

# **Employment of young immigrants in Helsinki**

**Impact of gender, mother tongue, and education level**

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Abstract <p>Youth unemployment is a challenge, and young people with an immigrant background are in a particularly difficult position in the labour market. The aim of the thesis was to provide information on the factors affecting the employment of young people with immigrant backgrounds. The research questions concerned the impact of gender, mother tongue and level of education on the employment of immigrant youth in Helsinki.</p> <p>The study had a quantitative approach. The data was collected in the Respa Career Counseling Project organised by the City of Helsinki between the 15th of May 2013 and 30th of June 2016. The sample included 812 unemployed immigrants aged between 18 and 30. The SPSS software was used for analyzing the data, and the dependencies were tested with the chi-square test of independence.</p> <p>According to the results, gender had an insignificant impact on the employment of the young immigrants. A difference in employment between male and female immigrants was found, but the dependence between employment and gender was statistically insignificant. Mother tongue seemed to have a relevant impact. Those whose mother tongues were English and Estonian had the highest employment rates, and those with Arabic and Somali had the lowest. The impact of the education level was also very high. Those with vocational or university education had the highest employment rates. Without education or only with basic education, the employment level was very low. The dependences between the mother tongue and employment, as well as education level and employment, were statistically highly significant.</p> <p>Based on the results, supporting employment is especially needed by youth from the Middle East and Africa. Study paths for immigrant youth should also be developed because, without education, employment is challenging. Employment services based on gender are not needed in general, but among different mother tongues there are differences between genders, and this will help target the support services accordingly.</p>		
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Tiivistelmä <p>Nuorisotyöttömyys on globaali ja huolestuttava ilmiö. Erityisen haastavassa työmarkkina- asemassa ovat maahanmuuttajataustaiset nuoret. Opinnäytetyön tavoitteena oli tuottaa tietoa maahanmuuttajanuorten työllistymiseen vaikuttavista tekijöistä. Tutkimuskysymyk- set koskivat sukupuolen, äidinkielen ja koulutustason vaikutusta maahanmuuttajataus- taisten nuorten työllistymiseen Helsingissä.</p> <p>Tutkimus toteutettiin kvantitatiivista tutkimusotetta hyödyntäen. Tutkimusaineisto sisälsi 812 vieraskielistä 18 - 30 -vuotiasta Helsingissä asuvaa työtöntä nuorta. Aineisto koostui suomea puhuvista 1. ja 2. polven maahanmuuttajanuorista ja oli kerätty Helsingin kaupungin Respa-hankkeessa 15.5.2013 - 30.6.2016. Aineiston analysointiin käytettiin SPSS -ohjelmistoa, ja muuttujien välistä riippuvuutta testattiin khiin neliö -testin avulla.</p> <p>Tulosten perusteella sukupuolella ei ollut merkittävää vaikutusta maahanmuuttaja- taustaisten nuorten työllistymiseen. Sukupuolten välillä havaittiin eroja, mutta sukupuolen ja työllistymisen välinen riippuvuus ei ollut tilastollisesti merkitsevää. Äidinkielellä oli suuri vaikutus maahanmuuttajanuorten työllistymiseen. Parhaiten työllistyivät englannin- sekä vironkieliset nuoret ja heikoimmin arabian- sekä somalinkieliset nuoret. Myös koulutus- tason vaikutus oli suuri. Parhaiten työllistyivät ammatillisen tutkinnon tai korkeakoulu- tutkinnon suorittaneet nuoret. Pelkän peruskoulun suorittaneiden työllistymisen oli erittäin heikkoa. Äidinkielen sekä koulutustason ja työllistymisen välinen riippuvuus oli tilastollisesti erittäin merkitsevää.</p> <p>Tulosten perusteella erityistä tukea ja apua työllistymiseen tarvitsevat Lähi-Idästä ja Afrikasta kotoisin olevat nuoret. Maahanmuuttajanuorten koulutuspolkuihin tulee panos- taa, sillä ilman koulutusta työllistymisen on vaikeaa. Pelkän sukupuolen perusteella palve- luja ei kannata kohdentaa, mutta eri kieliryhmissä löytyy eroja myös sukupuolten välillä.</p>		
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# 1 Introduction

Employment is a relevant part of human lives, and modern economies work on the idea of people working. Businesses need employees, and both businesses and their employees pay taxes that fund public services. As a one hundred percent employment rate is not realistic and not even desirable in any economy, there is always going to be some level of unemployment. Unemployment figures are always affected by several factors such as economic growth, global and local recessions, political decisions or even technological development. There are also always people who are in between jobs or for example looking for work after graduation.

Economists such as John Maynard Keynes and William Beveridge, have defined “natural” unemployment to be around 3-5 percent (Rodenburg 2016). According to the Labour Force Survey (2017), the number of unemployed persons in September 2017 was 214,000 in Finland and the unemployment rate was 8.0 percent. Regarding the economic development of any country or a city, high unemployment is a significant problem.

## 1.1 Challenges of unemployment and immigration

High unemployment is expensive for the public economy, but it can also cause social, psychological and other problems to individuals who suffer from long-term unemployment. The direct costs of unemployment to the public finances are notable because of a greater need of unemployment benefits and fewer payers of income taxes. Unemployment also correlates with higher crime. Significant is also the suffering of those individuals who cannot find employment, and the earliest studies connecting health and especially mental health problems with unemployment are from the early 1900s. (Sinclair 1987, 34)

Unemployment varies considerably over time. There are differences between economies and differences between groups of workers within the economies. Two groups with higher than average unemployment rates are young people and immigrants. That is a global issue as these two groups have similar difficulties in many countries around the world including Finland. Especially young people with an immigrant background have considerable difficulties to enter the Finnish labour

market compared to the native population, and immigrants outside of work and education in Finland are mostly young adults (Myrskylä 2012, 4). Unemployment can have long-term effects especially on the lives of youth regardless of whether they are immigrants or not. At the beginning of the career, unemployment will influence the whole of an individual's later career (Saarinen 2016, 10). The situation of immigrant youth is not worrying only in Finland but in the European OECD countries in general. The global economic crisis that started in 2008 has made the situation even worse and has affected more young immigrants than native-born youth. (Castles 2015, 61)

Despite the economic problems in Europe, millions remain eager to immigrate to Europe (Dunn 2015, 15). There are various reasons for migrating, and they range from pursuing a better life to reuniting families or escaping war and natural disasters. In October 2015, the unemployment rate of foreign nationals in Helsinki was 27.9 percent, and they made up almost one-fifth of all unemployed in Helsinki (Hiekkavuo, Haapamäki, Ranto & Salorinne 2016, 28). However, at the same time when there are challenges with immigration, the migrant labour has to be acknowledged as one of the critical features of the globalized economy. It provides a potential solution for countries of an aging population, provides skills and personnel needed because of changes in market conditions or industrial transformations (Taran 2009, 151). Migration can help economies in meeting labour market and productivity challenges. By 2030, the number of immigrants in Helsinki is expected to grow from current 84,000 to 164,000-170,000 people, making up about 23 percent of Helsinki's population (Hiekkavuo et al. 2016, 4).

Employment and unemployment, in general, have been widely covered in research by several fields of study such as economics, social sciences, political studies and business studies. Several studies have recognized background factors that correlate with the employment outcome of individuals. This study concentrated on the impact of three background factors on employment outcome with young immigrants. Those background factors were gender, mother tongue, and education level.

## 1.2 Motivation for the research

The earlier chapter briefly described the challenging situation of young immigrants in the labour market. New services from the government and municipalities and actions

from politicians are required to improve the position of young immigrants in Finland and Helsinki. This study aimed to provide information that could help the City of Helsinki to develop its current services and create new services to support young immigrants in Helsinki.

The information about the impact of gender, mother tongue and education level on employment outcome is useful when developing and targeting services for immigrants. This information will help to identify those immigrants who need the most support towards employment and to target services and actions accordingly. This information is also relevant to all other immigration and employment service providers, such as the Ministry of Employment and Economy and many service providers in the public, private and the third sector. The findings of this study will be useful for businesses from a human resource point of view, as immigrants will have an increasing role in the workforce in Finland. Faster employment of young immigrants will result in significant savings in the public costs and have an impact on the social problems connected with unemployment.

The key personal motivation for this research was a strong interest and background in employment-related issues. Work experience in recruitment and human resources in the private sector and employment services in public organizations have given the author a firm belief that employment has a crucial role in several important issues, such as the growth of the economy, social problems of the youth and integration of immigrants. Those issues create several challenges that societies need to overcome. This thesis was hoped to further develop and deepen the author's expertise in immigrant employment.

### 1.3 Research questions

The unemployment of young immigrants in Helsinki is high. This study aimed to provide information about the impact of three background factors on employment of young immigrants in Helsinki. The research question was:

How do gender, mother tongue and education level impact on the employment of young immigrants in Helsinki?

The research question was answered by testing the following three hypotheses rising from the previous studies and literature.

- Hypothesis 1: Male immigrants become employed more easily than female immigrants.
- Hypothesis 2: Immigrants with a mother tongue from the Western countries become employed more easily than immigrants with mother tongue from the Middle East or Africa.
- Hypothesis 3: More highly educated immigrants become employed more easily than immigrants with lower levels of education.

