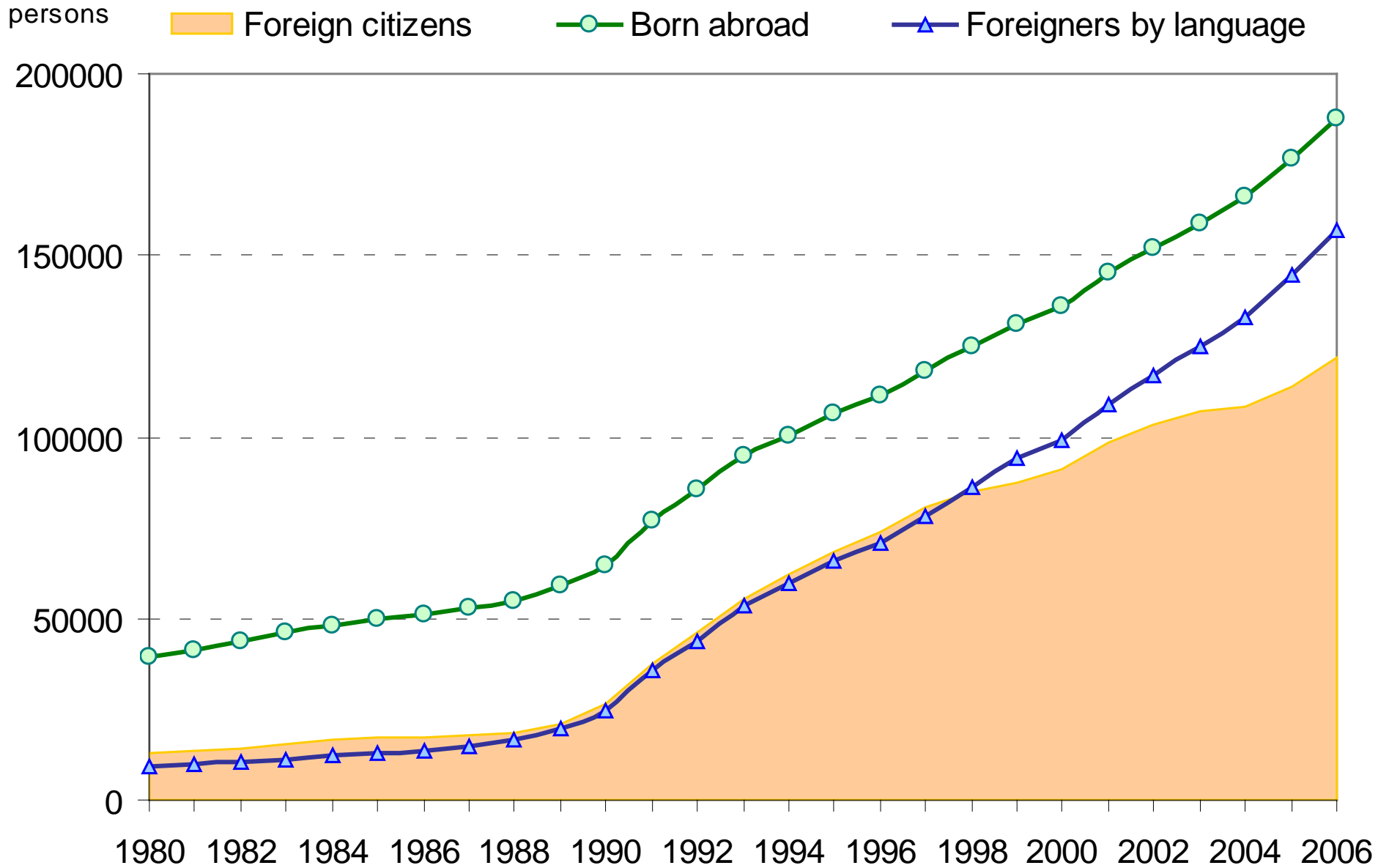


# **Immigrants in the Finnish Labour Markets and Experiences on a Diverse Work Community in Finland**

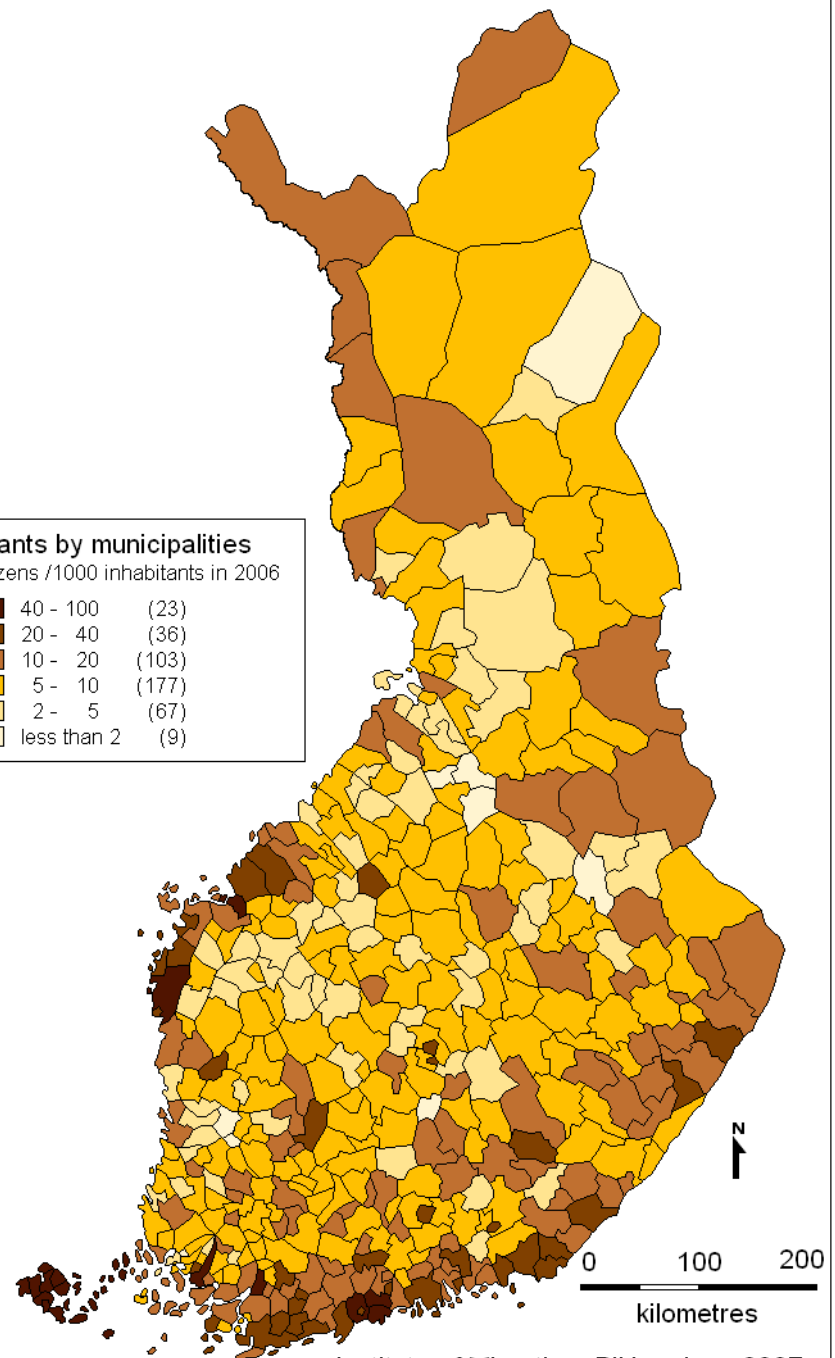
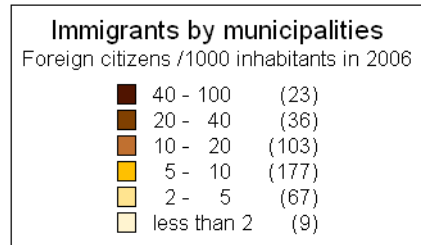
Elli Heikkilä and Aini Pehkonen\*

