

Nafisa Yeasmin

The governance of immigration manifests itself in those who are being governed

Economic integration of immigrants
in Arctic perspectives



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ACADEMIC DISSERTATION

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LAPIN YLIOPISTO
UNIVERSITY OF LAPLAND

Rovaniemi 2018

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Rovaniemi.

I was welcomed by the magical city of Rovaniemi in the year 2006, on March the 4th, when the right combination of winter spirit, mixed with the exquisite sceneries of pine and birch, filled me with joy. Rovaniemi is a sparsely-populated Arctic city in which many northern days are full of snow and ice, and those sunless days produced a melancholic feeling in me at the beginning of my arrival. However, experiencing the midnight sun during the northern summer and witnessing the dancing of the Northern Lights sometimes filled the gap of my homesickness. Over time, I received support from many sources, for which I am eternally grateful; there are several that I would like to acknowledge further. The support of formal, informal and non-formal actors, sectors, friend circles, and associates eased my integration over the course of time.

Immediately after finalising my language path, I started my entrepreneurial path, which I found tedious after a certain period of time. Commencing my job at MoniNet, a multicultural centre, I had the privilege to work with immigrants, which then inspired my interest to study the topic of the integration of immigrants. My few months' internship with Anne-Mari Suopajarvi at the Centre of Economic Development, Transport and Environment cemented my path to conduct my doctoral dissertation at the University of Lapland in December 2011.

Commencing my studies in 2012 at the Northern Political Economy research group, a research cluster of the Arctic Centre, I had the privilege of meeting Monica Tennberg, who became my supervisor. Over the course of my doctoral studies, Monica acted as my primary supervisor, and in fact the title of my dissertation was suggested by Monica as one of the research questions of my dissertation at that time. Monica contributed greatly to the various development phases of the dissertation, not only with her willingness to review, discuss, and improve my drafts, academic writing skills, and theoretical understanding, but also in her ability to encourage me to continue my research. During this journey, the Sustainable Development Research/NPE group continually supported my work. For this, I primarily acknowledge Monica Tennberg and her research team. Professor Markku Vieru, Dr Saara Koikkalainen, Dr Mika Luoma-aho, Professor Julian Reid and Dr Merja Paksuniemi have contributed to my progress in many ways and have been supervising me by providing valuable and constructive suggestions. I would like to extend my thanks to them.

Then I shifted my research group and became a fellow of the Arctic Governance research cluster in the year 2015, where Professor Timo Koivurova, the Director of the Arctic Centre and leader of the above-mentioned research cluster, supported me in various phases of the advanced stages of my dissertation. Gradually I became acquainted with Professor Elli Heikkilä, a research professor at the Migration Institute in Turku, and she became another supervisor. The official supervisors of my dissertation are Timo Koivurova and Elli Heikkilä, who have greatly contributed to the various development phases of the dissertation and the defence process as well as ensuring the quality of the work. For this, I give many thanks to them for their patience, motivation and immense knowledge, insightful comments and guidance, which motivated me to widen my research knowledge from various points of view.

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In the year 2014, I established an immigrant-led association with the full support of Riitta Kemppainen-Koivisto, whom I would like to thank for her encouragement and for always being beside me and encouraging my work, translating my media articles and weeping when I delivered some emotional speeches before the public. I give my thanks to the executive board of this immigrant-led association for valuing my research materials by giving me the opportunity to conduct ethnographic observation. I would like to thank my respondents for their precious support that fuelled the beginnings of my research.

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Rovaniemi, October 2018

Nafisa Yeasmin

To my parents

Emdadul Haque and Monowara Haque Khandker

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1. Introduction

1.1. Background of the Dissertation

The recent migration crisis is provoking and frustrating people worldwide, especially politicians, journalists and academics in every EU member state. It is an ongoing debate; the Arctic region is no exception. Both concerned authorities as well as citizens are trying to make sense of the phenomenon, and this has led to a public debate on immigration in the Arctic (Yeasmin 2016). Migration and mobility are increasingly integral to the trajectory of Lapland's political economy. The host society is usually constructed with a broader cultural set of rules and beliefs from rational individuals, and these rules and beliefs are enabled by organisational isomorphism and bureaucracy, as discussed in Sack's Tendency. It is very difficult to transform and change the rules, customs and norms of an institution that is influenced by organisational behaviour. Social values are associated with or implied by the activities and norms of acceptable organisational behaviour in the larger societal system. When those value systems are congruent, it is called 'organisational legitimacy', but when that value system is incongruent, then it becomes a threat to organisational legitimacy, which can also create threats to legal, economic and other social sanctions (Dowling & Pfeffer 1975).

Migration within the debate on institution is identified as a crucial channel of transmission between institutions in destination countries. There is a reflection of migration in society, economy and policy (Jennissen 2004). Institutional transformation in political, economic and social systems means a whole set of social, institutional and behavioural changes that cannot happen suddenly; they need a gradual system for building a new pattern of institution. A stable institution needs to form social and economic capital for sustaining its organisational structures. The changing of an institution frequently sparks controversial assumptions between individual values and expectations. The choices, attitudes and behaviour of an individual can support an institution to make decisions on migration and its various related phenomena.

Immigration is a part of the fabric of Arctic society. All societies need a transformation and reconstruction of their overall model, a change that goes

beyond the continual process of social change (Polanyi 2001, first published in 1944). The effects of transformations are a process of inclusion and exclusion in the capitalist market relations for particular regions and social groups (Castells 1996). The whole process leads to a new economic construction. Through this immigration process, some groups are included in the new economy and some find their workplaces destroyed as their qualifications become devalued. Major changes in economy can lead to a profound transformation of societies. Social transformation affects not only economic well-being but can also lead to increased violence, prejudice and lack of human security in less developed societies (Castles 2015). People from these less developed societies are forced to flee their homes as refugees, asylum seekers and job seekers. The departure of immigrants from one nation to another seems to burden the local community (Pitkänen & Atjonen 2002), since it is felt that it affects economic reconstruction and social relations within the community. These are the critical variables that hinder a mode of good governance that can produce successful collaboration. Governance requires co-operation among stakeholders, power and resources imbalances, leadership and institutional design.

These challenges often cause many immigrants to move to the southern parts of the Northern Countries. These discourses are constantly affected by complex processes of action by various groups, and the different perspectives of different groups make this a big issue on the political agenda in the Arctic countries, even though the overall number of immigrants remains relatively small. Finns, who are influenced by the political discourses, often lack the real facts, images and values of immigration (Yeasmin 2016). In fact, regional trends depend on international trends in many cases. International positive migration trends could therefore be a force towards changing and influencing the emergence of new perceptions and attitudes (Heikkilä & Pikkarainen 2010).

With respect to the economic development of this Northern Region, positive discourses regarding immigrants are potentially important for fostering the economic integration of immigrants so that they can contribute to the native labour market (Heikkilä et al. 2004). The main interest of this dissertation is to explore the hope and happiness of immigrants living in a geographically isolated territory — Finnish Lapland — which is sparsely populated, and more workers are needed from outside the region for regional development (Heikkilä 2012). According to the socio-economic theory of immigration, social embeddedness provides a suitable conceptual framework for the exploration of the different forms in which social structure can effect economic action (Portes & Sensenbrenner 1993). Immigration is identified as one of the mechanisms leading to the emergence of social capital. Immigration has positive and negative consequences, as do all mechanisms, and often those consequences lead to the

emergence of social capital (Forsander 2004). Immigration research literature offers a rich resource for “social institutions” (Schumpeter 1954).

There are different factors that negatively influence immigration in the north. Immigrants feel that they are socially excluded from mainstream Lappish society: research results suggest that immigrants from the Middle East and Africa are more vulnerable to being excluded than other immigrants (Yeasmin 2012). Local people’s attitudes towards immigrants vary based on the situations in which they encounter immigrants, the immigrants’ country of origin and educational background, the views of the respective groups, and so forth (Pehkonen 2006). The cultural and national identity of an immigrant also plays an important role in how he or she is treated by local residents (Yeasmin 2017). Because immigrants are the cause of cultural encounters between locals and immigrant cultures, these encounters could sometimes be the seed of cultural conflict (Forsander 2004).

Immigration makes a positive contribution in the host society. This has been studied previously, in the case of American immigration history, and we can see that America sought economic opportunities and a better life for their children by receiving immigrants (Hirschman, Charles 2014) (Yeasmin 2016). Immigration also has a positive impact on the northern European economy, society and culture. Nonetheless, before utilising their skills and knowledge, we need to integrate immigrants into mainstream Finnish society. Integration is not an easy task but it does not have to be painful if we can find a better strategy. In employment assimilation patterns, the employment rates of immigrants compared to natives are particularly interesting. Lately it would seem that migration flows are reducing employment and earnings. However, after staying in Finland for a certain period of time and being given proper training, immigrants would be able to work in the Finnish labour market, since Finland needs workers in many different fields (Heikkilä 2012). On the other hand, we need a faster assimilation process. The assimilation process that Finnish society follows is slow and not very successful (Yeasmin 2016).

Employment assimilation and earning assimilation (Kerr & Kerr 2011) is poorly understood in Finland, and immigrants face several problems with the recognition of educational degrees, poor professional and social networks, as well as a lack of language skills and knowledge of the working culture, rules and regulations of working life (Ibid.). According to Sarvimäki (2017), there are immigrant-native gaps in employment and earnings which decrease over time but still remain a large gap. Immigrant men earn “only 22-38 percent of the average earnings of a native Finnish man of the same age. The relative earnings of women were even smaller”. This situation hinders the integration of

immigrants, and higher unemployment (Heikkilä 2011) causes slow economic growth to some extent.

On the other hand, Europe, along with northern countries, is now finding itself confronted with an ageing population. Overall population numbers are declining. The northern part of Europe is facing high unemployment together with slow economic growth. In this situation, the free movement of people to the North is a means of creating future prospects and establishing a strong labour market, which would be beneficial for workers, employers and taxpayers. The Arctic needs to reform its labour market systems because common goods (Forsander 2004) and the nature of work are constantly changing. In this paper, I have examined the correlation between diversity and development (Yeasmin 2016).

Economic theory suggests that the impact of immigration is likely to be small and will disappear over time as the economy adjusts to a larger workforce supply. There is much evidence for this in the data obtained in previous studies from the US and the UK. It is true that certain groups of workers do seem to lose their work due to new immigration: previous immigrants, native workers with poor skills, and people who are already most likely to drop out of the labour force. Nonetheless, many other factors are much more important in determining how workers succeed in the labour market. Socio-economic restructuring and trade, education and technological progress, and indeed demographic change all manifest to have a much greater impact than simply the number of immigrants arriving in the host countries (Will Somerville and Madeleine Sumption).

From the Finnish perspective, the native population, especially the young, are moving towards the south to access economic and social facilities. Even working-age people from northern towns are moving south, causing an unbalanced situation in the labour market. There are some municipalities in which most of the inhabitants are elderly people, which poses challenges for the local governance. If there are no taxpayers, nobody is left to pay the pension costs for those elderly people. On the other hand, increased pension costs and a low birthrate are also producing an essential need for social reformation in the north. According to the Eurostat 2009 (Eurostat 2009), net migration to Europe is expected to maintain an overall growth rate for the region's population positively until 2035; however, after that, the projected immigration would be insufficient to maintain a positive growth rate in Europe. Malmström says that "immigration cannot be the only answer to the demographic crisis". However, history tells us that countries who remain open and attract the best talent keep pace with their competitors. Those who shut their borders gradually fall behind (Malmström 2012). Immigration is a resource of innovation in future

competition and an opportunity to solve future societal problems (Serger 2015). Therefore, in this situation, receiving immigrants is the fastest-growing form or mechanism of development for Finland and indeed for Europe, and it can help reconnect the South and the North. The asylum influx of Autumn 2015 is seen positively in Sweden from a development perspective. It is useful to analyse and explain actual migration experiences in practice. Some see this influx just as an issue for economic inputs and outputs. Some policy makers raise questions of economic data and models that are a popular topic in migration issues. However, “a typical migratory process” demonstrates a crucial linkage between migration and all other relationships such as economic, social political and cultural. Many skilled and low-skilled asylum seekers are ready to share their knowledge and skills with others. They absorb new ideas and ways of doing new things. Some regions that lack skilled labour can use the skills of immigrants. So, investing resources in immigration education to help immigrants in obtaining a host country degree is a bonus on top of their own skills that they bring from their country of origin. An immigrant who does not have professional skills can learn through vocational training. It is the perfect opportunity to give them the right education according to future labour demand and to make them qualified to work in the host society. It has been analysed that immigrants could fill potential niches in both the fast-growing and declining sectors of the EU economy, and they contribute to making the labour market more flexible in the future (Karakas 2015).

This dissertation argues that the trend of global immigration has an impact on regional governance. There are important gaps that remain in global governance, e.g. obstacles to an assessment of the economic, socio-cultural and security-related consequences, no binding forces for the preparation of development strategies, etc. These gaps hamper immigration management on the regional level. It is necessary to establish binding and worldwide standards policies under international law. Therefore, this dissertation highlights regional discourses to identify the effects that include a number of substantial regional problems in order to integrate immigrants into the Arctic. Some issues of governance regarding competitive economy and socio-culture ecology are raised, focusing on state norms and policies about social sectors and actors through the case study articles.

1.2. Basic Concepts

In Lapland as well as in the Arctic region in general, ‘immigrant’ is becoming a visible social category, since Nordic countries are receiving humanitarian immigrants, and the northernmost cities of Finland, Norway and Sweden are

resettling these immigrants into their territories. Many skilled, low-skilled and highly-skilled immigrants have been received by these countries. Sometimes and in some years, states are required to accept a quota of refugees without having a clearer plan of how to integrate those refugees into the host country. Giving protection to refugees was the first target set by the states, and as a result, the proper integration model was disregarded.

National delegates and municipalities usually decide the very first settlement of humanitarian immigrants, hence the immigrants do not have any idea beforehand as to which place they are going to be settled in. It is a shock for many immigrants to be settled in territories where there is the 'midnight sun' in the summer and a dark, extremely cold winter in addition to a very sparsely-populated area and a small community. It is not a simple matter to adapt to such a new society for those who have maintained a different lifestyle with dissimilar lifelong beliefs and values.

Integration in such an extreme place brings many social-cultural challenges, while at the same time, the immigrants have to encompass new ways of living along with new beliefs and values in a new country. Integration can become a stress factor for them, and this stress can be exacerbated when the socio-cultural environment of the country of origin and the host country clash greatly. These factors can hinder adaptation to the new country. It becomes a subjective matter of emotional, social, and cultural consequences for those immigrants. This sudden change of environment, occupation, community and language have an effect on their territoriality. Many other additional challenges related to their responsibilities and positions within the family and in a different socio-ecological model indeed affect the adjustment process. Conversely, by not having a communication language, they cannot express their real voices in the society in which they are the minority. There are very small immigrant communities comprising only 15 or 20 immigrants in some of the northern towns in Finnish Lapland. Loneliness, along with other stressors of integration and new responsibilities, causes the need for strengthening a multi-system strategy that can help immigrants cope with the Arctic conditions.

A dynamic process of positive adaptation in the Arctic context demonstrates competences of all related actors and sectors despite continuous or cumulative adversity (Bottrell 2009). There is limited research on the integration of immigrants in the Arctic context. Therefore, it is necessary to carry out research on the attachment strategy between the Arctic social-ecological model and immigrants, which can construct physical and psychological bonds over territoriality; the model needs more attachments between the actors and the sectors that are significantly related to the effective integration process. There is a

lack of a sense of security among immigrants and the majority population in the context of immigration. The anticipation of the majority is that they will need to protect the social-ecological trends of the host region or country that are under threat because of the presence of immigrants in the Arctic society. Changing this behaviour of the majority indeed needs a positive adaptation framework on both a regional and national government level, a framework that would be transparent enough and consistent over a longer period of time to establish a trustworthy relationship between the locals and immigrants. A crucial aspect is to increase societal understanding of positive knowledge in the Arctic migration context in order to develop and sustain the Arctic community, a community that has been restructured by the drastic demographical challenges.

Community resilience is also determined by the accumulated experiences (Patterson & Kelleher 2005) of the community members. All community members need expanded knowledge about diversity, including others' race, gender, age, economic status, and religious affiliation (Greene & Conrad 2002). Therefore, it is important to have an understanding of the different strategies for resilience and the associated factors that facilitate the integration process of immigrants. These strategies and factors offer support to immigrants during their transition into the Arctic society. Moreover, understanding the experiences of immigration or immigrants and the essentials of the integration process, such as economic integration needs, have been included in this dissertation.

Immigrants as a disadvantaged group need the support of the host country in many aspects. Therefore, if their voice is not heard, then it is hard for the regional and national governments to take positive initiatives. Refugees have fled their countries for reasons of political instability, discrimination, sudden dislocation, and violence, so it is humane to ensure their security in the host country. Immigrants are a diverse group with different backgrounds and needs, and their stress and adversity levels in relation to their immigration status in a new country are also different. Therefore, the experiences of refugees and other immigrant populations has been described cautiously in this dissertation.

This dissertation is a combination of five articles that have been added here as five individual chapters. The whole dissertation discusses the integration of immigrants in Lapland, however some of the articles also focus on a comparative study with other Arctic regions. The focus of the dissertation is the effective integration of immigrants into the north, which does not require the subjective participation of immigrants. A brief discussion about each article can provide a clear understanding of the context of the dissertation. My first article contains a series of overall points regarding the study, and it also connects its relationship to other articles.

Article I describes the macro-level factor, and the study focuses on global governance such as the EU, so the study details its role in regional and transnational governance. Although international organisations provide a necessary platform for discussion on the integration of immigrants on a national level, integration issues remain in the national political discourses, which also has macro factor influences. Many of the aspects of integration are experienced as a non-binding and incomplete framework, such as the human rights of immigrants. To some extent, that civil societies are the major players negates many issues that have been discussed in global governance.

Non-binding policies have an impact on national policies, since the incomplete framework of some groups of people from the mainstream society causes differential attitudes amongst groups of people and the community. Therefore, Article II describes individuals' manners of awareness towards immigrants and vice versa, the rational behaviour of hosts such as attitudes, which are diverse towards diverse groups that divide societies. A successful stable or binding framework can develop skills, knowledge and attitudes of people towards one another. The integration of immigrants depends on interpersonal relationships: the attitudes of the majority towards immigrants, and the attitudes of immigrants towards immigrants (Forsander 2001) who belong to different stereotypes.