The research question was answered and the hypothesis tested by analyzing the data of 812 young immigrants in Helsinki. The Respa-project, the career coaching service for unemployed youth by the City of Helsinki, collected this data between May 2013 and June 2016. This study was the first to use the data for studying the employment of immigrants. Using a quantitative research method, the hypotheses were tested with cross tabulation, and the statistical significance between the employment rates and different factors was tested with a chi-square test of independence.

#### 1.4 Structure of the thesis

After the introduction to the topic provided in Chapter 1, the thesis continues to introduce the key concepts of the study in Chapter 2. The previous studies and literature on the subject are then covered in more detail. The theoretical framework for the study is presented at the end of Chapter 2. The theoretical framework includes subchapters for each background factor opening the connection between a background factor and employment. The research methodology, the data collection and data analysis methods are described in detail in Chapter 3. The verification of the results is described at the end of Chapter 3. Chapter 4 is a presentation of the results of the research. The results are analyzed, and research question answered in the following Chapter 5. The findings of the study are also compared with the hypotheses and previous research. Recommendations for further research are given in the end of the Discussion Chapter 5.

## 2 Immigrants and Employment

The key concepts for this study are immigrants and employment. At the beginning of this chapter, the key concepts and previous studies and literature in this area are covered. Last part of the chapter opens the theoretical framework of the study through background factors affecting employment of immigrants.

### 2.1 Unemployment

In his economic theory introduced in 1936, Keynes (1970) recognized three types of unemployment: frictional, voluntary and involuntary unemployment. Frictional unemployment is the time spent between jobs. Voluntary unemployment is a result of refusal or inability to work. Keynes was mostly worried, and his analysis of unemployment mainly concerned involuntary unemployment. Involuntarily unemployed are able and willing to work but unable to find employment regardless of individuals efforts. In his general theory of employment, interest, and money, Keynes (1970) states that full employment is not the natural state of the economy. According to Keynes, the competitive markets will never provide full employment, and effective measures to decrease unemployment are needed. Several studies recognize the fundamental role in the adjustment of government spending and taxes to maintaining full employment (Arestis & Sawyer 2010).

Acclaimed economists have argued about the natural level of unemployment or what could be called full employment. Beveridge defines full employment as a state where there are slightly more vacant jobs than there are available workers. In his theory, the unemployment rate should not be more than 3% of the total workforce. Keynes has defined full employment in several ways, and the most straightforward definition is "the absence of involuntary unemployment." Later Keynes defined that a 5% unemployment rate could be a normal state for the labour market. (Rodenburg 2016).

Sinclair (1987) states in his economic theory of unemployment that unemployment entails a massive loss of output and a tragic waste of people's lives. This recognizes the human aspect of employment in addition to the economic aspect. There are

several studies about the negative effects of unemployment on the well-being of individuals. In research, youth unemployment is recognized as a matter of great concern. Unemployed youth can see themselves as outsiders in society and feel more loneliness than others and also have more negative views about their future (Gretschel & Myllyniemi 2017). Korpi (1997) analyzed subjective well-being among Swedish youth relating to employment and unemployment as well as to participation in manpower programs and receipt of unemployment benefits. The results showed that unemployment had an unambiguously adverse effect on well-being.

Youth unemployment is higher than adult unemployment in almost every country for which figures are available (O'Higgins 2001, 11). In addition to the consequences for individuals, youth unemployment as a mass phenomenon is potentially threatening the stability of democratic societies, and thus, it is in the high interests of states and politicians. Dietrich and Möller (2015) analyses the structure and causes of youth unemployment. They argue that although youth unemployment is influenced by individual factors, such as insufficient qualifications, also country-specific factors, such as institutions and traditions have high importance in explaining the significant differences between European countries. They use panel data estimates with specific countries as well as time-fixed effects and show that countries respond to economic downturns in different ways. The relatively low youth unemployment rates in countries, such as Austria and Germany, point to the fact that a well-functioning system of vocational training could play a key role.

Countries and municipalities spend significant resources on labour market programs to decrease unemployment. Critical research in this area studies the effectiveness of different labour market policies and actions. Caliendo and Schmidl (2016) studied the evidence on the effectiveness of different labour market programs for youth in Europe. The study included four most common types of programs that were labour market training, job search assistance and monitoring, wage subsidies, and public sector work programs. The results of these programs regarding employment were only partly promising. In their study, they found even negative effects from the public work programs. Job search assistance had benefits towards employment, and training and subsidies gave mixed results. (Caliendo & Schmidl 2016)

## 2.2 Immigration

Immigration can be described as an international movement of people to a country of which they do not possess citizenship. According to the definition of the United Nations (2015), an international migrant is a person who is living in a country other than his or her country of birth. Although there have been changes in global immigration flows over time, the percentage of international migrants globally was at almost the same level (2.5%–3%) one century ago as in 2005 (De Haas 2005). The international migrant population in the world is about 244 million people, which accounts for three percent of the world's population (United Nations 2015).

Immigration is very a versatile and highly complex topic. Castles (2010) discusses the difficulties of theory formation in the field of migration studies. In his article, he highlights several problems including overemphasizing the receiving country perspective. The international migration literature has been very much concerned with the issues of immigration policy and, particularly, the economic impact of international migration on the host country (Borjas 1999). How immigration impacts on individuals or on the sending and receiving countries is only partly understood (Willekens, Massey, Raymer, & Beauchemin 2016). Akbari (2011) maintains that the performance of immigrants should be looked at from a regional perspective rather than the national perspective, as there are great variations inside one country. As the most significant difficulty in migration studies, Castles sees finding appropriate theories and methodologies to reflect on the complexity, diversity and context of migratory processes. (Castles 2010).

In the United States, the era when immigration was rising in a way that felt out-of-control seems to be coming to an end, and it appears to be just beginning in the European Union. The current political debates over immigration in the United States and Europe are quite similar. (Hanson & McIntosh 2016.) In recent years, migration has become the leading agenda of several rising political parties especially in Western Europe, but it has also been recognized as a global challenge by the United Nations.

Integration is essential for the well-being of immigrants, and for the economy and social environment of the host country or region. According to studies by Brochmann

and Hagelund (2013), the Nordic countries face similar difficulties with the failed integration of immigrants in the labour market and society despite the differences in their policies towards immigration. Settlement services provided by the governments still have a vital role in the integration of immigrants. Bevelander and Pendakur (2012) compared the employment of refugees and family reunion immigrants in Sweden and Canada. They concluded that despite the social and psychological disadvantages that the refugees had, access to settlement services allowed them to perform better in the job market than the family reunion immigrants.

Challenges of integration do not involve only the migrating generation. When studying migration, it is essential to remember the impact of immigration on the second and third generation immigrants. The economic impact of immigration depends not only on how immigrants adapt to the labour market but also on the integration of their offspring. (Borjas 1994)

The immigrant population in Finland is a very diverse group of people. In research, there are several methods used to define who are immigrants. The most commonly used methods are mother tongue, origin, and nationality. Population with a foreign mother tongue include all whose mother tongue is not Finnish or Swedish that are the two official languages of Finland. Sami is recognized a regional language spoken in northern Finland and also separated in some statistics and studies. The official mother tongue is recorded statistically when the parents register the name of the child. Sometimes when individuals are asked about their mother tongue, the answer can deviate from their official mother tongue. Regardless of their country of birth, those whose both parents were born abroad are regarded as having foreign origin. Those born abroad are the first-generation immigrants, and their children born in Finland are the second-generation immigrants. Foreign nationals are people without a Finnish citizenship with a permanent place of residence in Finland.

When raising discussion around the employment of immigrants and not just foreign nationals, the factor used as a definition of an immigrant should be something other than nationality. Better factors to use are, for example, mother tongue or country of birth. (Forsander 2002, 234)

### 2.3 Background factors affecting employment of immigrants

Annika Forsander's (2002) dissertation was one of the first academic studies concentrating on immigrants and their position in the Finnish labour market. In her study, she wanted to find out how immigrants who had already been in Finland for a few years had found their way into the Finnish labour market and which factors had affected their labour market position. She found impacts of different background factors, such as country of origin and gender. Forsander also studied which industries employed the immigrants in the 1990s. Her study used empirical data from the labour administration and Statistics Finland complemented by interview data to describe the labour market career of immigrants. Information about industries where immigrants find employment has also been produced, for example, by Statistics Finland and the Ministry of Employment and Economy.

According to Busk, Jauhiainen, Kekäläinen, Nivalainen and Tähtinen (2016), gender, country of origin and year of immigration have a major influence on immigrants working lives. Other factors studied by Busk and colleagues included years spent in Finland, family factors such as marital status and the number of children. They combined the data from different registers by Statistics Finland and supplemented it with the data from Finnish Centre for Pensions. The data used in their study must be acknowledged as comprehensive and unique in Finland (27, 58-61.) Their study, as well as many other studies in this field, was based on the statistical analysis of the register data.

It is impossible to point out a background factor, which alone could fully explain immigrants' labour market status in Finland. The employment of any group of people is difficult to understand without understanding the characteristics of the labor market in general. Several factors regarding the labour market will affect how difficult or easy it will be to find employment in that market. Factors to consider are, for example, what the demand for labour is, what the supply of labour force is, what skills are needed in the current labor market and how flexible the labour market is.