**Institute of Migration  
University of Eastern Finland\***

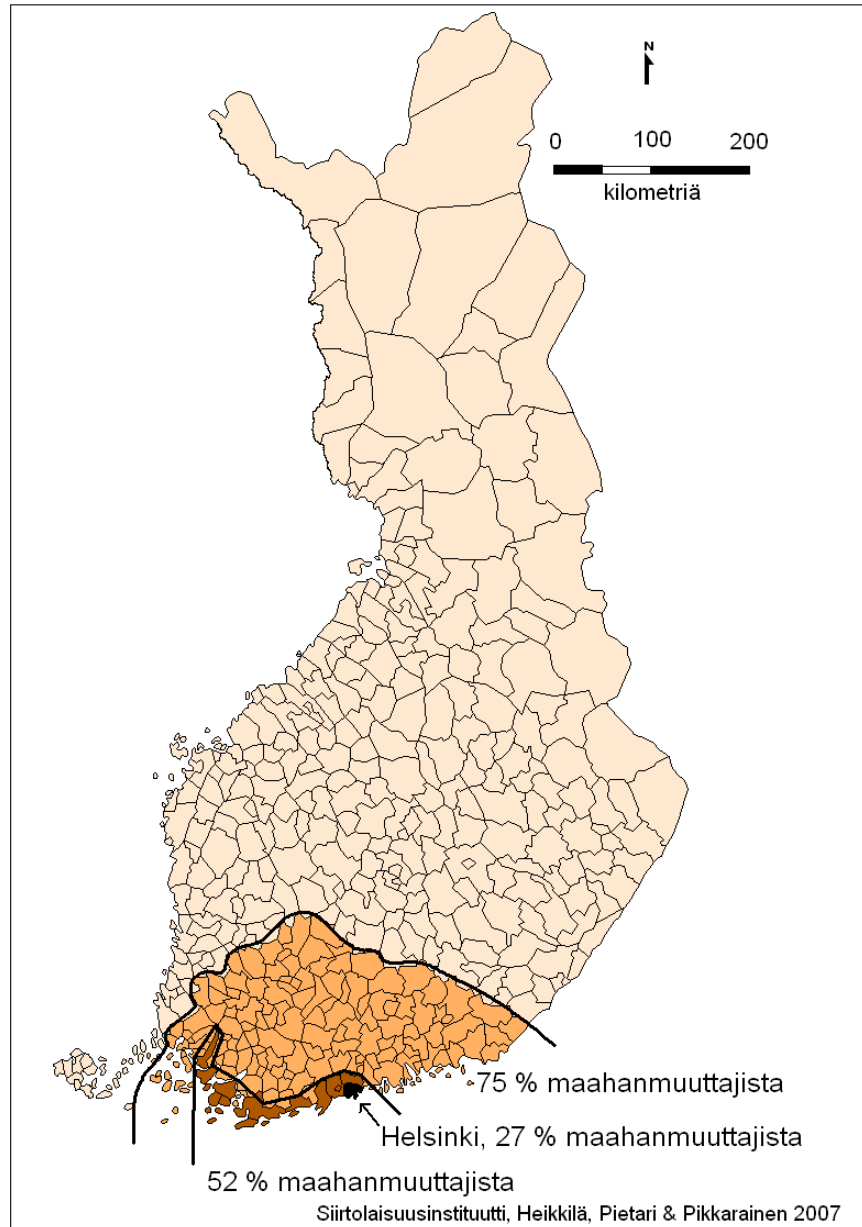
# Immigrants in Finland in 1980–2006



# Immigrants in Finland's municipalities in 2006

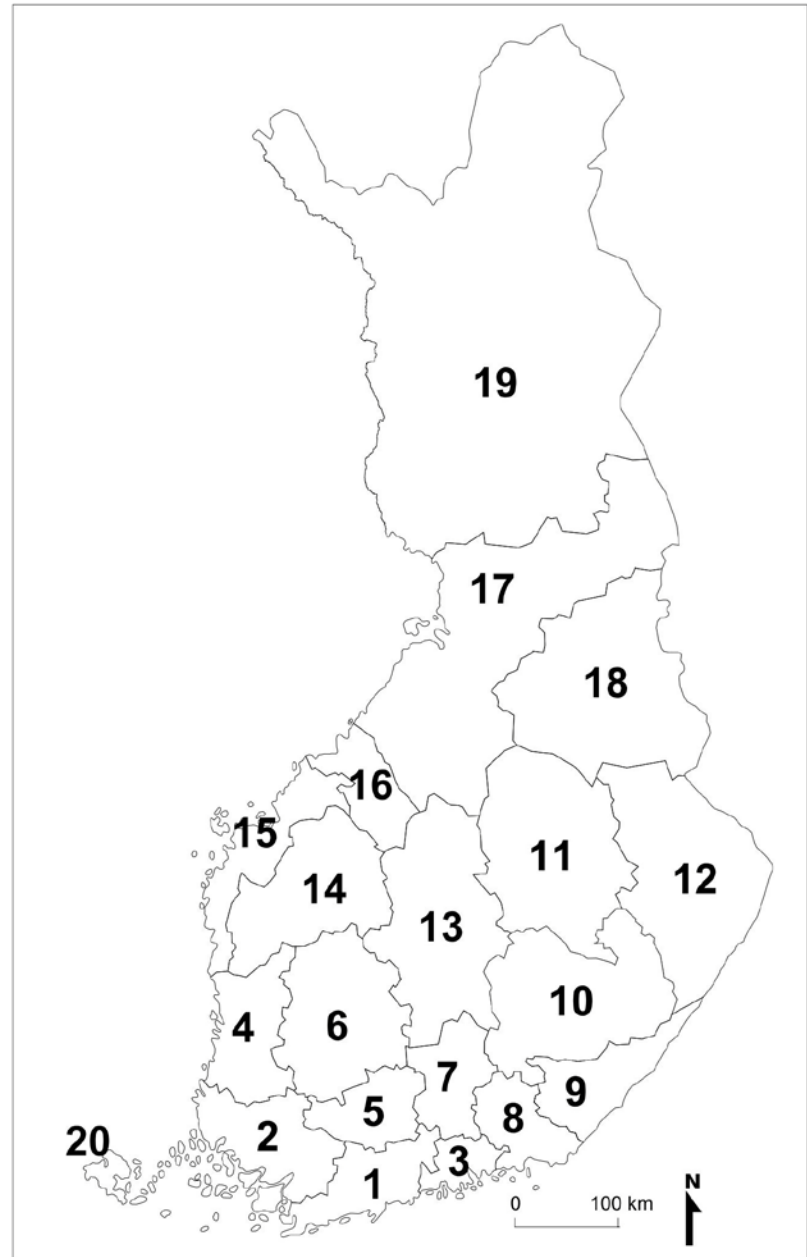


# Concentration of immigrants to the Southern Finland in 2005 (Data: Statistics Finland)

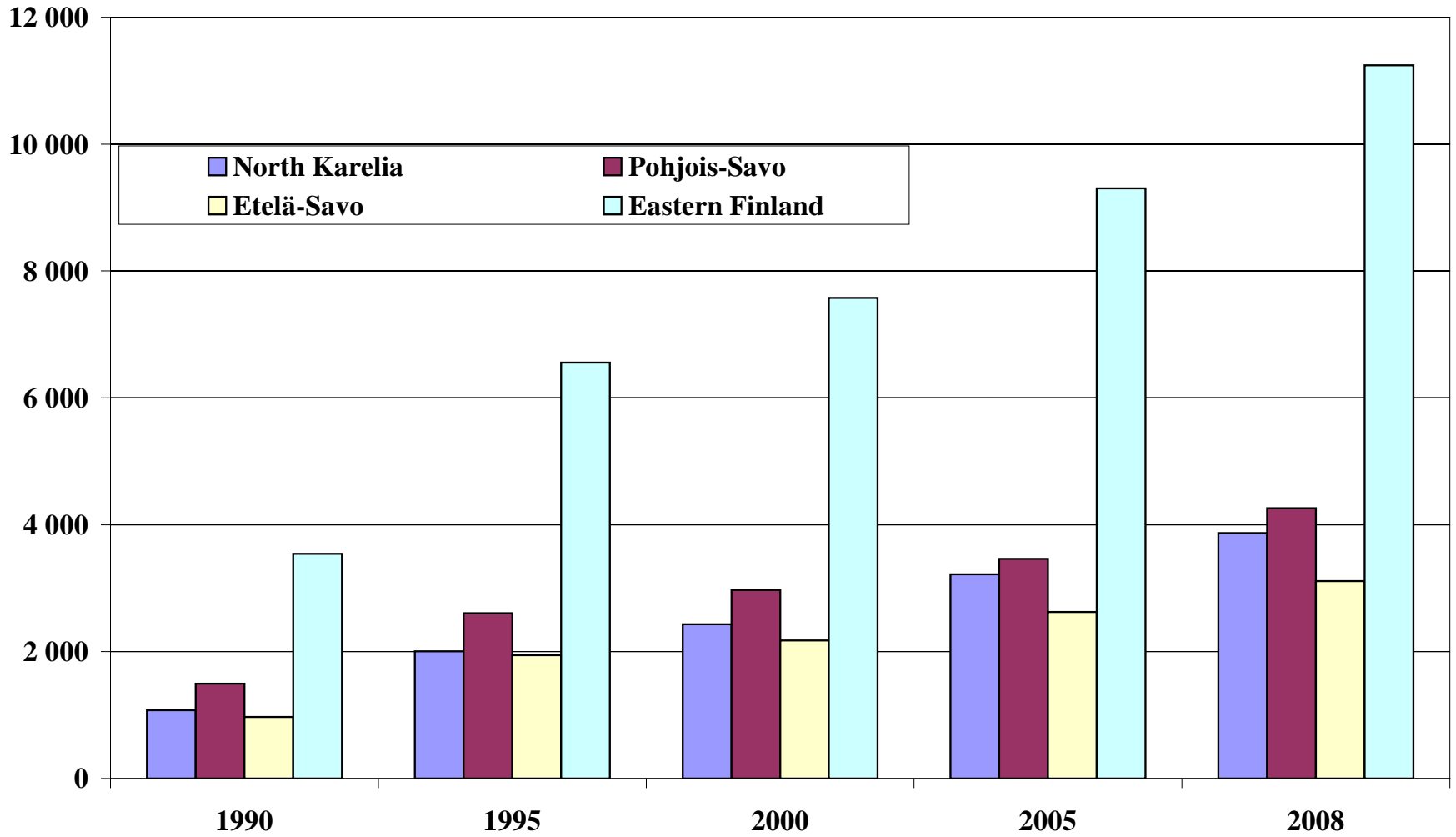


# Counties of Finland

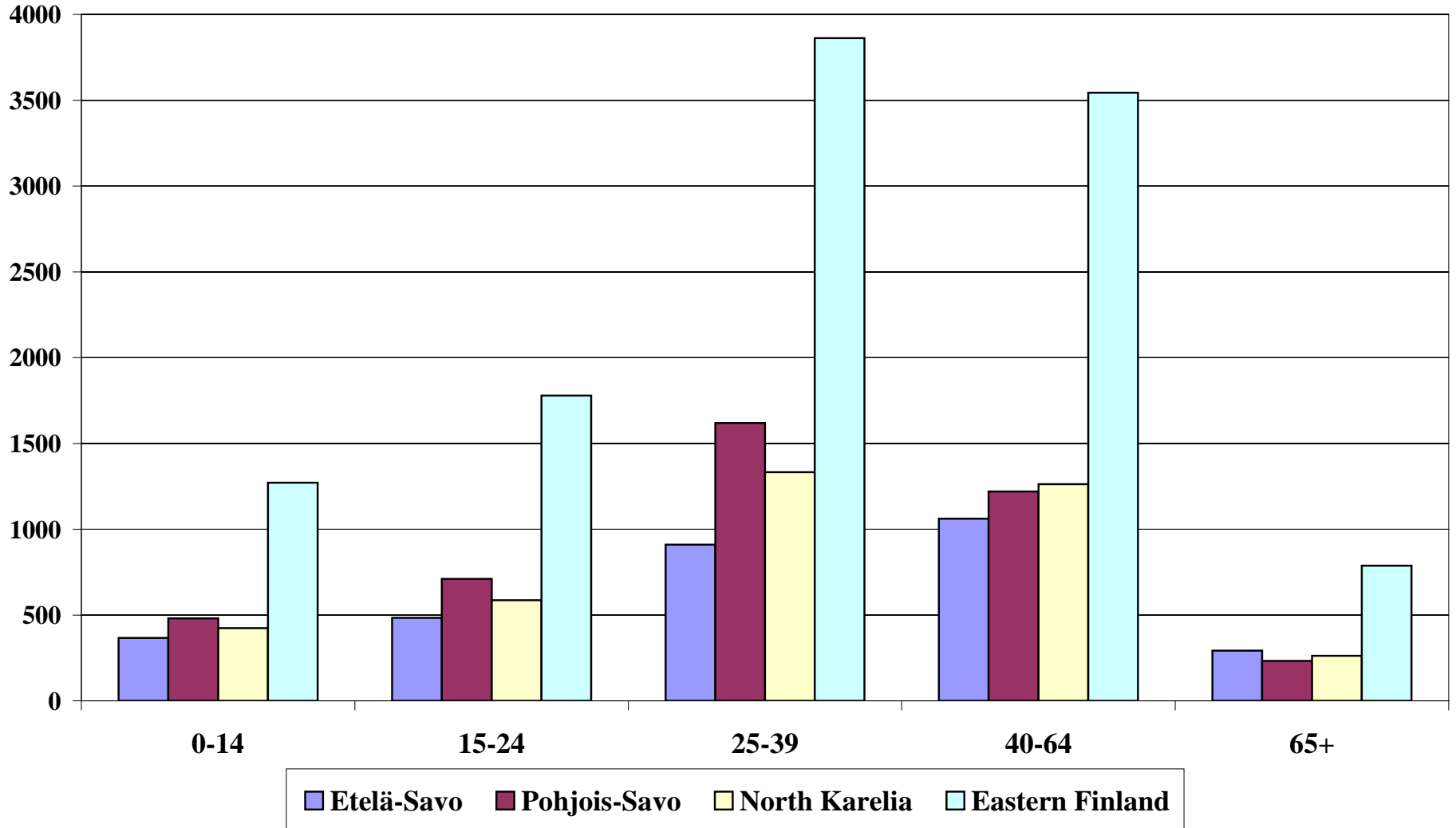
- 1 = Uusimaa
- 2 = Varsinais-Suomi
- 3 = Itä-Uusimaa
- 4 = Satakunta
- 5 = Kanta-Häme
- 6 = Pirkanmaa
- 7 = Päijät-Häme
- 8 = Kymenlaakso
- 9 = South Karelia
- 10 = Etelä-Savo
- 11 = Pohjois-Savo
- 12 = North Karelia
- 13 = Central Finland
- 14 = Southern Ostrobothnia
- 15 = Ostrobothnia
- 16 = Central Ostrobothnia
- 17 = Northern Ostrobothnia
- 18 = Kainuu
- 19 = Lapland
- 20 = Ahvenanmaa