Timo Jaakkola (2000) and Elli Heikkilä (2005) state that immigrants are divided into two groups in which western immigrants are the successful group and well-resettled in Finland, and the second group comprises immigrants from third-world countries poorly settled in Finland. Integration into a new society very much depends on the sharing of new relationships, new beliefs, and new values. Finns are not familiar with the values and beliefs of third-world countries. Therefore, the attitudes of Finns towards western immigrants are more positive, since western values and beliefs are close to Finns' (Jaakkola 1999; Jaakkola 2000). According to Heikkilä (2005), there are more jobs in larger southern cities than in smaller northern ones; this is indeed a reason why immigrants move to the south. This southwards movement trend of immigrants also hinders the integration process in the North. The article states that the differential attitudes of societal actors and sectors e.g. local employers' attitudes (Heikkilä 2005; Pehkonen 2017; Pehkonen 2006), voters' attitudes, different attitudes of different communities, political attitudes, socio-cultural differentiation all directly and indirectly affect the integration process. So, fostering positive emotions in the majority towards immigrants can support integration.

Article III states that civil societies are the major actors that can affect national territoriality. The discussion on violations of immigrants' human

rights explains the civil society's attitudes towards immigrants, which is clearly emphasised although the nation states are unwilling to give up some degree of control over international immigration and internal politics. Therefore, within the country it affects the integration process because the reality on the ground level does not offer positive circumstances and necessary collaboration between immigrants and the majority in the civil society. This rejection of civil society towards immigration leads to discrimination and social exclusion.

Article IV of the dissertation describes the economic integration of immigrants, which also requires a strong network in which immigrants need support from the civil society and network in keeping with national policies. Balancing the economic growth of the nation-states, policies could reflect the demand of the labour force and the success of entrepreneurial activities in terms of employment (Joronen 2012). However, there are some factors that can either hinder or enable the entrepreneurial success of immigrants, and employment has a direct impact on integration. The article also states that there is a need to reform some sectoral policies for the determinants of sustainable immigrant entrepreneurship, and also a need to establish a strong mind-set for integration into the host society.

Article V discusses cases in which immigrants' economic integration depends partially on individual competencies as well as on regional concentration on support factors, e.g. stakeholder networking (Joronen 2002). The implementation of existing policies regarding public procurement can support the operational activities of co-operatives that are run by immigrants and could be a successful model for economic integration.

As the study synthesises, all weak ties (like the immigrants facing the problems) have a positive influence on effective integration when the weak ties of individuals and social structures are connected with high-status individuals and contacts. These weak ties also bridge the substantial social distances between immigrants and hosts. When high-status respondents need to use weak ties of similar status then there are no status differences to grasp to demonstrate that such ties bridge (Granovetter 1973). It is significant to firmly connect the ties, because weak ties provide information and resources beyond their own social circle whereas strong ties are easily available and can grasp weak ties easily. Both strong and weak ties depend on the various levels of ties and the utilities of those ties.

In the social-ecological system, higher groups will take advantages from the weak ties of other circles. Strong ties make relationships stronger, but weak ties make the relationship informative. Since immigrants try to follow the

information of the host society, society conversely also needs the information about immigration.

Immigration discourses attract the majority population since it concerns the weakest part of their society. Stronger ties between only majorities cannot create innovative services and information within or outside of the society because of their similar acquaintances, and there is no new information that could be mutually beneficial to each party. However, weak ties strengthen stronger ties by providing new knowledge and information. Therefore, integration makes stronger host ties stronger and the economy stronger and strengthens community development. Weak ties cultivate ideas about a new job, a new start-up business, new transnational connections, and new skills and abilities – things that strong ties might not provide. Weak ties create egocentric networks that attract strong ties to grasp weak ties.

1.3. Objective and Research Questions

The purpose of this dissertation was to explore the experiences of immigrants and to learn about their survival in the integration process, particularly in Finnish Lapland as well as the Arctic region in general, and additionally their resilience to overcome challenges and adversities faced during the course of their immigration periods. This research revealed their post-immigration lives and the integration challenges they face in Lapland holistically. The research also focused on the factors that facilitated their integration along with the factors that undermined resilience among the immigrants. Considering the many challenges, there are also some improvements pinpointed, improvements that are also highlighted in the study that was conducted by interviewing the immigrants.

Research Questions

The following research questions guided this dissertation:

- 1) What are the Arctic characteristics, and how to increase co-operation with the Barents region on immigration and integration issues? Is there any coherency in immigration policy and its implementation between the Barents region and the EU? Can the EU governance framework be used at the regional level to highlight and illuminate the barriers of existing policies related to the participatory integration of immigrants?
- 2) What are the integration experiences of immigrants in the Arctic context, since Lapland is part of the Arctic territory?

- 3) How to secure the community viability of immigrants in the north of the world to integrate them into the society? How to overcome immigration stressors and adversities for better understanding their livelihood and socio-cultural diversity by exploring the human rights approach?
- 4) What are the determinants of sustainable economic integration through entrepreneurship? What are the enablers that might sustain entrepreneurial existence and development and increase long-term prospects for immigrant-owned enterprises? What are the positive factors for successful business and economic activity in a new immigrant-receiving region?
- 5) How to explore opportunities that facilitate public services in customers' demands and how to determine governance policies of employment services during the transition of immigrants via establishing social enterprise (SE)/ co-operatives (co-ops)? There is a question of whether or not socio-political determinants for SE/co-ops function as an alternative instrument for economic integration.

2. Methodology

2.1. Practical Information about Informants

The dissertation has focused on the small Arctic territory of Finnish Lapland, in which immigrants and their livelihood are affected by the geographical location of the territory. This Arctic territory started receiving refugees by refugee quota. Thirteen small towns along with two big towns receive a certain number of refugees every year. The refugee quota for Rovaniemi is 50 persons yearly, and the quota is between 20-30 persons in other towns. The majority of refugees live in Rovaniemi and the Sea-Lapland area. However, the number of refugees along with other categories of immigrants is about 3500 in the whole of Lapland.

The number is not increasing significantly, since immigrants move frequently to and from Lapland. The immigrants who have been living in this region for over a decade also doubt whether or not they are integrated into this region properly, since integration is challenging in the region. The small region has few opportunities for the small number of immigrants. The unemployment rate among immigrants is high. Although the region itself is full of resources, immigrants are somehow discriminated against in all the sectors. There is a lack of relevant cultural and social activities, as well as a low interaction level between immigrants and the majority to improve the chances of integration. The majority is not that welcoming by nature, and therefore it usually takes time to know them. Loneliness and isolation from the host society are the prevailing stressors for immigrants, and this perceived isolation can in turn cause them to isolate themselves even further from the mainstream society. Language barriers and unfamiliarity with the Arctic culture are the main factors keeping immigrants apart from the majority. In this case, in order to survive and to gain knowledge about the local society, immigrants try to find their own peers who are from a similar cultural background. They usually try to create their own enclave, which is not always possible, as the number of immigrants from the same country is not necessarily large in the region. Extremely cold weather, winter darkness, language and transportation are some of the common challenges they suffer in their daily lives. Lack of recognition of their credentials is a major disappointment in their lives that restricts them from gaining access to the local labour market. They depend on social welfare benefits and are at risk of being marginalised. Non-

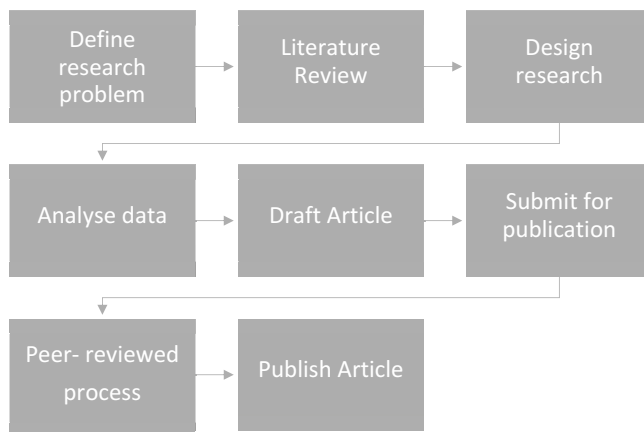
recognition of their credentials and lack of local working experience sometimes obliges them to do casual and low-paying jobs. In this transition, they apply a planned behaviour theory to preserve their cultures and religious beliefs among them and their children. However, low interaction with the majority society, confusion and misunderstandings in communication, uncertainty in the labour market and the extreme weather create social pressure. They try to find their identities and individual beliefs during this transition period and they feel a sense of belonging to a certain group by adopting a certain behaviour that conforms to the norms of that group. In this situation, they are hopeful and optimistic about their future. All those conditions require a sustainable framework for the immigration process and need to employ a sustainable integration model for the sparsely-populated society.

To combine the research results, the study conducted in-depth interviews of immigrants residing in the other northern regions.

2.2. Research Process

The term ‘research process’ means the overall structuring of the research study, which started in 2012 by defining the research problem. Five peer-reviewed articles have been written on the research. All the studies described in the articles followed the process in Figure 1.

Figure 1: Process of the article



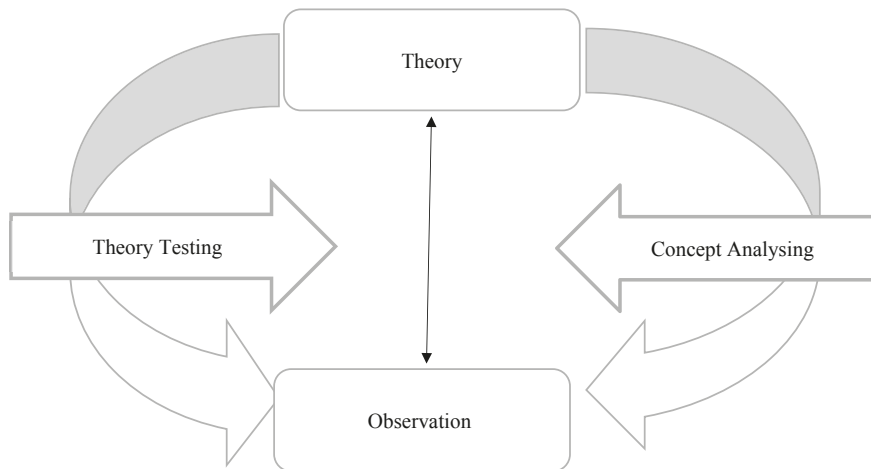
Source: own elaboration

When all the articles had been published, the study lacked some of the information that was necessary for the completion of the dissertation. To collect

further data, the study focused on a few questions during the synthesis part and conducted some in-depth interviews of the target group. Conversely, to map the theoretical and philosophical assumptions, it is essential to assess the empirical findings. Since the research synthesis section is highly theoretical, it demands some more empirical findings in order to fully illuminate the research questions. Therefore, the author has used some materials from other relevant studies, also by the author, undertaken for other articles that are not included in this thesis.

The author's goal was to present all the materials in an easy-to-read style with plenty of empirical examples to clarify the concepts. Therefore, according to the following sequence the author: 1) illustrates some philosophical assumptions for a better understanding the situation of the target group, 2) develops the empirical section by answering research questions, 3) analyses the findings and empirical answers from several theoretical perspectives to justify the hypothesis, and 4) draws implications for theories. It is an exploratory research, since it has focused on a particular phenomenon, namely the problem of the behaviour of immigrants during the integration process in a pre-structured society. This problem necessitates a quick change by the host society in order to generate some novel ideas for integrating new attitudes and perspectives. The prime idea of the later explanatory research might not be finding very accurate solutions to the problems, but understanding the problem and scoping out the nature and extent of the problem serve as useful material for more in-depth research (Bhattacharjee 2012). Explanatory research requires some concepts associated with the objects, events or people of the research. Sometimes the objects are the specific characteristics or behaviour of persons. Some explanatory research studies need to borrow some concepts from other disciplines to better explain the phenomenon of interest (Bhattacharjee 2012). A unique characteristic of comprehensive analysis is analysing a specific set of concepts or the relationship between the set of concepts, which can support the content of experiences that can be either 'close to' or 'far away' from each other. Theories explain social or natural phenomena. The essential challenges of this dissertation were to build more comprehensive theories to better explain the integration phenomenon. The theories are discussed based on the empirical observations, and logical testing of the theories can anticipate the outcomes of the research. Most of the theories used in this study have not been applied in immigration studies before; therefore, some of the existing theories discussed in the dissertation are in entirely new contexts for immigration phenomena, and this study uses these theories when examining the structural similarities between these two contexts. It is theorising in a creative and deductive way.

Figure 2: Research Process



Source: own elaboration

2.3. Methods

Interviewing is a very common method in social science research, and it is a very fruitful method for qualitative research. The study followed all three types of interviews: unstructured, semi-structured and structured. There were a total of N=99 immigrants and N=6 locals, N=81 in Rovaniemi, Finnish Lapland, and 18 immigrants and one local social entrepreneur in other Arctic countries (shown in Map 2), and 5 owners of social enterprises in Aberdeen, Scotland. The climate of Aberdeen has been recognised as an arctic climate, therefore Aberdeen was included. Each of the articles follow different methods. The first two articles are literature reviews and the last three articles are based on interviews, focus group interviews and sample observing using ethnographic observation. Interviewing informants is an effective method of social science, though the process of selecting interview candidates is challenging. The selection of informants was achieved partly through the snowball method and partly by using a local newspaper and other social media.

Table 1: Methods used in the articles

Dissertation theme	Method	Year of data collection	Categories of interviewees
Article I: Implementation of the EU Immigration Policy in the Barents Euro Arctic Region: Towards a Framework for Policy Analysis	Literature review and analysis of policies	2013	
Article II: Life as an Immigrant in Rovaniemi	Literature review and ethnographic observation	2012	Various categories: students, refugees, spouses, jobseekers and workers
Article III: Impact of Human Rights Abuses on Community Sustainability from the Viewpoint of Immigration in the Nordic Countries	In-depth interviews (N=18)	2011-2015	entrepreneurs, jobseekers and some workers
Article IV: The Determinants of Sustainable Entrepreneurship of Immigrants in Lapland: An Analysis of Theoretical Factors	Focus group and interview (N= Female 24 + Male 24) and in-depth interview (N=5)	2013-2014	entrepreneurs and those interested in establishing a business, e.g. students, refugees, jobseekers and spouses
Article V: The Sociopolitical Determinants of Social Entrepreneurship Action: A Qualitative Analysis	The study is based on participant observation and semi-structured interviews of the members of a temporary and experimental social enterprise in a temporary space Focus group interview (N=18) (Male/N: 6; Female/N:12) In-depth interviews of N=5 social enterprises in Aberdeen and N=1 in Gothenburg, Sweden	2015-2016	Long-term unemployed refugees and locals Local entrepreneurs of social enterprises
Supplemental study for synthesis	Supplemental interviews (N=10; M:7, F:3)	2016-2017	refugees and jobseekers

Source: own elaboration

Articles I and II followed literature review examples. They essentially produce a summary of the main studies and research related to the study topic. It was relevant to the research question and helped to contextualise and frame the research work. It also produced a large amount of necessary background research to support the whole study. Through the literature review, the dissertation observed the real problem of the topic initially. These two articles also helped greatly in the documentation and analysis of the final research questions. This explorative literature review helped model new theories for the study. These two articles demonstrated the gap in the literature, pointed to the significance of

the problem and showed what needs to be done in the field of similar research (Baker 2016).

Article III is based on semi-structured interviews; however the location selection was not that wise for this interview. Since the interviews were conducted in different cafés, restaurants and other public places, the interviews were a two-way dialogue, not only interrogation. The number of interviewees was N=18 and the interviews were conducted in Finland, Sweden, Norway and Denmark. The interviews were unstructured but sometimes semi-structured as well. There were limitations in conducting the interviews in Norway, Sweden and Denmark. I did not have enough time to inform my interviewees in advance, since I visited there for only a short period of time and settled interviews on the spot. In Sweden, I found my participants through my co-ethnic network, and in Aarhus and Oslo, I targeted an immigrant restaurant and approached patrons about my intentions. To some extent, setting up the interview for the following day was more informative than an instant interview. Although my questions were ready beforehand, my interviewees were not prepared in advance, thus they did not have enough time to anticipate the issues and it could be that not all thoughts were conveyed by the informants and they neglected to mention things during instant interviews. My non-western appearance and ethnic origin helped me in interviewing non-western immigrants. My intercultural soft skills created a plausible relationship to extract sensitive and sometimes troubled information from respondents. The duration of the interviews varied between 1-2 hours. Sometimes, they also offered me some snacks and coffee, since they considered me one of them. This study relied on participants' perceptions and opinions. I utilised a thematic analysis along with a qualitative analytic method in analysing the data. My thematic analysis was very much related to an individual's experiences, views and perceptions. To some extent, it was hard for me to keep the discussion concentrated on the theme of the interview. I tried to find some commonalities in the data by examining all my notes that were written on paper, and simultaneously coding and interpreting the interview notes also kept me concentrated and on the right track.

For Article IV, we organised a semi-structured interview among a focus group, but the in-depth interview for immigrant entrepreneurs and former entrepreneurs was unstructured. The in-depth interview was simply a conversation with the interviewees rather than a formal interview. In order to gain additional information, the dissertation made more in-depth interviews that were semi-structured. The interviews were conducted mostly face-to-face, since it is the best way for the reporting. One in-depth interview was made over the phone. The number of focus group interviewees was N=48 and in-depth interviewees was N=5. The materials were collected in Finnish Lapland

(Kemi-Tornio and Rovaniemi). I did not expect participation from a large number of interested people in our focus group interview. Usually, 10 people is enough for a focus group interview, but there were 23 respondents in one focus group, making it somewhat challenging to attend to everyone within 2-3 hours, which was a limitation of this part of the study. The participants were immigrant youth, immigrant women aged 18-49 and immigrant entrepreneurs, both male and female, aged 30-50. The participants originated from Palestine, Iraq, Pakistan, Iran, Thailand, Hungary, Germany, the Netherlands, the Czech Republic, Algeria, Nigeria, Mexico, Israel, Jordan, Russia, Ukraine, Vietnam, France, China, Somalia, Myanmar, Bangladesh and Turkey. In this part of my study, my own experiences also helped greatly in analysing the data, since I was also an entrepreneur for a few years in Rovaniemi, and my own experience was a support in the coding and interpretation phases of the interview notes. My co-ethnic network also supported me in finding my respondents. Many other different issues were discussed during the interviews, though I focused solely on the thematic analysis of the content. Conventional and directed (Hsieh & Shannon 2005) content analysis facilitated the study.

