homogeneous compared to other European countries. The largest groups of immigrants in Finland are from neighbouring countries (Russia, Estonia, and Sweden). Aside from these so-called *voluntary immigrants*, there are those from Vietnam, former Yugoslavia, Iraq, Somalia, Syria, Afghanistan and some from other developing countries, who mostly come as refugees and asylum seekers. Most of these immigrants started migrating to Finland at the beginning of the 1990s, except for the Vietnamese who arrived in the 1970s and 1980s (Heikkilä and Järvinen 2003, 2).

As discussed above, if we look at the history of immigration to Finland, it seems that Finland is day-by-day becoming more of a multicultural society. Foreign-born people have started to migrate to Finland from various parts of the world from 1990 onwards. Currently, the foreign-born population in Finland is approximately 357,541. Among this population, 336, 790 are from Europe, while 33, 892 are from African countries, and 85, 554 are from Asian countries (Statistics Finland 2016a). The current portion of immigrants has generated a very active discussion in politics, social media, and at academic research in Finland. The integration

system and policy of the immigrants and other related issues are among the most controversial topics of dialogues in Finland. Among these entire related issues one more important topic is about the offspring of immigrants, the so-called *second-generation immigrants*. Now, the size of these immigrants' population is less as compared to other European countries, but they are growing very fast. Moreover, a sizeable number of second-generation immigrants are starting to enter the labour market.

Finland is one of the biggest receiving countries of immigrants in Europe because of the global migration crisis, which has been happening in the last three decades. In the last few years, migration to Finland has been breaking records. In 2016, for example, there were 34 905 new immigrants came to Finland, where the figures were low of the new comers to Finland for instance since 2010—2015 they were between 17, 816—23, 398 (Statistics Finland 2016b). So, the question is how to integrate them in the host communities and break the barriers such as, for instance, the weak social network, discrimination and prejudices towards each other, which has proved to be barriers in their joining of the labour market. The second-generation immigrants' labour market participation has become one of the interesting and debatable topics in academic, social and political levels in the whole EU. Second-generation immigrants are an asset of a host society because it needs to monitor their integration process social, political, educational and cultural fields' participation in order to become full members of the host community.

The stronger social networks between second-generation immigrants and the native population have resulted in positive relations in many countries. Thus, the study about their performances and barriers against it, need to be examined. Through labour market participation, not only can Finland integrate them well, but would be able to dismantle the negative attitudes towards immigrants by its native citizens. Later, this will produce strong social networks between native Finns and immigrants. The aging labour force population and high death rates are the issues that Finnish society and government need to pay more attention to, in order not to be faced with more labour market shortages. Second-generation immigrants are one of the important sources to fill those gaps. If they get treated equally, they would consider Finland as their home country, which would enrich the Finnish society.

If we analyse the migration crisis to many European countries in last few years, the present waves of continued migration to Finland will raise the number of second-generation immigrants much more than compared to the current number. The goal is to make them feel

as full members of the Finnish society, not to consider themselves as “others” or “outsiders”. The human capital of the first-generation immigrants depends on several factors regarding their backgrounds. The parental human capital has affected the second-generation’s advantages not only in the labour market achievements and their outcomes, but also play role in school education performances; strengthen their personal social capital and networks with dominant society. Another issue is that immigrants’ social and human capital has not been at the same speed for integration and adaptation in the host country compared to their children’s faster integration and networks building (Riala 2009, 15). This is because children of the immigrants have more and better opportunities to make their own social and human capital. Opportunities are like attending school together with natives till higher education, together in the labour market and outside in the society could help them individually to gain higher social and human capital. Human capital is also important to gain higher income particularly when there are less opportunities or high unemployment situations (Becker 1964). It also depends on their ethnic and country backgrounds because different ethnic groups have various levels of human capital and resources. It is therefore necessary to make efforts on the related challenges, dismantle the barriers. The Finnish government and relevant sectors such as job recruiting agencies should try to provide them with opportunities and better ways towards higher education and prominent positions in the labour market. When second-generation immigrants enter the labour market based on their qualifications, this would be beneficial for economic development because the more they have labour market opportunities, the more they will integrate well and consider themselves as responsible members of the Finnish society. This is not only needed for second-generation immigrants, but most important for the development of the country.

1.2 Second-Generation Immigrants and Finland

Historically, it has been evident in all those countries having a long history of migration for instance the US, UK, and all other European countries, that first-generation immigrants have more difficulties than the host communities. There are several reasons for this; for example, native language skills, working experience, and low educational levels. However, their children or the so-called second-generation immigrants and the upcoming generations, have fewer difficulties compared to their parents because they grow up at same society and

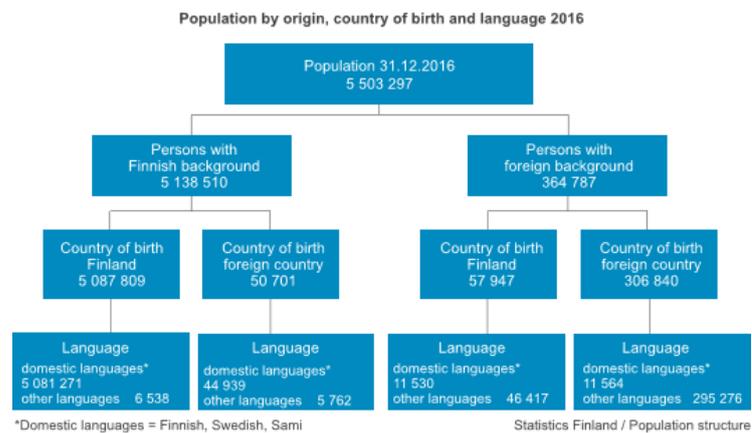
received the same education, get more knowledge about the host country's culture, system and the working life.

The migration of people to Finland depends on several reasons, the most common reasons being family ties, work and studies. It seems important to research the challenges they have already faced because most of the immigrants have children and immigrant's families are producing more children. Finland will have many more second-generation immigrants than now, and at the moment many immigrants studying at pre-secondary school and post-secondary school levels, shows that in next 5-10 years, there will be many second-generation immigrants who will be eligible to get in the labour market.

Here, it is interesting to find the causes of the problems and how to generate these factors to bring more labour market opportunities to immigrants especially to the second-generation immigrants who are a key portion of the Finnish population.

1.2.1 Finnish Population and Second-Generation Immigrants' Figures

Figure 1. Figures of the Finnish population and immigrants based on languages and birthplaces



Sources: Statistics Finland; http://www.stat.fi/tup/maahanmuutto/maahanmuuttajat-vaestossa_en.html

At the end of 2016, Finland's population figure was 5, 503, and 297. Almost 364, 787 were of a foreign background, with 306, 840 born abroad and the rest 57, 947 born in Finland to parents with foreign backgrounds. Available data from *Statistics Finland* does not clearly show the exact figure of second-generation immigrants. This is because according to the

Finnish population registration policy, if an immigrant is granted Finnish citizenship; their children under 18 are automatically registered as persons of Finnish background. Likewise, those who have one parent of foreign background or adopted from abroad are registered as persons with Finnish background. The data shows also based on dual citizen of foreign background people which from the age 18—35 approximately 104 997 if we keep the time turning point from emigration to migration in Finland since 1990. (Statistics Finland 2016c). From the above data and figures, it seems that the second-generation immigrants are more than 100, 000 and this number will be increasing much more due to the large families.

In the short history of migration to Finland, the issue of second-generation immigrants has become interesting, but still little or no research has been done especially on them and their challenges in joining the Finnish labour market. In Finland, the labour force or population aging problems are totally dependent on the young generation. If the Finnish government pays attention to good integration plans, then immigrants would be advantageous to Finland, and could also fill the gap of labour market shortage.

1.2.2 Importance of Study about Second-Generation Immigrants

Parental good social and human capital has direct impact on their children's success in the working life. Thus, some ethnic groups of first-generation, for whatever reasons and bases, have low level positions in the labour market or even long-term unemployment status (Kalter 2011, 168—69), which might influence on their children (second-generation immigrants). In this study, not just parental background's impact is enough for the second-generation. Besides the parental resources, the personal social capital of the second-generation immigrants might be more important to get easily to the labour market of the host country. Accordingly, it is better to study the factors which will be affecting on their labour market participation and outcome and to find the solutions to dismantle the barriers in the way of different ethnicities.

The aging population of Finland is another problem, and thus research on second-generation immigrants and the negative effect of the perceived discrimination and grounds of discrimination towards foreign background young generation is needed before Finland is faced with big and serious challenges labour market shortage. Like many other western countries, Finland has an aging population and in the upcoming years, a substantial portion of the labour force is going to be retired. These retirees would be leaving with vital experience

and knowledge. This shows just how important it is for the young generation as the main possible option to secure the labour market shortage in Finland.

1.3 Research Questions: The main research questions for this study are

1. *What factors are influenced on second-generation immigrants, which made hard to enter in the Finnish labour market?*
2. *Whether immigrants experienced discrimination more than native Finns when searching for jobs or during hiring process?*
3. *What are the most affectively bases of discrimination against immigrants from different ethnic groups (In this study European, Asian and African ethnic groups*

1.4 Thesis Outlines

The structure of my thesis is as follows:

Chapter one of this thesis presented the Introduction to the study backgrounds, the immigrants population in Finland and discussed the importance of the specific topic on immigrants groups.

In the Chapter two, I review the most relevant previous literature on second-generation immigrants at the international level, the EU level as well as the Finnish dynamics. This part also provides theoretical mechanisms, which explains the close links between second-generation immigrants' labour market participation and how their different ethnic and family backgrounds, as well as their social networks have influenced their entry to the Finnish labour market. In this part of the thesis, I examine the integration, acculturation process. For more new data and information, focus will be also on different discourses on the position of second-generation immigrants especially on the ways how they could get in the Finnish labour market and what are the most serious barriers in front of them and why. The review of the different research papers will also be giving light on the related different theories about acculturation, social networks between immigrants and native citizens, the influence of the family status (economic, education and culture) on their children as second-generation immigrants.

In Chapter three of this thesis, discussed theoretical approaches about the role of discrimination during recruitment and work at the labour market. Some more relevant theories for instance theory about acculturation, segmented assimilation and theoretical discusses about the importance of social network for accessing to the labour market are presented in this part of the thesis.

The fourth Chapter explores and describes the methods and methodology that I used in this research, plus the justifications. This part also discusses how I collected data, the interviewees' background information and recruitments for the selected interviewees. Finally, the Chapter shows how the process developed, how I conducted interviews with different immigrants and how I am coding and analysing, which were used in the empirical section.

The fifth Chapter discusses the empirical data analysis. It represents related factors to the topic in the light and answers of the interviewees, for instance how strong and weak social networks between immigrants and native Finns influence on the pathway of second-generation immigrants to the Finnish labour market. Additionally, the Chapter explores the basis for discrimination and the effect of family status, with some immigrants having more opportunities than others.

The sixth Chapter presents all the findings of this thesis. The last and concluding Chapter (sixth) presents the Conclusion, with remarks and findings of this research and provides suggestions for future studies on relevant issues. Implications for practical process are suggested for the well-being of the second-generation immigrants. This will include improving the Finnish integration policy, and how to monitor the hiring procedures by employers in the Finnish labour market, to encourage second-generation immigrants to feel to be full, effective and active members of the Finnish society. Additionally, a question for future study is highlighted in the concluding section.

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CHAPTER TWO LITERATURE REVIEW

In this chapter, I discuss previous studies which have shown how other immigrants receiving countries deal with second-generation immigrants for their integration in their labour markets. There are many countries which have passed through these phases and used second and third generations of immigrants and consequently, they adapted well in the host societies while Finland started recently to use second-generation immigrants as part of its labour force. For this study, most relevant literatures will show that what are the main factors (discrimination, less contact with dominant society and population, positions of different groups of foreign backgrounds) that mostly effecting on the less participation and how to combat against these barriers as other countries have done it.

After discussing the previous studies on second-generation immigrants and their performances and labour market participation and barriers in front of them, I present the more relevant theories that discuss the ways how immigrants and their children (second-generation immigrants) adapt to the host societies especially to the work environment. The theories of acculturation focus on immigrants settling ways in the new society and in diverse cultural environments. I also discuss labour market discrimination and social network relevant theories and previous researches, which was done on the second-generation immigrant's position in other countries for instances the US, UK, France, Norway and Sweden, which have longer histories as immigrants receiving countries than Finland. They passed through the process and conditions while Finland is just beginning to integrate them in the labour market. These kinds of theories also show why some people succeeded well compared to others in the host societies and I would present some important theoretical insights from these previous studies. More previous studies showed those young immigrants in other countries as well as in Finland have been integrated well and have more opportunities to enter the labour market compared to native young population of the host communities.

I am trying to find out whether all second-generations have equal opportunities or not. This was one reason why participants for interviews in this research were selected from different ethnic backgrounds. This research is therefore not just focused on one ethnic background. In this way my research is a new phenomenon in Finland as most studies were done about immigrants from specific groups. Many research findings show that people with foreign

backgrounds have a different percentage of opportunities to get in labour market as first and second-generation immigrants. This thesis discusses that the problems that affect second-generation immigrants are their ethnic backgrounds, parental social capital, and social contact with natives and discrimination based on foreign names, skin colour and religion towards second-generation immigrants when searching for work

Second-generation immigrant grew up here, studied and got an education all in the host society and got familiar with dominant culture more than their parents (first-generation immigrants). Second-generation immigrants are treated on some same basis as their parents had been suffering like foreign background, because they (second-generation immigrants) have almost the same culture, religion, foreign names as they born in the immigrant's family and on the base of their visibility as skin colour. Negative attitudes towards second-generation immigrants are not the same level compared to their presents have faced.

Overall, they have better life and more opportunities than their parents had for entering to the labour market in the host society.

2.1 Evidences from Previous Studies on Second-Generation Immigrants

Recently, a considerable amount of research about immigrants and the situation of the Finnish labour market have been carried out in Finland as well as in most other European countries. The countries, which have a long history of migration and have second and third generation immigrants conducted studies about first and second-generation immigrants from diverse backgrounds and ethnicities and their positions in the host countries' labour markets.

Some studies were done in European countries which have shown that most of the "visible minorities" among second-generation immigrants have higher unemployment rates than the natives of those countries. They also have low employment rates, which are confounded by their skin colour, foreign sounding names, religion (mostly Muslims) and their parents' socio-economic conditions. Immigrants' parents or family background played a crucial role for the advantages of their children in the host countries' labour market as well as in the education sector. This has a direct link to the future results of second-generation immigrants in the labour market participation.

Based on the study done by Crul et al (2003) in Belgium, most second-generation immigrants or visible minorities had higher unemployment rate than natives of the same age (Crul, Schneider and Liele, *Super-Diversity: A new perspective on integration* 2003). Another research carried out by Worbs (2003) in Germany points out that the most disadvantaged groups of immigrants are from Morocco and Yugoslavia origins and second-generation of immigrants from these groups have higher unemployment rate or they were employed in unskilled jobs compare to native Germans. Studies about second-generation immigrants in France which were focused on people from 18-40 years old, found the same result that second-generation immigrants from Turkish, Moroccan and Portuguese origins have higher unemployment rates than native French having the same skills and qualifications (Simon 2003). Another study from Swedish labour market position about second-generation immigrants and native Swedes found that nearly all groups of second-generation immigrants have lower employment opportunities than the native Swedish of the same age (Ekberg and Rooth 2003).

These above-mentioned studies presented evidence that second-generation immigrants from different origins and background have disadvantages in the host countries' labour market. Most importantly these researches show that visible minority groups (those who are from non-EU backgrounds) suffered more, and there are more negative attitudes towards these groups compared to other immigrant groups which look the same as natives culturally and religiously as well as non-visible minorities.

Second-generation immigrants have just become eligible as labour force in Finland because it has been receiving immigrants from different regions since 1990. A large number of second-generation immigrants in Finland are still at the age of school and near to the age of work while we see that a considerable portion of those (second-generation immigrants) have already entered in the Finnish labour market. Onyango (2014), Elli Heikkilä (2003), Riala (2009) and Sandelin (2014) show many studies which mostly focused on one group of specific origins, for instances Russian, Somalis, Vietnamese, etc. and they all show that some group of immigrants from specific ethnicity and background have advantageous position in the labour market and some groups haven't the same opportunities as others. But compared to the natives, all ethnic backgrounds have less opportunities and are more disadvantaged in the Finnish labour market. In Finland previous Studies carried out shows evidence of discrimination against immigrants in the recruitment process. For instance, a study done by Pohjanpää, Paananen and Nieminen (2003), found that 50% and 25% of Somali and European origin immigrants respectively, faced discrimination when searching for jobs. Another study

in 2002 by (Paananen 1999, 103), also found that 81% and 64% Somali and Arab backgrounds respondents reported that they faced discrimination while looking for work and result also shown that some employers do not like to hire visible minorities like Somali even they do not want to give them a chance for unpaid training place.

In order to find out the factors that explain why some second-generation groups are more advantaged than other groups of immigrants or whether some are treated differently than others, this thesis compared the situation of different immigrants from different ethnicities, religions and cultures.