### Foreign born stock



**Foreign born population in Eastern Finland by age groups in 2008**

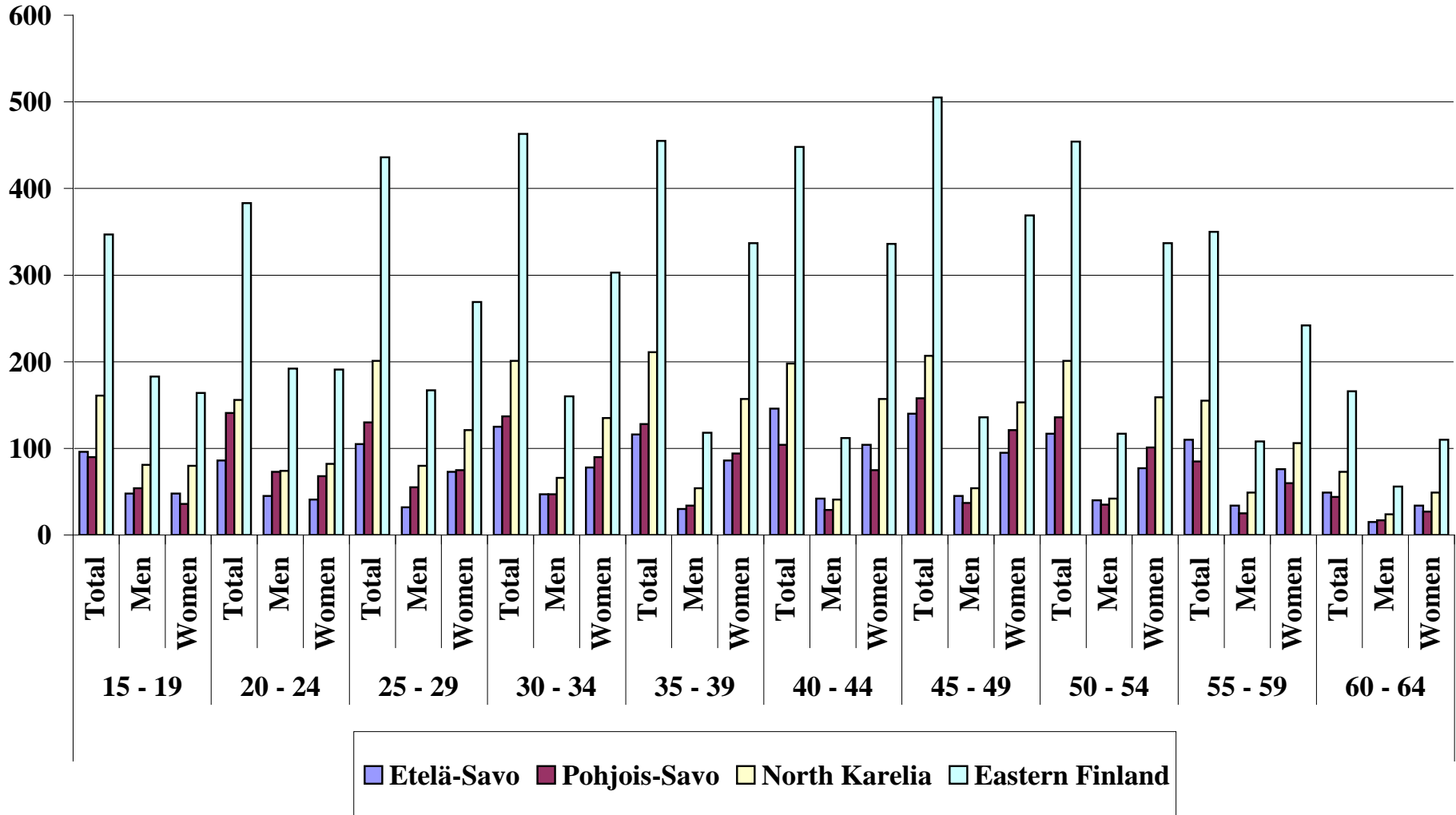


## Foreign born migrant stock by top-10 countries in 2008

<b>Eastern Finland</b>			<b>North Karelia</b>		
	Number	%		Number	%
Russia	4 881	43,4	Russia	2 161	55,9
Sweden	1 181	10,5	Sweden	358	9,3
Germany	378	3,4	Somalia	120	3,1
Thailand	367	3,3	Germany	118	3,1
Unknown	270	2,4	Thailand	82	2,1
Turkey	182	1,6	Estonia	77	2,0
Estonia	483	4,3	Unknown	73	1,9
Somalia	120	1,1	USA	56	1,4
Afghanistan	100	0,9	Vietnam	46	1,2
Britain	97	0,9	China	44	1,1
Number	8 059	71,7	Number	3 135	81,0