Article V was planned as a semi-structured interview of the focus groups. The dissertation followed a combination method of participant observation and naturalistic observation of N=18. The data were collected in Rovaniemi. Through participant observation, the author observed events, meetings of participants and the planning of a pop-up social enterprise. The participants were well-informed beforehand about the observation and they participated in the sampling process willingly. Participant observation is a method of ethnographic research. This research produced rich materials, collected plentiful quality data that was sufficient for interpretation and it facilitated the development of social enterprise research questions. The whole ethnographic research process took almost one year. It is also an action research with two particular case studies for understanding the phenomenon of social enterprise in Rovaniemi. The case studies rely on multiple data collection techniques (Yin 1994) such as documentation, archival records, participant and naturalistic observation and physical artefacts (Iacono et al. 2009). Long-term unemployed immigrants are usually hard-to-reach populations. After the first 'pop-up' event, which was the first form of network sampling, the participants involved utilised their personal networks and contacts, which indeed supported our second set of 'pop-up' events. The initial set of participants served as seeds that expanded and recruited their peers for the second event. Respondent-driven sampling (Heckathorn & Cameron 2017) was considered a form of persuasive sampling in this part of the study.

As a case study, it was important to design and plan the study. Theoretical models of social enterprises i.e. in Aberdeen, Scotland and Gothenburg, Sweden have been demonstrated among the target group in practice during our case study to examine the credible findings and evidence-rich material was collected regarding the development policies on social enterprise by interviewing owners of 5 social enterprises in Aberdeen and one in Gothenburg. These best practices from Aberdeen and Sweden facilitated our research in Rovaniemi. Finding respondents in Aberdeen was a great challenge for me, so I conducted a literature review on Social enterprises in Aberdeen and found some good models of practices. According to those models, I chose 5 social enterprises that had solid reputations and good practices. I communicated with them face-to-face and in a fixed interview time; however, respondent-driven sampling provided the link to maintaining the research track. Interviews were conducted on the premises of the social enterprises. The interviews were unstructured, but their duration was 1-2 hours. The directed approach of content analysis of the interview data supported this part of this dissertation, which started with a thematic theory or significant guidance for coding the research findings initially.

It has been similarly a type of participatory action research. After attempting the first case, the participants received some knowledge for empowering their experiences in the second case, which subsequently fostered a sense of self-instigation and thereby created an improved professional culture amongst the participants. Therefore, in the second focus group meeting, the participants (N=18) were more relaxed and open than in the first focus group that was organised after the first case study. After the first case, the participants identified the problems of operating a Social Enterprise/Co-operative, evaluated all the action consequences and considered alternative aspects, implementing those during the second case studies. The outcomes varied, which produced a lot research data for the dissertation and eased the study process in finding credible results.

The respondents of the study who participated in the first sampling event were of varying gender and ages – one was under 25, one was between 25-29 years, three were between 30-54, and three were over 54 years.

Our second sampling event was also organised with nine respondents from Russia, Estonia and Finland. One of them was between ages 25-29, five of them were between 30-54, and three were over 54 years old. Some asylum seekers also took part in this sampling event but are not counted as respondents of the study. However, they supported the sampling group in their activities.

At the end of the study, I followed a self-interview method, which provided an additional tool kit to reinforce the whole dissertation. To strengthen some parts of the study and my synthesis, I conducted some semi-structured supplementary interviews with interested informants. In this phase, I also used samples found via my co-ethnic network. The immigrants who were interviewed were from Iran, Bangladesh, Pakistan, Somalia, Myanmar, Afghanistan and Palestine. Some of my ethnographic observations began at the beginning of 2015. My ethnic background assisted me in collecting some materials and data from direct engagement with various groups of immigrants, for example through a variety of informal and unstructured conversations, by attending their community meetings, asking about individual family narratives, private family visits and being involved with their daily activities, and all of these activities indeed improved the synthesis of my dissertation. I have used those data in my content analysis. I have used those various datasets to sustain my theoretical argument in the synthesis part of the study.

2.4. Ethical Solutions of the Dissertation

Ethical issues have been examined critically in the wider field of research. There are ongoing tensions in research regarding the following of ethical principles and ensuring the rights of participants. The privacy of the participant is to be maintained in the research process. Ethical issues are very sensitive in qualitative research. It is hard to gain access to a particular community. Researchers cannot demonstrate any sympathy to a particular group and cannot be biased in the subjective interpretation and conceptualisation process. In this dissertation, the researcher herself is an immigrant and could be biased by the group ideology, and this was a challenge for the study. However, the researcher was prepared for the unpredictable nature of the study. The dissertation required an acute awareness of the possible ethical issues that the author might face, thereby avoiding any conflict arising from the interactions. All empirical issues have been applied in the theory carefully to avoid favouritism. Conversely, qualitative research embedded the concepts of relationships and power between the researchers and participants (Orb et al. 2000). The dissertation strove to ensure that all participants felt that they were in a fair environment and willingly shared their experiences. The author listened to the interviewees and contextualised the arguments according to the participant's points of view.

A balanced relationship between the researcher and the participants encourages the interviewees and creates trust and awareness of potential ethical issues (Kvale 1996). Using quotations is a common threat to confidentiality, as the informants should not be readily identifiable among the general public, and

therefore the study follows the rules of confidentiality that are widely discussed in social science (Chesney 1998; Clark 2006; Clark 2007). The research study is a sensitive issue for a group of people, thus the author systematically investigated the topic in a way that does not create any harm for the interviewees (Davies 1998; Hess 2006; Seibold 2000). In the focus group interview, the challenging part is to foster a dialogue; usually it is observed that some participants talk a lot more than others, and therefore, it is hard to get the voices of silent speakers to be heard. Some informants are different and feel that giving an interview is an obligation, while some think that the interviewer has more power to control the whole conversation. The author tried to avoid those situations during the focus group interviewing. The author observed that all could participate in the discussion during the focus group interviews.

2.5. Limitations of the Dissertation

Admittedly, the paper has some significant limitations. First, details of who the immigrants are has not been described clearly. The initial target was to interview only refugees. To some extent, some other categories of immigrants were also interviewed, e.g. spouses of Finnish nationals, and some students who subsequently decided to stay in Lapland permanently. I attempted to learn the precise numbers of immigrants in the Euro-Arctic region, but statistics were not available. Therefore, it was impossible to know the actual structure of the immigration flows to the Arctic. Therefore, the study has an obvious limitation in using terminologies including refugees, asylum seekers and economic migrants. So, I basically end up with “politically-driven migrants”, which could result in inclusion of other types of migrants (e.g. economic migrants).

Secondly, the sample selection and interviewing informants in different languages was a major limitation in this dissertation. The informants were voluntarily involved in the study and they were interviewed in English and Finnish, which are not their native languages. They are conveying their experiences in a foreign language, which means that some of the emotional issues and other important messages might not have been conveyed fully due to their lack of language skills. Some of them were very weak in both Finnish and English, so they had trouble articulating their thoughts and messages. There might have been communication gaps in understanding each other, which could be a question for validation.

Thirdly, while some of the informants are legally citizens of the host country, they feel that they are still immigrants, as they believed that they were not

fully integrated into the host country. So, their voice was analysed as that of an immigrant in the study.

Fourthly, the focus group interview had its own challenges and limitations, and those are explained in the articles. Fifthly, the study was conducted among immigrants who were living in Finnish Lapland, but very few of the informants who participated in the interview session were from Sweden, Norway and Denmark. Their view was both similar and dissimilar to some extent to the immigrants from Finnish Lapland. Therefore, to a certain degree, it has been impossible to generalise problems as Arctic problems in the Arctic region. It was easier for me to conduct interviews in Lapland, Luleå (Sweden) and Tromsø (Norway) than Denmark, Aberdeen and Oslo (Norway), as I had information about some immigrants in those cities beforehand, which made my tasks easier. On the other hand, it was a challenge to find respondents in other cities mentioned above because I didn't have any information beforehand about my respondents, thereby making my tasks more challenging. The Russian Arctic remains unanswered because of some shortcomings such as language barriers, visa requirements (at the beginning of my study), and a lack of literature review materials in English, all of which hindered my knowledge of the Russian Arctic as well as my motivation to work there. However, there are some bigger cities in the northern part of European Arctic that are also located in the Arctic region. The experience of living in a larger Arctic city might be different (Heikkilä & Järvinen 2003) from living in a small-sized city in Lapland (far north).

Fifthly, it would have been highly informative if I had interviewed some more natives and a few local government actors and stakeholders from different sectors of the region in regards to the main concern of the research. This might have given an altered picture towards the problem-solving recommendations for the main problem of the dissertation.

Sixthly, the study emphasises the micro-macro aspects of social structure in the context of integration. The study highlights only five issues of micro-macro components although there are other more micro-macro factors related to integration that are not described.

Seventhly, the study is cross-sectional in nature. It is but a 'snapshot' or a picture of Lapland taken at a given time. In this aspect, it would be very interesting to conduct more investigations using the qualitative panel approach, i.e. interviewing 30-40 selected respondents over 4-6 intervals (for instance, every 6 months for 3 years). In this way, the dynamic of the socio-economic integration could have been explored properly (Brzozowski 2018).

Eighthly, the snowballing sampling makes it impossible to generalise the results over the entire population of Lapland: in this regard, it would be challenging but also very interesting to develop the analysis by using respondent-driven sampling (Heckathorn & Cameron 2017; Gorny & Napierała 2016). This method is used for cases in which the general population is too small to use fully-representative, random sampling techniques (Brzozowski 2018) such as in the case of Polish immigrants in Iceland (Napierała & Wojtyńska 2017).

The integration of immigrants in the host society is a vast area of research, and it is not possible to explore it all in one study. Therefore, the study highlights only a few aspects that were common for all in general.

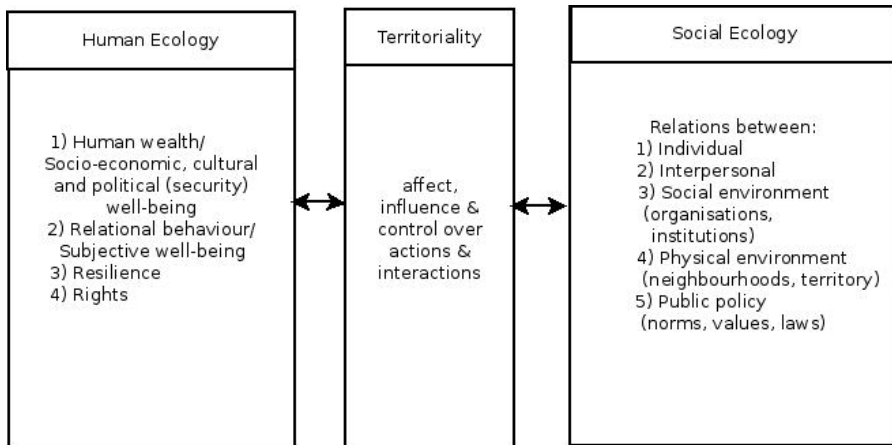
3. Framework for Mapping the Philosophical Assumptions

3.1. Normative significance of territorial presence

The geographical position of Lapland is a power that symbolises its Arctic characteristics, features and material nature in particular. Immigration to the north can facilitate building a more sustained society (Ibid.), which would be a power of geography. The power of geography and human territoriality shape social life (Klauser 2011). Territoriality affects particular actions of interactions by influencing and asserting to enforce control over a specific geographic area (Sack 1983). The integration of minorities into a territory demands national identity and a sense of belongingness in that territory. The human ecology of immigrants requires a psychological demand of equality in order to establish territorial presence. As non-citizens of a host country, territorial presence matters greatly among immigrants (Song 2016).

Non-citizens are entitled to many of the similar rights as citizens in the Nordic countries, e.g. welfare benefits, access to public education and the protection of anti-discrimination laws, etc. After residing in the host country for a certain period as families, immigrants become members of a territory and they try to find a normative significance of territorial presence. They claim the right of self-determination to be treated as equals in the host territory. Identity, social inclusion, political participation and socio-economic development become an integral part of integration. Human territoriality is dependent upon trust that can create obligations and accountabilities among territorial insiders and can generate a good relationship between various groups of territorial insiders (Song 2016; Brown et al. 2014). A high-trust environment between territorial insiders reduces territorial behaviours (Brown et al. 2014).

Figure 3: Many facets to understanding human territoriality over geography



Source: Own elaboration combined with previous studies (Sack 1983; Bronfenbrenner 1977, 1979, 1989; Kenneth 1997)

Both human and socio-ecological models have been used here to understand immigrants' normative significance of territorial presence. Human ecology has been applied here for determining the natural/biological, social strengths and challenges of immigrants during their transition period of integrating into a new geographic area. The social-ecological model has been used as a framework to review the components that are indispensably related to integration. However, the integration process depends on various aspects. These aspects are emphasised by addressing specific variables of human ecological components, which rely on contextual variables in the social ecological model in practice.

Human territoriality is a means of affecting interaction between individual ecology and social ecology. According to Sack, human territoriality “encompasses a range from personal distances to spatial arrangements of cities and regions, and the flows of people, goods and ideas among them” (Sack 1980). Based on Sack's theory, territoriality is a means by which immigrants can affect, influence, or control objects, people and the relationship of the host country by delimiting and asserting control over the Arctic region. Conversely, the Arctic and the social ecology of the Arctic indeed can affect and influence immigrants by increasing interactions and configuring the importance of the immigration process (Sack 1980, 1973). The human ecology of immigrants is an extension of individual action by contacting with own mind and sometimes by making strategies to establish differential access to people, things, the social environment, the physical environment, or public policy (see Figure 1).

The alternative is non-territorial actions. When identifying and extending the role of territoriality with the human ecology and social ecology of immigrants,

Sack's tendencies of territoriality are important to describe. These tendencies are combined with social-ecological and individual human-ecological aspects.

- 1) Classification: Under human ecology, immigrants' territoriality involves a form of classification by area, space or location, which could be efficient for integration. Immigrants can assign factors to a category and can enumerate all the significant factors and relationships that are essentially important and accessible for integration in the specific location. This form of classification can support immigrants to create novel conditions and relationships within the social-ecological system in the host territory. Conversely, the host territory can assign things to a category and can enumerate all the significant factors and relationships with the immigrant that are essentially important and accessible for the host social-ecological system and can support the host people to integrate with the new situation in the same territory. This form can support the social-ecological system to create novel conditions and relationships within the human-ecological system for both immigrants and locals in the host territory.
- 2) Communication: Immigrants could find one of the ecological components that combine psychological ownership over territorial boundaries that state either inclusion or exclusion in the society.
- 3) Enforcement of access: The territoriality of an immigrant can make an efficient strategy for enforcing control over the social ecology of the host country. In this case, they can choose any of the components from the social ecology box, which is sufficiently accessible for interaction, persuasion or manipulation in the integration process in the host region. Non-territorial actions are also more suitable for the converse situation. Likewise, non-territorial actions are possible from the box social ecology (Y) to the box human ecology (X). If Box Y is an object, the social environment could make an efficient strategy to find any of the predictable components of immigrants that would prove beneficial for the non-territorial actors in supporting immigrants to be integrated into the region.
- 4) Reification: Immigrants should make themselves visible in the society by showing their real potential explicitly. In this case, immigrants can classify their rights in the host country.
- 5) Displacement: In this phase, human ecology can be used to displace attention from the relationship between the controller and controlled in the society. X or Y (or an agent of Y) or any of them can be a controller or be controlled.
- 6) Impersonal relations: Territoriality helps form relationships by classifying, at least in part, by area rather than by kind or type. The main concern is the presence of immigrants in the territory; conversely, society or neighbourhood helps make the relationship with immigrants impersonal, and the argument

is that the identity, background, type or kind of immigrants is insignificant compared to territory, with most significance placed on all members belonging to the same territory.

- 7) Neutral space clearing: The inter-relationship among immigrants' human and social ecological systems appears as a general, neutral, and essential means for maintaining effective integration. Immigrants can control their integration process according to their rights and can reinforce their existence without territory to some extent during their integration path in which there is not an essential need to have territorial existence. However, some integration methods create certain kinds of competition in the social-ecological system, such as the employment of immigrants in the host territory, where there are other host people competing in the labour market. Obviously, this competition is not for the territory in which they all reside, but rather competition for employability and relationship in the same territory.
- 8) Mold: "Territoriality acts as a container or mold for the spatial properties of events" (Sack 1983). The influence and authority that the social-ecological system can legally assign on territoriality in its political boundaries and the geographic characteristics of the territory can act as a "mold" or "container" as a political territory is the unit that receives federal support. The explanation here is that the Arctic characteristics can play the role of "mold", and the Arctic is an empty container in which there is a need for more people in order to overcome the demographic challenges.
- 9) Conceptually empty space: In this phase, immigrants in fact support creating ideas to solve a problem in the society. In this respect, the immigrants' concepts separate space from things and then recombines them as an assignment of 'things to place' or 'place to things'. The re-combination can materialise as problems of 'facts without places' or 'places without facts', and can solve the problem of which fact to place where. The integration of immigrants serves the Arctic as the device to find more "mold" and maintain the connection between the mold and the integration of immigrants.
- 10) Multiplication of territories: Immigrants' territoriality can help engender more territoriality and a stronger relationship to the mold. If there are more influences, effects and events than territories and they extended over a greater region than the territories, new territories are generated for these events, influences and effects.

3.2. Analysis of Sack's Tendency of Human Territoriality

Some of the tendencies are combined in exploring the relationship in a social context.

- Tendencies Numbers 1 and 3 illustrate individual territoriality (the human-ecological system) that would need or use a micro or macro territoriality (social-ecological system). Territoriality "... offers an efficient means of classifying and protecting oneself without disclosing what is being protected". It describes that immigrants who have a weak sense of self would be less willing to interact with others, especially it is difficult for them to be integrated into a new social-ecological system. Conversely, for one who has a strong sense of self, his/her territoriality would help protect human ecology without disclosing what it is that needs protecting.
- Tendencies Numbers 1, 2, 3, 4, and 5 illustrate social territoriality used by the bureaucracy for impersonality. The argument is that social territoriality would be visible by demonstrating bureaucratic power, and the territoriality of immigrants disguises them by classifying their influences and control over actions and interactions towards social ecology. This combination can create psychological ownership allegiance among immigrants to their territory, which appears as a source of social territoriality in the end.
- Tendency No. 3 explores that the hierarchical circumscription of knowledge and responsibility among different immigrant groups demands efficient and differential effective supervision for each group. Tendencies Nos.7 and 9 explore the opportunity to combine an immigrant's human ecology and social ecology, which can control, affect and influence new science and technological development in the modern society. For instance, immigrants can be a new consumer society that can change the sets of spatial configurations, which would be different from the existing or past one, e.g. new and innovative business ideas for the territory, according to the territorial characteristics.
- Tendency No. 8 can better explain the Arctic geographical impact on the integration of immigrants. The "molding" concept combines the geographic actions over Arctic characteristics (e.g. demographic decline, exploration, and the exploitation of Arctic resources) at various scales. Both the long and short-range planning responsibilities of social organisations (from the social-ecological system) implement the opportunity to obfuscate the geographic impact of an event. The Arctic as a geographic area does not have a clear view on effective ways to integrate immigrants, although the initiation of integration action is considered in the context of larger territory e.g., larger cities in the Arctic (Heikkilä & Järvinen 2003). However, the implementation of this action could be left to the smaller territories such as the smaller cities

located in the Arctic (Pressman & Wildavsky 1973; Vernez 1980). These two models of action could be national integration policies.