2.1.1 Studies on Second-Generation Immigrants in Countries, Having Long Migration History

In the last five decades, migration has changed many western countries from single to multi-cultural, religious and multi-ethnic societies, a phenomenon which Crul et al, (2013) has referred to as “super diversity”. Nowadays, most western countries have become “super diverse”, this has gradually attracted their attention to the issues related to immigrants and their second-generation, while heated debates have taken place at political, social and academic levels. These debates include one of most important discourses from which my thesis set out to explore: second generation immigrants and the challenges that are blocking their pathways to the host countries’ labour markets. I would also be exploring the importance of social networks between immigrants and the host society and bases of discrimination which made the situation worse in many western or immigrants receiving countries. More studies have been done through statistical data and information, while less studies have been carried out through interviews with immigrants themselves.

2.2 Main Concepts for this Study

2.2.1 Discrimination and Bases

Discrimination means treating people differently due to their identity, national origin, experience, educational qualifications and skills, religion, skin colour, foreign name etc. Consequently, the outcomes of the two different groups may be due to a specific group having

different qualification or differences in education, skills and that mostly occurred in many countries, as employers discriminate against a particular ethnic group. Discrimination in the ways to or in the labour market by employers might be to what Beker (1957) referred to as the employer's "taste". It means that employers worrying about the eager of other employees that may not be agree to work with discriminated specific group or their clients would not be agree to deal with such ethnic groups. The discrimination may be occurs when the employers have previous negative experiences from the employees of the specific ethnicity. To this kind of judgment on the base of their past experiences instead of individuals qualifications and abilities so-called "*Statistics discrimination*" (P. N (Raja) Junanka 2004, 4—5).

The role of the employers expectations played a vital role towards immigrants of different ethnicity for getting in to the labour market. Studies done in European countries and in the US showed that in most cases immigrants and their children have less chances to get interviews for jobs, promotions in work places, and high level positions in the labour market even if they had the same qualifications just like that of their native peers. The IZA study done by Juanka (2004) pointed out that the employers' expectations and their beliefs directly effect people from different ethnicities, religion, culture, and how they succeed into the labour market easily, like the Asian background immigrants were more at disadvantages than the non-Asian background immigrants. It is also the same case about second-generation immigrants in many countries. She also mentioned that it may be due to a few reasons, which includes employers' lack knowledge about Asian immigrants' background. The second reason may be that employers were not accepting their educational skills. The third reason might be less compatibility with Asian immigrants, and finally the fear of the employers that their clients would not like to deal with asian workers, that hiring them will lose customers (P. N (Raja) Junanka 2004, 15—16).

The most important aspect of discrimination is the ability between different groups of immigrant's background and natives to accept each other a member of the same society without being treated on prejudice and discrimination. If the employers marginalized immigrants in the Finnish labour market, it has a direct link to marginalising them in Finnish society too by native Finns (Heikkilä and Peltonen 2002, 8) see also (Peltonen 2002).

Recently, many studies in western countries illustrate that most Muslim immigrants are faced with discrimination and experiences of prejudice. According to a 1980 study of "social distance" in Australia, Muslims were more treated on the basis of prejudice followed by

Lebanese, Turks and Vietnamese (McAllister and Moore, 1989; cited in Inglis 2010, 131). A research about integration of Turkish immigrants in Sweden by IMISCOE research committee in 2015 shows that 27% of their immigrant background participants have faced discrimination personally in Stockholm. Furthermore the same study found the 60% of respondent from natives and immigrants background were agreed that discrimination happened against muslim young immigrants and 58% and 42% of dark skin and Turks respectively are, subjected discrimination in Sweden (Behtoui 2015, 75—76).

2.2.1.1 Bases Of Discrimination

A study done by Grans, Bovenkerk and Wrench (1999) in the Netherlands and the UK shows that despite having the same education, age, gender and qualifications for job application, there are still evidences that show the unequal access to the labour market between natives and immigrants. This shows that immigrants have a higher unemployment rate than natives. The study of “The discrimination faced by refugees in Sweden” done by Soininen and Graham (1995) also demonstrated that immigrants from diverse backgrounds and origins do not have not the same opportunities. They found that immigrants from European and American background are getting more easily in the labour market than immigrants who are of Asian and African backgrounds (John Wrench 1999).

Discrimination in the labour market: second-generation immigrants are not the same like the first-generation. They migrated to the new host countries at the age before school, or were born in the host society. They grew up and were educated here in the same social and cultural environment with natives, so theoretically, they do not have any extra problems which could stand in their ways to labour market, but in the real life or practically, they have less access to the labour market and have high rates of unemployment despite having the same qualifications, age, and skills just as their native peers.

Many researches for instances (Ahmad 2005; Arriijn, Feld and Nayer 1998; Behtoui 2015; Ekberg and Rooth 2003; Heath and Brinbaum 2014) were done about the relevant issues of immigrants and the labour market in Europe and all their findings were that discrimination on the basis of ethnic background is a relevant factor which effect the employment of immigrants and their children. This shows that in most host countries, second-generation immigrants faced discrimination as nearly equal as their parents were faced.

Many studies have also showed that immigrants with similar qualifications and documents need to redouble their search for jobs much more than their native peers. According to the OECD (2013) study about call-back rates, immigrants and natives have received positive call-backs of 1.2 % and 2.5 %, respectively, which means that immigrants need 2.5 % more efforts towards job applications than their native peers in order to get in the labour market of the host countries (Midtboen 2015, 189—193).

One crucial factor in the hiring process is the name. Foreign-sounding names offer grounds for discrimination in being shortlisted for job interviews and consequently, entry to the labour market. Discrimination on the basis of foreign-sounding names in the recruitment process is a kind of “hidden discrimination” in the labour market, including Finland. According to a study done in Finland by the Ministry of Economic Affairs and Employment (Larja et al, 2012), discrimination on the basis of foreign ethnic background (foreign names) is three times higher than discrimination based of gender (Yle 2017). Foreign-sounding names are the first barrier to getting a chance for a job interview. In the same study, they had sent more than 1,200 applications with the same skills and qualifications to the same kind of jobs, but with Finnish and Russian-sounding names and the research found that getting a positive answer for interviews for those applicants with foreign names was twice less than for applicants with Finnish names (Yle 2017). Most research pointed out that the more differences from natives culturally between applicants, the more they faced and having personal experience of discrimination on the base of their background, names and visibiliy, specially when they want to apply for the jobs. According to McGinnity and Luna (2011), a study on field experiments of ethnic discrimination was conducted in Ireland. The result was that applicants with foreign names were half as nearly likely to get chance for job interview compared to those who have Irish names. The same study shows that opportunities to get interview offers for job between Asian, African and German names were nearly the same (Midtboen 2015, 190).

Immigrants receiving countries have adopted laws against discrimination, but immigrants and their children still face discrimination in everyday life situations, for example in schools, job applications, etc. However, for this thesis I have focussed on discrimination which is most salient to immigrants (obstacles to joining the labour force) for instance foreign name, culture, religion and ethnicity. There are discrimintaion based on gender and sexual orientation against employees whcih should to monitor and prohibited by laws (Carens 2015, 65—66) presented that discrimination based on gender, sexual orientation are not linked with immigrants backgroud but could possibly happenig against non-immigrants groups too.

I am not deeply discussing the bases that would possible happen againts all to some extent like gender, sexual orientation and age. This study examining bases for instance, religion, foreign name as well as skin colour are the most important factors, which stand in the way of second-generation immigrants in Finnish labour market as in many other countries.

2.2.2 Concept of Social Networks

It is important to fight to break down the barriers that stop immigrants and second-generation immigrants' entry to the host country's labour market and promote the contacts and social networks between different ethnicities of the immigrants and the natives. Otherwise, as signalled, the main aim of this thesis is to explore more about the situation; i.e. the barriers preventing immigrants and second-generation immigrants from entry to the labour market. Immigrants from different countries and with dissimilar cultures to European countries have made most of the European societies to be multicultural society. Those multicultural environments bring about a discussion on the concept of "acculturation" which becomes more important at national and regional level.

Second-generation immigrants have exceeded the professional, cultural level of their first-generation, but still they are behind their native peers in the host country. Social networks between different immigrant groups and with the host society can be an important channel for the flow of information to immigrants and in the society to each other. Social networks and contacts can help immigrants to access more chances to the labour market in most countries. According to a comparative study by EUMARGNS which covered seven countries in Europe about young immigrants (those who migrated and the second-generation immigrants), young immigrants suffered from labour market discrimination. The most affected group were the "visible minorities". The barriers for young immigrants are weak social networks and less contacts with the host majority, lack of language skills, educational qualification, while it was found by the same study that not all these barriers effect negatively on second-generation, but less contacts, and ethnicity are still the barriers that the second-generation was suffering in these contouries (King and Lulle 2016, 64—65). Furthermore, they pointed out that immigrants were mostly discriminated in two situations: One when they are searching for jobs (jobs offers, chances for interview, access to information about labour market functions) and the second situation is when they entered the labour market (less chance for promotion,

training, high wage etc). In Sweden, the EUMARGISS research illustrated that “despite the country having a long migration history and experience in anti-discrimination policies, these policies have had less effect” (Kristina Kallas 2011, 12).

To dismantle the negative attitudes towards immigrants, social contacts and networks between immigrants and natives are important sources and helps immigrants to participate in different activities in society at regional and national level. Strong social networks in a society give more courage and could help second-generation immigrants in accessing information about the job market, job announcements and getting offers for interviews more easily. To understand more deeply and broadly, I propose to discuss the relevant theoretical approaches.

2.2.2.1 Role of Social Networks Between Co-Ethnic Groups and Host Communities

Countries that have long history of receiving immigration show that the complete assimilation process of immigrants background groups need few generation to crossed through. For instance, results have shown that in the early 20th century, immigrants of European origin who moved to the US even their third generation (Irish and German) were more successful in education attainments than those whites who had been in the US for more than three generations (Brown and Bean 2016). Some scholars explain that some factors stop the assimilation process while some others believe that some factors help to make assimilation process slow, for instance when there is deep and close contacts of immigrants groups and their children with their co-ethnics for the economical necessity, that make the assimilation process slow and will need to wait for long time but that type of their networks will not completely block assimilation. Some other theorists claim that some factors like discrimination on different ethnic backgrounds and the unequal treatment of immigrants and their upcoming generations, have a negative impact on the assimilation process, thus the new or the recent immigrants receiving countries should learn from those which already passed through these long-term processes.

One factor that determines whether the social networks between immigrants and the host communities are weak or strong is the (negative or positive) attitudes towards immigrants. At the beginning of immigrants' arrival to host countries, there are negative reactions and attitudes and these acts challenged the process of integration and take a long time to make

friendly environment and strong social networks between immigrants and host society. Studies have shown that the main factors of negative attitudes towards immigrants has been a lack of experience of foreigners, their cultures, religion and so on. In some cases the time of arriving immigrants to a country has been during economic recessions and high unemployment situations, and the media has an important role both for spreading more positive and negative attitudes towards immigrants. These were also the factors which caused negative attitudes towards immigrants in Finland in 1990 when immigrants started to arrive to Finland (Koivukangas 2002, 7).

In Finland, a lot of research has been done on immigrants generally, but less studies had done on second-generation immigrants challenges for entry to the Finnish labour market or they have faced on their ways to the Finnish labour market.

CHAPTER THREE THEORETICAL FRAMEWORK

3.1 Theoretical Framework

The aim of this section is to offer a framework for understanding more about the research data and research in general. This framework helps to explain and offers a deep understanding of the factors, which affect the second-generation's entry and participation in the labour market. It also offers a glimpse of how to collect the relevant data for this research. Writing about the importance of a theoretical framework in social sciences research, Beryman (2012, 20) emphasised that: *“Theory is important to the social researcher because it provides a backlit and the rationale for the research that is being conducted. It also provides a framework within which social phenomena can be understood and the research findings can be interpreted”*.

To better understand how immigrants [including the second-generation] have adapted to the host society, the theory of acculturation and appropriate approaches will be discussed here. This is because the adaptation of the first-generation may have impact on their children's participation in the labour market. Additionally, other theoretical approaches for example, the role of social network, social capital, and discrimination, that explain the reasons why some ethnic groups of immigrants have succeeded more than others in the labour market will be examined.

3.1.1 Theory of Acculturation

To understand what is meant by acculturation, we need to first understand the meaning of culture. Generally, culture refers to the certain ways in which individual or individuals or a group of people (immigrants) live, the ways of expressing their beliefs, norms, values, and the ways of participating in various activities. There is a tremendous diversity of cultures around the world as much as there are different countries and regions like we can say the European, Asian, American, African or western culture. To get a deeper understanding of why some second-generation immigrant groups have succeeded more than others in the Finnish labour market, the theory of acculturation fits would be of utter relevance and interest for this study.

This theory [of acculturation] means that when an individual or group of people transition from living a lifestyle of their own culture to moving into another culture like in the case of immigrants' adaptation into the culture of a host society. Acculturation was defined by Redfield, et al. (1936, p. 149) as “... *those phenomena which result when groups of individuals having difference cultures come into continues first-hand contact with subsequent changes in the original culture patterns of either or both group*”. This theory illustrates that adapted immigrants follow the new values, norms, language and customs of the host society. To learn all these aspects, immigrants need forbearing and persevering because learning languages, new culture, and their customs while keeping your own culture is not free of stress and difficulties. However, for immigrants' children to adapt to their new host society and living conditions are not as difficult as is the case with their parents. This is because they are already familiar with and have knowledge about the culture of the host society during their life time.

Of late, immigrants to Finland are primarily from European, Asian and African countries, but those who are non-Whites (the visible minorities) face hindrances in integration as first and second generations. This has been the case with the United States where non-White immigrants have taken generations to integrate and assimilate (Emily and Yu 2006, 7-8; Zhou 1997; Alba and Nee, 2003). There are many studies (see for example Alba and Nee, 2003) show that immigrants' so-called visible minorities or black skinned groups of immigrants did not completely assimilate until the 3rd or 4th generation (Emily and Yu 2006, 8). Moreover, acculturation process for second-generation immigrants in two different cultures (parent and host society) can turn out differently because of different culture backgrounds. This is because some can be well-accultured, while other permanently live in poverty and “underclass membership” and result would possibly be that immigrants community protect their values and solidarity along with economic development too (Zhou and Bankston III 1994)

Another issue which plays a significant role for the success of second-generation immigrants in education attainments is their parents' educational background. If the parents are not fluent in the language of the host country, that makes it difficult to provide support and assistance to their kids in their school assignments/exercises especially assistance adhering to the host countries' educational systems. The government will be required to pay special attention and provide special assistance to students in such a position (Heath and Brinbaum 2014). Another intriguing finding relates to Turkish second-generation immigrants and their parents. The

parents were not able to support their children in schooling issues because of language barrier (Crul, Schneider and Liele 2012).

3.2.2 Theoretical Approaches of Assimilation

To find out the underlying bases and level of discrimination against immigrant from ethnic groups differ across different ethnic groups, a widely useable theory as know “assimilation” is possibly apply to the second-generation immigrants, which recognized discrimination among the different origin immigrants and their descendants. One crucial theory is the assimilation theory. Assimilation (also incorporation and/or integration) is a process through which immigrants become part of the host communities. Assimilation process has been carried through the second-generation and beyond, and one of the necessary feature for social, cultural and economic development of the host countries. This theory suggests that “*as individuals with migrant backgrounds gradually adapted to the norms, values and culture of the host society*” and they receive more positive attitudes towards the host society, through adaptation they advance economically. Finally, immigrants becoming more acceptable to the dominant society and therefore they experience less discrimination. (Gordon 1961; Gordon 1964; cited in Behtoui 2015, 73—75). For immigrants those adapted well, have less personal experience of discrimination compared to those who are not assimilated well. The natives will not easily accept them as a full member of the host society. Thus, good assimilation process also affects immigrants’ children (second-generation immigrants). There are different views on how immigrants could assimilate themselves in the new host culture, for instances a view which stems from the classic assimilationist viewpoints suggests that “*immigrants must divest themselves of their previous culture patterns, including their ethnic identification and languages, and adopt those of the host society to become assimilated as full members of their new society*” (Zhou and Bankston III 1994, 822).

The views of assimilation thinkers are that different ethnics’ characteristics and factors like religion, skin colour, language, foreign names etc. are the main reasons that negatively effect on the assimilation practice of immigrants’ groups in the host society (Warner and Srole 1945). Moreover, theory of assimilation shows us that different immigrant groups would be assimilated in the host society while their speed and complete assimilation or adaptation time would be different due to unfamiliar cultural traits of the immigrants group and host society

or in other words “distant cultural” background group would need long time for complete assimilation process.

Another issue is a Social capital, which is closed system of social networks inherent in the structure of relations between and/or among persons within a society (Coleman, 1990; Portes and Sensenbrenner, 1993, cited in; Zhou and Bankston III 1994). According to Alejandro Portes an economic sociologist social capital refers as “*The capacity of individual to command scarce resources by virtue of their membership in networks or broader social structures*” (Portes 1995, 12). Social capitals of immigrants’ parents have impact on their children participation in labour market.