All countries number	11 243	100	All countries number	3 868	100
<b>Pohjois-Savo</b>			<b>Etelä-Savo</b>		
	Number	%		Number	%
Russia	1 373	32,2	Russia	1 347	43,3
Sweden	584	13,7	Sweden	239	7,7
Estonia	253	5,9	Estonia	153	4,9
Thailand	174	4,1	Germany	122	3,9
Germany	138	3,2	Thailand	111	3,6
Unknown	131	3,1	Afghanistan	100	3,2
China	122	2,9	Myanmar	87	2,8
Turkey	100	2,3	Turkey	82	2,6
Britain	97	2,3	Former Yugoslavia	75	2,4
Iraq	90	2,1	Unknown	66	2,1
Number	3 062	71,8	Number	2 382	76,5
All countries number	4 262	100	All countries number	3 113	100



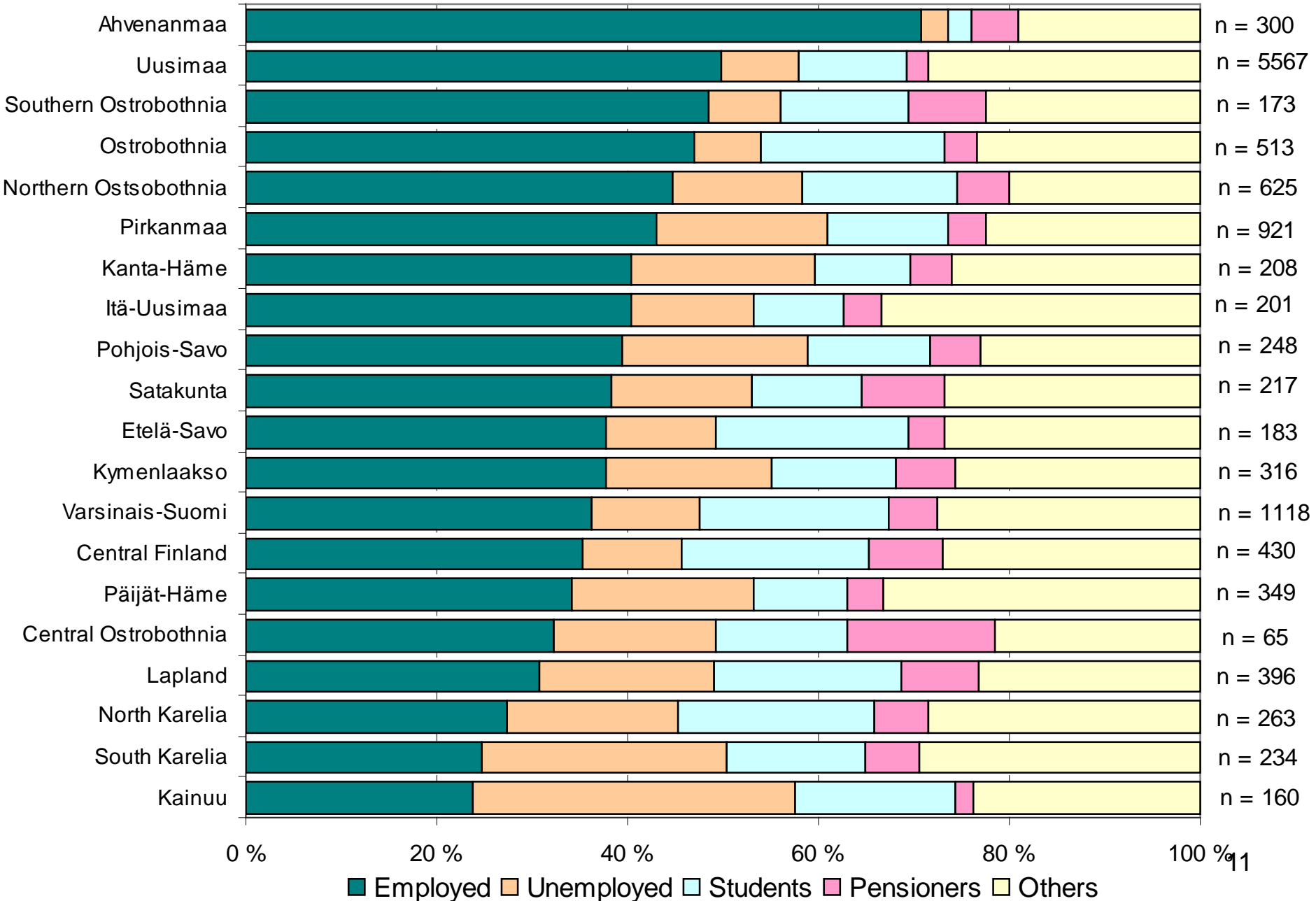
### Russian born immigrant stock by age and gender in 2008