- Tendencies Nos. 1 and 3 will diminish organisational effectiveness related to integrational mismatch but the unequally shared knowledge of both immigrants and locals can rectify the problems that may possibly collapse the existing bureaucracy, which entrenches and increases the new and innovative role of bureaucracy.
- Tendencies Nos. 5, 6, and 10 can lessen social-ecological conflict by taking attention away from the conflict zone. The attention will focus on the Arctic crisis and conflicts between city versus city, city versus suburbs rather than the social-economic relationship or status of immigrants or locals.
- Practising tendency No. 3 facilitates the establishment of the differential methods of integration, which become institutionalised in rank, privilege and class.
- Tendencies Nos. 1, 3, 5 and 8, in conjunction with Concepts no. 7 and 9, point to the alternation process and opportunities of integration in a specific territory, and they suggest a contingent nature of the location/territory that can establish a new conception of territorial integration.
- According to Tendency 8, the characteristic Arctic “mold” changes the general means of dividing and conquering and makes the social-ecological system more embedded and indispensable for the co-ordination of the parts. In this context, all ten tendencies can be used to reorganise the concept of integration and create sustainable integration process for the Arctic.

As a summary of Sack's territoriality tendencies and combinations with situations, the geography of territoriality (Raffestin 1977) has a value with respect to differing approaches, power and socio-capital relations (Klauser 2011). From a local perspective, communities in North are marginalised, although not yet completely omitted, from other parts of the world. Given the recent focus on European immigration, this is the perfect time to focus on the role of immigrants in reshaping northern society, a space in which rational individuals and nuclear families may belong to different religions and communities (Yeasmin 2017). The territorial re-arrangement of particular geographical spaces highlights such issues as social embeddedness and the relationships of individuals and communities to exteriority and alterity (Raffestin 1977, 130; 1980, 146). The development of a particular space with respect to territoriality entails paying close attention to the socio-spatial power relations that can shape everyday life (Murphy 2012). The development of Lapland as an Arctic territory likewise paying entails close attention to the capital of immigrants and their skill sets (Yeasmin 2017).

Normative presence in a territory emphasises that the presence of a certain individual or group can play a role in production of a territory (Heikkilä

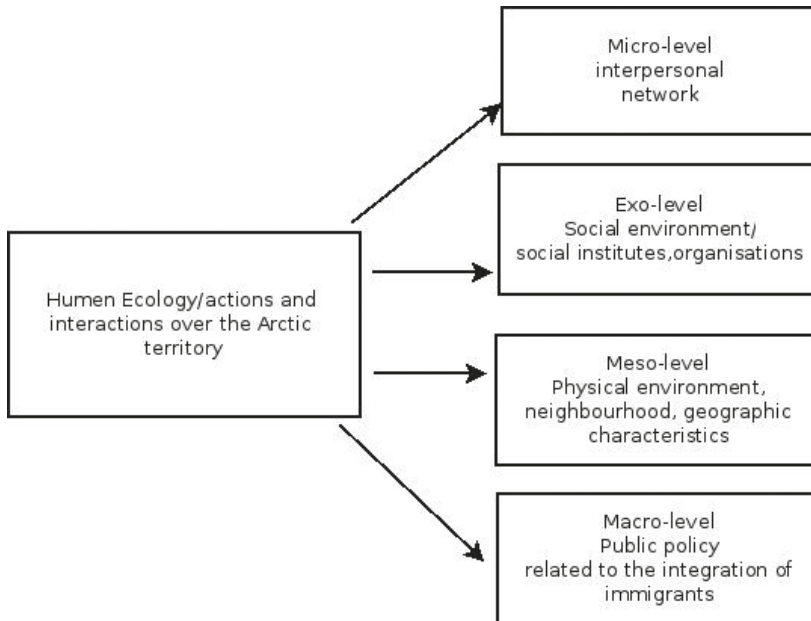
& Pikkarainen 2009). Arctic immigration has barely been studied as to understanding global migration governance in regional level, the challenges of migration governance to establish a greater coherence across the arctic region. Paradoxically, global migration governance can offer new forces and tools to support territorial integration to some extent. It has the potential to empower new regional actors and adopt new governance strategies in the Arctic to support integration process so that Arctic will achieve net positive benefits from immigration by developing human capital. Special attention has been given to comprehensive governance strategies for accelerating the economic integration of immigrants since good governance reinforces economic integration that underpins the relative resilience of the emerging economy in the global north.

However, the findings of this study show that the sense of territoriality varies among immigrant communities. The sense of attachment towards the host territory, political-economic and cultural geography are very much a psychological-spatial behaviour depending on imparted knowledge, resilience and adaptation power of individual and social environments. A successful integration attempt of either an immigrant or a group of immigrants requires influence or control over the relationship and interactions between host people and phenomena, which are the main constraint of immigrants over a territoriality. As discussed in Sack's tendencies, immigrants who are in the minority in the host community feel that they are in a weak position. Social sustainability includes individual or group relationships between social institutions, organisations that encompass a larger societal fabric. This fabrication includes connectivity with neighbourhood and physical participation in territorial activities.

A viable economic condition and subjective well-being are needed for an active lifestyle, and good territorial planning may encourage or discourage the physical participation of immigrants. This territorial planning factor very much depends on the authoritative decision of regional and national governments, their policies and institutional norms. Building an equitable and sustainable ecosystem includes restructuring rules and values depending on the situation. The acculturation of immigrants into a host territory is related to subjective well-being, psychological growth, and sustainable behaviour within a territory or neighbourhood. A positive environment is an unbound source of resources fulfilling human needs, the emergence of self-efficacy and supports the integration of immigrants.

3.2. Interaction between Human and Socio-ecological Trends

Figure 4: Multi-faceted interaction during the integration of immigrants. Multi-scale resilience to understand integration and transferability.



Source: own elaboration

The integration process requires not only subjective participation but also embedded multi-faceted environments across/through the entire lifecycle. The integration of immigrants into a given territory is an agglomeration of interaction from the micro level to macro level (Bronfenbrenner 1977, 1979, 1989). Immigrant territoriality suffers from the multi-faceted normative process for better integration into the host territory. Integration necessitates illuminating patterns in particular domains.

Integrating immigrants under the social-ecological paradigm involves an appreciation of how immigrants interact with people, groups, and other macro-level actors. To survive in the host region, it may be essential to create relationships among regular interactors and the semiotic systems of the host, and likewise immigrants need to learn the signs and symbols as elements of communicative behaviour and communication systems (Stokols et al. 2013). This paradigm draws upon the key concepts and assumptions of integration systems such as interdependency between members of the host society and the types of relationships between the two groups, be they positive or negative,

homeostasis concepts that maintain and balance social groups and persons, and deviation amplification in order to understand the interrelationships among immigrants and their surroundings (Maruyama 1963; Katz and Kahn 1966; Emery 1969; Stokols et al. 2013).

On the other hand, this paradigm indeed clarifies that effective integration needs efforts to promote organisational or community resilience, which should ideally be based on many supportive, dynamic, mutual transactions that occur across diverse levels of environmental and individual factors. These mutual influences are relationships that produce structures wherein individual immigrants are not only influenced by their environment but also by other strategic plans of various organisations in different levels act to modify these (Giddens 1984; Stokols et al. 2013).

Development paradigms and patterns should change in terms of innovation and novelty in integration. Immigration in the Arctic is a positive, profound change in society that is required for determining stability in the Arctic domain. The resilience of behavioural patterns in the socio-ecological model, especially on the Exo-Meso-Macro levels, is notoriously strong (see Figure 3). The study shows that effective integration requires social change for social-ecological system resilience. Adaptability to integrating any new variables into the social-ecological system demands learning, combining experience and knowledge (Sack 1983), adjusting responses to changing external drivers and internal processes, and continuing to determine the stability domain (Berkes et al. 2003). Adaptability in a new social-ecological system has been defined as “the capability of actors in a system to influence resilience” (Walker et al. 2004:5; Folke et al. 2010; Folke et al. 2009).

Individuals go through the psychological adaptation process as they interact with a culture that is different from their original one (Berry 1997). This process requires effort and a long learning path of new ways of living and then consolidating them with one’s habitual ways of being and identity, which can be stressful. Acculturative stress is an inner stress of an individual to some extent, and it is expressed in the form of anxiety or other forms of mental and physical symptoms of maladaptation (Rudmin 2003), and to the extent that immigrants face structural barriers and inequities (Liebkind & Jasinskaja-lahti 2000; Potochnick, Perreira, & Fuligni 2012). A successful integration process is characterised by low levels of distress and high positive affect. The sociocultural adaptation process is a feeling of intercultural competence and comfort i.e., socio-cultural adaptation (Ward 2013).

A key mechanism of successful adaptation is the capacity to adopt both heritage and mainstream cultural contexts. Biculturalism, then, builds on the idea that heritage and mainstream immigrants who have integrated these orientations will be better able to cope with their acculturative challenges. Conversely, society needs both the adaptability and transformability capacity of immigrants and the social-ecological system of the host country. There are many other factors that influence integration in the host society. A positive atmosphere or social-ecological systems that are immigrant-friendly could also support the orientation of immigrants into a new culture and society. Adaptability always maintains certain processes excluding changing internal demands and external forces on the social ecological model (Carpenter and Brock 2008; Locke et al. 2000). Conversely, “transformability is the capacity to construct or design a fundamentally new system when an ecological system makes the existing system unsustainable” (Walker et al. 2004:5; Folke et al. 2010). In this context, individual immigrants, their families, organisations, societies, and cultures form a complex construct. With regard to the determinants to the adaptability and transformability capacity between the individual and the social-ecological system, there is a need to approach it from a multiple level of analysis that includes human ecological, developmental, demographic, cultural, economic, and social variables.

This paradigm is the example of the inclusion of immigrants in the host sociological system in which immigrants play as “agents of ecosystem” (Folke 2006) and reconstruct this ecosystem-oriented branch of ecology from the mainstream ecological system of the host country (Folke 2006). The mainstream social ecological system (SES), whether or not included in or excluded from individual ecology, treats human ecology actions as external to the ecological system of immigrants. The interdependencies and feedback between immigrants and the host society develop social dynamics and impersonal relationships (see Sack’s tendency analysis 1983), which then evolves into the resilience perspective of this paradigm. On the other hand, the paradigm indeed encompasses understanding, acquiring knowledge, and incorporating the emergence of adaptive management as well as governance between actors and interest groups for the paradigm. Interdependencies between the human and social-ecological systems create a power dynamic between agents, which is the ability to feel their presence in a certain social system. Here the power could be the property of both immigrants and society. Socio-cultural integration with the host society affects the economic integration of immigrants, and even immigrant entrepreneurial development, in many cases, significantly facilitates the effective integration of an immigrant into the host SES (Kushnirovich 2015).

Power is indeed a relationship between two actors: “people-people” or “people-context”. The power of interdependency “...only exists in one’s capacity to influence another’s attainment of some positive goal or avoidance of some negative event” (Complexity Labs 2016). Society can depend on immigrants if the society has goals and needs that immigrants can fulfil. For example, in the Arctic immigration contexts, the Arctic society depends on human capital to fulfil demographic challenges. Similarly, immigrants depend on the Arctic society to become more fully integrated. Immigrants are vulnerable and at risk of being isolated. Therefore, a synergistic relationship between the human ecology of immigrants and the social-ecological system of the host territory adds value to an immigrant’s adaptive approach.

3.2.1. Micro-level Approach

Territorial identity as well as self-identity can affect integrating immigrants (Learner et al. 2007). Immigrants try to re-construct their identities based on the paradigm of interpreting factors and templates. The multi-faceted interaction process supports them to negotiate their identity (Swann Jr. & Bosson 2008; Ting Tommy; Learner et al. 2007). Multiple territorial identities (Marks 1999) such as state and sub-state identity attachment are required for territoriality (Hooghe & Marks 2005). Territorial commitment increases among immigrants by the functioning of the micro to macro level of interaction (see Figure 3). The micro-level approach is associated with acquaintance, importance, types of social associates, and the gender composition of the social background of individuals. Higher familiarity and importance between individuals create a higher level of positive interactions (Vogel et al. 2017). Same-gender composition could have a more positive affect on human behaviour (Vogel et al. 2017). This biological tradition of human interactions with family and peers is linked to a more positive valence. Relationships with non-family social partners is linked to more positive outcomes in the integration process (Vogel et al. 2017). It is a result of the introduction of the human ecological theory into resilience studies, which usually focuses on the biological interaction trends between individuals and their micro-level environments, i.e. nature of self, location, livelihood, background, and situation in the society (Kolar 2011).

The nature of relational selves is a source of interpersonal relationship patterns involving affect, motivation (Andersen et al. 1996; Berk & Andersen 2000), self-evaluation and self-regulation. All of these cognitive characteristics of individuals are controlled by the actors themselves and are relevant with significant others (Hinkley & Andersen 1996). This nature of humans is shaped by experiences with significant others and derives from their emotional relevance

for the self (Andersen et al. 1998; Higgins 1987). Here the micro-level focuses on immigrants, and the view of evolutionary psychology would propose that their cognitive systems and fundamental cognitions such as values (i.e. cultural) are critical mechanisms for adapting, along with interpersonal networks, to their social and ecological surroundings. Usually, immigrants have a limited number of significant others in the host society.

The relationships include interaction between immigrants and their immediate families and peers from the same country who have migrated either before or after them. It even includes the effect of either positive or negative attitudes towards their families as part of their relationships, which creates bi-directional contacts and balance across the multiple roles and activities of immigrants and their immediate network. Under these circumstances there are lower levels of depression and higher levels of self-esteem contingencies (Crocker & Wolfe 2001) and well-being (Marks and Shelley MacDiarmid 1996). But there is much evidence to suggest that they do not necessarily have a good relationship with all peers from the same country who are living in the same host society. Significant others' habits, nature, inner qualities, or ways of thinking and reacting might seem to match with each other in interpersonal relationships (Markman & Genter). In this respect, combination and value creation (Moral and Ghosal 1996; Schumpeter 1934; Kogut & Zander 1992), cultural values, trust and trustworthiness (Gambetta 1988; Gulati 1995; Ring & Van de Ven 1994), and the shared vision of individuals (Chow & Chan 2008) can create mutual understanding. According to Bourdieu, individual interaction and the reinforcement of these relationships depends on mutual recognition and acknowledgement between members of a network (Coleman 1990) while emphasising how individuals maintain relationships with their interpersonal network by classifying opportunities (Sack 1983), enforcing control (Sack 1983), and using experience and skills, which are a form of human or social capital.

In the micro-level paradigm, the individual's actions devote much discussion on the collective nature of social capital like the trust, sanctions, authority and trustworthiness as part of social capital. In the micro-level perspective, it is easier for an individual to exert control over that social capital nature than over any other level in the social ecological paradigm. Conversely, it is not easy to have some representations of significant others for immigrants. As the study shows, there are stereotypes in the social categories who are non-significant others for creating interpersonal networking (Yeasmin 2016, Chen & Andersen 1999) e.g. peers from the same country of origin also represents non-significant others, in case their values are different.

3.2.2. Exo-Level Approach

Emphasising the challenge of the resilience of immigrants to cope with social systems, social institutions and organisations is interpreted as social value and organisational legitimacy (see Sack's tendency analysis). This adaptive capacity is an embedded phenomenon of all Sack's tendencies that necessitate efforts from immigrants. The relationships of immigrants with social environments are not only the consequences of immigrants' skills, nature and background values and their motivations, but it reflects the reaction of the host society and how welcoming they are towards immigrants. This interaction very much depends on impersonal relationships (see Sack's explanations of tendencies), which could be positive or negative. At the exo-level of interaction there is a setting in which there is a link between the contexts.

The immigrant does not have any operational role if the context in which immigrants participate is not favourable. The exo-level comprises multiple social contexts and the interdependencies among contexts. In this level of social-ecological paradigm, relationships are based on 1) individual to individual interaction between immigrants and actors from the social environment (Ennett et al. 2008). On the other hand, the resilience of immigrants can be constructed in terms of relationships and interactions between 2) human subjects and contextual factors (Almedom 2004; Almedom & Glandon 2007; Hamiel et al. 2013). Immigrants' interaction with the exo-level is usually indirect. The exo-level bonds some processes that take place between two or more settings, and at least one of these settings does not usually comprise the person. At this level, the value-attitude-behavioural hierarchy creates a hierarchical form between the individual and context (Manfredo et al. 2014). Therefore, the guiding influence of the cognitive processes of values are slowly formed, and the evaluative processes of attitudes is also not rapid. The exo-level is inspired by social hierarchy and bureaucracy (see tendency analysis Sack 1983). Reducing the consequences of hierarchy-enhancing institutions can be effective in balancing the integration of immigrants.

3.2.3. Meso-level Approach

The physical environment, one's interaction with the neighbourhood or other groups, influences over territorial characteristics, and one's sense of community are all meso-level interactions. At the meso level, some previous research tended to study the experiences of groups and the interactions between groups. The groups are not necessarily 'immigrants' and 'locals'; they could indeed be 'immigrants' and 'immigrants' (Huisman, Hough, Langellier & Toner 2011). At

this level, the ability and willingness of the groups to assimilate and be integrated with each other, depending on local social systems, are unsubstantiated. In a very different study of group-level interactions (Michael Messner 2009), finding the characteristics of the territory or finding and classifying opportunities, enforcing power over territory (see Sack's analysis) are unconfirmed. Prejudice, stereotypes and discrimination can often make an immigrant unwilling or even opposed to interacting positively, which can cause a breakdown of the social-ecological system. Because of this, some forms of encounter can have acrimonious outcomes. Additionally, many opportunities for potential interaction occur in everyday contexts between groups to groups in which individuals have a choice as to 1) whether or not to interact, 2) with whom they wish to interact, and 3) how they might wish to do so. An individual or a group of individuals can create new opportunities to promote greater positive interaction between both immigrants and receiving communities with those who are already open to building positive relationships (Orton 2014).