3.2.3 Berry’s Model of Acculturation

A considerable number of investigators have used different models of acculturation. One which is used in numerous studies is the Berry’s dimensional model of acculturation. This model discusses different strategies regarding how both sides (different immigrant groups and dominant population) acculturate in the host society. Berry’s model explains how both sides came into first contact and integrated psychologically and socio-culturally. This model of acculturation is important to this study because it focuses on immigrants with different ethnic backgrounds and how and to what extent they acculturate (Jasinskaja-Lahti 2000; Riala 2009). This model illustrates how and by which strategies different groups and individuals acculturate to the host society. Typically, this model has two dimensions: one is to keep their own culture and second one is interacting within the dominant society culture.

Furthermore, the dimensional model of acculturation is, from the point of view of non-dominant groups, divided into four different strategies: integration, separation, assimilation and marginalization. Integration means the non-dominant groups keep their origin culture while at the same time interact in the culture of dominant society. Separation strategy is defined as it is by contrast value placed to maintain own culture and reject having links with dominant culture. Assimilation is when the minority groups give up their values to the host culture and are not keen to uphold their own culture. Finally, marginalization as defined by this model means that groups or individuals from the minority do not want to maintain their own culture as well as reject the wider society too (reject both) (Berry 1997, 9—10).

Choices between these strategies are not entirely free. In the final model marginalization, no one is keen to choose it; they might be forced and pushed towards it by some external factors as has been discussed (discrimination, prejudices, trust or to what extent host society is ready to accept immigrant groups, etc.). Selection of Integration and separation depends on the individuals and on the host society. The dominant population should accept their activities of different ethnicities in order to have a successful multicultural society and for better integration of the immigrants. Assimilation also depends on both sides as chosen by individual and non-dominant groups, but the host society needs to avoid such actions like discrimination, inequality and so on, so that immigrants don't become segregated or marginalised in their new host society. (Berry 1997, 10—12).

Berry's model of acculturation is important in showing that all different ethnic groups and individuals are not acculturated at the same speed and level. To a certain degree, the model is applicable in the case of second-generation immigrants but not completely. The arguments on the one hand, immigrants' children have better opportunities to maintain their own culture and interact within the dominant culture as they are attending schools, taking part in numerous activities with their native peers, among other things. It can be argued that second-generation have better chances than their parents had. On the other hand, based on their parent's social capital, their acculturation and integration speed are directly influenced. This model is useful in studying different immigrant groups and ethnicities, including the second-generation.

3.3 Role of Social Network

From economic literatures, social networks are an important channel for getting information about vacancies in the labour market. This is because most of the workplaces are found through using links to friends and relatives (Granovetter 1995). Theoretically, it seems that job seekers' strong social contacts and networks provide a high probability of job opportunities to all in general, but most especially to groups of foreign backgrounds.

Social capitals which include trust, social network, participation etc., had a huge influence on how the second-generation get information about vacancies. Social networks have not only benefited immigrants to get in the labour market but would be more important for other sectors and participation in different activities with the natives. According to Pehkonen (2006, 126), in some cities in Finland, if there is higher unemployment condition, native Finns see

immigrants as a threat and later these negative attitudes lead acts of violence and crime against them (immigrants).

Social contacts with the members of one's own ethnic group or with the people of host societies are an important source and strategy of acculturation. An individual's social networks with their own people of the same background as well as with the dominant society often get employed easily and have less chance of being unemployed. The second-generation are limited by family or parents to make their wider social networks with the host and natives population depends on some specific ethnic groups (Kaufman 2010). Yet, they (second-generation) have good opportunities to build their strong and wider social networks in their host community because of attending school and having a deep understanding of their native peers.

On the other hand, most of the second-generation immigrants from non-European backgrounds give more value to keeping their parents' culture. In the case of minorities, second-generation immigrants (especially the visible or Muslim minorities), their social networks tend to be within co-ethnic groups. In this case, some ethnic groups are getting less information about job opportunities compared to some other groups and individuals, who have more contacts with the dominant population. Networks with dominant society help to get more chances than one have a limited network within co-ethnic groups (Portes ja Rambaut 2001). The co-ethnic ties and limited social network inside ethnic communities might be because of some religious affiliations and cultural aspects, where parents push indirectly to be within the co-ethnic communities. It might be that the ethnic community has large population in the host society and could provide more assistance compared to the dominant society.

3.4 Theory of Segmented Assimilation

The theory of segmentation and the concept of ethnic ranking claimed by Robinson (1992) shed more light on this issue. According to Robinson, where ethnic ranking is practiced, work chance as extended to locals and then secondly to the proximally subgroup of individuals after which any remaining unfulfilled labour demands might be occupied using culturally distant migrants. Yet, finding work placement for the "others" who are culturally distant is severely harder (Heikkilä 2005). In segmented assimilation literature, the main point is the ethnic social capital role, which protects the second-generation from downward mobility. In the idea

of “social capital”, ethnicity is considered as a resource rather than hindrance (Phalet and Heath 2011, 138).

Labelling of social subsets of people as “others” is evident in the Finnish labour market. Tested empirically, government recruitment agencies during interviews confirm that ethnic origin matters and plays a significant role in the achievement or failure of a prospective employee in integrating into the labour market in Finland. They agree that it is easier to find work placement for Estonians, Russians and Ingrian Finns, groups that are perceived as culturally closer to Finns and those closer culturally, whose values are therefore known, recognised and appreciated

3.5 Theoretical Approaches on the Role of Discrimination for Employment

Generally, due to discrimination, labour market participation rates for the visible minority groups’ of immigrant are much less comparing to those closer culturally and religiously to the host society. Discrimination in the labour market refers to the unequal treatment of people based on their race or ethnicity though if they have the same skills, gender, age and experiences or even more than others for the same jobs (Lang and Lehmann 2011). Immigrants in the host society face various levels of discrimination. These prejudices and discrimination originated from their different culture and religions and lifestyles from their new host countries. Previous studies about immigrants’ show that experiences of negative attitudes happened as the natives considered immigrants as threat. (Berry, et al. 2006, 82) Acculturation process is different in speed among diverse groups based on prejudices and discrimination against them as well as their parents’ social capital.

Most of the previous studies indicate that “*the upwards social mobility is linked to tolerances, where downwards social mobility is to linked prejudices and discrimination*” (LeMay 2000) (see also Gallagher 1999). Employees of the dominant group become aware of economic gains from “*keeping downwards*” employees of other minority groups; a market is called by Edna Bonacich (1972) as “*split labour market*”. She explains that such kind of labour market is characterized by conflicts among three groups, for instance Capitalists (employers) higher and cheap paid workers, second group of the host population fill much of the desirable jobs and as third groups, leaving the low-level jobs to the minority groups. When studying the low paid job among different ethnic groups, most of the employment opportunities are for those

that assimilated well compare to those that have adapted less and having a “distant culture” (visible minorities). Less adapted minorities groups have then higher unemployment rate in the labour markets.

Discrimination against minority groups usually shows in many ways, for instance majority tries to put them (minority groups) down and make them powerless for economic gains like providing less access to participate at different activities as well as labour market through not easily hiring them, and more easily and faster firing them. Discrimination against ethnic groups is possible at education and political institutions, like putting some kind of restrictions on them. (LeMay 2000). Typically, two types of discrimination are used in numerous literatures “taste discrimination” and statistical discrimination (Becker 1971; Arrow 1972; Arrow 1973). Both types of discrimination discussed and deeply explained in considerable studies about when employees searching for jobs. In competitive theory of discrimination by (Becker 1971) also discusses racial discrimination in the labour market as well as statistical discrimination, and it has been applied to studies of both racial and sex based discrimination (Kaufman 2010, 26—27). Discrimination based on ethnicity against people of immigrant backgrounds will lessen their employment possibilities in the labour market. Debates on the cumulative presences status of racial discrimination are shown that it may occurs at one stage and latterly effects on another process and stage for instance, ethnical based discrimination against immigrants’ children at schools may effect on their future study and latterly on their participation and performances in the labour market. The general discussion of discrimination against immigrants may also influence negatively on their second-generation and upcoming generation too (Blank, Dabady and Citro 2004).

Generally, two situations are the more debatable in case of discrimination against immigrants in the labour market; first is before getting into the labour market to which can called recruitment discrimination and second stage is after hiring so called discrimination in the workplace. Usually the bases the basis for discrimination and unequal treatment at both stages are quite the same for instance these might be gender, age, skin colour, foreign name, religion etc. The most common bases which were discussed in this study are the foreign name, skin colour, religion as well as the first stage of recruitment or before enter to the labour market. These were happened when second-generation immigrants accessing to the information about vacancies and chances for interviews and so on.

CHAPTER FOUR METHODOLOGY

4.1 Qualitative Method

It was the first and weighty decision for my research at first stage, to decide whether to use quantitative or qualitative methods, and that which one will be well-suited to find out the answers for the research questions, for instance what are the basis of discrimination and what other factors effect on the opportunities of second-generation of immigrants to entry in Finnish labour market.

It is so clear that quantitative data is coming through research survey which should produce statistically data and these data generally deliberate issues. On the other hand, qualitative data through fieldwork, group discussions and specially through interviews have a smaller breath into the issues while it's one important advantage is to get more detailed data for instances through assorted styles of interviews. The collected data for a qualitative research are from four different forms of observation, documents, visual images and interviews (Creswell 1994, 149). In today world specially for studying the social science, qualitative data is well-suited method among others (Flick 2006). In social science, conducting interviews for collecting data for the research is one of the pervasive ways and as we live in today world is called “an interview society” (Packer 2011, 42).

Therefore, I decided to do qualitative research for the above few reasons. For the reason to find out the factors, that has affected on the probabilities of second-generation immigrants to enter in the Finnish labour market. It has done to collect data through open-ended questions in the semi-structured interview with 15 respondents' second-generation immigrants, because through semi-structured interview which is nowadays a very widely using for qualitative research (Packer 2011, 42—43). Participants or interviewees for this research are those who were already employed and some are at the moment actively searching for job. They were invited to share their personal experiences, comments and arguments. It was easy to select immigrants from different background and ethnicity, through conducting interviews and get in touch to the people from different backgrounds to what I needed to examine the situation and level of chances and reasons behind this. Very intelligently, I searched to select few from European countries, Asian and African countries where I also tried to find the person who has

already workplace experiment or employed and those who are unemployed but searching for jobs.

In general, the data collection process during my internship went well. Most of the participants were highly enthusiastic about participating in the interviews and sharing their experiences and I thus did not have much trouble in finding the informants. I recorded all the interviews and then transcribed those word by word during 15.06—15.09.2017. I will use in total 15 proper interviews for my research. From now I will begin to analyse the materials. As probably expected, new themes have arisen from the data and there will be a shift of some kind in the research focus. I used open-ended questions through which I offered an opportunity to the participants to respond in their own words in their language and to express their own personal perspectives and experiences (Patton 2002, 348).

4.2 Reasons for the Selection of Qualitative Methodology

Finland has receiving more immigrants during in the last few decades and it still continue. Nowadays there are quite less youthful age second-generation immigrants and they are already at work age and that numbers will rise continuously in the future. The population with foreign background in Finland was more than 6% of the entire population in 2016 and the main countries are Russia, former Soviet Union, Estonia, Sweden, Somalia and Iraq. (Statistics Finland, 2016)

Why I select qualitative methodology? The questionnaire methods were difficult to get enough amount of data and secondly as seen during my internship sort of field work, I thought that deep interview is one of the main data collection tools in qualitative research and that will be the better way to access people's perceptions, meanings, construction of the reality and situation. According to Julia Brannen (1993) pointed out "The qualitative research is said to look through a wide lens, searching for patterns of inter-relationships between a previously unspecified set of concepts, while the quantitative research looks through a narrow lens at a specified set of variables" (Brannen 1993). Conducting Interviews are common research methods for qualitative data collection so; this research was done through semi-structured in-depth interview to examine the challenges that caused the low participation rata of the second-generation immigrants in Finnish labour market. Face to face an interview

strategy was also one of the best ways to find out more deeply, the influences of family backgrounds of second-generation immigrants.

4.2.1 Arguments for Qualitative Data Collection Method

To find out the more brief and deep reasons and roots of the problem, after I read a lot of research papers, it looks appropriate to use qualitative method because of few reasons.

First, qualitative method was chosen because practically there is limited information and data about second-generation and their performances in the Finnish labour market while now there are less second-generation immigrants. The second-generation (born in Finland) is still very young in Finland, and only few have yet entered the labour market. Their number are much less compare to other countries and Finland has a short history as receiver country but if we look to the last few years migration crisis and many immigrants came to Finland, from one side in the near future those who are child or studying at schools and institutes at the moment they will entering to the labour market, from other side the immigrants making big families and birthing more kids, so we need to examine the situation and make better future plans and policies as to how to properly integrate them and make a more strong connection between immigrants and natives.

Through interviews we can easily discussing the situation of the different background immigrants. The different immigrants' backgrounds have different situation and possibilities to get employee, so through questionnaire and quantitative data analysation it would be not as clear as through qualitative.

How to find the respondents, both those who are working as well as those who are unemployed now while searching actively for a job?

Firstly, researches were done about first-generation immigrants, but no research was done on second-generation immigrant's situation on the paths to the labour market and their barriers in Finland. There is research that shows how the first-generation of immigrants must get in the Finnish labour market.

First-generation of the immigrants have had many difficulties for access easily to the job market, for instance Language barriers, unskilled educational background and low level of

education and many others, whereas the second-generation of immigrants does not have these barriers but then they have less access to the job market Why? And what we could do as a solution? The reason for the selection of research topic about second-generation immigrants in Finnish labour market was that, as the second-generation has the same education background and language skill as the native young generation but their opportunities are less than the native so what are the challenges and reasons. (Discrimination, weak social network, lack of knowledge about labour market functioning, family background and ethnicity and so on).

4.3 Definition of the Second-Generation Immigrants for This Study

There are various definitions of second-generation immigrants and still there is not a single, complete and united definition by all scholars and institution. Here I would like to showcase a few.

The Ministry of economic affairs and employment in Finland defines: “second-generation immigrants are those who migrated to Finland when they were under the school age and those who born in Finland to parents who were foreign background” (Ministry 2016). Also, second-generation immigrants are those who have been born in Finland to at least one parent born abroad (Onyango 2014; Martikainen 2008).

The study was done by Finnish Board of Education defined second-generation immigrants as those who have been born in Finland and their mother tongue is other than Finnish and Swedish. This definition excludes significant portion of the immigrants from one Finnish or one foreign background parent. According to the study of THL, carried out by the national institute for health and welfare, Second-generation immigrants are broadly defined “those who were born in Finland or migrated to Finland before the age of school, which is 7 years for starting compulsory school in Finland.

Some scholars define second-generation immigrants in a way which I carried to my thesis. According to Raubaut’s and Portes’ (2001) views, second-generation of immigrants are those born in the host society to foreign parents or those who were born outside of the migrated country and were brought to the country before adolescence. Scholars Thomson and Crul (2007) defined that a second-generation immigrant is one who is born in the host country or

having migrated to the host country below the school age (Fiast, Fauser and Reisenauer 2013, 103). Therefore, I select a mix type of definition “ *Second-generation immigrants are those who were either born in Finland or were brought to Finland before the age of school, and was born to at least one foreign background parent*”. I used the last combined type of definition for my qualitative research

4.4 Criteria for the Suitability and Selection of Participants

As Richie, Lewis and Elam (2009) stated, the purpose of qualitative research is to “gain an understanding of the nature and form of phenomena, to unpack meanings, to develop explanations or to generate ideas, concepts and theories” (Ritchie 2003). Suitability criteria help to ensure the inclusion and selection of participants that have necessary characteristics or have undergone experiences, processes, or events that can help to inform the subject matter under study, for this study to be eligible participants had to meet the key requirements

All participants were required to have at least one foreign background parent. For this research the definition generally of second-generation of immigrants is “those who born in Finland or came as a child before the age of 7 with at least one foreign background parent” is called second-generation immigrant.

All participants needed to identify as a second-generation immigrant. While the usage of this term lacks consistency across the literature, second-generation immigrants are generally understood to be the children of immigrants born in the host country; yet, some scholars like above also include children who migrated with their parents at an early age because they are socialized in a manner that is consistent with those born in the host country (Zohu 1997, 975). For this study, second-generation immigrants included children who were either born in Canada to immigrant parents, or children who arrived in Canada with their parents by eight years of age.

Participants were restricted to persons aged 18-35. This because of the eligible work age to Finnish labour market and second point was considered that most of the first immigrants from different part of the world migrate to Finland in the beginning of 1990, those kids become now to the age of 35.

4.5 Recruitment

The data collection for this research began in the June 2017 and was completed by the mid of September 2017. The research was mostly done in one of the big city of Finland while the interviews were conducted with the second-generation immigrants from the city of Helsinki, Turku, and Jyväskylä, where most of the immigrants settled already. For the very initial start 3 interviewees were found through convenience sampling, a way of non-probability sampling where the researcher recruits participants that are easily accessible to them, so I used my own personal network during my practical job at Baana.