Fleischmann and Dronkers (2010) analyzed the origin and destination effect in 13 destination countries in the EU and of more than 100 origin countries. They found

out that unemployment of immigrants was lower in countries with a larger segment of low-status jobs, with higher immigration rates and with a higher GDP per capita.

In brief, the Finnish labour market can be described as a service society that has been modified to correspond to the technological transformation. The jobs offered are largely based on producing and selling services, and they require social skills and coordination. Moreover, even jobs of physical labour may require IT skills. (Hoikkala & Karjalainen 2016, 22-23) In this type of work system, the job seekers must be able to sell themselves to employers as the best fit for the job with qualifications, good social skills and IT knowledge. As described earlier, this kind of labour market increases challenges for a young person who does not have a long list of competencies and experience because of young age, but also for immigrants who, in addition, may come from an entirely different cultural background.

### 2.3.1 Gender

If immigration and multiculturalism are very current topics, the equality between the sexes is also very much part of the debate and research. The academic debate in this research area represents two different paradigms. While multicultural approach addresses the minorities as a fundamental concept, the feminist approach focuses on gender equality with gender as a key concept. Research also indicates that gender equality across Europe has been taken into the political debate by political anti-immigration forces with arguments against the patriarchal Muslim culture (Lombardo, Meier & Verloo 2009, Akkerman & Hagelund 2007). Gender equality is a global issue but is an essential part of western societies and in last decades has become particularly intrinsic part of Nordic identities.

Siim (2013) has discussed the challenges of immigration to Nordic gender politics, theories, and research. Immigration presents a huge challenge to Nordic welfare and gender politics but also the Nordic gender research. By exploring the multicultural dilemma focusing on intersections between gender and ethnic minorities in Denmark, Norway, and Sweden, Siim has suggested that new forms of inequalities among women can be interpreted. There is a paradox between the relative inclusion of the native majority women and relative marginalization of women from ethnic

minorities. Nordic research has shown that immigrant women face problems with marginalization on the labour market. (Siim 2013)

There are differences in employment between male and female immigrants in Finland. Several studies and statistics show that male immigrants get employed better than female immigrants. Eronen et al. (2014, 33-34) studied immigrants in Finland during a ten-year period and found out that the difference between genders changes after time spent in Finland. During their first year in Finland, the employment percentage of male immigrants was 23 percent higher than female immigrants. During the ten years, the gap decreased to about 7 percent. Difference between male and female immigrants have been explained by female immigrants starting families and having children at relatively young age compared to native population (Nieminen, Sutela, & Hannula 2015, 81).

There are also positive research results regarding labour market performance of female immigrants. Adsera and Chiswick (2004) made a systematic analysis of the earnings of immigrants across 15 European countries and found that negative effect of the immigrant status was smaller for women. When studying earnings as a measurement of labour market performance, gender differences are bigger among those born outside the European Union, with women doing relatively better than men.

In general, gender research is widely concentrating on equality between the sexes with a focus on women's rights. However, in last two decades, there has been a growing concern about young men. Statistics of unemployment, mental health problems and marginalization have been overrepresented by a young lower educated male (Korpi 1997).

### 2.3.2 Mother tongue and nationality

Mother tongue, nationality or country of origin has been the subject of interest in several studies regarding immigrants. The connection between native language or nationality and immigrant unemployment has been widely recognized. When studying immigration or life of immigrants in any host country, it is crucial to know where immigrants come from.

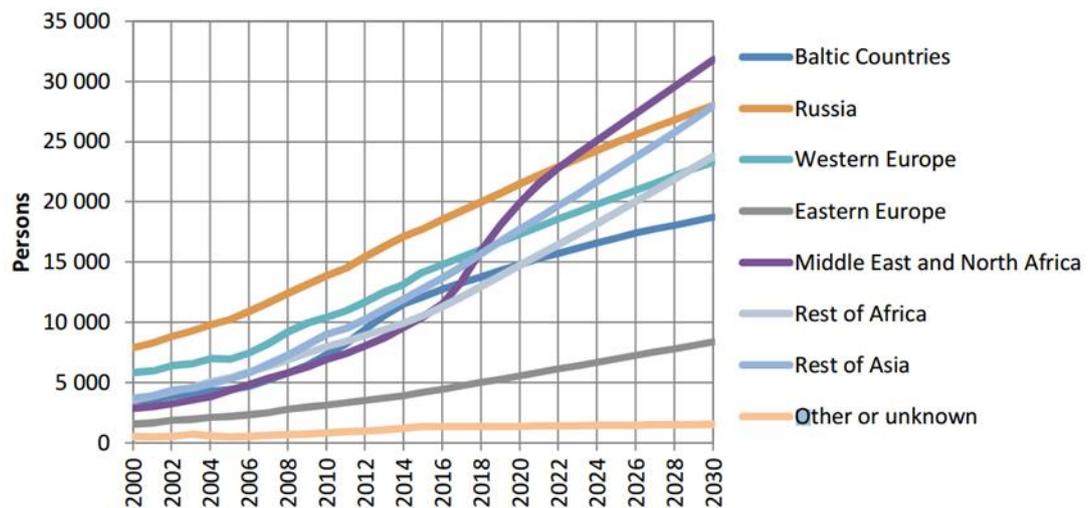


Figure 1. Population with foreign mother tongue by language groups in Helsinki 2000-2015 and a projection for 2030 (Hiekkavuo et al. 2016, 8)

Several factors affect where immigrants come from and how they choose the destination country. Perhaps the most fundamental concept in the economics of immigration is that differences in income do drive international labour flows. Migrant flows into Europe during 2015 and 2016 showed how also humanitarian crises have a significant influence on international migration. (Hanson & McIntosh 2016)

Immigrants often migrate to their neighboring countries. Population with foreign mother tongue in Helsinki come mostly from Russia and Western Europe (see Figure 1). In next fifteen years, the languages from the Middle East and North Africa will rise to be the most common foreign languages in Helsinki. The most common individual foreign languages in Helsinki are Russian, Estonian, Somali and English. Russian is the most common foreign mother tongue in Helsinki with 16,592 native speakers. (Hiekkavuo et al. 2016, 9). In her dissertation, Forsander (2002) found out that immigrants who had a stable career of employment in Finland often come from Asian or western origins. Also, Larja, Sutela, and Witting (2015) found out that outside work or studies were more often youth from Middle-East or Africa.

The reason for migration is recognized to be one of the explaining factors for labour market outcome by several studies (Busk et al. 2016, Saukkonen 2016, Forsander 2002, Open Society Foundations 2013, Nieminen, Sutela, & Hannula 2015). Migrants

with a refugee background have a particularly high unemployment, and this is connected to how speakers of different mother tongues get employed. According to Forsander (2002, 179), the main reasons for low employment outcome can be found from the impacts of being a refugee. Refugees generally come from the developing countries or poor areas of the developed countries and from the areas that are in a war and politically unstable. These factors have had an impact on the opportunities to gain work experience or education, and many of the refugees have spent a long time outside of “normal daily life” before arriving at the destination country. Also, studies by Fleischmann & Dronkers (2010) show that immigrants from more politically stable and free, more developed and more wealthy societies are found to be less often unemployed.

Impact of the cultural differences between home and destination countries of immigrants has been studied, and connections to employment have been found (Waxman 2001, Borjas 1999). Asylum seekers usually have a more significant cultural difference to destination country than other immigrants, and this can be one of the explaining factors in the differences in employment between different mother tongues.

Borjas (1999) has also found some connection between the size of the specific migrant group and their success in the labour market. His study identified that the rapid growth in the size of specific national origin groups reduces incentives, for example, acquiring local language skills. That can have a direct effect on integration and employment opportunities in the host country.

### 2.3.3 Education

Access to employment depends on educational qualifications or education level. This claim is also widely studied. Due to variations in structure and content of world’s educational systems, there are several classifications of education levels. Official classification such as the International Standard Classification of Education ISCED is often used (UNESCO, 2012). Based on the literature and statistics the expectation is that higher education will, in general, provide individuals with a stronger position in the labour market (Forsander 2002, Hiekkavuo et al. 2016).

When considering the impact of education on employment opportunities, the level of education is not the only affecting factor. There are also differences between fields of study, for example with those pursuing degrees in science- and technology-related fields (i.e., Engineering, Mathematics and Natural Sciences) being more likely to be employed than Social Sciences, Art or Humanities students (Shumilova, Cai, & Pekkola 2012). Employers in Finland have also been noticed to value more Finnish education than foreign education (Eronen, Härmälä, Jauhiainen, Karikallio, Karinen, Kosunen, Laamanen, & Lahtinen 2014, 16).

There are some limitations about studies of educational level of immigrants in Finland. Studies regarding educational level, that are based on the Statistics Finland's Register of Completed Education and Degrees, may have incomplete information. That register is missing information about the foreign degrees of immigrants. Degrees achieved abroad only comes to the official records when immigrant register unemployment with the TE-Services or get their degree officially recognized by the Finnish national board of education.