The fact is that people tend to favour their own groups over others in the society (Sumner 1906), since people have been largely inspired by social identity. Conversely, social governance considers group dominance to be a dynamic system wherein inter-group bias differs systematically across levels of socio-economic status and power. Within stable group-based dominance systems, the governing power displays more inter-group favouritism, especially with respect to the dimensions of control and benefit (Sidanius & Pratto 1999, pp. 233-234; Fang, Sidanius & Pratto 1998). In an extreme form, this unequal inter-group bias is revealed as out-group favouritism among subordinates. It is true that inter-group contact reduces prejudice (Allport 1954); however, inter-group contact does not necessarily support social inclusion. On the other hand, cross-group contact between intergroup members and out-group members can improve social relationships.

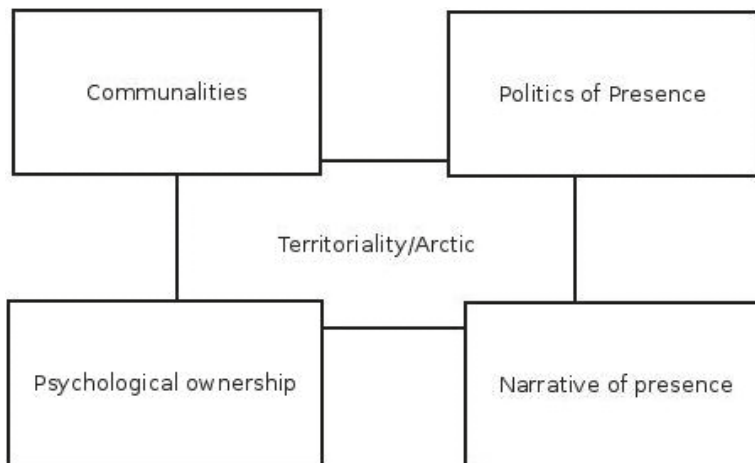
3.2.4. Macro-Level Approach

Public policies, norms, societal customs, public opinion, and legal issues are considered an outermost part of integration where the effects are larger. Macro level interactions rely on the public sector. Understanding this level allows us to understand differences in such outcomes as provision that demands interpretation of the specific motivations of government. The interpreting of policies is examined to see how governments can be persuaded to take initiatives to develop integration services. Sometimes some global influences, politics, and social media discourses turn public opinion and materialise policies that define the need to make society resilient to such threats. Policy development processes

are indeed based on an integrally neo-liberalist ideology of governance (Joseph 2013*a, b*; Schmidt 2013; Whitham 2013). The majority of attitudes depend on politicised immigration issues that can affect public policies. The mediating effect of anti-immigrant rhetoric affects integration policies. Anti-immigration attitudes vary depending on religious contexts: Strongly religious people in the host country are less likely to oppose immigration than non-religious people (Bohman & Hjerm 2014). Socio-cultural, political and the economic integration of immigrants are macro-level indications.

3.3. Macro Factor Analysis of the Territorial Characteristics of the Arctic

Figure 5: Territorial Characteristics of the Arctic



3.3.1. Communalities

A different factor analysis of the study shows that the subjective understanding of *communalities* levels is low in the Arctic. Communalities is conceptualised as to how much modification is needed to become communal in the host territory. A feeling or spirit of co-operation and belonging can be inspired through common interests and goals in a communal territory. Under this concept, all human groups in a territory form a larger in-group community (McFarland et al. 2012). The Arctic geographical extremity, along with other variables such as the socio-cultural structures of social institutions and the subjective behaviour of

rational individuals, are the factors illustrating that effective integration requires co-operation between communities.

Communality is the ideology, thinking, and action that has allowed several communities to face and resolve challenges and problems together that the situation has brought to them, and communality is living knowledge that allows everyone to coexist and collaborate collectively for the service of larger communities. Martinez Luna has been using this ideology to better understand the lifestyle of the indigenous peoples. This ideology supports understanding of the situation of immigrants in the host territory. It is a positive approach to an optimal relationship development between immigrants and locals. Previous studies show that immigrants move within their own small circle based on “immigrant-immigrant” or “immigrant-small ethnic community” interactions, which hinder integration and oppose the ideology of communality. Territorial disparities indeed hinder the resilience of immigrants on communalities. This ideology supports knowledge about the lifestyle of immigrants. However, maintaining a harmonious equilibrium between human beings and territorial nature is challenging if the society is based on individualism (Martinez Luna 1993; Ayala 2013).

The Arctic as a territory is full of potential and resources; however, it is a difficult environment for immigrants who emphasise communal utility values (Lindström 2016). They need obvious orientation, which could be an exchange orientation within a larger community (Clark & Mills 2012). Communality is the concept of blending immigrants and locals when social support fits the needs of the receiver (Maisel & Gable 2009). The communality concept would be “...beneficial when one is receiving appropriate care from others as opposed to care that is incompatible with one’s needs (Le et al. 2013; McFarland et al. 2012; Omoto et al. 2010). Communal value intervention indirectly impacts on larger community motivation (Kogan et al. 2010). Communally-oriented immigrants can take precautions for the welfare and needs of others in the host territory (Le et al. 2012; Holmes 2013). Humanitarian immigration phenomena in the Arctic are a fresh area of research. Immigrants can strengthen the Arctic economy by knowing the communal values and acting on those values. The world’s highest living standards of these Arctic countries are mainly due to the countries’ natural resources and well-planned wealth management, but they lack effective integration, which is isolating the community. Therefore, in these recent years, there has been more focus on the integration of immigrants so as to mix the immigrants and locals to increase micro-level interactions in the Arctic Society (Larsen & Fondahl 2015; Nordic Welfare Centre 2017). Proper policies and plans along with implementation policies to increase other levels of interaction have the potential to put everyone in a stronger position

in the territory (Nordic Welfare Centre 2017). Mixing immigrants with locals increases the levels of communal utility information among immigrants. There are many detail components of communalities, i.e. smart clothing, education, housing, health, recreation, arts, transportation, climate, economy, etc., that can manipulate both immigrants and locals to modify communal values by working with one another, thereby helping to form relationships with others (Brown et al. 2015; Impett et al. 2005). The communality concept might not be blended in every territorial aspect, however, as this study shows that the communality concept supports the integrative consequences by exploring and recognising commonalities.

3.3.2. Politics of Presence

The concept of politics of presence explores the regional identity of Arctic, focusing the interest upon immigration. The “molding” tendency of Sack is understandable to make a relational view of the region based upon an assemblage of political actors, public, private, and other international actors who have a common interest in the topic of the geographical impact of the Arctic on the integration of immigrants. Combining the examples of Arctic migration with Arctic territorial characteristics (see the “molding” concept of Sack) can be a more diffuse form of governance that can spread the Arctic presence both globally and in a spatially discontinuous region. This concept emphasises the importance of understanding the definition of ‘territory’ as an ongoing production (Messey 2005) rather than trying to capture some fixed expression of territory. Arctic migration is a power to symbolise a traditional expression of territory combined with a new network of social relationships (Amin 2004; Paasi 2001).

Conceptualisation of the region endeavours to outline or recognise the region’s policies through clusters of connected development activities such as growth mechanisms and neo-liberal market forces, which can be well-fitted with the characteristics of the region and network flows. Assemblies, regional development agencies, and other authority as territorial entities should try to hold down the fluid elements of global life, i.e. global migration in the general interest of targeted ‘regions’ – pursuing to construct regional migration fixity “through processes of government and governance” (Goodwin et al. 2005). The immigration governance of regions, and its spatiality could be a more negotiable set of political arrangements that can shape of the regional governance from the networks of relations to across and beyond mentioned regional boundaries (Allen & Cochrane 2007).

The Arctic region can organise a more discontinuous definition of 'the region' to secure their political and economic agendas related to immigration. In this regard, different entities who hold the same interests can together form comprehensive agendas (e.g. the role of the European Commission and the Arctic Council, where there is a need for a separate working group that can make clusters on geography of immigration). As Heikkilä and Pikkarainen (2010) focus on Finnish migration streams, they say that it is potentially important to focus on reshaping the regional population distribution for regional development, and the inter-regional migration strategy can play an effective role in this regard. The regional integration model could be addressed as a structured model both regionally and nationally. In practice, political and business intermediaries lack threshold knowledge about the security of immigrants.

Conversely, they are actors who have the operating power of the networks' governance by negotiating connections, assigning policies and mobilising interdependencies between "actors-actors", "actors-sectors", and "sectors-sectors", and even some of the regional governments renew immigration strategies without having the perspective of immigrants (Allen & Cochrane 2007). Such a strategy cannot be sustained. Without a sustainable strategy, it is hard to produce new territorial affiliations, clusters, new expressions, new actors and new strategies. (Müller 2015). The political identity of a territory is linked to the political bond based on loyalty and obligation towards a collective identity, and collective identity is an essential element when discussing the problem of multiple identities and their influence in public life. Territorial-political identity and its reputation very much depend on the recognition of political collectiveness of self and hetero-groups (Nevola 2011). Here, territorial politics is a sharing of public life aspects, the availability of common recourses among all groups belonging to a territory, creating a sense of solidarity between all groups of people, a common legitimation, a shared territory for all who are present in the territory, and shared opportunities for all (Nevola 2011). If an individual or even a small group in a territory faces continuous racism, a continuous crisis of security, and civil rights are under threat, it means that territorial politics is under stress and public organisations are directly oppressed (Phillips 1995).

The dissertation shows that Arctic territorial resilience depends on a better use of human capital, and for that, the presence of a wealthy Arctic depends on all components that Nevola shared in the previous sentences. The politics of presence require a political collectiveness of the ethnic minority along with all other self and hetero-groups and a mechanism of tighter accountability. The concept of the politics of presence explores the legality, documentation and political rights of immigrants. Identity, socio-economic status, attachment or legal links can form a bridge between people, state and territory (Avery et al. 2011).

The democratic and civic engagement of immigrants with mainstream political institutions results in greater visibility and influence in a territory (Ramakrishan & Bloemraad 2008). Measuring the political presence of immigrants, national and regional policies are shaped so that immigrant identities and needs can differentiate their contributions in the political discourses. The government approaches to the national identity of immigrants have been reflected in the policies of the Arctic Countries; however, it has not reduced the levels of political trust on an individual level among immigrants. There are discrepancies between the individual-level conceptualisation of national identity towards immigrants (McLaren 2015).

3.3.3. Psychological Ownership

The concept of “*psychological ownership*” determines the relationship between human, territory, and being perceived as one of the contributors of the territory. Psychological ownership is a feeling of being an individual that people develop for their knowledge. Managing organisational knowledge is a widely-recognised resource for sustainable competitive advantage both for the individual and the organisation. In fact, organisational success lies at the core of individual knowledge management and knowledge contributions (Wang & Noe 2010; Witherspoon et al. 2013).

Previous studies suggest that there is a direct effect of perceived knowledge ownership on hiding intentions (Peng 2013), which can be explained in two possible ways:

- 1) Individuals overvalue (Peck & Shu 2009) their knowledge on those objects that they feel ownership for and an anticipated loss of control compared to those for which they do not have such feelings (Beggan & Brown 1994). Therefore, people feel attached to their knowledge consciously or unconsciously. The overvaluation and anticipated overreaction can lead individuals to limit access to knowledge by others. Individuals would rather keep the benefits of knowledge to themselves, particularly when they think they might lose some value through sharing their knowledge (Ford and Staples 2005). Immigrants overvalue their educational knowledge and skills, and try to affect or influence those perceived to have knowledge ownership in the host organisation, but they lose their control over their material knowledge when the host organisation limits the access of their knowledge in the host territory (e.g. educational accreditation or recognition of previous certificates is a lengthy process, and a doctor who comes from outside the European Union cannot practise in Finland and Sweden without a permit

license obtained via an exam along with local language skills, which is also a lengthy process). In many cases, immigrants hide their previous knowledge in order to sustain a competitive advantage.

- 2) Ownership provides the owner with perceived rights and responsibilities concerning an object, i.e., the ability to control the object (Pierce & Jussila 2011). The theory of psychological ownership has been used as a positive recourse for impacting human performance in organisations and social institutions. However, this behaviour also accepts territoriality and rigid behaviour towards the acculturation process and a stiffness over the social system in a particular space or territory (Mehta & Belk 1991; Pierce et al. 2001; Ardrey 1966). Though both collective and individual psychological ownership define the access to use a possession upon a territory, which is the sign of social enactment and recognition (Verkuyten & Martinovic 2017), it involves a particular group or community, e.g. an ethnic group or other minority, and their perceived knowledge of their rights and their determination to use the rights that they do have. However, the usage of ethnic rights and knowledge can create a strong justification for territorial and nationalist sovereignty claims and discourses about the ownership of objects among locals, which causes (Toft 2014) negative behaviour, inter-group threats, out-group exclusion, violent inter-group conflicts (Verkuyten and Martinovic 2017; Toft 2014). Immigrants are portrayed as a symbolic threat to social welfare benefits, jobs, housing, and mainstream values and morals, therefore the out-group majority feels that immigrants are their competitors and will break their socio-ecological sustainability.

On the other hand, minorities are easily stigmatised because of inter-group violence and crime. When it affects collective ownerships, it can also affect the personal ownership level (Furby 1980; Pierce & Jussila 2011). To some extent, these anti-immigrant discourses or negative statements towards immigrants encourage an ethnic group to keep the benefits of knowledge to themselves, if they feel that they can lose control and be dispossessed of ownership (Verkuyten & Martinovic 2017). Previous research shows that both threatening news and positive news stories about immigration directly affect attitudes toward immigrants' human rights, but not attitudes toward immigration policy (Seate & Mastro 2016). Any immigrant news indirectly influences both types of immigration attitudes through feelings of inter-group anxiety. Some immigrants even "cultivate fear" of losing social welfare benefits, and some other groups have their security threatened to some extent. Prominent political discourses suppress the voice of immigrants and their knowledge of ownership by giving strong statements (i.e. "this is our country" and "we have to take back control") towards an ethnic group (Verkuyten & Martinovic 2017). Therefore, much of the material and immaterial knowledge of ethnic groups and individuals remains

unexpressed, and immigrants try to follow a planned behavioural theory to create their own enclave in the host society. It is self-exclusion when they cannot feel psychological ownership in the mainstream society.

An individual develops feelings of ownership towards the physical environment, which could consist of tangible or intangible objects (Pierce & Jussila 2011). There are three major routes through which an individual develops this psychological attachment to a particular target:

- 1) Controlling the target is considered a key property of ownership by which exercising the ability to control and manipulate an object stimulates feelings of possession towards the object, up to a certain understanding of the object as an extension of the self (Pierce et al. 2003). For example, through this route, they can develop the motivational aspect of competency (White 1959), homeliness and self-identity (Pierce et al. 2001).
- 2) Through this route, an individual tries to associate with an object that enables him/her to personally know the target (Pierce et al. 2001) in order to develop a close relationship between an object and the self, which is likely to increase understanding or a feeling of ownership (Pierce et al. 2003) e.g. mutual trust and respect (Brown et al. 2014; Brown 2010). Previous research suggests that high trust environments between “individual-object” reduce the territorial behaviour correlated with psychological ownership (Brown et al. 2014). Since the concept of psychological ownership is a perception of “internal-individual-object”, it exerts influence and control over actions and interactions towards another party (Brown et al. 2005).
- 3) Authorising the self into the target could be a possible route to psychological ownership, e.g. an individual can authorise his/her cognitive nature by marking (Webster et al. 2008) or claiming or by defending (Brown et al. 2013) against the target. Marking can be used to build and express one’s identity for communicating with others. Psychological ownership tends to be stronger if multiple routes are involved (Pierce et al. 2003). Personal ownership provides control over immigrants’ sense of belonging, which is mutually beneficial in terms of social co-operation (Song 2016). Immigrants can exercise control over objects, idea and arguments, and they can even imply rights of usage, transfer or exclusion (Reeve 1986; Snare 1972). It is an immigrant’s own decision whether he or she keeps the target of ownership, gives it away, or excludes himself/herself from the use of the object. However, in the existing system of the studied area, immigrants are perceived more as a burden than a benefit (Song 2016). Therefore, both aspects of “being” and “longing” tease out the complex phenomena over ownership in territoriality. The concept of belonging in geography explores three dimensions: 1) the sense of belonging 2) the everyday practice of belonging and 3) the formal

structures of belonging. Physiological ownership over territoriality is embedded in all those affective dimensions of belongingness (Mee & Wright 2009). On the other hand, the absence of social and legal recognition force them to feel that particular objects, ideas and arguments do not even belong to them (Verkuyten & Martinovic 2017).

Immigrants are considered to be possessed when they cannot control the influence of some mysterious outside force (Ibid.) i.e. the implementation of exclusionary rules or regulations (e.g. new voting rules; new rules on education stating that education is free for Europeans but immigrants from outside of Europe must pay a tuition fee; or you have the right to religious freedom but you cannot practise certain rituals).

3.3.4. Narrative of Presence

The integration of immigrants is narrative-centred; adaptation is a method of both subjective and objective evaluation of narrative presence. “Presence” means a sense of “being there” when interacting with a mediated environment (Schubert et al. 1999; Ijsselsteijn et al. 2000; Insko 2003). The subjective experience of being in a place or environment, presence have conceptualised into two types: 1) Physical presence, being physically located in a place and 2) Social presence, a sense of co-location and social interaction with a practical and distant partner (Lombard & Ditton 1997; Ijsselsteijn et al. 2003). On the other hand, narrative presence is an affective-cognitive construct that characterises a perceived relationship among audiences with a story. Narrative presence includes feelings of participation, and a materialistic or intangible observation in a story world. Narrative presence focuses a perceived reality of the story in which there are cognitive and emotional reactions.

Narrative presence combines with multidimensional factors (Ijsselsteijn et al. 2003). Previous studies suggest that there are four instrumental components: 1) Control, 2) Sensory, 3) Distraction, and 4) Realism factors (Witmer & Singer 1998). Another study suggests eight contributors from which spatial presence, awareness, involvement, realness, immersion quality, exploration and predictability have a potential influence on the integration of immigrants (Schubert et al. 1999). The user- centric factors of narrative of presence are: affect (Lee et al. 2007), motivation (Malone & Lepper 1987), self-efficacy (Bandura 1997), empathy (Hoffman 2000) and involvement (Rowe et al. 2007), and these factors are directly related to the variables of resilience. Contributors of narrative presence can strengthen the limitations of resilience and balance the ability for measuring presence during the progression of interaction.

Narrative presence is a set of capacities that can support resilience building at the community level. The resilience of immigrants and the community paradigm require an assessment of risk or vulnerability and of benefit by uniting all the contributors to the narrative presence. Narrative presence that includes individual and social presence are the keys of resilience in the context of immigrant integration in the society, since societal resilience identifies and develops the narrative presence of an individual to sustain and renew the community trajectories for the future (Magis 2010) in the context of immigrant integration.