Qualitative research method is typically small in size, but its importance is that to ensure as much as diversity as possible because you will get a wide range of data elements and second point is that qualitative method give a chance as researcher to test the role of different factors in connection with one another and will get which factors has more impact on the issue (Ritchie 2003). For instance, in the context of this topic, I am searching to understand the experiences between European, Asian and African family backgrounds second-generation immigrants. The differences between these groups may base on other factors like skin colour how they look like, foreign name and family social and economic status.

Snowball technique is one another form of non-probability sampling that involves asking interviewees about other suitable participants in their network who will be eligible and have interested in participating in this research (Ritchie 2003).

So, to find suitable participants, I used snowballing techniques through which I used to find interviewees from different background, countries and situations during my internship work at Baana project in Turku. Snowball sampling is useful especially in a situation where the appropriate population is difficult for researcher to reach them directly

4.5.1 The Guide and Structure of the Interviews

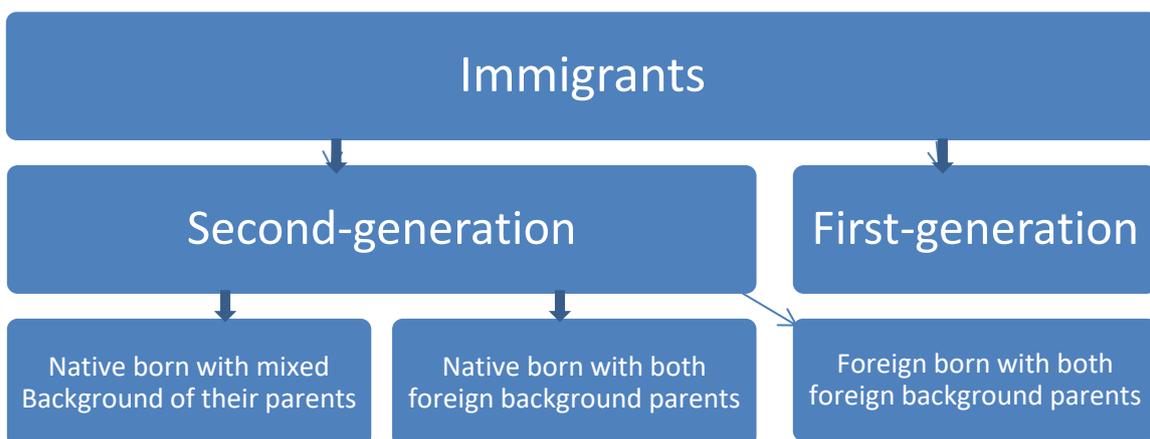
A total of 15 Semi-structured in-depth interviews were conducted with interviewees. Out of these ,13 were face-to-face interview, one was via email and skype and one was by phone as she has no time to meet as we tried and booked time for four times. Face-to face interviews were conducted at the various locations (local coffee shop, restaurant, inside in the car at parking place, library) selected by participants. The interviews were conducted in Finnish,

English and Dari, while I translated into English and I am fully feel confident that all the valuable information was transcribed, and no information has been lost. All interviews were audio-recorded with interviewee's agreements and willing. All participants requested that I would not code their names for their personal security and rights, as they all wanted to discuss sensitive experiences of discrimination in the Finnish labour market.

The interview questions were divided in different themes for instances personal background information (name, age, sex, religion, home country, marital status, etc.). Second theme was about social network (importance, effect, how they used own social network to find a job) and final part of the questions include about discrimination (subjective experiences, negative effect, the possible situation, reasons for discrimination). See appendix 1

The age of all participants was from 18 to 35 years. 9 out of 15 were males and the rest 6 were female; secondly to find out the situation of different background, I selected 4 from Asian countries, 6 from European countries while 5 were from African countries. Among 15, 5 were born in Finland, 3 out of these 5 were the immigrants who have one Finnish parent and the rest were born in their parent's home countries and came as child before school age.

Figure 2. Types of Immigrants' Generations:



Second good point was my own ability of speaking many languages and my own background as immigrant helped much to collect as much data as I need more easily. Partly quantitative data will be using from the statistics Finland, which is one of the main sources for that kind of data about population, immigrants, employment and unemployment status.

I also found that there are many second-generation immigrants, those have the same educational and experiential background as the native Finns have but their participation in the labour market is nearly weak as the first-generation. As during the last few years, the number of immigrants increased but in Finland it is still low compared to other European countries. The biggest group of immigrants are coming from neighbour countries Estonia and Russia while we see that immigrants from different ethnicities came from African and Asian countries.

Many researches were done on immigrant's position in the Finnish labour market and those evidently found numerous factors. These factors are for instance low Finnish language, lack of Finnish citizenship in some cases, low level of educational background and the negative attitudes towards immigrants but in the case of second-generation of immigrants, they haven't some of these negative points as their parents had. They have been studied here, have Finnish citizenship, gained knowledge about Finnish culture but it seems that second-generation have different barriers to get in the Finnish labour market. The second-generation immigrants are the people "who born here in Finland or came at the age of school before 7 years of their age or people who have been born in a country into which at least one of their parents has arrived as an immigrant" (Ritchie et al, 2003).

Most of the research papers shows that level of possibilities of the European background second-generation immigrants have higher than those of Asian and African background immigrants, while generally all foreign background immigrants have less chance to get in labour market compared to the native Finns whether they both have the same educational, experiential level from the same school or same field. Second-generation immigrant, who has one Finnish background parent, have also more chance to get a job than compared with those who have both parents foreigner, because these immigrants have more close and strong social network with Finns and that has also effected on the possibilities on labour market participation too.

4.6 Selection of the Specific Group (Second-Generation Immigrants)

I was thinking to collect data through questionnaire from the whole Finland, but it is seen very weak to get sufficient data as Finland has become immigrant's receiver country after 1990. So, still second-generation are very young and small proportion of them already entered

in job market but soon we will have more second-generation immigrants who are becoming eligible to the labour market. In the last few years because of the migration crisis, Finland has also received many immigrants along with their families where these today kids will be higher percentage than today. It seems an important researchable topic to do search on it before it becomes a more fundamental problem which is already one of the important debatable as well as political issue at national and European level while also significant for the development of Finnish government, society and for immigrants themselves.

The condition and level of the labour market opportunities for second-generation of immigrants were different, for instance, it depends on their ethnic background, skin colour, religion and foreign name, those who are from European countries or those who has one parents from Finnish background has more chances compare to those whose both parents are from outside Europe specially those who are from African and Asian countries for instance, Somalis, Iraqis, Iranian and Afghans.

During my internship at the Baana information desk, I found that the levels of the chances are different between immigrants from different countries because of their family background, ethnicity, culture and religion. A lot of researches (Ahmad 2005; Behtoui 2006; J. W. Berry 1997; John Wrench 1999; Zhou and Bankston III 2016) shows that family socioeconomic conditions, skin colour or physical appearances, foreign names, religion and finally the weak relation between native Finns and second-generation immigrants affect and make it hard for immigrants to get employed easily while if they have the same qualification, no language barriers, and enough knowledge cultural understanding.

For the above-mentioned reason, I planned to do interview with second-generation immigrants from different backgrounds. Hence, I want to compare the Asian and African background with European background second-generation immigrants. Searching *about how their social network differ from each other, how their family social-cultural status effected their future work life as well as how and on what bases (their names, religion, country background, skin colour) these different background immigrants treated unequally.*

The focus of this thesis is also in the educational attainment and labour market transition and all our search participants are those who already finished their school and now they all searching for full time and part time jobs. One factor, I am trying to examine the benefits of strong social network that may effect on the level of opportunities and accessing to the Finnish labour market. It is essential for the host country economic and cultural development

to integrate the immigrants (young second-generation) in the labour market because the more immigrants in the labour market, the more net economic and fiscal contribution occurs in the host countries. Many researches showed that a personal network acts as a crucial resource for getting a job in Finland labour market (Ahmad 2005, 109—110)

4.7 Data Analysis

The process of selection participants from diverse backgrounds, gender and religion went through my co-worker and personal network during my internship for few first participants and for the rest, I used as before mentioned the snowballing technique. Most participants are from Turku which is one of the big cities of Finland, while to keep balance between participants from different countries and origin as well as between genders. Two were selected from another cities Jyvaskyla and Helsinki. To protect their (participants) privacy, which is important and ethical in qualitative research, protection was taken, and I nominated their names anonymous and not to mention their real names and work places. for the reason to protect their privacy, I labelled their names based on their parent's origin regions like EU participants Male or Female, Asian, African and Mix Participants were those whose one parents is native Finn and one foreigner background. I shortly presented here their identification which gives us the whole picture in the Finding according to their parent's background, educational level and so.

4.7.1 Participant's Ethnic Background and Personal Identification

1. European participant A Female: She is 24 years from north-eastern Europe. She moved with her mother to Finland, when she was 5. She is Kristian with Russian origin and her mother was former Finnish origin and father was Russian. She is married to a Russian man and has no kid. She speaks fluently Russian and Finnish as mother tongues. Her father was a truck driver and her mother is technician. She obtained a degree from university of applied science in social science and now working on permanent job in one of the office.

2. European participant B Male: He is 26 years old from south-eastern Europe. He came to Finland with his parents when he was just 3 years. He married with a Bosnian woman and has

2 kids. He speaks English, Finnish and a language from south-eastern Europe. They fled from home country because of the war that time and he is a Muslim and studied. He obtained vocational qualification in business administration. He has a small company of food sale and at the same time he is working as director for the youngster in one project. His parents have education till secondary school.

3. African Participant C Male: He is 26 years old from east Africa and came to Finland, when he was 7 years old. He is Muslim and married to a native Finnish woman. He fluent speaks English, Finnish and one of the east African languages as mother tongue and at home speaking Finnish with wife and has no kid. His father was military guy and mother had no education. He is studying in one of the University of Applied Science in the field of construction management. He has doing his practical job training in the time when interview conducted.

4. Asian Participant D Male: He is 24 years old born in Finland. He is single and Muslim. His parents fled from Middle East because of war and they had high school education both. He obtained a bachelor's degree from university of applied science. He speaks Arabic and Finnish as mother tongues at home and fluently speak English too. He was unemployed, when interview conducted but he did work for instance part time jobs in various places.

5. European participant E Female: She is 29 years ole and she came with her parents came from South-eastern Europe to Finland because of war, when she was 22. She is single and Muslim. She speaks parent's native language and Finnish at home and can speak English, Germany. Her parents were graduated from the university in one of the south-eastern Europe country. She has a profession of economics from vocational school and she is working as project assistant in a company and their work is related to assist with different immigrants at the same time as part time job working in a restaurant.

6. Asian Participant F Male: He is 24 years old and came to Finland with his relatives from Central Asia, when he was 7 years old. He speaks Finnish, English and Pashto as a mother tongue. He is Muslim and married to an afghan woman with one kid. His parents were uneducated, and they were not here with him. He has a professional degree from social and health care department and now he is a student of mechanical engineering at university of applied science for second degree. He is working as interpreter and practical worker in the nursing section.

7. Asian Participant G Male: He is 25 years old. He came to Finland with his parents from Middle East at the age of 8. He speaks Arabic, English, Finnish and Arabic as mother tongue. He is Muslim and married to a Finnish woman and has 1 kid. Both his parent studied till high school. He is studying at vocational school and partly working as interpreter

8. African Participant H Male: He is 18 years old and was born in Finland, but his parents migrated from North Africa, He is single and a Muslim and speaks English and Finnish fluently while Arabic is his mother tongue. His father was engineer, and mother was completely uneducated. He is study practical nursing at vocational school, as part time he is working in one of the cleaning company as cleaner.

9. Asian Participant I Male: He is 26 years old and came to Finland with his parents at the age of 6 because of the war in south and central Asia. He is single and Muslim. He speaks Finnish, English, and Swedish fluently and Persian as a mother tongue. His father is Engineer in gas and oil related field and mother has a university degree and was teacher at school. He has already finished a vocational profession Information technology. He worked in various places but now he is unemployed.

10. European participant J male: He is 25 years old and came here when he was 8 years old with his mother for better life from Eastern Europe. He has married to an Estonian woman and has 2 kids and his religion is Christian. He can speak Finnish and Estonian languages. His mother was nurse, but she is now working in place where old people taking care of. He is a vocational school certificate in field of electricity. He has been working for 4 years in a fire station flat as inspector.

11. Mix Finn/African Participant K Male: He is 23 years old. He has born in Finland while her mother is native Finn and father from North Africa. He is Muslim and married to a native Finnish woman. He speaks as mother tongues both Finnish and Arabic while can speak English. Father has no profession, but he is working a juice factory, but his mother is working in a factory. He is a last year student of designer engineering at university. And he is working in a company along with study as HPC installer.

12. Mix Finn/EU participants L Female: She is 21 and came to Finland with her mother from Eastern Europe for better future, when she was 7 years old. She speaks English, Finnish, Swedish, Russian and Estonian. Her father is a native Finn. She single and has no religion. Her father has master's degree in business from university and her mother is now doing her

master's degree in social science at university. She has a profession of hair dressing from vocational school and now working as personal assistance and as seller with one of a company.

13. EU participant M Female: She is 28 years old and came from Eastern Europe to Finland with her parents at the age of 8. She is single and has no religion. Her mother is working as a financial manager and her father is carpenter. She speaks Finnish, Estonia, English and Norwegian. She obtained a bachelor's degree from the University of Applied Science in the field of design and architecture and she is working as interior architecture in a company.

14. Mix Finn/African Participant N Female: She is 22 years old; she was born in Finland to North African father and native Finn mother, she can speak only Finnish as mother tongue. She is single and a Muslim. Her father was backer, he studied in France. Her mother is nurse. She has a profession from vocational school in the field of media for instance media assistance. She has been working as youth consular in the multicultural youth house for the last 3 years.

15. African Participant O Female: She is 22 years old. She migrated from West Africa to Finland, with her family when she was 8. She is single and Christian. She speaks Finnish, via and English. Her father and mother both have high school certificates. She has vocational school degree of practical nurse and she is working as health carer.

4.7.2 Data analysis approaches:

The process of data analysis, pothor and Margret (1987), pointed that this process involved transcription of interviews from audio recorder, coding and analysis of data. I didn't use any data analysis software for the data analysis. The interviewees were from different regions and have different family backgrounds represent a mixture of their life's experiences, expectations, ideas and hypothesis.

There are various qualitative data analysis approaches that researchers have suggested and used. Content analysis approach of qualitative data, which includes transcribing all the interviews from audio tape in text, to which called data transcript and then a researcher re-reading to find out the similarities and differences through which you can draw themes and

categories. Throughout the data analysis process, labelled with different colour or marked important and relevant themes and patterns of the transcript.

In qualitative data analysis, researcher must be comfortable with improving categories in order to find out the similarities and differences between the expressions, thoughts and experiences from the participants voices. (Creswell 1994, 152—153). Data analysis in qualitative research methods are needed and consists several steps, these are one which is the main difference between qualitative and quantitative data analysis, that qualitative data analysis is a continuously throughout the data collection process and continue process includes activities of conducting interviews, collection of the information from field work, dividing the data into categories and finally presenting the findings as text. Another stage is reduction and interpretation, which means that qualitative data is commonly voluminous amount so that should to reduce by labelling under different patterns and themes to which so called “de-contextualization” and final activity is to sort information and codes under several categories to answer the research questions (Creswell 1994, 154).

Researchers have applied different techniques to the analysis of qualitative data and that depends on different forms of questions in the research to find answers. In this study, I took the Miles and Hubermann (1994) qualitative data analysis framework as I concluded that that would be suitable for my data analysis, and this framework consists of three concurrent activities. They explained these activates through the analysis as the step of data reduction is continues work within the whole qualitative data process. It happens by coding, mentioning themes and patterns. In this stage of analysis, reduce data without loss of essential information. Second activity through this framework is display data as most of the qualitative data are voluminous, so it is important to find and use more appropriate ways for displaying data as graphs, charts, diagram and so and the final activity is drawing and verifying conclusion to which they suggested different tactics (Punch 1998, 203—205).

Logically, the interview data followed driven content analysis (Miles and Hubermann 1999). The analysis in this study, started but reading the data after transcription of the interviews from audio recorder, started for finding emerging themes, the focus was to point out the most relevant and main themes in interviewees’ speech that highlighted various aspects of their integration experiences, bases of discrimination in the way to labour market.

At the very first step of data analysis, the important ideas were identified from the participant’s speeches and then divided based on differences and similarities. Where in these

categorisation of different themes, some have positive and some have negative experiences and some represented contradictory results. The third phase of analysis was theory-driven, and the previous themes were put together into three main aspects: family socioeconomic status, basis of discrimination and social network between immigrants and native Finns.

I have interviewed 15 individuals from different origins and I will present the findings of this study based on theoretical concepts social and economic conditions of families, theories of discrimination, social networks, integration and so. I think the study of such a small group of people will not be adequate to generalization. However, I still find some important aspects, which are related to the theoretical concepts and that give some supporting indications for this study.