A study by Nieminen, Sutela, & Hannula (2015) was the first study to have more detailed and accurate information about the educational background of immigrants in Finland. The study completed the register data with a collection of additional data directly from immigrants to have more accurate information about their educational background including foreign degrees. According to this data, the education background of immigrants is more polarised than the native populations including more lower educated individuals and more higher educated individuals. Immigrants have completed less secondary level education than other population. Educational level varies also depending on the reason for migration. When the reason for migration has been family, work or studying, the immigrants have more often a higher education compared to those who migrated as refugees.

### 3 Research design and methodology

#### 3.1 Research approach

This research was conducted by using a quantitative research approach. Quantitative research is an approach for testing objective theories by examining the relationship between variables that can be measured. Quantitative research uses numbered data that can be analyzed using statistical procedures. (Creswell 2014)

The method applied in this study was hypothesis testing. The first step of hypothesis testing is setting a research hypothesis. The hypothesis of this study was based previous literature, statistics and studies of immigration and employment (Eronen et al. 2014, Forsander 2002, Hiekkavuo et al. 2016, Larja et al. 2015, Labour force survey 2017). The golden rule of hypothesis testing is that  $H_0$  and  $H_1$  are determined before the test is carried out and preferably before the data is collected (Oakshott 2009).

The general idea of hypothesis testing is that it assumes the hypothesis is true and then tries to disprove it. This is known as the null hypothesis ( $H_0$ ). If the null hypothesis is rejected, an alternative hypothesis ( $H_1$ ) is accepted. Whatever the test used for testing the hypothesis the three steps are the same (Oakshott 2009). After setting the hypothesis, the test statistics are calculated. The null hypothesis is statistically tested for particular significance levels, and these were covered in more detail in the data analysis chapter of this study. The last step of hypothesis testing is to accept or reject  $H_0$  (Oakshott 2009).

In order to be able to test a hypothesis, we need to measure variables. The most hypotheses can be expressed with two variables: proposed cause and proposed outcome. These are called an independent variable and a dependent variable. (Field 2009, 7) The dependent variable tested in the study was the status of employment. That meant that the individual was either employed or unemployed. The status of employment was assumed to be affected by the independent variables. The independent variables in this study were the background factors: gender, mother tongue and education level.

The quantitative research approach requires data that can be statistically analyzed. The research data can be collected in several different ways, and this study was conducted with secondary data. Secondary data is information collected by some other party than the researcher before carrying out the research. Using secondary data have advantages and disadvantages. When data has already been collected, the quality of the data and its collection methods may be unknown. When using secondary data, it is essential to ensure the quality of data collection and to know the circumstances that might have distorted the data in some way (Oakshott 2009, 71). The collection of the data for this study is analyzed and opened in detail in Chapter 3.3, Data collection.

This research approach was chosen because of the interesting hypotheses that rose from the previous studies and literature and because of the availability of a large sample of a relevant population group. This sample of 812 was from a secondary data source and it had not been used for studying this target group before. The sample was sufficiently large for a good statistical analysis. The sample, hypothesis and statistical analysis provided the answer to the research question of this study.

## 3.2 Research context

This study was implemented by analyzing the customer data collected in the Respa-project. Respa was a career counseling service provided by the City of Helsinki for unemployed youth in Helsinki. In 2012, the City of Helsinki celebrated its 200 years as a capital of Finland and reserved a special fund to be directed to the youth of Helsinki. The Respa career counseling received funding for three years. It provided career counseling from May 2013 and had 4 954 customers by the end of June 2016. The Respa-project continued until December 2016 and merged then with the other employment services of the City of Helsinki. The customer data of the Respa-project had not been used before this to study immigrants. The research permission for this data was given by the Helsinki City Executive Office Unit of Immigration and Employment Services.

### 3.3 Data collection

The study used secondary data that had been collected by the Respa project during a three-year period between the 15<sup>th</sup> of May 2013 and 30<sup>th</sup> of June 2016. The data were collected during career counseling by 20 career coaches working in the Respa project. Information was asked mainly in Finnish, as Finnish was the primary language in the Respa career coaching. English, Swedish, Russian and Arabic were also used as supporting languages. The project used a customer management system provided by Arc Technology to store all the customer data. (See appendix 2.)

All customers to Respa came by appointment from the TE services (Public employment and business services). To receive any unemployment benefits, a person had to first register with TE Services. TE-services expert determined by using the given criteria and his or her expertise if the individual would benefit from the Respa career coaching service and booked an appointment. According to the given criteria for a Respa customership, the customers had to be between 18-29 years of age, able to work at least part-time according to their current health situation, able to communicate on some level in Finnish, Swedish or English and live in Helsinki.

During the first appointment at Respa, the career coach entered the customer information in the customer management system. The system recognizes the gender automatically from the customer's social security number. All other data, including the mother tongue and education level, is fed into the system as told by the customer. When a customership ends, the career coach selects the reason for ending the customership. That selection determined which customers were chosen to be part of this sample (see Figure 2).

The population for the study consisted of immigrant youths between 18-29 years of age in Helsinki meaning about 20 000 individuals. The sample of this study was collected over a three-year period. It included 812 immigrants who were between 18 and 30 years of age. They were all residents of Helsinki.

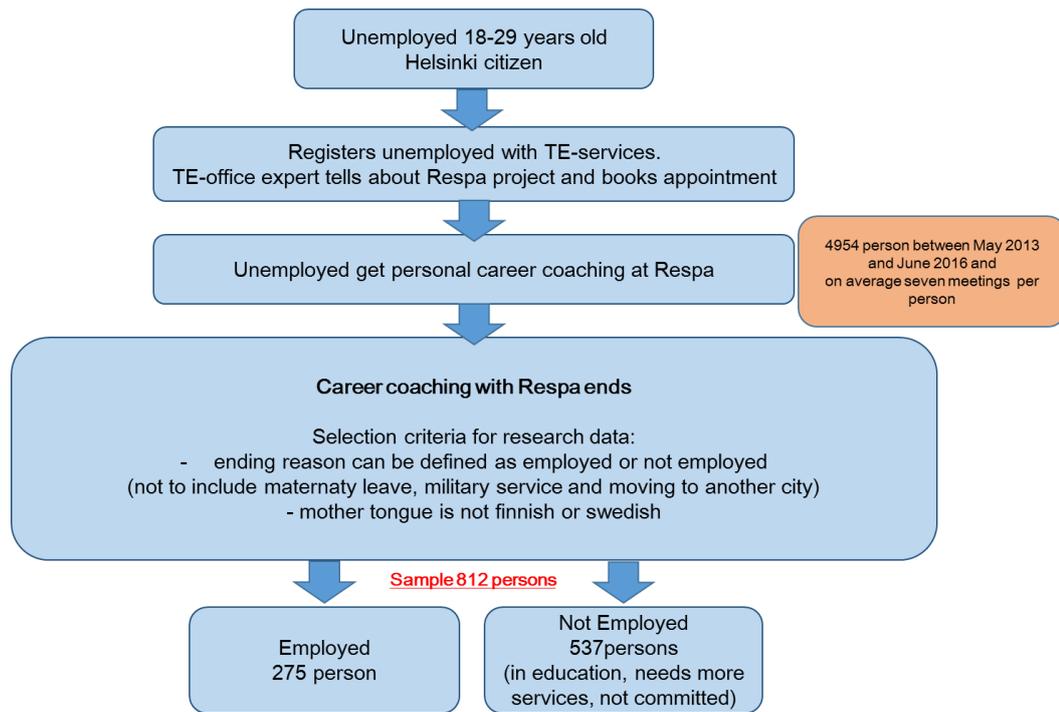


Figure 2. Selection process for participants to the sample

Everyone in this sample was registered as unemployed jobseekers when their first attended Respa. They were participants in the labour market but were not employed at the time. At the end of their Respa customership, some of them had found work and were then classified as employed. This status of employed and unemployed was used as a dependent variable in this study (see Figure 2).

### 3.4 Data analysis

The data was first exported to Excel from Arc Technology system used by Respa. In Excel, the data of 4 954 individuals went through three steps of modification. At first, every individual was given an ID number, and all personal information that could identify any individual from the dataset was removed. Removed information included name, birthday, telephone number and address. Secondly, all those 661 whose career coaching was continuing on 30<sup>th</sup> of June 2016 was removed. Then those 479 whose ending reason for career coaching could not be classified as employed or not employed was removed. Those reasons included maternity leave, military service, and moving to another city.

The data of 3814 individuals was then transferred to SPSS. In SPSS, the 3002 individuals whose mother tongue was Finnish or Swedish was separated as this study is only concentrating on immigrants. That data was transferred to SPSS in case a need for comparisons between immigrants and Finnish or Swedish speakers would rise at some point of this study or later.

The data were analyzed with IBM SPSS Statistics software version 23. The analysis was done by using crosstabs and dependencies between employment, and different variables were tested with chi-square statistical hypothesis testing. The chi-square is a test used to see whether there is an association between categories in a two-way table. The null hypothesis  $H_0$  is tested on particular significance level. When using 5% significance level and the null hypothesis is rejected you can say  $H_0$  was rejected at the 0.05 significance level and the result was significant. (Oakshott 2009)

The dependent variable in the study was the status of employment meaning if the individual was employed or unemployed. The status of employment was assumed to be affected by the independent variables. The independent variables in this study were the background factors: gender, mother tongue, and education level.