The integration of immigrants into the Arctic requires both 1) the resilience of immigrants and 2) community resilience (Weiner 1996). Resilience refers to the absence of significant developmental delays in the integrating process and the long and uncertain learning period, facing intercultural behavioural problems without having a true awareness and understanding of “micro-exo-meso-macro” factors, a lack of real anticipation as to whether or not immigration is a crisis among the majority, little understanding of both livelihood security and societal inclusiveness, and isomorphism to form the social-ecological model. Thus, resilience highlights the narrative presence of community members, thereby revealing their resilience capacity. The continuation of social vulnerability of both a declining and an increasing population, disruption to livelihoods and loss of security, the use of resources, looking for new resources, intercultural and out-cultural conflict are the stressors for the underlying economic and social situation in a welfare country.

Social or community resilience is an important factor of circumstances through which immigrants and social groups in the host society adapt to a new ecological system. Truly, social resilience is directly linked to a sustainable social ecosystem of communities and community security. Policymakers and strategic planners face challenges to sustain the socio-ecological system, since sustainability in integration measures involve a system approach in order to develop existing policies and strategies. For welfare countries, integration is much more challenging, as they have to protect geographical and social securities as well as levels of standard livelihoods and human well-being for all citizens. Therefore, immigration is a challenging phenomenon and a habitualised behavioural problem for the host society. It is a societal decision whether or not the society depends on isomorphism or allows considerations to change the isomorphism for being resilient in order to include immigrants in the social-ecological model from an in-group perspective.

The argument of this dissertation is to ensure that an analysis is carried out of all the channels of information being used for 1) broadening the understanding

of resilience and 2) increasing the capacity to cope with new phenomena such as the integration of immigrants and social inclusion (Adger 2000) for both the community groups and individuals (National Academy of Science 2017). The social vulnerability context covers public policies focusing on the collective resilience capacity of the socio-political aspects. The effective integration of immigrants in the context of social resilience is more or less related to the host country's questions regarding future resource management. It is essential to assess and re-design the resilience of the social wellness environment.

The determinants for being resilient can create two questions: 1) Why should the environment have to be resilient? and 2) What are the risks if the community resilience factors are not measured? The social-ecological trend gives a general answer to those questions. The exclusion of immigrants is subject to different risks of loss. If immigrants are excluded, they can be a permanent burden for the future. Such loss can create a variety of other problems for the host country. Decreasing resilience in the system obviously increases the risk of loss (Walker et al. 2002). Current management methods of decision analysis are not particularly appropriate for improving the range of returns from immigration during slowly-changing periods of growth and acculturation, and the consequences of the current integration model might be a concomitant loss of resilience. The study suggests that during the transitional times of integration (although the transitional time varies from case to case), or during a crisis or breakdown or a period of reorganisation, building resilience in the social-ecological model is most important. According to the neoclassical economic theory, immigrants usually move from a high unemployment region to those regions in which there are more opportunities for high wages and the unemployment rate is also lower (Olligschlaeger 1986). Immigrants seem to promote cumulative causation (Haas 2010) and a reliance on the utilities and economic geography of the region (King 1979). Not only immigrants but all humans also collectively maximise society's utility. Therefore, immigrants have a natural tendency towards a state of equilibrium. For the happiness of their life, they try to follow the lifestyles of other immigrants who are living in another region. To gain perfect knowledge of all factors to maximise their utility, they can even move from one city to another in which there are more opportunities for them.

This tendency can make the immigration pattern unstable for Lapland, and Lapland might lose immigrants as well as the manpower that is needed to fill the demand for labour in the future. If unfavourable economic and political conditions continue, immigration may set in motion negative cumulative causation-like processes. On the other hand, if the contextual conditions are favourable or have improved, migrants may reinforce these positive trends and can settle down at the destination (de Haas 2010a), which could "have a

great influence on the location choice of subsequent immigrants, who tend to follow the 'beaten track'" (Ibid.). De Haas (2010b) suggests a broader concept of economic of labour migration theory and classifies migrants (e.g. economic, refugee, asylum seekers, family and student) to de-link the migration intention from the eventual development consequences. Jan Brzozowski (2017) states that in many cases, *"most economic decisions, including the entrepreneurial ones, are the result of collective decision making and of the interplay of the aspirations, dreams and personal goals of migrant and one's family located both in host and home country. Consequently, if an immigrants [sic] starts a business activity in a host country, one's entrepreneurial strategy is deeply influenced not only by the individual interest, but also by the economic interests of "important others".*" So, individual resilience related to the socio-economic integration of immigrants and economic adaptation are linked to the development of immigrant enterprise to some extent, especially when the regional unemployment rate is higher among immigrants.

Although refugees are fleeing to safety, they also desire a quality of asylum (Hear Van 2004). The immigration process is not always a preconceived strategy (De Haas 2010b), but at some point, immigrants (refugees, student, family) attribute economic restraints and the flow-back of ideas, behaviours and identities that play an important role in promoting immigrant entrepreneurship, family formation and political integration, etc (De Haas 2007). They realise that their further migration might enable them to find new means of livelihood.

The social remittances also affect the perceptions, feelings of relative deprivation and aspirations that people feel, and push them towards further migration (De Haas 2007), either within the country or outside it to a better economic geographical location. However, the new economics of the labour market paradox can hinder the positive impacts that may actually increase the immigration tend to the south, where there are more economic opportunities. Usually, immigrants move from the north to the south, so if we need a south-to-north trend then the environment should be resilient in the north. Many immigrants who move to the south struggle to increase their resilience, and their vulnerabilities push them towards their own co-ethnic enclave located in the south (Munkejord 2017).

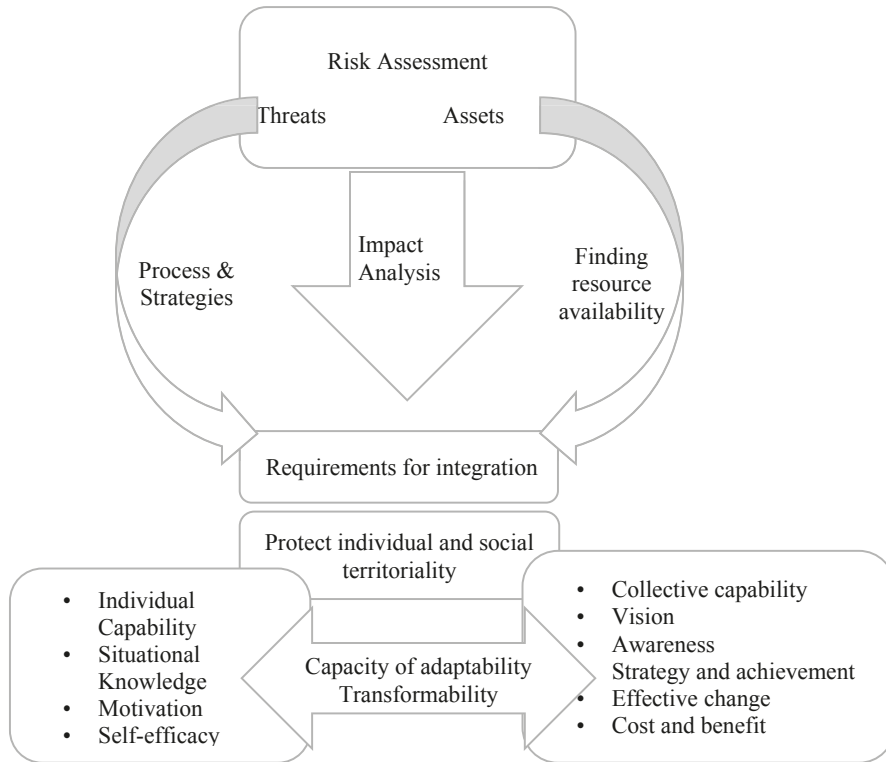
The stereotypes of group inferiority lead immigrants, as subordinate groups, to under-perform on intellectual tasks in self-evaluative situations if they are not integrated properly. According to the previous discussion on the lack of feeling of psychological ownership, a 'stereotype threat' has been found for African-Americans (Steele & Aronson 1995), women (Spencer, Steele, & Quinn 1999), and people with lower social class (Croizet & Claire 1998). In many cases, subordinates (Pratto et al. 2006), minorities or immigrants suffer from an

inferiority complex, which makes them engage in self-destructive and in-group damaging behaviours at significantly higher rates than others. This kind of self-debilitating behaviour by immigrants increases the levels of criminality, in-group directed violence, out-group hate, and harmful substance abuse (e.g., cigarette smoking, and drug and alcohol abuse (Sidanius & Pratto 1999, Ch. 9).

Broadening the knowledge of integration and resilience can partially overcome the risk of loss or stereotypical inferiority, and immigrants can build resilience by performing as well as equally competent members of dominant groups when relieved of the threat of stereotyping. Some previous studies show that social connectedness should be measured by surveying and analysing networks and social media data. To avoid the risk of loss, much more effort could be made at fostering resilience, whilst recognising that resilience may be enhanced on micro-macro levels. However, the determinants of resilience usually inform the efforts for both immigrants and the host community (see the discussion part of Figure 3).

The recovering concepts that are associated with resilience include all positive variables to “bounce forwards”: self-esteem, strong coping skills, a sense of unity, self-efficacy, optimism, strong social capital, the capacity for transformability, risk-taking, low fear of failure, determination, cross-group friendships, the skills to understand homogeneity (Leszczensky et al. 2016), and a high tolerance for uncertainty and positive willpower (Ungar 2004; Masten 2005; O’Leary 1998; Patterson et al. 2002). The “bounce back” variables are: positive views of self (both immigrants and the majority) and the motivation to be effective in the environment surroundings (Ledesma 2014; Masten 2005). Most of these variables are internal variables that depend on self-personality factors – how a person deals with the crisis at hand, and some of the variables are external and have influence over the ability of “self-personality” factors. An external variable is a critical component in resilience to some extent (Masten 2005), e.g., community resilience is structured on isomorphism, many social beliefs, rational behaviours, and the customs and historical perspectives related to it.

Figure 6: Resilience of humans and the social-ecological trend for being integrated



Source: Own elaboration

Weiner (1996) also states three determinants of immigrants to integrate where the society is willing to absorb the immigrants. Regional resilience depends on regional variations in the economic integration of immigrants (Lester & Nguyen 2016). A region with greater occupational diversity of immigrants can be more resilient and recover from economic downturn more quickly (Ibid.). Measuring the community resilience factors encompasses a need to measure occupational diversity to find regional economic opportunities for immigrants. For regional resilience, local government actions towards restructuring the labour market by adopting immigrant-friendly policies support the economic integration of immigrants (Lester & Nguyen 2016).

4. Synthesis of the Research

The idea of synthesising five articles was born out of five research questions, and each of the articles answers one of the questions. In this synthesis phase, the study designs theoretically informed the interventions on the integration of immigrants. Three different theories are discussed in order to generate greater theoretical insights (Zimmerman 2013). The theories that are used in the synthesis were identified and explored because of a separate study and are included in this study to back up practical materials and research findings. This synthesis is an example of knowledge support rather than decision support. The syntheses have been used as efficient scientific approaches to identify and summarise evidence. Therefore, the syntheses limit bias and improve the reliability and accuracy of conclusions in the field of the integration of immigrants.

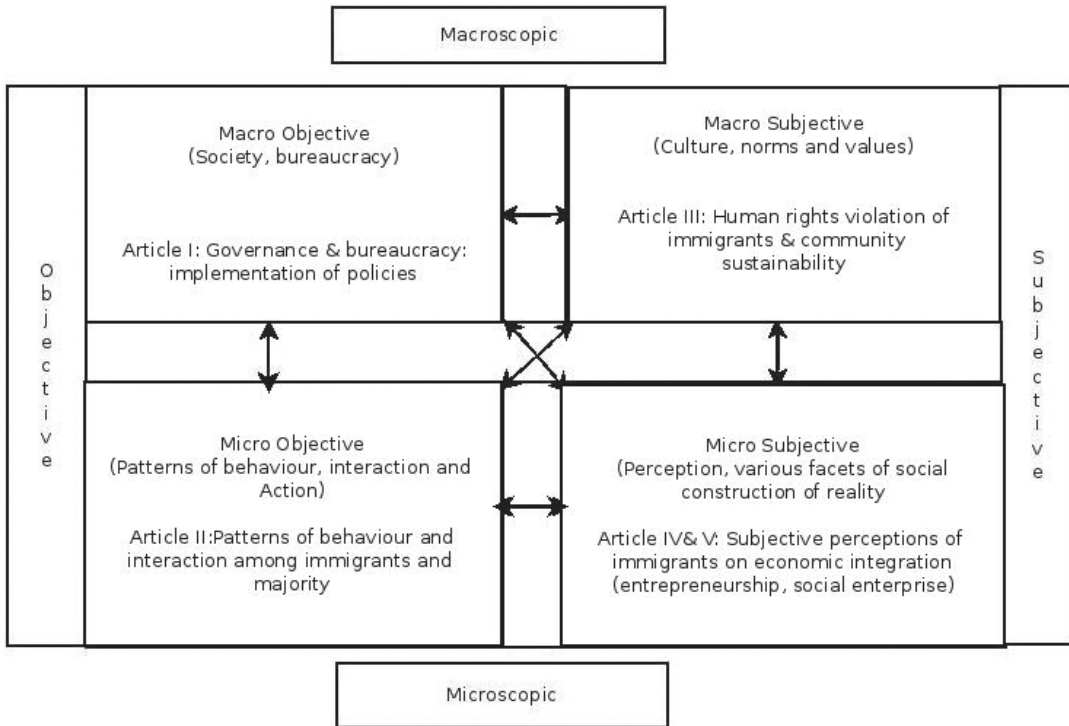
Comparing the three theories for points of convergence and divergence and bringing together those points that converge, this study has found justification for the research questions based on five hypotheses.

4.1. Theoretical Synthesis of the Study

4.1.1. Ritzer's Integrative Theory and Empirical Assessment

According to the integrative theory in the social science context, the relationship of two or more concepts can better explain a certain social phenomenon (Ritzer). To understand concept integration, theorist Ritzer focuses on both the micro and macro components of social structure. Describing personal and public aspects helps to understand the complexity of the overall integration process. The micro-level personal troubles of immigrants, such as discrimination or unequal treatment, can affect large numbers of people. Therefore, the study articles also focus on different micro-macro aspects related to integration. Every critical theoretic discussion may have an integrative approach of both theory and practice (Ritzer 2012). Therefore, the study also focuses on some case studies to understand the social integration process of immigrants better.

Figure 7: Combination of study article in the integrative (micro-macro) theory framework of Ritzer.



Ritzer aims to construct an integrated sociological paradigm that is built on two different perspectives: 1) between the micro and macro level and 2) between the objective and subjective. These two perspectives also discuss four dimensions i.e. society and bureaucracy are the large-scale material facts of society which are discussed under the macro-objective. The macro objective also highlights the socio-ecological system and the structural functionalism of a society. The macro subjective is the non-material facts of societies such as the culture, norms and values. Patterns of behaviour, interaction or actions are discussed in this theory as micro-objective and small-scale material facts that indicate a cognitive process in fabricating reality. The micro-subjective issues that are integrated in this theory underline perception and the various facets of social constructions.

Empirical Assessment of Research Findings

This study aims to construct a sociological paradigm of the integration of immigrants, which underlines two different perspectives: 1) between the micro and macro level and 2) between the objective and subjective. These two perspectives also discuss four dimensions i.e. the large-scale material phenomena of integration policies are migration governance and bureaucracy. There are many

different policies related to the integration of immigrants on a regional, national and international level, all of which are discussed under the macro-objective. The macro objective also highlights that the socio-ecological system of a society is a complex area, and structural bureaucracy obstructs the implementation of the policies in practice.

Article I of this study emphasises the shortcomings of the macro-objectives. Article I discusses that there is no transparency between policies and their implementation. The European Migration Policy is incoherent to some extent. EU policies are a formal document and do not create any binding obligations for member states. The migration regime is the action of the individual member states, and member states follow only those policy areas that favour their country's perspectives. Some countries accept skilled immigrants yet close their doors to other groups of immigrants, which is an unbalanced process and creates inequality in support policies. There are structural shortcomings in designing and implementing the policies, and this creates most crises within the member states. Usually, national actors participate in the designing of policies that may not be suitable for regional actors. Therefore, the implementation rate is poorer among member states. It cannot create any sustainable sharing management or responsibility.

On the other hand, integration needs are different in each different country, which also hinders the creation of a comprehensive integration policy for all member states. After the 1991 Maastricht Treaty and the 1997 Amsterdam Treaty, the EU member states committed themselves to developing a comprehensive immigration and asylum policy at the 1999 Tampere Summit. Later, in 2008, the European Council adopted the European Pact on Immigration and Asylum, which set out five commitments to provide an impetus for the development of a common EU policy. However, the integration of immigrants was not included in this common policy, and the Stockholm Program of 2009 did no more than reiterate the Pact's commitments.

The macro subjective consists of non-material facts such as the culture, norms and values of a society. In integration cases, those norms, culture and values of immigrants differ from those of the host society. When the macro subjective questions come to practice among separate cultures from a very different background, conflict arises and the question of human rights abuse is raised immediately. Norms, culture and values bring with them collective rights. However, there are many barriers that negate their human rights.

Article III discusses the human rights violations of immigrants and how these violations relate to their community sustainability. Non-western immigrants

do not benefit from social inclusion and labour market integration, which causes uncertainty in their identities (Dugarova 2015). This confusing situation creates constraints on their degree of acculturation in the north. As a minority in the host society, they feel excluded culturally, socially and economically. The northern community as a whole is smaller than the southern community and is geographically isolated in global terms, where a small non-western community finds itself in a disadvantageous position due to social exclusion. The proper realisations of human rights among locals could be a facet for safeguarding the economy and communities in the north. The region lacks dialogue on the human rights of immigrants (Yeasmin 2013).

Human rights abuses do not encourage non-western immigrants to integrate into the region and commit themselves to their host societies (Smith 2014). If northern societies accept immigrants and multiculturalism, they should no longer ignore their rights; every minority needs security, social protection and opportunities equal to those of the majority. They need collective engagement with other communities to create the conditions for a sustainable economy (Yeasmin 2014). The mechanism of the protections of human rights is an important means to foster social inclusion. Inequality and discrimination cause symptoms of depression and psychological health issues among immigrants (Yang et al. 2013). In particular, immigrant women and youth are in danger in the northern society (Yeasmin 2013). The immigrants in the north usually try to find better opportunities and a bigger peer community in the southern part of the country and hence seek to move to the south. They prefer to work within their own network and practise their own culture, which helps them to feel happy and provides mental satisfaction (planned behaviour theory), which is not a solution for the community development of the northern region.