CHAPTER FIVE: FINDINGS

The findings of this research revealed various kinds of barriers for the entry of second-generation immigrants into the Finnish labour market. Many evidences showed that immigrants have a variety of challenges and problems that influenced their entry to the labour market like language barriers, lack of education, and lack of knowledge about the dominant culture especially work culture. These less opportunities of the first-generation and their performance in the host country has directly affected their offspring so called second-generation immigrants, while they (second-generation immigrants) grew up in these countries and had gone through the same education system, established contacts with other.

My study found that second-generation immigrants have different positions and levels in entry to Finnish labour market. Their different levels of opportunities depend on their families' socioeconomic status and ethnic backgrounds as well as host community attitudes towards different background immigrants. In the following chapter, I discuss three main challenges facing the second-generation's entry to the labour market: Family social and economic condition, discrimination and their social network in Finland.

NOTES:

In this study, *family* indicates the close members of one family, *co-ethnic* indicates other immigrants' background families from the same culture and region or with the different background, but immigrants' groups and finally *native Finn* indicates those whose both parents are of Finnish origin.

The educational level and employment status of the participants are as follows: 6 out of 15 were in the University of Applied Science, where two were still studying while doing part-time jobs which are not related to their study fields. One was still unemployed and three were employed in the fields that they studied.

Secondly, 9 out of 15 participants have got vocational school education. Among them, four are still studying in different fields at vocation schools. The other 5 participants already finished their studies. Two participants are working in the fields which are related to their previous study but three were in unrelated fields.

Table 1: The Results from Experiences of All Participants about the Main Concepts

Concepts	Issues	Situations or place	Answers	Participants	Out of fifteen
Parents or family background	Parents education influenced their kids' future development for labour market		Strongly Agree	4, 5, 9, 10, 11, 12, 15	7/15
			Partly	2, 3, 7, 13, 14	5/15
			Not agree	1, 6, 8	3/15
	Parents' social capital helped with second-generation immigrants		Yes	2, 3, 4, 7, 8, 9, 11, 12, 13, 14, 15	11/15
			No	1, 5, 6, 10	4/15
Social Network	Social network in Finland between immigrants and Finns		Strong	5, 14	2/15
			Weak	3, 4, 8, 12, 15	5/15
			In between	1, 2, 6, 7, 9, 10, 11, 13,	8/15
	Does social network play a positive role		Yes	2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14	11/15
			No	1, 10, 15	3/15
	You got a job through		Social networks with Natives	2, 3, 4, 6, 7, 8, 12, 13, 14,	9/15
			Training job	1, 6, 10, 11, 13	5/15
			His or Herself	3, 5, 9, 11, 12, 15	6/15
Discrimination	Ethnic backgrounds effect the ways to		Yes	2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 15	12/15

	labour market		No	1, 11, 14	3/15
	You job link with your study field		Yes	1, 2, 3, 6, 10, 11, 13, 15	8/15
			No	4, 5, 7, 8,9, 12, 14,	7/15
	Received treatments differently(Negative)	At work place	Yes	3, 4, 5, 6, 9, 10, 15	7/15
				No	1, 2, 11, 12, 13, 14
		At school	Yes	3, 4,7, 8, 9, 10, 12, 15	8/15
				No	1, 2, 5, 6, 11, 13, 14
		In society	Yes	1, 3, 4, 6, 8, 9, 12, 15	8/15
				No	2, 5, 7, 10, 11, 13, 14
	Companies behave same towards immigrants as they behave with natives based on ethnicity		Yes	4, 8, 14	3/15
			No	2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15	13/15
			I don't know	1, 13	2/15
	Faced discrimination on the way to labour market		Yes	2, 3, 4, 6, 7, 8, 9, 10, 15	9/15
			No	1, 5,11, 12, 14, 13	6/15
	Bases of discrimination against SGMs during employment process		Skin colour	2, 3, 4, 5, 6, 7, 8, 9,10, 11, 12, 13, 14, 15	14/15
			Foreign names	2, 3, 4, 5, 6, 8, 9,10, 12, 13, 14, 15	12/15
			Religion	2, 3, 4, 6, 7, 8,9,10,12,13,15	11/15
			Gender	4, 5, 13	3/15
Support	Getting support equally	At school	Yes	1,2,3,5,6,7,10,11,12,13,14	11/15
			No	4, 8, 9, 15	4/15
		At work place	Yes	1, 13,14, 12,	4/15
			No	2, 3, 4, 5,6, 7,8, 9,10,11,15	11/15

5.1 Family and Parents' Backgrounds

For this part, I used socio-economic condition to make things easier and to cover all various aspects and factors as an umbrella. Those factors which depend on the advantages of second-generation immigrants and have had influence on immigrants' kids from childhood to school and in their entry to Finnish labour market, for instance immigrant's parent's educational background and work experiences as well as their social networks and contacts with others helped for the future success of their kids.

Family education and economic status has influences on their children even if they are growing up in the new host community or country as well as their parents' work experiences and social networks with other immigrants and with the natives. In this part, the question raised to answer is that "Are social and economic positions of the immigrant's families having influence and play a significant role on their children educational status and labour market participation?" It can be argued that participants of this study have both Yes and No answers for this for instance one said:

Ei mitenkään. En ole ikinä yhdistänyt omia haluja ja toiveita vanhempieni saavutuksiin.

Eivät varmaan ole, koska suomessa opiskelu on ilmaista. Emme ole kuitenkaan olleet niin varakkaita, että saisin vanhemmiltani jatkuvasti rahaa, siksi olen tehnyt aina töitä 16-vuotiaasta asti.

They didn't, I haven't united my own desires with their accomplishments.

They probably haven't because studying in Finland is free. However, we weren't so wealthy that I would have gotten money from my parents all the time, that's why I have been working since I was 16.

(1. European participants, female)

Another participant, who was grown in his relative family, he said:

It doesn't affect, and it doesn't really matter because I came as little child with relatives, so here the environment and the teachers and the friends affect me more than my relatives and parents (6. Asian participant, male)

Nearly all participants expressed their views that whatever they intend to do, they are free. For example, selection of their study field depends on their own desires, while indirectly they get support and courage from their parents and family status. Parents' supports economically and psychologically affect more on their children as one participant said:

It affected on me because my dad always said that you don't need to work and just to go and do something great and I will pay everything, and I will give you money so that affected more. (6. European participant, female)

(6. European participant, female)

Yet another one said;

Generally, they helped much like one sentence I kept in my mind through them is that ‘without school I will not have any thing and I will be nothing, like I must get a school for getting respectable job and good life’. Also, in some cases it influences me because we have relations with different people who failed to get more education we learnt from them and understand how education is important and how to get more education and why (8. African participant, male)

Most of the participants in this study agreed that their parents’ working background, educational level and their social contacts with others in Finland have a positive impact on their careers. Participants from Europe have both “YES” and “NO” answers too, for instance parents that have worked in the labour market and had good education skills, so these parents have considerations for their kids and they can impart these ideas to their kids through advice or their kids can see them practically.

5.1.2 Parental High Education and Working Backgrounds Influence on their Children Active Participation in the Labour Market

Family social capital has a direct link with children’s participation in education and the labour market (Coleman & Hagell 2007, 28—29). Second-generation immigrants getting benefits from their parents’ social and cultural capital for instance use it for their educational attainments. Numerous studies have shown that second-generation immigrants from high socioeconomic backgrounds have benefited more compared to others. Prominent levels of parental background (socially and economically) is important and imparting the values of education and the importance of work to their kids. A participant, who is from rich family said:

I think it might have been helping because we did not have a lot of University people around us, so it was being one reason that I did able to apply for University because I don’t see myself as theoretical person it maybe that. And I wasn’t forced to anything and could choose my own way, but I understood that I didn’t want to worry about money as much as my parents have had to, so I wanted to study a bit further than they did back in the day. (13. European participant, female)

Among all the participants, 3 have not agreed that parental high education or their high-level income important for them but the other 7 strongly and 5 partly agreed that parents’ education helped them during school and after school. Those participants, who don’t agree with high

and low economical position of their parents, claimed that the education system is free in Finland to all regardless of their parents' ethnic or cultural backgrounds. Both high and low level of immigrants' family income is not vital, but their social contacts and indirect support gave more motivation for higher education and labour market participation of their children (second-generation immigrants). One participant whose parents are of African background used his parents' social contacts to get into the job market. His mother was working in a company and he said:

[...] my mother has friendship and long history of work there because she was worked there for long time with him and my mother asked for me to hire for a job and I got a job because of my mother connection with that employer. (3. African participant, male)

The social and cultural capital of their parents and family is important for second-generation immigrants. When parents have education, and have job experiences, then their social networks with employers and other employees can benefit their children too. For example, one participant said that:

Actually, my father who is an immigrant, he got for me a summer job in the same factory where he is working (11. Mix Finn/African participant, male)

Therefore, active participation of the first-generation immigrants in the labour market obviously effects on their children's success in entering to the Finnish labour market.

5.1.3 Low Parental Education and the Role of Unemployment Status for Their Children's Performance in the Labour Market

I observed that the economic positions of the second-generation immigrants' parents have not been so important because Finland has equal and free education system for all (immigrants and natives). However, understanding the significance and value of education, work and social networks with other groups through their parents' life stories has a very deep influence on second-generation immigrants. The family is particularly important to support and motivate their kids to for joining the labour market. An Asian participant (male) whose parents have higher education said that:

My mom was a teacher at school (teaching History). She studied at the university level and my father was an engineer of gas in oil-related field and studied up to university in Afghanistan. If I am to be honest, it affected a lot especially on my situation because I started school almost two years before any other student. (9. Asian participant, male)

Yet another one thinks that “We learnt from our family and ethnic group members who didn’t really work hard for education and employment”. He continued that:

[...] because we have relations and social contacts with different people (immigrant background), those who failed to get more education we learnt from them and understand how education is important and how to get more education and why. (8. African participant, male)

Another participant also agrees that if the parents have higher education and work experiences, they motivate their kids and push them to get more and higher education as well. Nonetheless, he believes that people in one’s social network are also important for getting support and motivation for more education and work. One of his parents is a native Finn and thus has more native educated friends and connections. He said that:

Neither of them (parents) studied that much but myself I am at moment in university. Nevertheless, they always encourage me to go further with my education. I have heard that parents have higher education in this moment they are motivating their children to have higher education, I think this is true, but I have affected more through my friends that I have been hanging out with them, being studying and staffs like so that has affected me (11. Mix Finn/African participants, male)

Another one said that in some case parents of second-generation immigrants put pressure just to do what they want, but they do not test their kids’ abilities and interests. Some immigrants’ parents hoping for their children better career opportunities and higher position in future. Finally, not all second-generation immigrants have such abilities while parents pushing them towards what their children do not like and resulting in school drop outs or becoming behaviour problems among them (Jasinskaja-lahti and Mähönen 2009, 196—197). Those kinds of pressure from the parents’ side have negative effect and he said:

Even if they study at the school, they don’t have the support in their homes so that their parents can know and give them information on how they can go further and [...] still their parents’ ideology means a lot, put really a very high requirement for their children but their parents don’t understand that their children’s abilities and interests (6. Asian participant, male)

Immigrants’ parents with low or no education and work experiences cannot offer support or help to their children with their school works (exercises, home-work). Parents play a role model for their children’s motivation. For example, one participant observed that:

Parents' social, economic and educational background affects their kids of course. And, more networks with Finns and other good and educated people have played an important part to easily get into the Finnish labour market. When there is a black and white person applying with the same documents for one job, it is terrible the white one will get first before the black one. (13. European participant, female)

Parents' less access to and participation in the labour market was giving nearly the same results of less labour market advantages for their children. One of the interviewees was working with second-generation immigrants and she gave an example of two young second-generation immigrants, who were there at the youth cultural office during interview. She has a story about two second-generation immigrants that how parents' background influenced on their children:

Family background is important like parent's decent work and educational background is effective on their kids' future development if you look ... like I have been talking with these two guys from different family backgrounds about their situation. One guy in a group that hasn't gone to school and hasn't got a job and he gave up his study few years ago. He is now just hanging around here in Varissuo. The second guy is from Kosovo; he is working very hard and pays more attention to his studies since his parents are motivating him.

While the boy who hasn't gone to school and no work, his family is not that rich, and his parents have no education and never worked in Finland while getting the unemployment benefits from Government. And they are long-term jobless parents that are how the boy feels like I must be like my parents so that why he has no ideas about the future of his life. The other boy has the same age also from Kosovo, their parents has good education and economic status and working both of his parents, and they were trying and taught to their kids how arduous work is important for getting in higher education, which would help in the future of work life for the exalted position in the labour market. So here we can clearly say that family positive and negative points effecting directly on their children. (14. Mix Finn/African participant, female)

In this study, family higher education positive and low education negative impact is not the same case with all, for instances some participants supposed that their parents are not educated and couldn't get in the Finnish labour market easily during their working age. Consequently, their parents understood the importance of education and social contacts with others, so they are pushing them to study hard and build networks with others. Those parents have always given support to their children and transmitted the values concerning higher education and future advantages of the working life, noted a participant:

Actually, they didn't get to finish the education, and to the Finnish labour market, but they know the importance of education and that is why they always push us to educate ourselves and go to higher education (4. Asian participant, male)

Another one thinks that family background is not important as he has migrated with his relatives, when he was under 7 years and supposed that:

It doesn't affect, and it doesn't really matter because I came as little child so here the environment and the teachers and the friends may be affecting more than your parents (6. Asian participant, male)

Another interviewee shared the same thoughts:

Yeah well, my mom always said that education is very important, but I don't think that their support helped me much (10. European participant, male)

In some cases, parents put pressure on their kids to do what they desired, for instance stressing that they keep their own culture and religion and should only be in contact with people of their own background. These types of pressure impact on their motivation and abilities on what they want to gain. Second-generation immigrants from those parents have less success in education and work, which then later resulted in the less chances of labour market participation especially for skilled jobs:

Yes, it affected me, and they support us, but somehow what they want was not my own interest as they wanted me to become a doctor and an engineer and if you have no interest it is too bad that they put pressure on you. They were saying that 'if you do not become a doctor and engineer, you will have a bad life'. They were also scaring me about religious concerns in Finland; they didn't want me to become friends with other non-Muslim immigrants or with native's non-Muslim. So, this kind of pressure makes problems in a family (7. Asian participant, male).

If the first-generation were not integrated well, they are trying to keep their kids in their own co-ethnic groups only. One interviewee echoed these views that:

[...] when I was younger, it was like our parents were saying that: 'No, don't be friends with those people [natives] and with other people ... just stay with Albanians because they want to protect us'. (5. European participant, female)

First-generation immigrants are not treated equally in society as well as in the labour market, which made it difficult to integrate fast in the Finnish society and negative consequences continue to the second, third and upcoming generations too. That is why the parents should learn more about the host society and try to break the barriers that might influence negatively on their kids' future. One respondent said that:

Absolutely it is very negative because if our parents are like working modest jobs or if they are very poor, then their children haven't got the abilities. If a father is working in a bank then his children will indirectly get courage and will try to get acceptable position in the labour market. If a father is a

cleaner, his or her children will think they don't have any kind of a role model. So, it will be big problem. (6. Asian participant male)

5.2. Discrimination

According to Finnish law, *“everyone is entitled to be treated equally regardless of their background or gender, and if anyone is not treated thusly, it is a crime”* (Infopankki n.d.). Therefore, discrimination is occurring when one person or group is treated negatively and poorly than others based on gender, religion, language, culture, nationalities etc. To prohibit discrimination, the Finnish government passed the Non-Discrimination Act (21/2004). The Act (Section 6) names the different bases on which someone may be discriminated against: Age, ethnic or national origin, nationality, language, religion, belief, opinion, health, disability, sexual orientation or other personal characteristics. Section 6 offers four definitions of discrimination, but of direct relevance to this thesis is the “direct discrimination” and “indirect discrimination”. Direct discrimination is *“the treatment of a person less favourably than the way another person is treated, has been treated or would be treated in a comparable situation”* (Non-discrimination act, section 6, subtitle 1). Indirect discrimination by contrast is *“that an apparently neutral provision, criterion or practice puts a person at a particular disadvantage compared with other persons, unless said provision, criterion or practice has an acceptable aim and the means used are appropriate and necessary for achieving this aim”* (Non-discrimination act, section 6, subtitle 1).

According to the data of this study, discrimination is happening mostly before entry to the Finnish labour market for instances, when immigrants search for vacancies, send applications or try to get interviews offers. When the firms or employers see migrants' names or place of birth, they cannot easily get an offer for a job interview (even if they met all the requirements). In some situations, if they get a chance of interview, they get treated differently based on their skin colours and religious symbols such as headscarves.

Understanding of the participants' experiences and views about the concept discrimination in general are very close and same to the above definition. They all have subjective experiences to some extent here, following I would like to show the meanings of discrimination from participants 1, 11,13 and 6 out of 15 from different origin about discrimination in the Finnish labour market.