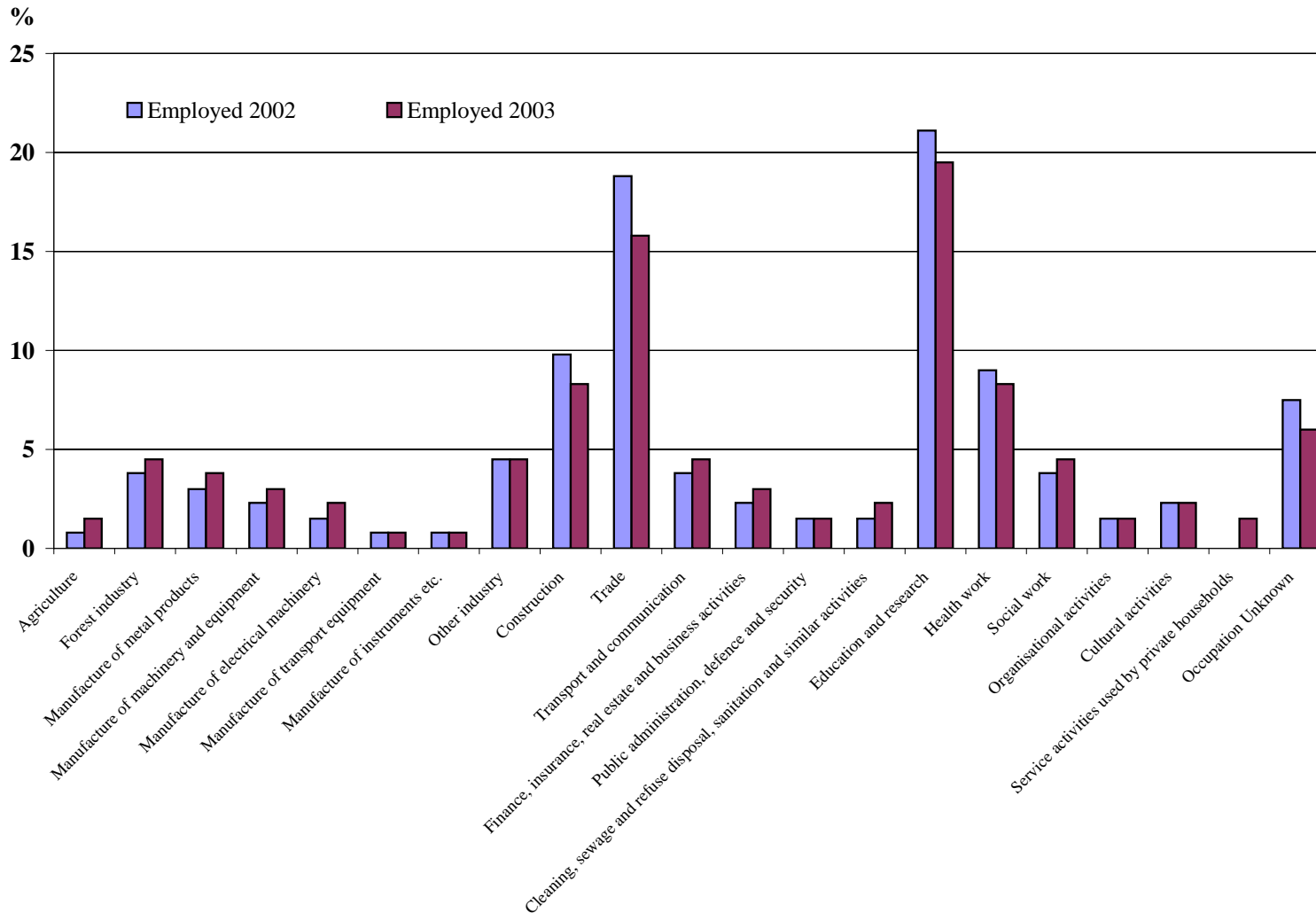
## Persons immigrating to Eastern Finland and their primary activity in the immigration year 2002 (Data: Statistics Finland).

Region	Employed	%	Unemployed	%	Students	%	Pensioners	%	Others	%	Total	%
<b>North Karelia</b>												
Primary education	21	15,0	22	15,7	31	22,1	11	7,9	55	39,3	140	100
Intermediate education	9	15,8	17	29,8	18	31,6	3	5,3	10	17,5	57	100
Higher education	14	21,5	27	41,5	16	24,6	1	1,5	7	10,8	65	100
<b>Total</b>	<b>44</b>	<b>16,8</b>	<b>66</b>	<b>25,2</b>	<b>65</b>	<b>24,8</b>	<b>15</b>	<b>5,7</b>	<b>72</b>	<b>27,5</b>	<b>262</b>	<b>100</b>
<b>Pohjois-Savo</b>												
Primary education	25	22,1	22	19,5	19	16,8	7	6,2	40	35,4	113	100
Intermediate education	19	27,1	27	38,6	13	18,6	1	1,4	10	14,3	70	100
Higher education	27	42,2	14	21,9	3	4,7	5	7,8	15	23,4	64	100
<b>Total</b>	<b>71</b>	<b>28,7</b>	<b>63</b>	<b>25,5</b>	<b>35</b>	<b>14,2</b>	<b>13</b>	<b>5,3</b>	<b>65</b>	<b>26,3</b>	<b>247</b>	<b>100</b>
<b>Etelä-Savo</b>												
Primary education	17	18,1	18	19,1	20	21,3	3	3,2	36	38,3	94	100
Intermediate education	10	22,2	15	33,3	10	22,2	1	2,2	9	20,0	45	100
Higher education	21	47,7	14	31,8	1	2,3	1	2,3	7	15,9	44	100
<b>Total</b>	<b>48</b>	<b>26,2</b>	<b>47</b>	<b>25,7</b>	<b>31</b>	<b>16,9</b>	<b>5</b>	<b>2,7</b>	<b>52</b>	<b>28,4</b>	<b>183</b>	<b>100</b>
<b>Eastern Finland</b>												
Primary education	63	18,2	62	17,9	70	20,2	21	6,1	131	37,8	347	100
Intermediate education	38	22,1	59	34,3	41	23,8	5	2,9	29	16,9	172	100
Higher education	62	35,8	55	31,8	20	11,6	7	4,0	29	16,8	173	100
<b>Total</b>	<b>163</b>	<b>23,6</b>	<b>176</b>	<b>25,4</b>	<b>131</b>	<b>18,9</b>	<b>33</b>	<b>4,8</b>	<b>189</b>	<b>27,3</b>	<b>692</b>	<b>100</b>

# Persons immigrated in Finland in 2002 by county of residence and main activity at the end of 2003



# Economic sectors of persons who immigrated to Eastern Finland in 2002 and their situation a year after (Data: Statistics Finland).