Variables have a different level of measurement and are either categorical or continuous. The level of measurement is significant and determines the suitable statistical methods for each type of variable. Status of employment, gender, mother tongue and level of education are all categorical variables. Education level can also be classified as ordinal variable as levels can be put in order from lowest to highest. Status of employment and gender are binary variables as there are only two possibilities. Mother tongue is a nominal variable as there are more than two options that are equivalent to each other. (Field 2009)

All variables have been entered into the data by the Respa career coaches. Status of employment variable was entered into the data at the end of career coaching relationship. Other variables were asked and entered into the data at the beginning or during the career coaching relationship. More detailed information about the collected information and variables can be found from the appendix. (See appendix 1.)

### 3.5 Verification of the results

To ensure validity and reliability of the study, several key areas needed to be considered. One was the problematic definition of an immigrant. In research, there are several methods to classify who are immigrants. In this study, immigrants were the ones whose first language was not Finnish or Swedish. Even though language does give a good idea about possible original nationality background of an immigrant, it is not feasible to make any conclusion from that. Many languages are widely spoken also as a first language, and people who speak those languages can come from very different cultural backgrounds. Some examples of a language like this are English, French, and Portuguese. That was considered in this study by concentrating mostly on languages that are not that widely spoken and grouping the languages that did not have enough data to make any generalizations. English was taken into this study separately, because as a most widely spoken language in the world, it may influence employability regardless of the origin of an individual.

Mother tongue in this study was the language the person told as his or her mother tongue. Perception of mother tongue may be different between individuals. For example, a person whose parents speak a foreign language at home but who has done all his education in Finland may speak Finnish better than the language spoken at home. He then may call Finnish or his home language his mother tongue. As a mother tongue determined immigration status in this study, it is not possible to know if they were first or second-generation immigrants. It is relatively safe to assume the sample included both.

The other key area to open is the data used for this research. Because the data was already collected, it was essential to understand how these immigrants had been chosen to the Respa-project and how this information were collected from them. That is described earlier in this chapter (see Figure 2). With the secondary sources of data, it is important to know how the data was collected and any circumstances that may have made the data inaccurate (Oakshott 2009). In this study, the advantage was that the researcher was part of the team that collected the secondary data. The researcher was very familiar with the data collection method and practices used in this study.

It is also important to keep in mind that education level only partly can tell about the employability of an immigrant regarding education. A country, where education has been achieved, can also affect that how employers see the value of an education (Forsander 2002, 276). In this data, it was not possible to see the country where education had been done.

It is relevant to identify how well the sample represents the target population. If the sample is poorly chosen, the results will be inaccurate due to the bias of the sample (Oakshott 2009). With large sample and thoroughly investigating and opening the collection of the secondary data, the bias will be avoided in this study. With the accurate use of statistical methods, SPSS software and data analysis techniques the result is aimed to be reliable and reproducible. The results cover unemployed young immigrants in Helsinki but can be used to certain extend to make a general conclusion about immigrant youth in other cities in Finland and immigrants in general.

## **4 Results**

The results of this study are presented in four parts. At first, the descriptive statistics are presented. In the second part, the impact of gender on the employment of immigrants is analyzed. The third part concentrates on the impact of a mother tongue and on the last part of the results the level of education affecting employment of immigrants is presented.

### **4.1 Descriptive statistics**

From this sample of 812 immigrants about one third (34%) were employed and two thirds (66%) not employed. The following subchapters of the study are presenting this difference by suggesting gender, mother tongue and education level as potential explaining factors. This study did not analyze the employed and not employed percentage in general or the reasons behind it. This study solely concentrated on the analyses how gender, mother tongue and level of education affected this percentage.

The sample included 343 females and 469 male immigrants. They represented more than 36 different languages. In the data 36 different mother tongues was named and 83 immigrants also told their mother tongue to be other than any of the given options. Their mother tongue was not known. (See appendix 3.)

The sample included immigrants from all over Helsinki. From 86 postcodes in Helsinki, 77 were represented in this sample. Almost one third (30%) were from East Helsinki including postcode areas 00900-00990. (See appendix 4.) That is in line with the locations where the immigrant population lives in Helsinki.

The average age in this sample was 24.8 where the youngest was 18 and the oldest 30 years old. Length of career coaching relationship at Respa varied greatly. Some customers had seen career coach once or twice, but some customers met the career coach for over a year. The average length of career coaching relationship among this sample of immigrants was 223 days. That was a little bit longer than average career coaching relationship in general. Average career coaching relationship in Respa including native Finnish youth was 199 days.

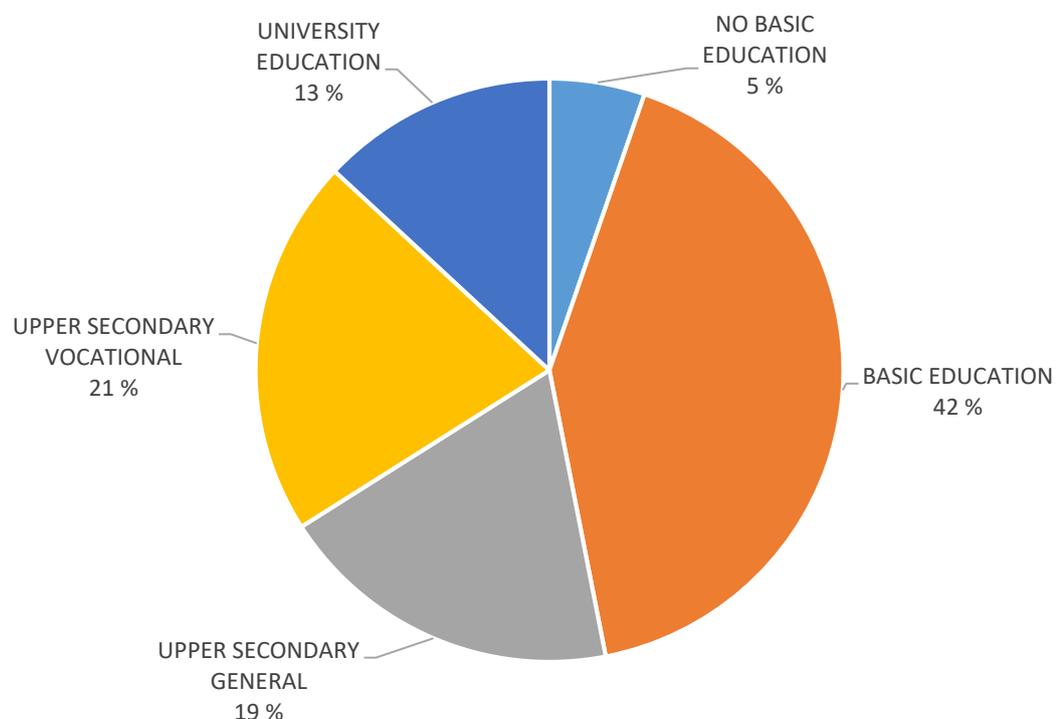


Figure 3. Education background (N=782)

The sample included immigrants from all education levels (see Figure 3). More than one third (42%) of the 782 immigrants in this sample had only basic education and about the similar group had an upper secondary level education. The sample included 30 immigrants whose education level was not known.

## 4.2 Gender affecting employment

From all immigrants in this study, about one third (34%) were employed, and two thirds (66%) were not employed (see Table 3). The female immigrants had slightly higher employment rate (36%) than male. The difference of 4 percentage points was found between employment of female and male immigrants as 32% of male immigrants got employed.

Table 1. Employed and not employed (%) by gender

	<b>Female</b> n=343 %	<b>Male</b> n=469 %	<b>All</b> N=812 %
<b>Employed</b>	<b>36</b>	<b>32</b>	<b>34</b>
<b>Not employed</b>	<b>64</b>	<b>68</b>	<b>66</b>
<b>Total</b>	<b>100 %</b>	<b>100 %</b>	<b>100 %</b>

There was a difference between male and female immigrants, but gender alone did not have a statistically relevant impact on the employment of immigrants. A chi-square test of independence was performed to examine the relationship between employment and gender. The dependence between employment and gender was not significant ( $X^2=1.38$ ,  $df=1$ ,  $p=0.239$ ). Based on this result, the null hypothesis ( $H^0$ ) that gender does not influence the employment of young immigrants can be accepted. Male immigrants are not more likely to find employment than female immigrants.

However, gender did not have a significant impact on the employment of immigrants an interesting observation was made when comparing male and female immigrants within a mother tongue or education level (see Figures 5 and 7). The results on the

impact of mother tongue on the employment of immigrants and differences between different languages are presented next.

### 4.3 Mother tongue affecting employment

The sample included 36 different mother tongues. Results of mother tongue affecting employment are presented for the seven main mother tongues (n=571) that represent 70% of the whole sample. Employment rates varied significantly between mother tongues from 22% for Somali to 51% for English speaking immigrants. The average percentage of the employment was 34% as seen in Table 3 in the previous chapter. The results show that the mother tongue does affect the employment of immigrants (see Figure 4).