Sitä, että jää jostain pois tai ei saa jotain sen takia, että sinussa on jotain mitä muut eivät hyväksy
That you get left behind because of something that is in you that others don't accepted. (1. European participant, female)

In my opinion, discrimination is when second-generation immigrants are quite better and still being rejected over some factors like their name, religion, culture, skin colour, etc. (11. Mix Finn/African participant, male)

When employers do not see you equally as everybody else or if you have the same skills or even better skills and ability, but their behaviours are different towards you because of your background like culture, religion, and so on it is discrimination for me. (6. Asian participant, male)

From the above observations of participants with all different ethnic backgrounds are shown that sources of discrimination against young immigrant's background people in the ways to enter in Finnish labour market are foreign sounding names, appearance like skin colour and religion. Discrimination based on gender is not much clear in these findings.

5.2.1 Bases and Situations of Discrimination

Discrimination in the labour market is not a new phenomenon against immigrants and this exists in all immigrants' receiving countries all the time, to some extent. The level, types and grounds on which person or groups of immigrants have been discriminating depends on country, place of work and origin or ethnicity of the immigrants.

Some companies and employers are keen to hire people from immigrants' background for their own profits, and those low skilled jobs do not need any kind of contact to which you can easily apply for instance one participant said that it depends on the companies and work place:

Depends on the company let say for example cleaning companies they love immigrants because they can work very hard with low salary and they can do any kind of work - very dirty work too, which Finns do not want to do let say cleaning companies they are like getting profits from immigrants. And the companies that have prominent level position, for examples there is two black police officers in Helsinki every time people see them, they take pictures of these police officers because they are in high positions it very aware situation to see immigrants in high level. I go to Facebook and any time they (Finns) see them they take picture and talking about them that we have black sheep, using these kinds of words. (4. Asian participant, male)

Yet another one against with others that negative attitudes of the native employers towards second-generation immigrants might be happening in small companies, while it also depends on the workplaces and to him it seems positively:

It depends on companies, maybe there is more negative attitudes towards immigrants in small Finnish private companies but in bigger ones no. it might have negative result but again it might have positive affect because if the second-generation immigrants will be motivated, we must show that we can be successful. We don't need them we have to start our own business, we must show them ourselves and then that may be having a positive effect. We must work hard and very well to show them our skills and abilities. (11. Mix Finn/African participant, male)

Another respondent thought that it depends on the small and big cities instead of bigger and smaller companies; the more immigrants there are in cities, the lesser the negative attitudes towards them in the labour market and vice versa:

Both ways, depends where (area) you ask about. Positivity always breeds positivity and the same thing with negative experiences. I'm sure it will slowly get better. I think there are some negative results because of taking in consideration their skin colour, religion and ethnic background. It unfortunately has negative results. (13. European participant, female)

Perceived discrimination occurs mostly against immigrants in two situations: discrimination in the hiring process and discrimination at work place. Factors that effected in both situations are quite the same for instance, the immigrants' ethnic background, religion, skin colour, foreign names, and culture.

Frequently, as mentioned above, the basis for discrimination in Finnish labour market against second-generation immigrants haven't been studied or has had limited research.

In this thesis, gender-based discrimination was not very noticeable in our collected data. It might be that some jobs are appropriate to male only and vice versa, for instance construction sector hiring more men than women and health service sectors giving more opportunities to female. But respondents said that:

[...] if a girl and a boy go for the same job which is not physical, there is an 80% chance that the girl can get selected for the job (11. Mix Finn/African participant, male)

I believe that gender is also the base of discrimination. I believe that gender discrimination must be in certain kinds of jobs, like in construction work; physical strength is needed for such kinds of jobs, so men are most suited and are given more priority. In this case, discrimination is OK. (12. Mix Finn/EU participant, female)

Three out of 15 held divergent views and have reported that to some degree, there is discrimination based on gender, but it wouldn't be such a profound concern. In case of second-generation immigrants in the Finnish labour market, gender is not so important to think about but other bases for discrimination are important. Here a female participant who is working said that:

I was faced with their negative behaviour (against me), mostly because of my background because I am not a native Finn. Gender is not so important in the Finnish labour market, but religion and ethnicity are the roots of discrimination in the Finnish labour market (15. African participant, female)

Negative attitudes towards minorities in the Finnish labour market make this research interesting. If these negative attitudes toward immigrants remain continuously in the Finnish labour market, it can bring likely problems of wage gaps between natives and immigrants when more second-generation immigrants enter the Finnish labour market in the next few years.

In this research we can just argue that there is a possible role of prejudice. When immigrants from diverse backgrounds search for jobs, they cannot good jobs in estimation of their qualifications. For instance, 8 out of 15 have jobs related to their fields of study, while the rest have low level jobs, or they were working in places which are not related to their qualifications.

Of course, I am not satisfied with my current job I want to study more and get a higher education and high-level job and in Finland here is also another problem if a person study too much and don't get job, will break down your hopes and motivations (8. African participant, male)

The high rate of unemployment and negative attitudes towards some groups of immigrants in the Finnish labour market create a situation that most should accept a part-time and short-term work contract. Out of the 15 respondents, only 3 have long term job contracts. The rest of those have part time jobs which are mostly irrelevant to their study fields and skills. One expert of information technology, but couldn't find a job in the related field, said that:

Yes, to be honest nowadays if you really want to work, you won't get it easily either you studied something or work something else, or work something else and studied something else, there are very rare percent find second-generation immigrants in Finland that they studied and work with the same related field. And my work was not related to my previous study because my study field is computer related field somehow IT (9. Asian participant male)

Yet another one said,

No, my job doesn't have link with my study field. I am just doing for my needs to get money and that helped me for my needs. I do like that hairdresser, but I don't like it (12. Mix Finn/EU participant, female)

Getting negative decisions of recruitment for work in the Finnish labour market towards immigrant's background for instance, based on some uncontrolled aspects their names are different, their skin colours and possibly on base of their religious affiliation and cultural backgrounds. Thus, it leads second-generations' motivation down. They become tired if they try all the time and get "No" answer. It could them lazy and would sit at homes for getting free money as well as integration policies and processes facing too many other challenges. Some participants informed that young generation will doing crimes like using drugs, suffering from depression which would effect on the development of Finland country. She said:

{...} the negative results of that would be that the unemployment rate of immigrants would be higher and higher and young immigrants will be losing their hopes and energy and may be planning to immigrate to other countries or sitting at home using drugs and doing crimes , which will have more negative effects for the future of the Finnish labour market too further she continued that, these are the reasons that we (second-generation immigrants) are feeling that Finland don't accept us as a member of the Finnish society. If they are not giving chances to us to get in the labour market, we just sit at home and other Finns thinking that we do not like to work. Finally, it forms a weak social network between us and wrong imagination about us. (15. African participant, female)

5.2.1.1 Bases of Discrimination

The grounds for discrimination which usually prevent immigrants from getting into the Finnish labour market are mainly foreign-sounding names, skin colour, religion and to a certain extent, family background. Some groups of immigrants have been suffering more than others, thus in this part of the thesis, we have tried to study the common reasons for the discrimination of immigrants in the Finnish labour market.

Discrimination in the labour market occurs when there are different employment opportunities whose qualifications and requirements are met by both immigrants and natives, but the latter would be much preferable in the eyes of the employers due to the factors mentioned above (foreign-sounding names, skin colour, religion, etc.).

5.2.1.2 Ethnic Backgrounds' Influence on Participation in the Finnish Labour Market

A study done by Ekberg and Rooth (2003) in Sweden to find out the differences of employment rate between different ethnic backgrounds among second-generation immigrants and native Swedes found that the risk of discrimination against immigrants from European and non-European background were completely different. Those who were of European background have high unemployment rate than natives, but they had more opportunities compared to those who were of non-European backgrounds.

I think there are certain kinds of cultural issues that even though you are second-generation like Estonians are typically not apposite kinds of good group of people so that I already got and interacted in certain ways, when trying to find my first job, I sent many applications and didn't get any response. I think my odd name had something to do with it. Sometimes I was asked if I speak Finnish or how long I have lived here. (13. European participant, female)

The same study found that second-generation immigrants from the same ethnic group; those who have one parent who is a Swedish native (mixed background), have higher employment rate than those who have both parents from foreign origins (Ekberg and Rooth 2003, 5—6).

Some immigrants that resemble the natives are less discriminated against, while those (European) who look like the same as other European, but it is enough for discrimination that their names are different (Muslim name) from other than these European. Muslim experienced discrimination more than other European origins while their appearances are the same, so they have been less facing discrimination than those who are from Asian and African background. One said that:

“I felt less than many others of my friends because I look more like a Finnish guy. But those from Asians and African countries that looks more different, they faced with much more discrimination”. (2. European participant, male)

Another one gives his opinions about those who adapted from abroad and when one has different skin colour even if s/he is Finnish background faced discrimination when searching for jobs:

Some of the second-generation immigrants adapted and look like Asians or Italians while have either parents native Finnish faced negative attitudes or discrimination while searching for jobs. Like in this (...) project, I applied with higher education qualifications, but one native applied with lower degree

than me. They hired the native and rejected my application while I had better educational and work experiences than the native. (4. Asian participant, male)

The findings of this study are identical to results of the study in Sweden. The participants in this research agree that those who are of non-European background have limited chances to get into the Finnish labour market.

They won't take easily the black guy in some high position because it will not be giving a good picture of that company, so I believe that the company has also their own interest and rules like they may be afraid to take those immigrants will be result lose customers ... (6. Asian participant, male)

Yet another believed that reasons of discrimination based on appearance or skin colour are the statistical discrimination like employers are not considering the experience and qualification of individual but their previous knowledge and experience about the same ethnic group and he said:

Maybe here come the stereotype, for example 'Chinese and Japanese people are smart people, good worker', so maybe they would get job much more easily than a Somali guy or Arab and Afghan guy, so it depends on what nationalities you have (8. African participant, male)

If we think about who came from Europe to Finland and those who came from Asia and Africa, the differences are quite many. Unfortunately, racism is rife here (9. Asian participant, male)

One employee of European background agreed that "we European can easily enter to the Finnish labour market compared with a person who has both parents from non-European background and has distant culture and ethnic origin".

For immigrants to get into the Finnish labour market, their chances are limited ... because of prejudices (ennakkoluulo), weak social network and skin colour. And I have evidences that more chances are available for Finns then Swedish and less for other European background. Then between European backgrounds second-generation immigrants have more opportunities than those from Asian and African backgrounds. (10. European participant, male)

Some companies for their own profits gave job opportunities to those, who cannot access easily to the job market. These types' workplaces are not stable, secure and the jobs where natives would not like to be at work.

There are a lot of work places that only hire immigrants who don't even speak Finnish. I'm guessing it depends of the job and your ethnic background. Finns are old-fashioned; if you're a "gypsy" trying to apply to a Police training school, I guarantee it's not the easiest task. And if you're Asian applying for a mathematics job, you'll probably get it. (13. European participant, female)

One participant stated that most employers are concerned about applicants' religious background:

Of course, it is a big challenge; as a Christian I don't have more difficulties but for Muslims when employers know that they are from Iraq and Arab countries, native employers think 'yeah ohm this guy is a Muslim and may create problems for us', so they have this kind of a negative judgements against immigrants when they are searching for jobs. (15. African participant, female)

One European Muslim participant said that "I have been faced with discrimination when they heard my Muslim name although visibly I am looking the same as other native Finns". He continued that:

I look like a Finnish guy, but with my name being Ibrahim, that is enough for me to be discriminated against. (2. European participant male)

One echoed "statistical discrimination", saying that:

There are some jobs that some employees do better than others. For example, in Nokia Corporation, there were so many Asian immigrants that were doing calculation work very well. Arabs, Kurdish and afghan and Iranians are good at cooking and have many restaurants here. Somalis are good may be at cleaning {laugh} that's why most of them are working with cleaning companies. (4. Asian participant, male)

This low probability to the labour market of second-generation has linked to social capital and social networks; I will discuss it in the next upcoming part of this chapter under a sub topic of social network.

5.2.2 Discrimination by Immigrants

I would like to point out the role of prejudices in the labour market by employers and employees. Some Respondents answers in this study show instances that an employer is not the only source of treating employees or immigrants but in some cases, source of discrimination is also immigrants themselves for instance, second-generation immigrants from some specific culture and religion background do not accept to entry in co-work environment or do not want to study a field, where male and female both would possibly be colleagues in the same place. A young Asian background participant came as child and have married with native Finnish women said that:

I went to the vocational school and studied in the field of real estate maintenance (kiinteistöhuolto) it is a kind of work that fixing inside house problems and outside of the apartments. My study will be completed in the march 2018. I selected that field fully by my own interest because after completing my study, I don't want to work with other women workers together and I don't like to work in a place where there are both male and female workers at the same place and I don't like a place where I will be hearing music. (Asian participant, male)

Beliefs like those ones above makes it difficult to get job offer (being employable) in the Finnish setting. It shows that integration policies still need to review and put more attention supporting immigrants' acculturation processes. People who have spent their whole life time in Finland, but after many years have no conviction as being members of the Finnish society and having that kind of negative opinions. However, discrimination occurred by second-generation immigrant, as employee for entry to the labour market (Zhou and Bankston III 2016). There are facts that second-generation immigrants themselves and their less efforts during schooling and searching for employment made it difficult to enter in the Finnish labour market. One said that

I know a lot of these second-generation immigrants speaking very good Finnish language, they are just lazy, they do not want to get to the labour market and would like to sit at home and get that unemployment benefits from government freely so they I think deserve to get low level job. If you are active and if you are trying inshallah you will get a good and high-level job (3. African participant, male)

Another believes that immigrants don't try to study further thus, as a competitive environment for employment in Finland makes it difficult for some group of immigrants more:

It actually depends how much you studied if you don't study more, you will be getting low level job and will have less opportunities to the labour market, and I am agree that nowadays, second-generation immigrants have less possibilities and but the real problem besides ethnic background discrimination is the immigrants too because they have opportunity of free higher education So why they are not studying more and to access to the skilled jobs (14. Mix Finn/African participant, female)

Social capitals which include trust, social network, participation etc., had a huge influence on how the second-generation get information about vacancies. Social networks have not only benefited immigrants to get in the labour market but would be more important for other sectors and participation in different activities with the natives. According to Pehkonen (2006, 126), in some cities in Finland, if there is higher unemployment condition, native Finns see immigrants as a threat and later these negative attitudes lead acts of violence and crime against them (immigrants).

In areas with many immigrants, natives have good contacts with second-generation immigrants because they studied together, hung out together and participated in different activities, which had given them a chance to understand each other well. Studies which were done in different European countries about second-generation immigrant of different ethnic backgrounds (Simon 2003; Worbs 2003; Ekberg and Rooth 2003) show that it is much harder for second-generation immigrants to find employment than for their native peers while have equal skills and qualifications.

One reason behind the lack of trust between employees (immigrants) and employers is the lack of knowledge of the firms and employers and in the Finnish labour market less trust is till a Problem While Also If An Immigrants Get To The Work Too.

5.2.3 Discrimination during the Hiring Process

The most possible situations of discrimination based on foreign name and ethnic background happen when second-generation immigrants submit applications for jobs. Experienced discrimination based on factors like skin colour when trying to get an interview chance. Participants in this study noted that firms and employers' negative attitudes regularly affected on applicants of foreign origin when applying for the jobs (asking for interview or sending application). For example, decisions on hiring immigrants are based on, among other things, their names and appearance (skin colour). In this research, 14 out of 15 participants were discriminated against when they applied for jobs. The reasons for discrimination were just as explained above. Six of them hinted that the discrimination was related to their religion (Islam). Three were the main reasons (foreign name, appearance and religion) especially through Application process and Visibility during interviews.

Based on ethnicity, elements such as culture, foreign name, skin colour, and race are the main factors that second-generation immigrants have less chance and are faced with different negative behaviours, when applying for jobs particularly to high skilled workplaces. These negative attitudes towards immigrants (by employers and Firms) lead to their participation weakening in the labour market (Behtoui, 2004, 633—660). In this study, the collected data results that those who are more distant far (culturally, religiously, apparently) from Finnish society or in general from western society, have less advantaged and have less accessibility to skilled jobs in Finnish labour market.

Getting in the Finnish labour market for foreigners has different possibilities level like more possibilities for Finnish than Swedish and more for Swedish than Estonians and other European countries and more for European backgrounds than African and Asian background immigrants, because of prejudices and weak social networks and skin colour while more networks also affecting on the level of possibilities and help more. (10. European participant, male)

Moreover, a Participant mother tongue is Finnish and looks like native Finn even though he was an immigrant's background, said about personal situation that why he never faced any kind of negative behaviours in work place as well as in school and society:

In my case, I was discriminated as I have noticed it with myself, the reason will be that my mother is Finnish, different treatment at work place not towards myself because I am a Finn. They considered me as one of them even though I am a second-generation immigrant, but I don't look that much as foreigner and I speak their tongue which is my native tongue as well, so they speak to me as they would speak with themselves (natives) (11. Mix Finn/African participant, male)

5.2.4 Examples of Discrimination Experiences based on Foreign Sounding-Names

Second-generation immigrants have experienced discrimination, when they applied for jobs. Since why some Russian and Estonian backgrounds immigrants changed their name to a Finnish one, and they realised that it did help much and make it easy to secure from discrimination against them on based of foreign name.