Muslim immigrants are a stigmatised group. Because the locals lack proper information and knowledge about the Muslim culture and religion, they are scared of the refugees, who are mostly Muslim minorities. Some of the interviewees believe that this lack of information creates fear and hate towards one another, which may be the main cause of more terrorist and terrorism attacks e.g., the Norway shock by Breivik in 2011 and the Swedish riots in 2015. Young immigrants in the northern region experience symptoms of anxiety and depression as a result of being marginalised in the society. Marginalisation is also harmful for societal development. It is argued by many Muslims in the region that the dilemma is a barrier to practising religion in the North and a hindrance to community viability and sustainability.

In particular, the Muslims who are refugees practise religious culture more than the Muslims who arrive as students or with another status. Muslim

refugees are growing in number in the region. According to the respondents, some particular religious minorities have often experienced prejudice and social exclusion, which has led the minorities to think about their identities, and their cultural identity strengthens into radicalism to some extent. A Muslim name also hinders access to the labour market. The issue of sustainability has been approached through a variety of conceptual frameworks and tools” (Burns 2012; Fiksel 2006; Zhang & Bakshi 2010). It has value for sustaining small minority communities in the North, which are geographically isolated in global terms, and is thus crucial for the northern economy, which depends on human capital from outside the region (Gail & Larsen 2015).

Diverse religious communities rely on their religious and spiritual norms, beliefs, and practices to cope with difficulties, challenges, and stressors in the host country (Hisham & Kenneth 2015; Diller 2014; Edgell 2012). Religious practices can offer a sustainable framework for adjusting to the many other important dimensions of a new host society, such as diversity, equality, social justice and intercultural competency (Kolan & Sullivan 2014).

The micro-objective indicates different patterns of behaviour that could be considered social behaviour or attitudes towards immigrants. Whether or not a society is welcoming towards immigrants, or what their reactions and actions towards immigration are and the level of interaction between society and immigrants, it all has an impact on the effectiveness of the integration process. The micro-objective is small-scale material phenomena in comparison to the macro-objective.

According to the socio-ecological trend (see Figure 7), both the exo and meso level of approach might remain as micro-objective components under Ritzer’s theory in comparison to all the regional governance, national governance or international governance phenomena. This micro-objective is a cognitive process of actors or individuals from social institutions, organisations, and neighbourhoods that have had an influence in fabricating reality in order to include immigrants in the society. Therefore, Article II describes those micro-objective issues in order to better understand the reality of immigrants. Attitudes and rational behaviour towards immigrants are shown directly and indirectly by civil society in many ways, from the labour market to an individual’s feelings. The local people’s attitudes towards immigrants vary based on the immigrants’ clothing, the situations in which they encounter each other, the immigrants’ country of origin and educational background (Pehkonen 2006), the views of the respective groups, and so on. The cultural and national identity of an immigrant also plays an important role in how he or she is treated by local residents. Another factor that may figure significantly in this regard is how ambitious the

immigrants are economically, and this varies between localities. For example, people viewed foreign job applicants and refugees more favourably in Helsinki, Turku and Tampere than in the countryside and smaller cities. Young Finnish men clearly have more negative attitudes towards foreign job applicants and refugees, particularly Somalis, than young Finnish women do. Such attitudes have concrete consequences for immigrants. In the year 2007, almost half of the Somali nationals in Finland were unemployed, and in that same year, negative attitudes towards Somalis appeared in a police report (Jaakkola 2009, 78-80).

The micro-subjective issues that are integrated in this theory underline perception and the other various facets of social constructions that function in reality rather than just facts. In this phase, two case studies on the determinants of immigrant entrepreneurship and social entrepreneurship bounce us forward by describing the tangible feelings and opinions of immigrants about the economic integration of immigrants in Rovaniemi.

Articles IV and V explore the micro-subjective level by describing two facets of social constructions in reality. Here the perceptions of immigrants arose in the context of economic integration. Immigrant entrepreneurship and social entrepreneurship are considered here as social construction and embeddedness of business innovation, since entrepreneurship is seen here as work for immigrants, which is directly related to the social integration of immigrants in the host society. However, at the moment, the business environment for immigrants is not that positive because of immigrants' disadvantaged situation and the four factors that can work as enablers for sustainable ways to promote immigrant entrepreneurship. Study Article 4 also lists barriers that lessen the effective management of immigrant entrepreneurship policy. These barriers are a hindrance for social construction in reality. Opportunities related to sustainability are more multifaceted than business opportunities that either address a one-dimensional dilemma, eliminate a serious shortcoming or meet a substantial need (Yeasmin 2016).

Study Article IV highlights the importance of ensuring and securing the future development of Arctic regions such as Finnish Lapland. Two factors directly relate to various perceptions of social constructions. The rigidities of the community and society in the local context is a disadvantage, which could threaten the robust levels of access to local resources. In the case of immigrant entrepreneurship, the success and sustainability of businesses depends on the interconnectedness of all communities. The creation of values through local business development is an essential process that compensates for shortcomings and preserves the natural business surroundings (Yeasmin 2016). The enterprises are based on links between the private economic and social non-profit initiatives

that reflect a social and cultural bond between entrepreneurs and the community. Without this bond, the community is perhaps not capable of accessing new ideas, and might become locked into certain inefficient practices, which would prevent any further changes (Seelos et al. 2010). Community support – particularly in small, rural, or remote locations such as Lapland – ought to inspire profound positive societal and economic change for immigrants as well as the society (Yeasmin 2016).

Social trust, or a higher level of co-operation between different groups of people in a society, plays a crucial role in self-employment and business formation at the community level for two reasons: 1) it inspires the free flow of information between diverse groups and 2) it helps small entrepreneurs such as immigrant entrepreneurs overcome a lack of identity and well-defined reputation (Kwon et al. 2013). Another factor is social structuration, which has an impact on the development of entrepreneurship. It is discussed in the institutional theory section.

The objective of Article V is to determine the necessary conditions for Social Entrepreneurship (SE) or a form of co-operative activity to function as an alternative instrument for employment. Since the physical and psychological consequences of unemployment affect family and social life, the perception of SE is one of the facets that can facilitate immigrants' access to the labour market and is indeed an aspect of social construction. The concept of SE is related to societal development strategy, since SE can increase interaction between diverse segments and populations of a community. It also provides information to community members so that they can realise a return on their social investments (Green & Haines 2002; Tolbert et al. 2002; Fairbairn 2004; Zeuli & Radel 2005). Some SEs are established to meet their own needs, and some are established to meet the collective needs of the community. SE is an independent association of people uniting to meet common socio-cultural and economic needs. It is an example of a mutually and democratically controlled enterprise (Yeasmin 2016).

The study samples two different SEs. The experimental pop-up SEs differed content-wise from each other. One is “X”, which ran for 5 days, and in the case study, X failed to measure the strength of ties and build bridges with the public sector, entrepreneurs, and communities in Rovaniemi according to their expectations. They were not even successful in achieving economic sustainability through commercial activities.

In the second case study, the goal of SE “Y” was to co-operate with enterprises, since case study number one had failed to attract potential customers

of the SE/co-op. Thus, Y's workshop venue was organised in co-operation with a tourist enterprise for 5 days. Through Y, immigrants maintained their partnership, planning and strategies alone and provided innovative skill services to private entrepreneurs and companies, which could be the first step for social interaction and to meet the substantial need for local business knowledge and exchange perceptions and opinions within their own network of people. This sort of opportunity can provide specialised services tailored by the SE/co-op. The micro-subjective aspects of social dimension, sharing opinions and feelings of confidence in one's own skills, the psychological matching of cognitive skills, emotional feedback and encouragement made the SE "Y" successful.

Micro-objective and micro-subjective issues can affect an individual, and those issues immediately affect the surroundings or other people around him or her. In immigration cases, if any micro-subjective and micro-objective issues affect any individual immigrant, this can in turn immediately affect the surrounding society or other people who are around him or her. The study (Articles I-V) demonstrates the dialectical relationship between the personal troubles of immigrants and public issues and the policies and procedures regarding the integration of immigrants.

4.2. Institutional Theory

Institutional theory also describes similar perspectives as the study articles do. The study articles clearly hypothesise under this theory, which is also divided by two main trends and three isomorphic mechanisms. Institutions are defined as shared rules and traditions that identify different categories of social actors and their isomorphic activities and relationships. Institutions are based on formal and informal relationships between historically embedded processes and actions (Barley & Tolbert 1997). Institutions are also in evidence in theologies, states of social order, or patterns that arise through chronological repetition despite the presence of definite structures e.g. immigration and racism (Washington & Patterson 2011).

"Institutional theory is based on the notion that organisations located within the same environment are susceptible to adopting similar structures, behaviours and activities" (Shonk & Bravo 2010). Organisations usually adopt certain institutional practices and structures and try to follow the safe social track for attaining organisational legitimacy (Dacin et al. 2007), since organisational behaviour and activities are mostly influenced by the demand for social justification, and social justification is based mostly on isomorphism.

Various sub-institutions in society are operating the broad structures of social organisation.

There are formal and informal institutions such as organisational culture, social structure, and competitive environment, and the success of both the formal and informal institutions depends on the mutual interactions among these sub-institutions that control the acceptability of those institutions (DiMaggio and Powell 1983; Powel and DiMaggio 1991; Zsidisin et al. 2005; Delmestri 2007; Greenwood 2008). Formal and informal institutions are considered neutral variables influenced by both the direct consequences of individuals' attributes and stakeholders' motives. They are also influenced by cognitive, cultural, and traditional explanations.

The institutionalisation process embodies both micro-macro objectification and micro-macro subjectification. Therefore, the social structure is shaped and formed by its sub-institutions (Hasselbladh & Kallinikos 2000; Scott 2001; Dambrin et al. 2007; Currie 2011; Abrutyn & Turner 2011). The Sociological Institutional Theory encompasses a view of the social structure (ontology) and the knowledge that appears from the relationship between subjects and objects (epistemology). In this sense, one of the main anticipations of this theory is that social construction is based on reality (Berger & Luckmann 1985), in which the ethics of individuals occurs in a subjective way through a complex interaction of institutional processes (Carvalho et al. 2017). The formal and informal institutions of a society are related to the actors' (individual or collective) intentions, and the capacity of the actors (individual or collective) is directly related to social skills and knowledge (Fligstein & McAdam 2011).

Social Actors have isomorphic pressures that push social institutes to adopt shared notions and routines. Three isomorphic mechanisms – 1) coercive 2) mimetic and 3) normative – influence social institutions in gaining operational efficiency to succeed (Greenwood 2008). The Coercive involves the capacity to establish rules, regulations for strengthening and reinforcing the socio-ecological structure. The Mimetic emphasises interactions between “actors-actors”, “actor-sector” and “sectors-sectors” for attributing objects and activities (Scott 2001). It also interprets the social reality of each actors. The articulation between these mechanisms in the analysis of the transformation process of any society is relevant for societal reinforcement and stability (Machado-da-Silva & Vizeu 2007). Institutional theory is a theory of innovation, which demands constant changes and development that correspond to a special phenomenon that can then bring revolutionary changes to the productive life of a society (Schumpeter 1985).

Innovation in the socio-ecological system is a continual process that involves both radical and incremental innovation and similarly the transmission, absorption and deployment of innovation (Lundvall 2010). However, in the case of any innovation in the society, coercive isomorphism occurs by the social-organisational desire to conform to all laws, rules, and regulations. Negative sanctioning is a main component of the coercive institutional processes that are used to constrain innovative actions and the pressure of negation exerted from any other institute or environment on which they are dependent (Scott 2001). “When there is a need to adopt and implement a new policy or in any new situation of the society, this mechanism imitates others” (Pishdad 2012). Mimicking others is a safe way to proceed when the goal is unclear (Dimaggio and Powell 1983). Normative isomorphism emphasises the emergence of ‘legitimated professional practices’ for institutions to correspond that their actors are able to draw on organised professional networks and professional standards that guide their activities (Demers 2007). It is a change-driven pressure brought about by professions, where uncertainty encourages imitation (Dimaggio and Powell 1983).

Empirical Assessment of Research Findings

Institutional theory is also divided by two main trends and three isomorphic mechanisms. The two trends are the micro and macro-level institutes, which accordingly indicate informal and formal intuitions (see the figure). Formal institutions are defined as the shared rules, regulatory systems and collective rights of social actors that are based on coercive isomorphism. The isomorphic activities and relationships of social actors are the key barriers to change the system and impose pressure on the effective integration of immigrants into a society. Articles I and III also show that the governance of immigration is a complex phenomenon, although immigration is not a new pressure for the European Union. However, the actors on the national and regional level are somehow bound by the institutional isomorphism, which is in turn based on formal and informal relationships between historically embedded processes and actions. “There is no official definition of migration in the European Union” (Eurofound 2012). “Immigration is deeply enmeshed in the globalisation process, and no analysis of migration in Europe today can avoid the consideration of European integration dynamics” (Yeasmin 2013).

Article I also states that it is difficult to reach national and regional actors around the international negotiating table. “However, if they do come for negotiations, they represent an aggregated (domestic) interest. To some extent, domestic actors try to sidestep the negotiating process by supporting their own national interests that are based on coercive isomorphism in international venues.

Criticism of the EU immigration policy is common and a significant aspect is that these criticisms to EU debate and policies also come from the actors involved in the formulation and implementation of the policies themselves” (Yeasmin 2013).

All democratic institutions would like to protect and support the strengthening of civil society by proving and promoting good governance, transparency and participation, sustainable development, gender equality, the rights of persons belonging to minorities, cultural diversity, social cohesion, and a fair and non-discriminating working environment (Northern Dimension Policy Framework Document 2012). How successfully they can implement those possibilities in practice is the big question.

Contrary to those notions, organisations might go against where their needs are in their requirement to obey coercive pressure; they interpret those notions according to a certain manner with targeted subsequent benefits (Oliver 1990; DiMaggio & Powell 1983). Rarely does the government mandate the organisations to integrate immigrants, as in the Finnish case, and even national bodies do not dare to force regional bodies to receive quota refugees. The government knows that the regional bodies apply constant observation and supervision to ensure whether or not there is a need to be obedient first to their own rules and requirements, which are based on coercive pressure, since they are often a subject of coercive isomorphism (Edwards et al. 2009; Leiter 2005).

The presence of institutional pressure has an influence on decision-making. As seen from the integration perspective, there are no specific rules and standards that organisations must follow to receive benefits from integration and to utilise the skills of immigrants from the Arctic perspective. To some extent, policies are not implemented, even though policies somehow exist. Therefore, immigrants are dependent on government support for resources to survive. Article I criticises the coercive isomorphism in the immigration context.

However, Article I also states that far less attention has been devoted to the role of the institutions of civil society in facilitating or impeding the incorporation of immigrants into the Arctic societies. Integration projects need to be built on the reality that is faced by immigrants and not just on micro-macro objectification. Most importantly, such integration projects need a strong international framework rather than any kind of informal encouragement from international institutions (ETMU 2012). There is also a lack of transparency between governmental and non-governmental organisations, profit and non-profit organisations and their actors and sectors, which is an ambiguous relationship between the states in the region, and a lack of legal force and legally

binding obligations may feasibly change the overall immigration situation in the region.

However, in the case of any new innovation (likewise the integration of immigrants) in the society, coercive isomorphism occurs through the social-organisational desire to conform to all laws, rules, and regulations. Negative sanctioning towards immigrants is a coercive institutional process, which is also described in Article III.

Article III emphasises how the coercive processes constrain the innovative actions of immigrants. Immigrants are excluded and discriminated against in the Arctic society. When the pressure of negation is exerted from any institute or environment on which they are dependent, it is very difficult for immigrants to tolerate. The Article also mentions that there is anti-discrimination law; however it is difficult for immigrants to prove that they are discriminated against, e.g. discrimination is mostly a hidden, informal practice of inequality in the case of recruitment. Both unconscious (Beattie & Johnson 2012; Rooth 2010) and malicious practices of discrimination by the employers are difficult to recognise, because in the recruitment process they can occur through the ambiguous selection processes of the enterprise (Husu 2002, 48-52), which might be coercive isomorphism and negative sanctioning towards immigrants based on traditional, social values that create pressure to recruit locals instead of immigrants. Coercive isomorphism is a conscious respect of the absorption of values, norms or institutional requirements. Institutes that act according to the isomorphic way can include increased resources, legitimacy by acquired social credibility alongside the attainment of accreditation and sanctioning (Oliver 1990). Institutes have an unwilling feeling not to break the traditions and in that case, they would not like to be the first to break the traditions.

Article III is also an example of coercive isomorphism and it states that immigrant minorities of the region sometimes suffer from a kind of identity crisis, as their rights and responsibilities are not coherent in the eyes of the law in the new country. Differential national policies of EU member states also affect local institutional discourses. The very striking issue is different policies for western and non-western immigrants, and there are significant differences in treatment between immigrants from outside and inside the EU countries (Ambrosini and Barone 2007). There are different policies for immigrants from the EU and immigrants from outside the EU (Kumra & Manfredi 2012). Some immigrants are well integrated and some are still in a disadvantaged position because of their race, colour or religious affiliation (Kumra and Manfredi 2012). The mediating effect of anti-immigrant rhetoric impacts the employment status of immigrants (Gang et al. 2013). Strongly religious people in the host country

are less likely to oppose immigration than non-religious people (Bohman & Hjerm 2014).

Having a Muslim name and wearing traditional Muslim clothing can sometimes hinder a person's prospects of finding a job in Lapland's labour market. For instance, Muslim women from Africa have trouble finding training places in Lapland. Characteristics such as belonging to an ethnic minority religious group reduce opportunities in the host country. However, such attitudes towards a particular religious group vary regionally. Since the issue has been highly politicised and viewed negatively all across Europe, it has had a negative impact on getting a job in Lapland too. It is partly an example of mimetic isomorphism. In some cases, some immigrant groups are stigmatised by the other institutes of the territory, it just goes viral through media discourses, and the civil society imitates those media discourses. According to the institutional theory, this example is transmission and absorption of coercive isomorphism between international and national institutions. It also contains some degree of mimetic characteristics as well to imitate other institutions in the same geographical locations. On the other hand, racism and inequality towards some specific groups of immigrants arise through the chronological repetition despite the presence of definite structures (Washington & Patterson 2011).