**Persons who immigrated to Eastern Finland in 2002 their economic sectors in 2003 by country of birth (min. 6 persons in employed total) (Data: Statistics Finland)**

<b>Eastern Finland</b>	Former					<b>Total</b>
	Finland	USSR	Other	Germany	Sweden	
Agriculture	0	4	1	0	0	<b>5</b>
Forestry	2	0	0	0	0	<b>2</b>
Forest industry	8	1	1	1	0	<b>11</b>
Manufacture of metal products	4	1	2	0	1	<b>8</b>
Manufacture of machinery and equipment	4	0	0	0	0	<b>4</b>
Manufacture of electrical machinery	3	0	0	0	0	<b>3</b>
Manufacture of transport equipment	1	0	0	0	0	<b>1</b>
Manufacture of instruments etc.	3	0	0	0	0	<b>3</b>
Other metal industry	0	0	0	0	0	<b>0</b>
Other industry	4	3	1	0	0	<b>8</b>
Construction	7	1	3	0	1	<b>12</b>
Trade	19	3	3	2	1	<b>28</b>
Transport	7	1	0	1	0	<b>9</b>
Finance, insurance, real estate and business activities	8	2	1	0	0	<b>11</b>
Public administration, defence and security	5	1	0	0	0	<b>6</b>
Cleaning, sewage and refuse disposal, sanitation and similar activities	1	1	3	0	0	<b>5</b>
Education and research	17	5	7	5	1	<b>35</b>
Health work	18	1	1	0	0	<b>20</b>
Social work	4	0	5	1	1	<b>11</b>
Organisational activities	4	0	1	0	0	<b>5</b>
Cultural activities	4	0	1	0	0	<b>5</b>
Servive activities used by private households	0	1	0	0	1	<b>2</b>
Occupation unknown	7	14	8	2	0	<b>31</b>
<b>Employed total</b>	<b>130</b>	<b>39</b>	<b>38</b>	<b>12</b>	<b>6</b>	<b>225</b>

## Economic sectors of immigrants in 2003, a year after immigration to Eastern Finland, by gender and education (Data: Statistics Finland)

Eastern Finland	Men			Women		
	Primary education %	Intermediate education %	Higher education %	Primary education %	Intermediate education %	Higher education %
Agriculture	2,2	0,0	2,0	5,9	2,8	0,0
Forest industry	0,0	3,4	2,0	0,0	0,0	0,0
Manufacture of metal products	2,2	10,3	8,2	2,9	2,8	2,2
Manufacture of machinery and equipment	4,3	3,4	4,1	2,9	0,0	4,4
Manufacture of electrical machinery	0,0	6,9	2,0	0,0	0,0	2,2
Manufacture of transport equipment	0,0	0,0	4,1	0,0	2,8	0,0
Manufacture of instruments etc.	0,0	0,0	0,0	0,0	0,0	0,0
Other industry	6,5	0,0	0,0	5,9	5,6	2,2
Construction	8,7	10,3	8,2	0,0	5,6	0,0
Trade	15,2	27,6	6,1	17,6	16,7	8,9
Transport and communication	2,2	6,9	8,2	0,0	0,0	4,4
Cleaning, sewage and refuse disposal, sanitation and similar activities	6,5	0,0	0,0	2,9	2,8	0,0
Education and research	15,2	3,4	28,6	14,7	8,3	13,3
Health work	0,0	0,0	8,2	5,9	2,8	28,9
Social work	6,5	3,4	0,0	8,8	8,3	8,9
Organisational activities	2,2	3,4	2,0	0,0	0,0	4,4
Cultural activities	6,5	0,0	2,0	0,0	2,8	0,0
Service activities used by private households	0,0	0,0	0,0	5,9	2,8	0,0
Occupation Unknown	17,4	6,9	2,0	23,5	22,2	11,1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Number	46	29	49	34	36	45

## Immigrants' five most common occupations in Finland by region of residence 2000 (Statistics Finland)

Uusimaa		Persons %		Varsinais-Suomi		Persons %		Satakunta		Persons %		Kanta-Häme		Persons %	
Employed total	19279	100,0	Employed total	2827	100,0	Employed total	496	100,0	Employed total	496	100,0	Employed total	522	100,0	
Restaurant services	2044	10,6	Education	225	8,0	Education	54	10,9	Restaurant services	58	11,1				
Cleaning	1982	10,3	Restaurant services	192	6,8	Restaurant services	42	8,5	Occupation unknown	47	9,0				
Sales work	1412	7,3	Metal manufacturing	188	6,7	Metal manufacturing	38	7,7	Cleaning	38	7,3				
Education	1237	6,4	Cleaning	183	6,5	Occupation unknown	33	6,7	Sales work	38	7,3				
Occupation unknown	1192	6,2	Sales work	175	6,2	Sales work	31	6,3	Education	37	7,1				
Pirkanmaa		Persons %		Päijät-Häme		Persons %		Kymenlaakso		Persons %		South Karelia		Persons %	
Employed total	2020	100,0	Employed total	898	100,0	Employed total	644	100,0	Employed total	644	100,0	Employed total	669	100,0	
Education	213	10,5	Restaurant services	86	9,6	Education	69	10,7	Sales work	90	13,5				
Restaurant services	203	10,1	Wood manufacturing	80	8,9	Sales work	68	10,6	Education	68	10,2				
Occupation unknown	138	6,8	Education	69	7,7	Restaurant services	66	10,3	Occupation unknown	49	7,3				
Cleaning	132	6,5	Sales work	65	7,2	Occupation unknown	48	7,5	Restaurant services	42	6,3				
Technical planning, managing and research	122	6,0	Social and leisure services	57	6,4	Doctors and researchers in medicine	32	5,0	Technical planning, managing and research	31	4,6				
Etelä-Savo		Persons %		Pohjois-Savo		Persons %		North Karelia		Persons %		Central Finland		Persons %	
Employed total	407	100,0	Employed total	493	100,0	Employed total	404	100,0	Employed total	404	100,0	Employed total	723	100,0	
Education	43	10,6	Restaurant services	54	11,0	Education	78	19,3	Education	108	14,9				
Wood manufacturing	40	9,8	Education	50	10,1	Restaurant services	31	7,7	Restaurant services	67	9,3				
Occupation unknown	33	8,1	Sales work	43	8,7	Sales work	29	7,2	Occupation unknown	59	8,2				
Restaurant services	31	7,6	Occupation unknown	31	6,3	Cleaning	27	6,7	Other professionals	52	7,2				
Sales work	30	7,4	Agriculture and garden.	28	5,7	Occupation unknown	24	5,9	Soc. and leisure servic.	44	6,1				
South Ostrobothnia		Persons %		Ostrobothnia		Persons %		Central Ostrobothnia		Persons %		North Ostrobothnia		Persons %	
Employed total	267	100,0	Employed total	1773	100,0	Employed total	180	100,0	Employed total	180	100,0	Employed total	903	100,0	
Education	58	21,7	Agriculture and garden.	136	7,7	Education	23	12,8	Education	117	13,0				
Sales work	26	9,7	Sales work	133	7,5	Agriculture and garden.	17	9,4	Restaurant services	88	9,8				
Restaurant services	25	9,4	Education	123	6,9	Restaurant services	13	7,2	Other manufacturing	74	8,2				
Agriculture and garden.	23	8,6	Restaurant services	119	6,7	Sales work	11	6,1	Technical planning etc	61	6,8				
Occupation unknown	20	7,5	Soc. and leisure servic.	118	6,7	Occupation unknown	11	6,1	Occupation unknown	60	6,6				
Kainuu		Persons %		Lapland		Persons %		Itä-Uusimaa		Persons %		Ahvenanmaa		Persons %	
Employed total	122	100,0	Employed total	417	100,0	Employed total	673	100,0	Employed total	673	100,0	Employed total	1145	100,0	
Education	15	12,3	Education	75	18,0	Sales work	63	9,4	Occupation unknown	123	10,7				
Sales work	14	11,5	Restaurant services	52	12,5	Restaurant services	58	8,6	Sales work	111	9,7				
Soc. and leisure servic.	14	11,5	Occupation unknown	46	11,0	Occupation unknown	45	6,7	Soc. and leisure servic.	103	9,0				
Occupation unknown	14	11,5	Sales work	34	8,2	Soc. and leisure servic.	41	6,1	Restaurant services	78	6,8				
Restaurant services	9	7,4	Soc. and leisure servic.	21	5,0	Other manufacturing	39	5,8	Education	78	6,8				