Foreign name is also a problem because as I had foreign name than I changed because for getting more easily a job opportunity. I just change my name to Honkonen and it helped a lot, for instance my wife is also from Estonia and she sent many applications for work. Some of the firms or companies didn't answer and some replied that we don't have that offer anymore or a place job. (10. European participant, male)

Yet another participant believes that name has play a key role for getting job offers and job place among different ethnic backgrounds' immigrants and said:

If three guys came to one place like Somalia guy, Russian guy and Finnish guy, they call their names if you name is Abdi and the second has Russian name the third one Finnish name, they try to call one hundred companies, so the Finnish guys has the most replay and job possibilities and the Russian guy has less and the Somali guy has getting Zero. When they change their names and call to the same company they get more work opportunities, and it does affect very much. The people have this kind of prejudices towards people (8. African participant, male)

One participant called for booking time to interview and his experience show that foreign-sounding name is one of the sources for discrimination and he said:

I called to (...) company when I got information that there is a place and they want to hire a person who has skills what I have had. I called immediately and asked time for interview, she replayed that yeah is it possible to come tomorrow? I said yes, she again asked to tell your name and number we will book time for you as soon as I told my name ... She answered that we don't have time for interview anymore. the list is full and just wait we will call you later if we need, that call never come and it happened many times with me (9. Asian participant, male)

Yet another one adds the case of her Finnish mother, when she changed her name to an Arabic name and then applied for different jobs and she told:

Well, the challenge always the foreign names, I have really good examples of that that my mom is Finnish, her first name was Finnish name, but she changed her first name as like my father last name (Muslim name) [...] when she changed her name she didn't get a job at all while she send more than 20 applications because employers were thinking that she is an immigrant but she is a native Finn. She again decided to move her first name back to Finnish name like perjo after that she got the job immediately. (14. Mix Finn/African, female)

During applying to Finnish labour market and for getting opportunities for the interview is the first step, where the entrance doors to markets shutting down as one said that;

I sent a lot of emails to different place when they looked my name, they even didn't replay to me that we received your CV. I have seen in many places when I applied for the work, so they didn't replay. When I called them after they heard my voice, my language and they get some kind of knowledge, so they give me the time for interview. They hear my voice and they said ohm this guy speaks like a native Finn so let's give him an opportunity and every time when I got an opportunity of interview then I got the job, but it is hard to get offers for job interviews. (6. Asian participant, male)

Based on Prejudice theory hypothesis, people of one group has more interest towards those, who are from their own group and have negative attitudes towards people from other groups those are not more similar (culturally, religiously, apparently) to them (Magnusson 2014, 19). These kinds of negative prejudice towards each other can lead to negative action. Considering the above facts, these kinds of negative attitudes towards immigrant's groups has directly linked with second-generation immigrants less performance in Finnish labour market.

I think it use to affect when I was doing kind of no appreciate job like working as cleaner or guard and something like that then it may be has affected but now as Estonian, I can go forward because I have a more accepted environment from some other immigrants. I think as an immigrant you have somehow to prove yourself to be on the same level than local Finns. (13. European participant female)

Based on statistical discrimination, without examine personal and individual abilities and performance, Employers may decide on their personal experience that some groups are less productive than others or it might be due to less knowledge about immigrant's background and have keen to hire a native among native and an immigrants background while have the same qualification or even better. It might be because of distant culture as before mentioned (Behtoui, 2006, 7).

Immigrants in this study totally agreed about the problems of the paper-based hiring decision: for instance, if employers just decide on paper and CV, it can possibly it effect by the previous prejudices between immigrants and natives, when employers give an opportunity for interview to second-generation immigrants that would be a chance to change their mind about foreign background stereotypes as mixed background participants explained:

Well, I agree if your name is foreigner name, you cannot only apply with CVs and emails. You must be more aggressive in the way that you call them, and you visit them, show them more in better ways. Obviously when you are immigrant and you have a foreigner name for example then this will make it more difficult if you apply only on paper or in internet via email or just sending your CV because they have these thoughts that maybe you are not capable in working in Finland. (11. Mix Finn/African participant, male)

Yet another has the same opinion and said:

Yes and no... if the decision is just on paper so we have not the same possibilities and if the decision of the employers based on the interview so yeah you can show you skill and abilities so here we have nearly the same chance to get a job. Generally, I agree that if there is a Finn and an immigrant with the same papers, they'd still choose the Finn (13. European participant, female)

5.2.5 Discrimination at Work Place

Discrimination the hiring procedures discussed above, now I will shortly present the negative behaviours by employers and other native and co-workers towards second-generation immigrants' background and still they a suffering when they get employed at the work place for instance, feeling unaccompanied and as "others" because of other native co-workers, slowly promotion chances and may be wage gaps and so on. In the labour market to some level the barriers are the same as before entry and searching for employment. Few mentioned that you should work hard twice much than other worker for Finnish origin.

{...}me myself personally, I have realised that I don't get job easily, I often try twice as much as the native Finn does in order to get the same work place. Unfortunately, I also do almost twice as much work in order that they would be to be noticed for the Boss, the challenges are not that only me but all these countless number of people. These immigrants who are living in Finland they are facing every day. They also do twice as much in order to get the same recognition and credits from the boss as the giving to the native Finn for less work and so these are the challenges or difficulties that we faced daily at work places. (9. Asian participant, male)

One said that if immigrants get to the labour market it is also being a problem against them and natives considering them as risk that we were taking their job opportunities as she said:

Finns don't have to do the "shitty jobs" still complaining that immigrants take their jobs that they don't want to do. (13. European participant, female)

One participant agreed that when you get to the first job then it is easy to integrate you self in labour market, but the main problem is how to get in the job market first and he explained:

when you get first job then it is easy but getting into the first job, background is really matter even you name, if your name doesn't sound good in their ears, I have personal cases and they will not even check you CV either they will not check your qualifications because they already you as immigrants' background based on your name. Second when you go to the work usually before they know to you, the workmates or the work friends have some kind of negative imagination because they see can I talk to this person, do he know Finnish language, do he know to work, does he now come to Finland even if you came to Finland as a child or born here. When they look your black hairs, they think like he came yesterday from Africa.

In the work place everyone targeting you because you are like the black sheep, so everybody is thinking what he is doing. Is he doing right? Nobody is giving you support. (6. Asian Participant, male)

One said that working place become boring for immigrants when they considering you as others and she said:

At work place there are most racists they will not contact with you and they don't want to talk to you and you must try to talk to them. easily they don't want to be friend with you and it take so long to be friend with Finns like when two Finns came together they are more relax and talk. But if a non-Finn and Finn together it will take a long time like what should I say what I can say, that become sad you will not be feeling good at work (15. African participant, female)

5.2.6 Unequal Supports in Schools and Negative Results for the Future development of the Finnish Labour Market

Education system and possibilities of schooling has direct link for the future success of young generation especially to labour market participation and advantages. All Respondents were not agreed about inequality in the education sector for instance providing more support to the needed immigrants' kids, planning for their future studies based on their abilities. She is thinking that ageing population of Finland and filling the gaps of future labour market shortage, second-generation is one of the keys from now to support them as they had abilities and she mentioned:

I think it sad for Finland too as their population going down day by day so if they are pushing second-generation immigrants mostly to low level jobs who can drive the country in the future after 30 or 40 years. And it is sad if they will not accept us. (5. European participant, female)

Some participants in this study explained the way they were selected their study fields after secondary school. According to the Finnish education system, when students reach to ninth grade, they need to select between two ways (Vocational school or high school). At that stage each student has a supervisor (Ohjaaja). S/he makes plane together with students to select one option whether go to vocational school or to high school. Nine out of fifteen have agreed that they (immigrants' background students) were not getting equal support compare to natives. The bases of this inequality at school level are weak parent's support, and parents feeling as less responsible, discrimination by teachers, pushing immigrants towards the vocational schools. While the possible arguments by teachers are the low-level grade, language barriers, cultural differences, where these are not concerns about second-generation immigrants. Some respondents told their own stories, and some said about as an eyewitness of their classmates from immigrants' backgrounds. A participant told their personal and other three brother stories about the negative behaviours by teachers at schools and he said:

In school, we are not getting equal support in my personal experience because I have three brothers, each of my brothers have the same issues. So, I don't think that this a coincidence because it is happening intentionally and all my brothers like have the same things. They were good in school, but the teacher tried to drop them down again and again, one is now studying law at Helsinki University, another one is studying mechanic and the fourth one is studying in business school. *I will give an example of my second brother.* Every teacher in the school hated him, his teacher also gives to my parents' wrong feedback about him that your son skills and study is not that much good, but he is the

only one who gets to law faculty to Helsinki University in the whole of his class. (4. Asian participant, male)

Another one told the same case about of his classmate, where she had need more support in her study. She didn't even get support but indirectly the supervisor was pushing her to give up the school or just continue to the vocational school and he explained as:

[...]the problem was that she didn't get much support at school what she needed because she had problems at home{...} and the teacher didn't feel and didn't understand that maybe because she was immigrant and she speak two languages and then her supervisor and teacher said to her that you will never graduate from high school because you are immigrant and it is better to you to go to vocational school .she went to high school and continue and did not hear what the teacher decided and she graduated and went to university graduated from there too and she is now master degree holder and she became a professional teacher now.(8. African participant, male)

Most the participants were in contradiction of the above stories and, yet another said that at the Finnish education system, student getting support equally regardless of the students' background.

En näe mitään eroa onko kyseessä maahanmuuttajan lapsi tai ihan kantasuomalainen.

I don't see any difference if the kid is an immigrant or not. (1. European participant, female)

Yes, I think yes, I got equal support during my school and we are getting the same support as others. (3 African participant, male)

Additionally, another one said a bit different:

During at school time, "we are getting good supports, but the problem is that they are handling us same as like the Finns by the teachers and principals, I think which is not very good. The teachers waiting and thinking that the second-generation immigrants' kids also know the Finnish cultures and laws and other things the same as the Finns know about these. (6. Asian Participant, male)

One participant tells about her case during school at the 9th grade that:

There is something wrong that they are pushing immigrants' background students to the low-level education institutions like they are augmenting that your Finnish language is not good, go to short time vocational studies like bus driver, nursing and so. because I also wanted to go to high school, but they pushed me indirectly to go to nursing like they said that my grade was not that high for high school, but I got to know that I had 8 grades and my Finn classmate had 8, she went to high school, but my supervisor said that because I was a non-Finn and my language skill is good, and she said that nursing is go for you. They are doing that, and this is discrimination against us. (15. African participant, female)

5.3. Social Networks

It can be argued that social network is playing significant role for social interaction between people from different ethnics' background (Culture, religion, language). Social network is vital to build trustful contacts between immigrants and natives of the host countries. Good integration policies are the first step for friendly network between different ethnic groups in the immigrants' receiving countries. Through social networks, people become closer to each other, inside in a same ethnic group and within dominant society with natives too. Strong social networks can topple the negative attitudes towards each other.

In this study, 11 out of 15 agreed that social network is an important concept among others, which help with second-generation immigrants after finishing study to enter in the Finnish labour market. Contacts with natives could help to get jobs; most immigrants have expected that because of their different names, visibility, religion never accepted by employers while they tried for a long time thus the second-generation immigrants have less motivation to search every time. One said about his own experiences:

you need to have some good connections with Finns and exactly it is very difficult to find a job easily because of weak social network {...} when I applied to the jobs before I am going to apply, I know that I am not going to be accepted, so that put my motivation down for work searching. I applied for numerous jobs places, nearly every time I am getting the answer of "no". I have many cases that I applied for the jobs through my native friend's contacts; I got work place every time. (4. Asian participant, male)

However, through friendship and contacts you can deeply getting information (skills, habits, ideas) about others. Fears and negative attitudes could be less if networks are strong as one participant agree that more and strong social network can help to find employment easily:

When the much more you know the people, the better is your chance to get to the job because then they will know your skills, knowledge and everything. (5. European participant, female)

While some of these participants accepted that social network and contacts with natives could help more to dismantle the negative terrifies between them. Young natives' peers can hold immigrants back to get in the finish labour market, but the point is that with whom you have contact and to what kind of help you need to use. Many of them focused that if you have more contacts with people that are unemployed themselves or if they are inactive so then these contacts wouldn't help you. A mixed background participant explained:

Friends have been a very big part for the motivation. Maybe it does affect for work place if I am friends with someone who has a company may be yes, but if nobody knows or not working in some companies, then my social network hasn't anything to do with me. But maybe if you are surrounding with people who have more confidence on going to apply and to go to interviews that confidence spreading with friends also. (11. Mix Finn/African participant, male)

Additionally, friends and people in your network playing both positive and negative role for example, one respondent said as proverbs like that:

What I believe, "if my friends were doing drugs I wasn't been studying and I was doing drugs too, {...} like I mean the social network effect a lot and always. People saying that YOU ARE LIKE YOUR FRIENDS". (12. Mix Finn/EU participant, female)

Another one was agreed with the importance of social network for searching for a job but the motivation, you are getting from people in your social networks is also essential. She said:

I think it does affect and again it depends on the areas and school you have. I think my local friends and their well-educated families inspired me (on a very deep level) to have higher ambitions with my future. I understood that I have (almost) the same possibilities to get myself wherever I wanted - as long as I was willing to work for it. I couldn't have done that if I'd only been in my Estonian family bubble (with no ambitions). (14. Mix Finn/African participant, female)

Social network and staying with the co-ethnic groups have more negative result like one participant think that:

On the negative side, the same people keep spending time in the same socio-economical communities and get even more segregated from the mainstream. With low income, you live in low income areas, where there aren't many locals. Slums happen, like in Oslo, where approx. 30% are immigrants, and certain neighbourhoods in the city are compared to ghettos... (13. European participant, female)

When in society or in a country, people from different origins and cultural backgrounds involved together in trustful environment. They can help each other and make it easy how to flow information about vacancies of work and other social or communal activities related ways. Social capital which linked with social integration and these all has effect on social and economic development of the host society. Members of Finnish community can reach through these channels to goals (individual and community). Social interaction in Finland requires a trustful social network. There are many possible ways that could use by all young generation specially immigrants background youths to get in the Finnish Labour market. Historically, it clear that when anybody migrate to a new society, they will be facing with lack of information about culture especially work culture, lack of contacts and stereotypes and so on. To

overcome on these issues second-generation, have many ways to use their abilities. In Finland, second-generation immigrants of this study did use many possible ways. 5 participants told that they got employment through their practical job because when they showed their abilities during unpaid training work, that helped much. 6 participants stressed that some second-generation immigrants themselves have less motivation to get in the labour market and easily they claimed that we immigrants are not accepted by Finnish employers. This research found that besides all these above-mentioned channels still social contacts were important and helped immigrants for get in to the Finnish labour market. Out of 15, 8 were used their social network and contacts with native Finns so without any barriers (skin colour, religion, foreign name) they got what they wanted to get.

5.3.1 Links That Used By Participants for Entry into the Finnish Labour Market

Through Training Work

During my training, I showed them like who and how I am how I am working and what's my ideology and that I am a good person and got impressed when they get impressed even before the time of internship to Finish The employer asked me that if you want to work with us come and you are welcome. (6. Asian participant, male)

Another one said that when your name is as like Finnish name then you will have more opportunities for employment than those having foreign-sounding names:

I did my practical training for three times and the last time when I was near to finish my job, the boss came and said that I want to give you a job if you are willing to work with us. Now I am working for 6 years at the same place. But I changed my name to a Finnish name so that also helped me too. (10. European participant, male)

Through Social Network

I used one Finnish guy {laugh} this T. he was the guy, who told to our boss that "I am the good worker and I would like to work with him as a partner". So, he was the one who helped me, and I get the job. It is the result of strong network between immigrants and Finns (2. European participant, male)

It was very easy for me to get in this job; I was friend and had strong social contacts with my current boss (14. Mix Finn/African participant, female)

By Him or Herself

Työn löytämiseen ei mennyt kauan. Sain heti opintojen päätyttyä aloittaa töitä. Googlettamalla alan yrityksiä kirjoitin kaikkiin avoimen hakemuksen ja sain kutsuja haastatteluihin. Kävin jokaisessa haastattelussa ja yhdestä tuli pidempiaikainen työsopimus. Tähän auttoi työkokemus mitä olen saanut opiskelujeni aikana.