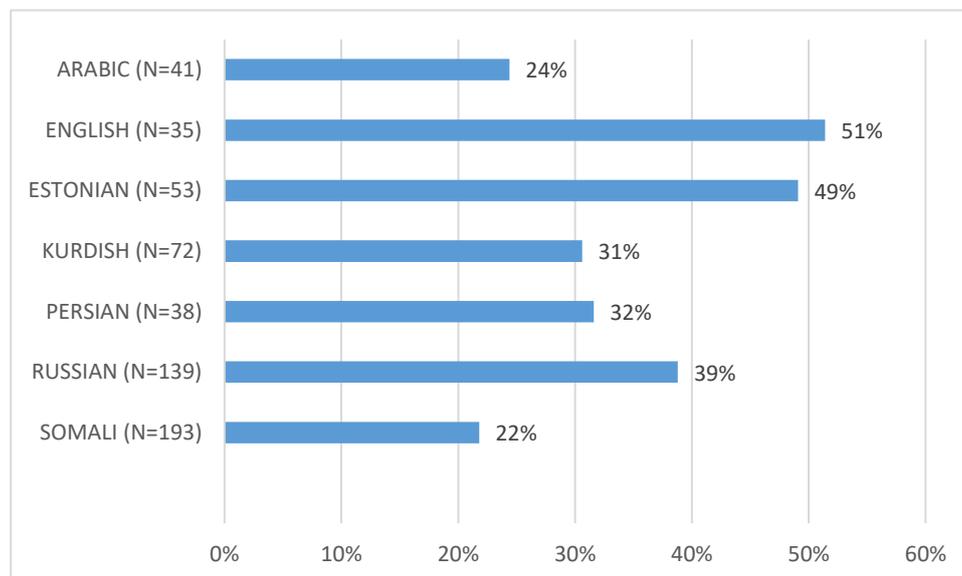


Figure 4. Employment percentage within mother tongue (n=571)

The highest employment was among immigrants whose mother tongue is English. More than half (51%) of the immigrants whose mother tongue is English was employed. Very close to that (49%) were immigrants whose mother tongue is Estonian. These two mother tongues had significantly higher employment than all others. Russian (39%) had the third highest employment, Persian (32%) and Kurdish (31%) following behind with less than one-third of them employed. The lowest

employment was among the immigrants whose mother tongue is Arabic (24%) and Somali (22%).

A chi-square test of independence was performed to examine the relationship between employment and mother tongue. The dependence between mother tongue and employment was highly significant ( $\chi^2=26.50$ ,  $df=6$ ,  $p<0.001$ ). Based on this result, the null hypothesis ( $H^0$ ) that mother tongue does not affect the employment of young immigrants can be rejected.

The mother tongue does affect the employment of immigrants and the results show that immigrants with mother tongue from western countries get employed better than immigrants with mother tongue from the Middle East or Africa. Within different mother tongues, there were notable differences between genders (see Figure 5).

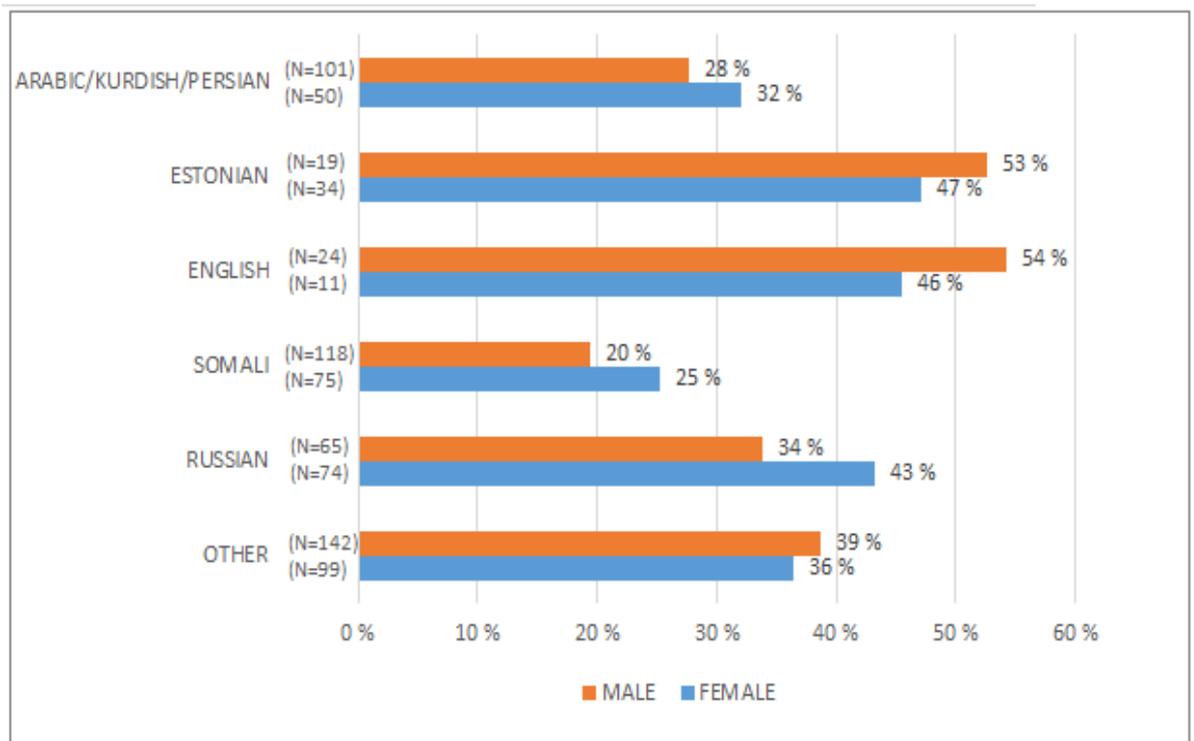


Figure 5. Employment percentage by gender within mother tongue (n=812)

In the Middle East and North Africa language group that included Arabic, Kurdish, and Persian, the difference between male and female was very close to 4 percentage points average that was presented in Table 3. The female immigrants were employed

better than males. The difference was very similar (5 percentage points) also among the immigrants whose mother tongue is Somali. Female immigrants with Russian mother tongue also had a higher employment percentage than male, but the difference between genders was considerably high 9 percentage points.

Opposite to other languages, the male immigrants whose mother tongue is Estonian or English had higher employment than female immigrants with the same mother tongue. These differences were interesting and observable from the figures, but the significance of mother tongue and gender together was not statistically tested. The differences show that impact of gender on employment is different depending on the mother tongue of the immigrant. The impact of mother tongue is highly significant regardless of other background factors. The results on the impact of education level on the employment of immigrants are presented next.

#### 4.4 Education level affecting employment

The results for education level affecting employment of immigrants are presented at five education levels (see Figure 6). The highest level is the university education. University education (N=102) includes immigrants with bachelor, master, and doctorate level education from academic universities, universities of professional education and polytechnics. Upper secondary education is the second highest level of education in this study having two groups upper secondary vocational (N=164) and upper secondary general (N=149). Upper secondary vocational is the education providing a professional qualification after basic education. Upper secondary general (i.e., high school, grammar school) is education preparing for higher education. The largest group is the immigrants with only basic education (N=326) which means the compulsory education, for example, nine years of school in Finland. The results showed that employment of immigrants varies significantly between education levels. The highest was the employment among immigrants who had a vocational education.

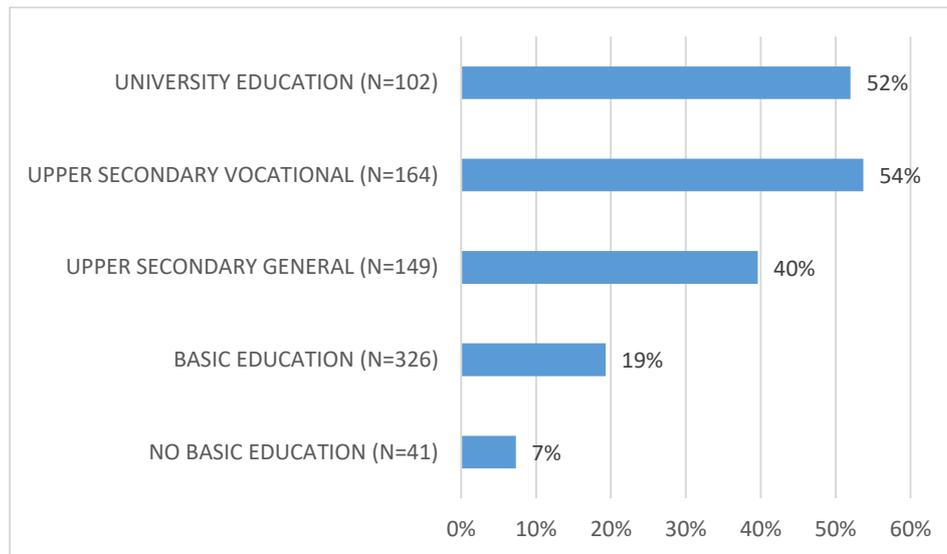


Figure 6. Employment percentage within level of education (n=782)

When more than half of the university educated (52%) and vocationally educated (54%) immigrants were employed, less than one-tenth of the immigrants without basic education (7%) were employed. Only 19 % of the immigrants with basic education was employed. Upper secondary general education raised employment rate already to 40% but was still far below vocational or university education. The level of education affected significantly on the employment of immigrants. A chi-square test was performed, and the dependence between education level and employment was highly significant ( $\chi^2=89.26$ ,  $df=4$ ,  $p<0.001$ ). Based on this result, the null hypothesis ( $H^0$ ) that level of education does not affect the employment of young immigrants can be rejected. Higher educated immigrants get employed easier than immigrants with lower education in general, but in this study, the immigrants with upper secondary vocational did get employed slightly better than immigrants with a university education.