# Experiences on a diverse work community



# Background

- Multicultural work communities face challenges
- Crucial for the work community's ability to function and for the well-being of the staff is how the superior acts

- A good reputation as a diverse work place communicates the social responsibility of the organization
- Managements are often divided into two subcategories: managing tasks (management) and managing people (leadership)
- In this research: managing human resources

# **Three questions are addressed:**

1. What kind of experiences the superiors have on managing human resources in a diverse work community?
2. What kind of prerequisites it can be found in a multicultural work community for becoming an active member?
3. What kind of challenges a diverse work community offers to the staff?

# Methods

- The object of the research is multicultural work communities in Eastern Finland, i.e. in North Karelia, Pohjois-Savo and Etelä-Savo
- The quantitative data (n=236) is collected through a mail questionnaire sent to the superiors in different fields of industry in Eastern Finland

- The qualitative data consists of interviews with superiors (10), employees with an immigrant background (30) and native Finnish employees (10) from various fields of industry
- The qualitative data is analyzed with content analysis
- The quantitative data is analyzed with cross-tabulation, regression analysis and factor analysis

# Results

# Has the function of a diverse work community developed due to multiculturalism?

<b>Industry</b>	<b>Disagree or totally disagree %</b>	<b>Cannot choose %</b>	<b>Agree or totally agree %</b>	<b>Total %</b>
Trade	35	21	44	100
Sanitation	33	56	11	100
Health Care	28	72	0	100
Social Care	29	42	29	100
Organizational Activity	26	39	35	100
Education and Research	28	20	52	100

- Regardless of the field of industry, majority of superiors (77 %) estimates that it is easy for a person with immigrant background to join a work community
- Industry-specifically, 19 % of the superiors in social and health care and 13 % of the superiors in trade thought critically that it is not easy to become a member of a work community



## Have employees with an immigrant background had problems concerning working and social life at workplace?

<b>Problem</b>	<b>Very much / much % (n)</b>	<b>To some extent % (n)</b>	<b>Not at all % (n)</b>	<b>Total</b>
Name-calling	1 % (1)	13 % (28)	86 % (181)	100%(210)
Being left alone	2 % (3)	42 % (88)	56 % (118)	100%(209)
Language difficulties	23 % (50)	63 % (134)	14 % (29)	100%(213)
Occupational accidents due to language difficulties	1 % (2)	6 % (12)	93 % (191)	100%(205)
Problems with matters concerning work tasks and methods	11 % (22)	61 % (127)	28 % (59)	100%(208)
Problems on meal breaks and refreshing breaks at workplace	0	16 % (33)	84 % (175)	100%(208)
Problems with superior	1 % (1)	25 % (51)	74 % (156)	100%(208)
Problems with fellow workers	1 % (1)	35 % (73)	64 % (133)	100%(207)
Problems with clients	3 % (6)	43 % (88)	54 % (109)	100%(203)
Due to practising religion	1 % (1)	11 % (22)	88 % (185)	100% (208)
Finns underestimating the professional skills of immigrants	12 % (25)	56 % (115)	32 % (65)	100%(205)

- When a superior had noticed an employee with immigrant background having discernible problems with socializing in the work community, the difficulties often appeared in several different dimensions.
- Immigrants difficulties from the perspective of superiors had statistical significance in correlations to:
  - problems with fellow workers ( ,568\*\*),
  - problems with completing work tasks (,392\*\*),
  - being left alone (,263\*\*),
  - problems with clients (,214\*\*) and
  - language difficulties (,182\*\*).

**Becoming an active member in a work community correlates with an immigrant's communicational skills both in task-centered as well as in relationship-centered dimensions:**

**Task-centered skills** support a working team in achieving goals

professional skills (,289\*\*)

initiative (,295\*\*)

thoroughness (,349\*\*)

knowledge on administrative culture (,247\*\*)

knowledge on working culture (,430\*\*)

readiness for change (,347\*\*)

motivation (,287\*\*)

customer service attitude (,376\*\*)

working attitude (,350\*\*)

**Relationship-centered skills** support the atmosphere of a working team, and creating and maintaining relationships

flexibility (,433\*\*)

tolerance of differences (,426\*\*)

self-reliance in problem-solving (,377\*\*)

# Discussion

- How the introduction of a new member in a working community is carried out?
- What the introduction communicates is how welcome a person is to a working community, and this affects the working atmosphere

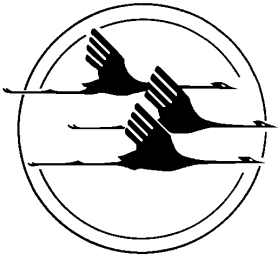
– How systematic a working community wants the introduction process to be formed?

-How a tutor/mentor is chosen in a working community?

-How the tutor/mentor is trained for the task?

- ethical questions

- time-related resources



## Further information:

Elli Heikkilä [elli.heikkila@utu.fi](mailto:elli.heikkila@utu.fi)

Aini Pehkonen [aini.pehkonen@uef.fi](mailto:aini.pehkonen@uef.fi)