Finding a job did not take long. I got a job immediately after finishing my studies. I googled companies of my own field and I sent applications and started to get invited to job interviews. I went to all interviews and on ended up being a longer contract. My earlier experiences helped me that I gained during studies. (1. European participant, female)

5.3.2 Role of Social Network between Co-Ethnic or Between Immigrants and Natives:

Those who are integrated well and soon or those who has one parent from native Finn, obtained important resources, which help them to adjusting to the culture, customs of the Finnish society and they established valuable contacts because of their one native parent. One respondent has low educated parents, but he got support and said:

[...] I have been motivated in a such that I wanted to show to my father that I am also can make it good and can do very well and higher education, this also some motivation for me as well to show to my parents that I can everything (11. Mix Finn/African participant, male)

The family social relations and network helped much to assimilate their children well and get support for their labour market participation. Social network of immigrants has generally two types, one with co-ethnic or other immigrants' background people and second is social contacts between Finns and immigrants. This research found that those second-generation immigrants having strong contacts with natives have more easily get information of vacancies from labour market. Moreover, as Hasmath (2012) presented in his book: *The Ethnic Penalty: Immigrants, Education and the Labour Market*, that members of specific ethnic group when living closer to each other in a co-ethnic community, it may significantly, reduce their potential to interact with other especially with dominant community for instance one agrees that social network only with own ethnic' background people is not enough:

I didn't get any help from immigrants, but I got help from the native Finns because I can give an example, previously we worked at the same company then we all like stop the job there from some

reason. We were not satisfied from that job. For a week like I was unemployed and one of my friend (native Finn) called me that, we need somebody, if you want to work, come here to do work for us. (7. Asian participant, male)

Also, those who are from European origin family have fewer hindrances in Finnish labour market compare to one's has both parents from non-European background. Those participants who were from European backgrounds or had one parent from native Finnish, to them social network and contacts with Finns were not seems more important. The reasons might be that most of the Russian and other European background immigrants change their names to Finnish-sounding names, the more closeness culturally, religiously and same look like Finns. In this study non-European background immigrants suffered more than others and European background immigrants also recognized that Asian and African backgrounds groups have less chance than those of European as one European background participant explained:

Yes, it does have effect where you from as Estonian you are as acceptable person because there are some similarities of Estonians here and working but there are certain groups of people seen much like Asian and African. They have no work and they are just ignorant, so it is easier for some groups and more difficult for others because it a kind of constantly involving (13. European participant, female)

In some western immigrants' countries, different ethnic groups come together in some common economic sector for example in ethnic shops and restaurants. Immigrants for the purpose to escape unemployment using these mutual networks channels to which we can called enclave economies (Forsander 2003, 59—60). But Sociologist from Canada (Porter 1965) found that concentration of the immigrants on one specific economic sectors within ethnic group are benefited the immigrants from one side, since through these channels immigrants getting easily more offers for their employment opportunities but on the other side the negative results of network within a co-ethnic community are that, it can creates and limited their social networks within their ethnic group. The ethnic communities have fewer offers than people can get opportunities within the contacts with dominant society because Social networks with broad community can offer more opportunities then ethnic groups.

Another point about Social network with others (co-ethnic or native population] having positive impact, when one has with others (those having strong relation with employers or doing work in Finnish labour market). However, second-generation immigrants those having networks with foreign backgrounds people or with natives, who are discriminated and in another word, they are suffering from unemployment for long time then social networks in these situations couldn't help.

One African background participant was not keen to be more with other immigrants or inside co-ethnic community. He believes that only social contacts with other immigrants effect on your chances:

jos sinä liikut omaisten kanssa, joilla esimerkki, ei paljon tiedät tietoa sinulla ei jää paljon tietoa, mutta jos sinä liikut esimerkiksi muut eli suomalaisten kanssa sitten sinä sait simonen tietoa josta sinä et tiedä. minä itse ei liiku yhden kanssa, minä liikun molempia kanssa, jos minä menne yhden minä voi olla samalainen, kun muut ovat”

If you are surrounding with your relatives with an example, that one does not know much about it, you will miss a lot of information, but if you hang out, for example, with other Finns, then you will be getting information that you do not know. I do not move with one, I will move both with, if I go with one (Co-ethnic) I would be the same how others are. (3 African participant, male)

Yet another one think that social contact with dominant population can provide more opportunities for better integration, getting job etc. She described:

“If you only spend time with people from your own nationality (not Finnish customs) it's difficult to integrate to the local customs. You live in your own social bubble, and if that bubble hasn't got the confidence to aim for important level jobs, why would you have the guts? Takes a lot of courage, it's easier to stay in the same level your parents and friends are. (13. European participant, female)

Another one expressed that many times they have been rejected for what they are qualified, in the end of the day; they came into just same ethnic community. Most immigrants faced discrimination and the feel themselves as “outsiders” finally these discriminated groups need to be within their own background community:

I have a lot of friends when you ask why you are not working they say because they have been rejected like employers said that we will call you that calls never come. They tried three four years final they were hopeless and just stay at home. Consequently, they need to hang out, and find friends but mostly they become criminal, become out of society. Most of the Finns are at work so they can't find Finns friend because the relations they had during school time it gets disconnected because those guys are working, they wouldn't available when that unemployed immigrants want to hang out. So finally, that immigrant goes to other immigrants and that will not good for their future and for Finnish society. (6. Asian participant, male)

5.3.3 Importance of Integration for Social Networks Building to Feel As a Member of Finnish Society

We can see strong social networks between immigrants and native Finns when there is good integration policies implemented in Finland. Still, we can say that second-generation-immigrants spent almost the whole time within Finnish society, more than 80% participants still have feeling themselves as outsider and some feeling in between as neither completely a member of Finnish society nor parents' home country. If they integrated well, so they could feel themselves as responsible members of Finnish society. Only two out of fifteen considered themselves as Finns. The rest all 13 were thinking that we belong to somewhere else (Parents home country as their home country). Three were felt that we are in between as born in Finland and don't have contacts with parent's home countries and from other side they are considering here in Finland as immigrants for instance treated them in negative ways in school, society and in the labour market. These kinds of situations effected on their psychological position as well as leads down their motivations. These participants have different feelings when asked that which country you considered as home? Like few of them answered as:

At the same time, I feel that I am a stranger here and if I go back to Iraq, I am a stranger there too, so I am in the middle. But mostly I considered that Finland is my home country as that I have never been there in my parent's country. (4. Asian participant, male)

Other participants said:

I feel that this is my home country because I have careers here, I considered Finland as my home country than my parents country (6. Asian participant, male)

I don't consider any of them; I am considering myself as guest here in this world because of faith and religion. (7. Asian participant, male)

I am feeling in both countries (Finland and parents' home country) myself as foreigner. (8. African participant, male)

To be honest, I used to Finland, I have been living here more than half time of life here, but something deep down tells me, that I belong to from somewhere else. I feel like just a visitor here and I feel more my home country as my parent's home country. (9. Asian Participant, male)

More feeling as home Finland than Estonia, but I feel as neither a Finn, nor Estonian (only by spirit). I am in between. But in some way more Finland considering home country as most of my life time passing here and just for short time was in parents' home country. (13. European participant, female)

I am still feeling that I am not a Finn but living here. I am considering myself as Liberian and consider my parents' home country as my home country. (15. African participant female)

From the above mentioned respondents' arguments, personal experiences and considerations show that Factors which made it difficult for second-generation immigrants when searching for employments in Finland are the discrimination (commonly based on Skin colour or physical appearances, first and last foreign names, religion and beliefs). A second important factor is the weak social network with natives. It might be because of the weak integration policies and diverse cultural backgrounds immigrants' groups, finally the third factor raised from the collected data is first –generation or parents' social and human capital influenced to some extent on their children achievements in education as well as in the labour market.

Discrimination occurred more towards those who were from non-European backgrounds parents compared to those who have one native Finn or have parents from European backgrounds (see also table 1).

CHAPTER SIX: CONCLUSION

6.1 Discussion on the Results

The three main concepts discussed in this study are interconnected with each other. Strong social networks and good parental social capital has decreased the level of discrimination and negative attitudes against immigrants. Whereas weak social networks and weak parental social and human capital (their contacts with others, education level and work background) resulted in the second-generation immigrants' contribution and achievements in Finnish labour markets.

Integration and acculturation of the immigrants from diverse backgrounds has shown that all the groups are not adapted at the same level. All participants in this study explained that integration policies in Finland still need to reform and take into consideration immigrants' backgrounds in general and particularly those whose ethnic background is outside of the Europe (Asian and African). This is because most first-generation immigrants' adaptation in the Finnish society is very slow. Just few immigrant groups have adapted well while most of others remain marginalized or segregated. Their segregation depends on several reasons such as their distant culture, beliefs, educational background and so on. In this research it has been found that those immigrants who are closer to the Finnish society (for example, culturally and religiously), have adapted well and have more chances to enter the (Finnish) labour market. Those who are far from European societies have been less successful in the labour market and have not adapted completely. The integration process of their parents has had a direct impact on their children's success in the Finnish labour market. This is because of their parents' social capital and strong network with the dominant (host) society, motivating, supporting, and providing assistances from school to labour market participation.

For Finnish multiculturalism, government and policymakers need to focus on the integration process of those who require more attention, for example, the "visible minorities" who are the worst affected. This will not only benefit the first-generation but would also have a direct (positive) impact on their children. The situation of labour market shortage also means that the Finnish government and other relevant institutions need to consider their integration beforehand.

The study found that parents' social capital and networks have played a significant role to dismantle the barriers to the labour market for their children too. We also found that discrimination and negative attitudes toward second-generation immigrants has affected their participation and contribution in the Finnish labour market. Those having strong social networks with the host society and integrated well have succeeded in the Finnish labour market.

Perceived discrimination bases are mostly mentioned by participants who are of foreign-sounding names, skin colour or physical appearance, different religious and cultural backgrounds. Different ethnicities have different levels of chances to enter in the Finnish labour market while almost all agreed that prejudices and discrimination happened towards immigrants when they are searching for employment. There are lesser chances of success for second-generation immigrants even if they are having the same qualifications and skills as natives.

Second-generation immigrants whose parents are of European backgrounds have more chances to get entered the labour market than those of Asian and African backgrounds. The main reason is their culture and religious affiliations and differences. Participants in this study who are of mixed background (having one native Finnish parent) have more chances to succeed in the labour market because they face lesser or no negative behaviours from employers and firms. The reasons were their strong social networks with the dominant society and in some cases, their visibility and appearance (for example, the skin colour) protected them.

The more social networks you have, the less discrimination you face and the more easily you can find job. The weaker the networks you have, the more negative and unequal treatment you experience and the lesser the chances to get in the labour market.

As previously mentioned, one of the aim of this research was to examine that is social network with natives helped to get in the Finnish labour market or not? The answers of the participants showed that most of them used their own and parents' social network and contacts and get employed. Additionally, when in society people from different origins and cultural backgrounds are involved together in trustful environment, they can help each other and make it easy to exchange information about vacancies in work and other social or communal activities related to the development of Finnish society.

This study mostly focused on situations of entry to the labour market including offers for interviews and the job itself. Many second-generation immigrants are still young and studying in different institutions. However, in future a study would be required to analyse gender-based discrimination, wage gaps, and promotion in the labour market. In this study, the focus was to examine the process of entering to the Finnish labour market and the challenges.

Discrimination and the treatment of second-generation immigrants by teachers would be important for future research we found a few cases that immigrant children being wrongly advised by their supervisors to taking up low-level vocational courses instead of pursuing higher education. It was also found that teachers and responsible supervisors ignore helping immigrants' children. Children that speak different languages at home have difficulties in doing school assignments. This could be one of the reasons why second-generation immigrants mostly study in vocational schools and end up getting low-level jobs instead of higher positions in the labour market. This issue requires further research to know why teachers are pushing second-generation immigrants to low-level institutions and courses.

In the final analysis, my study illustrates that, while there are tendencies and patterns to be detected, these factors are not categorical – we are ultimately individuals, and a successful integration policy requires that human beings be treated as individuals. If Europe entered a massive war and started to produce refugees, considering the endless amount of variation in different European cultures, it would be absurd to refer to all the refugees in all situations as just “refugees”. If the destination country were, for example, the United States, English-speakers would no doubt integrate more quickly than Swedish-speakers or Greek-speakers, since their language is the same as that of the receiving country

Long-term effects should also be taken into consideration in a successful integration policy. While it might be a good idea to quickly teach a new immigrant Finnish and send them to work, who does this policy; ultimately benefit more – the immigrant or state-produced statistics? As this study points out, parents' education influences the future of their child; hence, it should be discussed whether providing a more comprehensive education for a newcomer immigrant might have a better long-term effect, one that crosses over into future generations.

Suggestion for additional Study of discrimination based on educational background would be possibly on wage gaps between natives and immigrants, which would possibly need soon in future, when more second-generation immigrants enter to the Finnish labour market.

Furthermore, negative attitudes towards minorities in the Finnish labour market make this research interesting. If these negative attitudes toward immigrants remain continuously in the Finnish labour market, it can bring a possible problem of wage gaps between natives and immigrants when more second-generation immigrants enter the Finnish labour market in the next few years. Finally, our research found that the low position of second-generation immigrants from ethnic background have been discriminated at secondary school level. To avoid discrimination in education sectors directors of the schools, education ministry need to monitor it very closely, because from here the problem for immigrants' children started and later they are having less employment opportunities to higher education as well as to get skilled jobs too.

6.2 Recommendations for Future Study and Anti-Discrimination Policies

Finally, Finnish government has truly worked to combat against any kind of discrimination in the Finnish labour market for instance, the updating of the non-discrimination Act in 2014. This Act not only prohibited any act of discrimination but put pressure to develop equality in general. To fight against discrimination, updating laws or prohibiting through laws would not be the only enough solution to this complicated matter but focus on social awareness and active participation from all national and international organizations, culture association and institutions need to work together to overcome on this problem.

Further, more studies and research need to be done about the weakness of social network between immigrants and native Finns, which is the most important channel for flowing information about labour market opportunities and functions. Despite getting information, it can help to diminish stereotypes, lack of trust, negative attitudes towards each other's between immigrant and natives. Consequently, Finnish society would be a friendly multicultural community, where immigrants' background generations could be considering themselves as active responsible members of the Finnish society. Strong social network are also helping for their good performance in the Finnish labour market as well as in other social activities too.

Moreover, Along with governments, political parties can play an important role to encourage the people, firms to hire and treat them equally based on their experiences and qualifications employees from diverse background regardless their colour, religion, cultural, names, and political views. Media is another important source to help through organizing round table and

debates about these issues. They should try to acknowledge people, firms about the benefits of free discrimination environment and giving chances for diverse cultural background people and the positive results for the economic development of Finland.

Finnish government need to improve the monitoring system for discrimination, which is happening during the hiring process by employers against diverse culture background work force. It would be possible by field work, annual reports, survey, providing chances to labour associations, organisations to present information and data for overcoming on this complicated issue. Face-to-face interviews should be an essential part of the monitoring process; as such an approach will produce information not accessible to mere quantitative data gathering. Special attention should be paid when second-generation immigrants facing ethnic penalties in the Finnish labour market, and the process of the Second Generation's entering the labour market should be monitored with research from the very beginning, so that we will have this precious information at our disposal in the future. Courage and knowledge should be given to immigrants about their rights to complain according to the anti-discrimination Act. Finally, through good cooperation between Finland and other European countries, having longer immigrants history, learn from their experiences such as UK, France, Germany, even Sweden and Norway.

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APPENDIX 1 Questions List For Interview

Identity and family Background

1. First name, Last name, Gender, Nationality/ nationalities, Ethnicity, Religion, Native, language, Age immigration status, marital status, Children.
2. Do you live together with spouse/children?
3. Were you born in Finland? If not, did you come as child with your parents and at what age or
4. What is your parent's educational level?
5. How did your parent's educational level affect your educational career and work life?
6. What is your educational level? High school/ University degree/or master's degree
7. Does the current job link to your previous study or did you select your study field fully on your own interest and choice?
8. Did your family socioeconomic conditions influence on your achievements (at work and education)? How?

Social network:

1. Where do you consider "home"? (Finland or you parents' home country) or How do you identify yourself? Do you feel yourself as a Finn or not?
2. What activities have you had/have together with the native Finns? And do these activities help to bring second-generation immigrants and Finns together? How?
3. How did you get your job? What strategies have you used, how long did it take to find work and Why?
4. Weak social network has direct relation with weak labour market participation and does that participation has disadvantages for Finland and for Second-generation of immigrants? What?
5. Is your job and education level the same or is your work connected to your qualification? Are you satisfied with your current job?
6. Do you have personal contact with native Finns as you have with your own background people? Why and why not? Are these contacts help you to find job or higher education place or not?
7. What are some barriers or challenges you have faced when looking for work or at work place?
8. Do you think that being as Second-generation immigrants affected you job search or to get your aspiration for the work and future place?

Discrimination:

1. Do second-generation immigrants have the same possibilities with equal educational and experiential background and level at the higher educational institutes and at the labour market? (Yes, Explain or Not Why)?
2. What is discrimination in your opinion?
3. Do you feel that immigrant children are getting equal support as Finns? (Your first-hand experiences)
4. Do you have any experience of discrimination at a work place or at school and society? Please explain.
5. Do companies behave differently (Positively or negatively) towards second-generation immigrants or not? Does it have negative result for the future of second-generation of immigrants? How?
6. Does different ethnic background play positive/ negative role for searching for a job or place of study of your own interest and is that a challenge for job or at work place?
7. Have you been discriminated in the labour market in Finland? What was the base(s) of discrimination (gender, sexual orientation, ethnicity, religion, functional disability, etc.)? Please, describe this situation(s).
8. Is there anything still remain, I have not asked you about that you think I should know?