When comparing the impact of education level on the employment rate between immigrants with different mother tongues the results were similar, but there were some differences between genders (see Figure 7). The female immigrants had better employment rate when they were more highly educated, and male immigrants were employed better in the groups of basic education or no basic education.

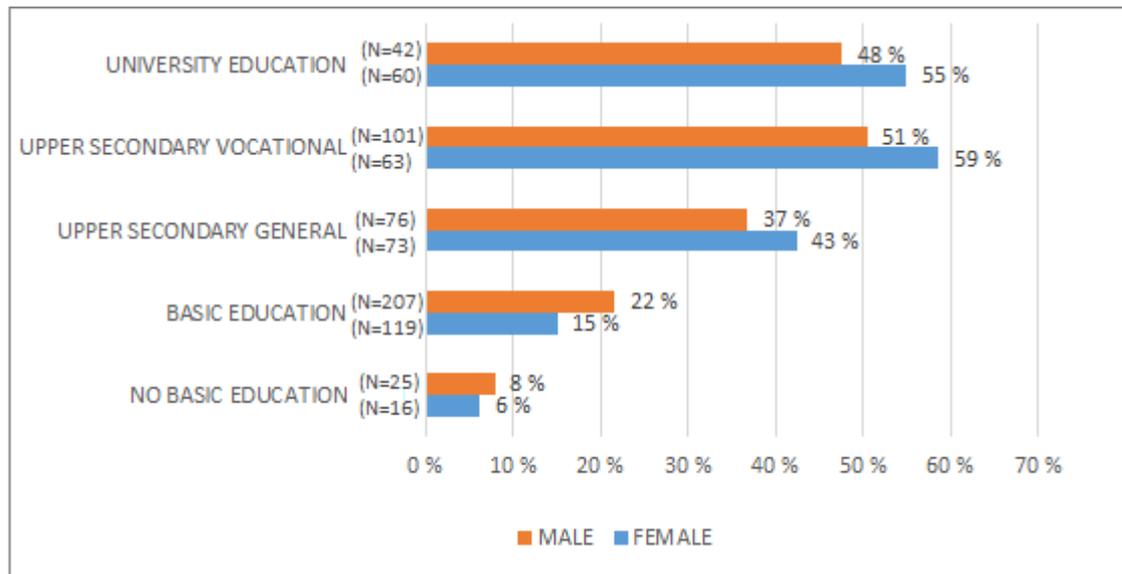


Figure 7. Employment percentage by gender within education level (n=782)

Among the university educated immigrants, the difference between genders was 7 percentage points and almost as much among immigrants with secondary education. In those education levels, the female immigrants had higher employment rate than male immigrants. That was the opposite among the immigrants with only basic education where male immigrants had 7 percentage points higher employment. The differences were notable from the data, but the impact of education level and gender was not statistically tested. As presented earlier, the dependence between education level and employment was statistically tested and was highly significant.

## 5 Discussion

Immigration and the integration of immigrants is a current topic in politics, research, business, and economy. No matter what the field of study, employment is recognized as the critical element for integration to any immigrant group and any society. This study looked at the employment of immigrants by concentrating on three background factors that affect how immigrants find employment. These factors were gender, mother tongue and level of education. By studying the data of 812 young immigrants, the study answered the research question:

How gender, mother tongue, and education level impact on the employment of young immigrants in Helsinki?

### 5.1 Answers to the research questions

The research question was answered by testing the following three hypotheses that rose from the previous studies and literature.

- Hypothesis 1: Male immigrants find employment more easily than female immigrants.

Based on this study, the gender alone does not have a significant impact on the employment of immigrants. The results show a difference in the employment of male (32%) and female (36%) immigrants, but the gender alone does not have a statistically relevant impact on employment. However, when gender is looked together with mother tongue or education level interesting differences can be noticed. Based on previous literature and statistics, the research hypothesis assumed that the male immigrants would be employed more easily than female immigrants. This study did not support this argument. A chi-square test of independence was performed to examine the relationship between employment and gender. The dependence between employment and gender is not significant ( $\chi^2=1.38$ ,  $df=1$ ,  $p=0.239$ ).

- Hypothesis 2: Immigrants with mother tongue from the Western countries become employed more easily than immigrants with mother tongues from the Middle East or Africa.

The results show that the mother tongue does affect the employment of immigrants. Based on this study, immigrants with mother tongues from the Western countries are employed more easily than immigrants with mother tongues from the Middle East or Africa. When about half of the English (51 %) and Estonian (49 %) speakers in this study were employed, less than a quarter of the Somali (22 %) and Arabic (24 %) speakers were employed. Moreover, immigrants with Russian (40%) as a mother tongue were employed slightly better than what was the average employment rate (34 %) in the sample. A chi-square test of independence was performed to examine the relationship between employment and mother tongue. The dependence

between employment and mother tongue is highly significant ( $\chi^2=26.50$ ,  $df=6$ ,  $p<0.001$ ).

- Hypothesis 3: More highly educated immigrants find employment more easily than those with a lower level of education.

The results show that the level of education has a highly significant impact on the employment of young immigrants. When the average employment rate of this sample was 34%, more than half of the university educated (52%) and vocationally educated (54%) immigrants were employed. Immigrants with upper secondary general education (40%) were also employed above the average. Finding employment was very difficult for immigrants with the basic education (19%) and even more difficult for immigrants without the basic education (7%). The results of this study were generally in line with the hypothesis that more highly educated immigrants are employed more easily than immigrants with lower education. However, in this study, the immigrants with vocational education had a higher employment rate than university educated immigrants. A chi-square test was performed, and the dependence between employment and education level was highly significant ( $\chi^2=89.26$ ,  $df=4$ ,  $p<0.001$ ).

Interesting observations rose from the results when looking at the impact of gender on the employment of immigrants within different mother tongues or education levels. These observations could be seen in this data, but they were not statistically tested. Male immigrants with the mother tongue of English or Estonian had better employment rates than female. However, when the mother tongue was Arabic, Kurdish, Persian, Somali or Russian the opposite could be seen, and the female immigrants had higher employment rates than the male immigrants. The difference was notable in the data and varied from 5 percentage points for the Somali to 9 percentage points for the Russian female immigrants. Those differences showed that female immigrants with the mother tongue of Russian had a 26 % higher employment rate than male. Female immigrants with the mother tongue of Somali had a 25% higher employment rate than the Somali males. As the sample size for the

Somali was good (N=193), the difference between males and females was too significant not to be noted.

Gender impact on employment within different levels of education showed interesting results. The data showed that the higher the education, the better the situation of female immigrants was compared to the male immigrants. After university or upper secondary education, the employment of female immigrants was 6-8 percentage points higher than with males, meaning a 14-16 % difference. If an immigrant had a basic education or no completed education at all, the employment was higher for male immigrants. In these groups, the difference was even more prominent as the male immigrants with only the basic education have 47% higher employment than female.

## 5.2 Practical implications

The results of this study can be used when planning employment services or other integration services for immigrants. The information that these results provide can help to recognize different target groups for these services among the immigrant population. This information assists in selecting the target groups who have the most challenges and need support to get to employment.

According to this study, the gender does not alone impact on the employment of immigrants. Targeting the services at any gender is not necessary according to these results. However, in these results, the Somali girls stood out compared to their position in the job market. According to the statistics, the unemployment of Somali women is particularly high, but in this study, Somali girls were employed 25 % better than boys. It suggests that when the girls receive support services, such as the Respa career coaching, they can find employment better. The more effort should be made to reach Somali girls and offer them similar services.

Education of immigrants has already been high on the agenda of the City of Helsinki and that is how it should also be in the future. These results confirm that the level of education has an impact the employment of immigrants, and that supporting immigrants to achieve at least the upper secondary level education will have a significant impact on the employment.

Mother tongue has an impact on the employment, and support services for immigrant youth whose mother tongue is Arabic, Kurdish, Persia or Somali are needed. These results show that young immigrants with these mother tongues or lower education level particularly need more services and support.

### 5.3 Assessment of the results in the light of literature

The results of this study supported the findings of the previous studies but also some differences were found. Literature and previous studies show a difference in the employment rates between male and female immigrants. Male immigrants generally have higher employment rate although the difference is not large (Saukkonen 2016, 22). According to this study, gender does not have a statistically significant impact on the employment rate and in this study female immigrants found employment slightly better than male immigrants. Differences can also be found when looking at the gender within different mother tongues. In previous studies, Somali male had a higher employment rate than female (Saukkonen 2016, Open Society Foundations, 2013). In this study, Somali females did find employment significantly better than males.

The results also showed that the mother tongue and the country of origin had a very similar impact on the employment with the previous literature. When the background country of an immigrant is from Western Europe, the employment is significantly higher than among other immigrants (Saukkonen 2016, 19). Among the Russians, who are the largest immigrant group in Finland, the employment rate is already significantly lower in all other literature, and this study showed similar results. Other literature shows the lowest employment rates in Helsinki among immigrants from Irak, Somalia or Afganistan. When comparing those with the language groups Arabic, Kurdish, Persian and Somali in this study the results were similar.

These results support the literature and previous studies on the importance of the education regarding employment of immigrants. Previous literature and studies present that the higher the education, the higher the employment (Forsander 2002, Hiekkavuo et al. 2016, Nieminen, Sutela, & Hannula 2015). This study showed similar

results with the remark that in this study, the immigrants with the vocational education had slightly higher employment rate than the university educated immigrants. The employment with no education or with only a basic education is highly difficult according to previous studies and the results of this study.

#### 5.4 Limitations of the research

The sample of 812 young immigrants was collected at Respa career counseling. It represented the immigrants who had registered unemployed and by appointment from TE-office had entered the career counseling. In career counseling, the primary language had been Finnish. English, Swedish, Arabic, and Russian had been supporting languages. Because of these limitations, this sample did not include some immigrant groups such as recently arrived refugees, migrants not registered at TE-services or without a work permit, and migrants without any Finnish language skills. Although these results do not represent them, the results imply what will their position in the job market be in the future after acquiring the necessary Finnish skills.

This study gave only information about the impact of education level but did not recognise in which country the education had been obtained. The country of education does have an impact on the employment and is an interesting topic for further research.

The results of this study covered the unemployed young immigrants in Helsinki. These findings can be used to a certain extent to make a general conclusion about the immigrant youth in other cities when keeping in mind the local characteristics that other locations may have. It is also important to remember that this study was based on the customers of a career coaching service and all these young immigrants had received some level of support and help already. In brief, this study describes the situation of those immigrants who already have at least some level of Finnish skills and are willing and able to go to employment.

#### 5.5 Recommendations for future research

As different factors and their impact on employment are recognized, it is very relevant to have further studies and research to get a deeper understanding of these factors. Conducting a qualitative study of selected groups to have a more in-depth

understanding of these results is recommended. Based on the results several groups can be recommended depending on the view of the researcher. According to this study gender alone does not have an impact on the employment of immigrants. Still, the study showed differences between genders in different language groups and education levels. Among immigrants with only basic education, the male has 47% higher employment rate than female. This research does not provide an answer to this difference, but it could be a fascinating topic for future research.

Regarding the education level, it would be interesting to know if those immigrants who get employed, are working in the field of their education and do the work that matches their level of education. It would also be interesting to find out where the education was obtained and how much did the origin of the education impact the employment opportunities.

Recommended groups for future research based on this study could be Somali or Arabic speakers as they have the most challenges on the labour market even compared to Kurdish and Persian speakers. Other target groups could be Somali or Russian girls who got employed to get a more in-depth understanding what were the key factors that got them to employment. Both groups got particularly high employment in this study compared to other studies so learnings from them could benefit others.

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## Appendices

### Appendix 1. Information collected in Respa career counselling

Name

Social security number

Email address

Date of birth

**Mother tongue\***

**Gender\***

Occupation

Telephonenumber

Postal address

TE-office contact person

Customership began

Customership ended

**Reason for ending customership\***

Date when unemployment began

**Education\***

Educations started but not finished

Applied to school to studies

More detailed description about studies

Any limitations to be considered regarding employment or studying

Any other services or contacts important regarding career coaching relationship

Driving license

Language skills

IT Skills

Work experience

Hobbies

**\* used as a dependent or independent variable in this study**

## Appendix 2. Information collection and data storage in Arc system

RESPA Haastattelulomake    RESPA Toimintolomake

valitse henkilö  näyttä

### Muokkaa käyttäjää (ID #26486)

**Järjestelmän käyttöön liittyvät tiedot**

Käyttäjätunnus **arctest**

Salasana  **ikkunaleike**  Älä muuta  Muuta    
 Valhvista

Järjestelmän kieli **Englanti** ▼

Käyttäjätaso **User**

**Henkilökohtaiset tiedot**

Sukunimi

Etunimet

Henkilötunnus

Sähköposti

Status

Syntymäaika  22.10.1989

Sukupuoli **Mies** ▼

Äidinkieli **Suomi** ▼

Ammattinimike

Matkapuhelin

Osoite

Osoitteen jatkoa...

Postinumero

Kaupunki

Työnhaku voimassa

**RESPA-tiedot**

Henkilö on RESPA asiakas

Uravalmentaja

### Appendix 3. Dependent variable: breakdown of all ending reasons for career coaching in the sample data

<b>EMPLOYED</b>	<b>275</b>
Töissä [employed]	
<b>NOT EMPLOYED</b>	<b>537</b>
Ei sitoutunut työskentelyyn [not committed]	131
Tarvitsee laajempaa palveluvalikkoa [need of some other service]	46
Lopettaminen yhteistyössä [ending in cooperation]	98
Koulutuksessa [in education/training]	262
<b>Other ending reasons in the original data not included in the sample</b>	
Ei saapunut ensimmäiseen tapaamiseen [not arrived to appointment]	
Muutto [relocation]	
Varusmies- tai siviilipalvelus [military service]	
Äitiysloma / perhevapaa [maternity leave]	
Muu [other]	

### Appendix 4. All mother tongues in the sample

Mother tongue	Frequency	Percentage (%)
ALBANIA	12	1,5
ARABIC	41	5
BULGARIAN	2	0,2
ESTONIAN	53	6,5
ENGLISH	35	4,3
SPANISH	14	1,7
PHILIPPINE	4	0,5
HINDI	4	0,5
DUTCH	3	0,4
ITALIAN	6	0,7
JAPANESE	1	0,1
CHINESE	10	1,2
KOREAN	1	0,1
GREEK	1	0,1
KURDISH	72	8,9
LATVIAN	4	0,5
LITHUANIAN	2	0,2

MAKEDONIAN	2	0,2
PERSIAN	38	4,7
PORTUGESE	7	0,9
POLISH	2	0,2
FRENCH	17	2,1
ROMANIAN	4	0,5
GERMAN	4	0,5
SERBO-CROATIAN	3	0,4
SLOVENIAN	1	0,1
SOMALI	193	23,8
SWAHILI	4	0,5
THAI	11	1,4
CZECH	2	0,2
TURKISH	19	2,3
UKRAINIAN	2	0,2
HUNGARIAN	3	0,4
BELARUSSIAN	1	0,1
RUSSIAN	139	17,1
VIETNAMESE	12	1,5
OTHER	83	10,2
Total	812	100

## Appendix 5. Postcodes of the parcipants in the sample

Postcode (00xxx)	Frequency	Percentage (%)
100	22	2,8
120	3	0,4
130	1	0,1
150	7	0,9
160	1	0,1
170	2	0,3
180	17	2,1
200	7	0,9
210	2	0,3
220	2	0,3
240	3	0,4
250	7	0,9
260	3	0,4
270	13	1,6
280	4	0,5
290	1	0,1
300	9	1,1
310	2	0,3
320	16	2
330	5	0,6
340	1	0,1
350	11	1,4
360	3	0,4
370	18	2,3
380	5	0,6

390	9	1,1
400	28	3,5
410	14	1,8
420	27	3,4
430	2	0,3
440	8	1
500	19	2,4
510	8	1
520	9	1,1
530	24	3
540	2	0,3
550	16	2
560	6	0,8
570	4	0,5
580	2	0,3
600	6	0,8
610	3	0,4
620	3	0,4
630	7	0,9
640	5	0,6
650	4	0,5
670	1	0,1
680	1	0,1
690	1	0,1
700	25	3,1
710	22	2,8
720	13	1,6
730	4	0,5
740	6	0,8
750	23	2,9
760	5	0,6
770	10	1,3
780	7	0,9
790	9	1,1
800	6	0,8
810	29	3,6
820	9	1,1
830	1	0,1
840	6	0,8
850	1	0,1
870	6	0,8
890	2	0,3
900	18	2,3
910	20	2,5
920	17	2,1
930	25	3,1
940	63	7,9
950	5	0,6
960	11	1,4
970	19	2,4
980	50	6,3
990	9	1,1
<b>Total</b>	<b>795</b>	<b>100</b>

## Appendix 6. Chi-Square tests between gender and employment (n=812)

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1,384 <sup>a</sup>	1	,239		
Continuity Correction <sup>b</sup>	1,213	1	,271		
Likelihood Ratio	1,380	1	,240		
Fisher's Exact Test				,260	,135
Linear-by-Linear Association	1,382	1	,240		
N of Valid Cases	812				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 116,16.

b. Computed only for a 2x2 table

## Appendix 7. Chi-Square test between mother tongue and employment (n=571)

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26,504 <sup>a</sup>	6	,000
Likelihood Ratio	26,333	6	,000
Linear-by-Linear Association	2,189	1	,139
N of Valid Cases	571		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 11,28.

## Appendix 8. Chi-Square test between education level and employment (n=782)

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	89,262 <sup>a</sup>	4	,000
Likelihood Ratio	93,425	4	,000
Linear-by-Linear Association	80,650	1	,000
N of Valid Cases	782		

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 13,95.