Article III also states that "EU immigrants are entitled to be treated as nationals in the case of work permits or to set up a business. They have access to education like the nationals. On the contrary, non-western immigrants need a work permit to take a job and have to go through a bureaucratic procedure to set up a business in the host countries and their certificate needs to be acknowledged by the particular ministry and so on, which hinders integration of non-western immigrants in the north" (Yeasmin 2013; Forsander et al. 2008). This is an example of coercive institutional isomorphism. It is a chain of consequences of formal or informal pressures imposed on institutions externally. Forsander et al. (2008) argued that globalisation has an obvious impact on immigration by reproducing the economic, ethnic and national hierarchies of power.

Coercive isomorphism can come in various forms, either formally or informally, direct or indirect. This legitimate disparity against refugees and non-western groups weakens their intentions to act for social and community development. Low wage trends also create income gaps, inefficiency and harmful effects and hindering the collective and political capacity of societies and community health. According to the respondents, low income is common among socially excluded groups and with this limited resource, it is difficult to have full participation in community life (Yeasmin 2014). Organisations usually adopt certain institutional practices and structures and try to follow the safe

social track for attaining organisational legitimacy (Dacin et al. 2007), since organisational behaviour and activities are mostly influenced by the demand for social justification, and social justification is based mostly on isomorphism. There are various sub-institutions (those can be formal or informal) in the society that can break the traditions regarding the integration of immigrants and utilise the skills of immigrants from outside the EU. Institutions are fearful and insecure about their stability and values because the success of both the formal and informal institutions depends on the mutual interactions among these sub-institutions, which controls the acceptability of those institutions (Greenwood 2008). That is the reasoning as to why institutions behave similarly in relation to the integration issues of immigrants. On the other hand, they are mimetic towards immigrants outside the EU, since the perceived result of their action is unclear and has not been modelled by any organisation before.

Article II of this study also clearly explains the mimetic isomorphism of informal institutions. Native Finns' attitudes towards immigrants fluctuate depending on the immigrants' religious beliefs, practices and level of commitment. The "ethnoreligious" perspective (Green 2007) is one lens through which the influence of religion on individuals' attitudes can be understood. This theoretical perspective views particular religious traditions as a key factor in the putative link between religion and individuals' attitudes (Benjamin 2009, 313-331).

In Rovaniemi, some individuals occasionally exhibit negative attitudes towards immigrants openly, while others either do not express their attitudes publicly or they hide their negative views. Some native-born Finns do not like immigrants from specific countries, and some immigrants have had difficult experiences. There is a clear social distance between various groups in this context, such as western and non-western immigrants. The attitudes of Finnish civil servants working with immigrants and immigration were surveyed and analysed using factor and variance analysis (Pitkänen & Kouki 2002, 103-104). The results showed that the attitudes of the respondents were primarily related to their specific type of work and to the experiences they had had with immigrants as clients. The experiences of teachers, social workers and employment agency personnel were mainly positive, whereas the majority of police officers and border guards that were surveyed reported that their experiences were negative or neutral. The most negative views were expressed by police officers and border guards, and the most positive by social workers and Swedish-speaking teachers (Pitkänen & Kouki 2002, 103-104). Jaakkola (2009) has discussed how to predict employers' attitudes towards immigrants. He calls attention to the fact that immigrants from other Nordic countries are culturally closer to Finns and that their standard of living is closer to that of Finns. Moreover, Finns' attitudes

towards immigrants from Anglo-Saxon countries are more favourable than towards immigrants who are culturally different or who come from countries that have a low standard of living or are far away, since less prior interaction between employers and immigrants often gives rise to a certain amount of prejudice. “Discrimination reportedly occurs indirectly when employers demand excessive language competence, even though performance of the job tasks in practice may not require full command of the language” (Ahmad 2005; Aaltonen, Joronen & Villa 2014). According to Heikkilä 2017, “the prejudices are caused by fears, language problems and different customs, whereas the attitudes are not affected by religion, colour of skin or the need for supervision”.

In this case, informal institutions are considered as neutral variables that are influenced by both the direct consequences of individuals’ attributes and stakeholders’ motives. It is also influenced by cognitive, cultural, and traditional explanations. In the context of Article II, the institutionalisation process embodies micro-macro subjectification, since the social structure is shaped and formed by its formal and informal sub-institutions (Abrutyn & Turner 2011). Attitudes towards immigrants in a society are related to the actors’ (individual or collective) intentions, and the capacity of the actors (individual or collective) is directly related to social skills and knowledge of immigration and immigrants themselves.

In the case of Article II, the Sociological Institutional Theory encompasses a view of the social ontology and a collective intentionality (Chant et al. 2014) of majority knowledge that appears from the relationship between subjects and objects (epistemology). The main anticipation of this institutional theory is that the social construction of the host society, based on the reality and ethics of individuals, occurs in a subjective way through a complex collective interaction, which suffers from a lack of clarity (Galotti 2016). Usually, the attitude towards immigrants is a common assumption of an individual mind and societal beliefs and values (Guala 2007). Immigration and the values and beliefs of immigrants from different countries is an external factor on internal beliefs, attitudes, and intentions that create a perceived planned behaviour tendency among the majority. These types of subjective norms of the host informal institutions create a superiority and inferiority complex between the majority and minority. In this uncertain situation, states follow the informal practices of other neighbouring countries. This is the presence of mimetic isomorphism connecting two societies that have close association in the same field (Galaskiewicz & Wasserman 1989; Ivanova & Castellano 2011). On the other hand, Social Actors have isomorphic pressures that push social institutes to adopt shared notions and routines, just as the educational credentials of western Europeans and north Americans are more likely to be acknowledged by employers, which fosters the smooth integration

process of these group of immigrants in the host labour market (Tiilikainen 2008; Jaakkola & Reuter 2007).

Article I states that sometimes government policies are positive towards immigrants and yet if both public policy or opposing political institutes and local voters' opinions differ from governmental opinion, the result is that the policies remain unimplemented because of this diverse situation. According to the DESA country report (2009), the Nordic countries have reformed their economic and migration policies so that migrants may contribute to their national economy, and the governments show the international community their initiatives in combating the global economic recession. However, due to the opposition of local voters and opposition political groups, the countries take in far fewer immigrants than expected in the reports that were prepared by the governments of the EU countries (DESA Report 2009).

The same situation exists in Finland. National institutions have to show the positive aspects of immigration to the international institutions to some extent but it is difficult to implement because of regional informal institutional mimetic isomorphism. It is a mimetic challenge between governmental and other political institutions. The government has to be mimetic towards international institutions in order to maintain international relations, but on the other hand, the government has to keep mimesis with national public institutions. To preserve some specific orders in society and to be deemed acceptable by the shared stakeholders, institutions need mimetic isomorphism for liaising (Galaskiewicz & Wasserman 1989). A competition-based mimetic isomorphism has been acted out between political institutions (Dimaggio & Powell 1983). Receiving immigrants is a mimetic isomorphism of European Institutions. European institutions include a wide array of national and international institutions that are dedicated to receiving refugees and asylum seekers. Conversely and at the same time, those similar institutions also trigger mimetic isomorphism when they work at the national-level with national institutes.

On the national level, those dedicated institutions have to maintain relationships with other national and regional institutions in the integration process, and the work and policies again remain unimplemented. As a result, the integration process lags behind the stronger partiality of the policymakers, in which policymakers are coerced rather to conform to the norms and regular practices. Mimetic isomorphism is found in the typology on the culture of policymaking in the destination countries regarding the integration of immigrants.

Articles IV and V describe the nature of normative isomorphism regarding the economic integration of immigrants in the host country. These articles emphasise the emergence of the 'legitimated professional practices of immigrants' for the host society to determine whether or not societal actors are able to form organised professional networks. The articles also outline the need to determine simple requirements for professional standards for immigrants, which can guide immigrants and their economic integration activities in the host country. It is a change-driven pressure brought about by professions in which uncertainty encourages imitation (DiMaggio & Powell 1983).

As Article IV states, many immigrant entrepreneurs in the region have had to close their businesses a short time after establishing them. It is harder for immigrants to run businesses and to become successful in Lapland than elsewhere. The triple disadvantage theory provides an explanation as to why established entrepreneurs were pressed to close their businesses. The disadvantages create barriers to developing their full entrepreneurial potential as a whole (Yeasmin 2016). DiMaggio and Powell define professionalism as being interpreted by members within a particular occupation (in this case the occupation is Entrepreneurship) collectively defining the appropriate ways in which to act. This is based on the theory that individuals or immigrants within entrepreneurship exhibit norms and cultural behaviours that are associated with entrepreneurship in the host country.

Normative isomorphism is recognised through the appropriate norms that educational institutions endorse for students through formal education, as well as through an individual's association with professional networks (Mizruchi & Fein 1999). However, immigrants and their credentials are approved by a different educational institution from their country of origin, and this proves to be a disadvantage in that they are vulnerable in the host labour market although they have a higher education that is not recognised by the normative isomorphism of the host institutions. The first of the three disadvantages is that immigrants are essentially forced to establish businesses due to social barriers; dissatisfaction with their present job status in the host society and the lack of job opportunities for immigrants in the host society separate them from mainstream society. Some immigrants are even not permitted to work in their profession if it is not certified by the host institutions e.g. doctors, psychologists. As immigrants believe that some factors are required in order to have a positive feeling of belonging i.e. recognition of skills, their access to the labour market and economic outcome came as a bottom factor in this study.

The second disadvantage is immigrants' inability to take advantage of knowledge spillover (Acs et al. 2009; Ghio et al. 2015); this stems from their

lack of entrepreneurial education, poor language skills, and limited knowledge about the local culture, policies and laws relevant to business, which may force them to shut down their businesses shortly after establishing them (Baycan-Levent 2010). This disadvantage is an example of normative isomorphism that immigrants lack the professional norms of the host institutions and culture. There are some professional norms that are examples of coercive isomorphism, but entrepreneurship is typically autonomous work, but it is separated from coercive controls (Galaskiewicz 1985).

However, immigrant entrepreneurship lags behind coercive and normative isomorphism. Professional networks are an important vehicle in disseminating institutional norms and increasing interaction between the professional communities, which immigrants lack in the host country. Professional communities collectively determine a set of practices, and immigrants are outside of this practice. Even though they work as entrepreneurs, they maintain communication with other immigrant entrepreneurs rather than any Finns, therefore the cognitive frameworks in which organisational routines are shaped (Norus 1997) are difficult for an immigrant to grasp. This might be a disadvantage in that they are not on the safe track because they don't maintain interactions between "actors-actors", "actor-sector" and "sectors- sectors" for attributing objects and activities (Scott 2001). Mimicking others is a safe way to proceed when the goal is unclear (Dimaggio & Powell 1983); conversely, immigrants fail at mimicking.

The third disadvantage that is identified in the present context is that immigrant entrepreneurs who run businesses based on their cultural heritage find it difficult to attract more customers and face limited social, political and economic opportunities. Again, it is a question of professional networking. Immigrants are in an ambiguous situation and have a greater need to look to their professional network and to create closer networks amongst its members. As entrepreneurs, immigrants need "relationship competencies" (Lans, Verstegen & Mulder 2011) in order to communicate with people in the same community or to identify and exploit opportunities, build networks, generate and develop new ideas, and gain resources and legitimacy (Elfring & Hulsink 2003). A key success factor for an entrepreneur is having the ability to work with others such as employees, business partners, family, friends and customers (Kaur & Bains 2013). To set up a successful business, an entrepreneur also needs negotiation skills in order to make deals with others as well as teamwork skills (Lans, Verstegen & Mulder 2011). The normative pressures to an immigrant entrepreneur has the potential to be great. The host society demands credentials and past experience, which have a substantial impact on whether or not an entrepreneur is perceived as legitimate.

The qualifications and characteristics of immigrants within their enterprise can impact on moving this enterprise closer to conformity with other enterprises within a similar field. For example, a restaurant would not be perceived as legitimate unless it employs a qualified cook who has past experience of cooking, along with Finnish language education in other restaurants or training and education structures from the host country. This is a passive accommodation of institutional arrangement. Normative isomorphic pressure has been simultaneously practised by the local entrepreneurs in the host area and this has now become a tradition that normative isomorphic pressure can only drive sustainable entrepreneurial activity in Rovaniemi.

It reveals that customers show a more positive reaction to those entrepreneurs in a similar field who have local language education, a professional educational background from local institutions than to an immigrant entrepreneur. In tandem with the attraction of competitive gains, local entrepreneurs have reputational factors that create credibility among locals. Immigrant entrepreneurs are unable to attain professionalisation by creating organisational and normative isomorphism. Article 5 describes the socio-political determinants of social entrepreneurship (SE) action. The objective of this explorative research is to analyse the combined recourses of coproduction and network modelling to achieve the necessary sociopolitical determinants for SE/co-ops to function as an alternative instrument for employment in Lapland. This research article suggests a sustainable social network model for identifying collective social beliefs and values for hindering long-term unemployment by operating SE/co-ops successfully in the sparsely-populated Arctic region.

Study Article V emphasises the collective struggle of immigrants and other long-term unemployed members of social enterprise. The normative isomorphism of professionalisation explains the conditions and methods of SE members' work "to control the production of producers and to establish a cognitive base and legitimation for their occupational autonomy" (DiMaggio & Powell 1983). In the conclusions of the article, there is a concern as to how the SE could operate successfully, and the first problem was less interaction between organisations in a similar field. Secondly, the inter-organisational structures of government and patterns of alliance should emerge. Thirdly, the information of organisations in the field where they must contend should be increased. And lastly, among members, their mutual awareness that they are involved in a common enterprise should grow mimetic isomorphism, which can be very advantageous for SE members to increase co-operation among one another (DiMaggio & Powell 1983).

Social networks between organisations facilitate greater access of information, services, and products, which is material relation. Exchange of material goods, services, processes, strategy formulation, information and goal settings between network actors are the material relations of doing business. The material relation between public service agents and citizens is referred to as coproduction. Local governments increasingly design processes and strategies in which both service providers and citizens coproduce different services in diverse policy fields, e.g. education, transport, energy, security, housing, urban planning, and social and health care services (Bovaird & Löffler 2012). The insights towards a collaborative approach of networks, processes and organisations function in the context of the meta-institution of the government between citizens and social institutions (public and private institutions and professionals) (Warwick, D.P. 1981; Blake 2001).

It has been studied that the coproduction of public services is a manifestation of the capability and willingness between citizens and professionals to co-operate through SEs/co-ops with a target to affect the coproduction process and its outcome (Dekker et al. 2010). In addition, participants in the SE in Article 5 have experienced that SE might engage in legitimate business. Previous studies also explain the normative isomorphism, which affects earning. Immigrants who have foreign credentials earn less than immigrants who have a domestic education (Fong & Cao 2009). What has also been explored in Article 5 is that the sample SE and their earning limits were so low-level that they did not reach the amount needed for survival. Professionalisation under the normative isomorphic way has an impact on the wages of SE members. Professional education on the subject of social entrepreneurship can create legitimacy. Thus, members of the SE have agreed that more knowledge on social entrepreneurship would be beneficial for the sector and more talent would be stimulated.

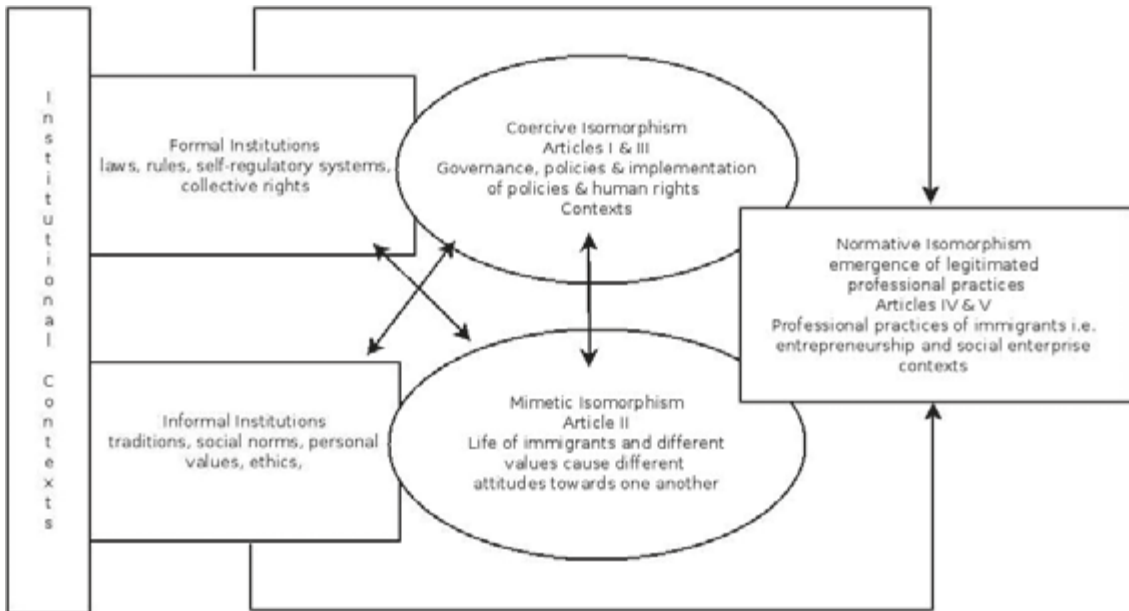
The growth and elaboration of professional networks requires spanning the organisational fame across so that the new models diffuse rapidly (DiMaggio & Powell 1983; Lotgernik 2014). The Social Enterprise normative mechanisms can create a pool of almost compatible members who occupy similar positions across a range of organisations, retain reputational factors and create an outlook of the SE that may dominate variations in tradition and control that might shape organisational behaviour (Wagha et al. 2017). In other words, Social Enterprise should function as a model from which other social entrepreneurs can overcome their mimetic differences concerning their way of organising. Article V focuses on the fact that the SE sampling for immigrants and long-term unemployed requires a larger network, which they lack, and they also lack credibility in professionalisation, companionship and a so-called 'social advisory board' that has a statue in the society and societal institutional support. This advisory

board can work as a supreme governance body. Previous studies also suggest that formal education and university specialists are identified as a key player in Normative isomorphism (Tingling & Parent 2002). The fact that the SEs' successful operating also depends on a supreme advisory board is an example of normative pressure on the SE of immigrants.

Therefore, the SE explores that without a social institutional back-up of companions who are working in a similar professional field and without a supreme authority, the SE cannot create any relative value and collective beliefs in the region. Normative isomorphic pressure encourages both the organisation and members to learn more about SE to know about the aims and objectives of an SE/co-op from the host country's isomorphic perspective so that they can identify relative values from the experiences of other organisations (Hasan & Vosselman 2010).

The Institutional Theory is a theory of innovation and immigration, and human capital is an added value for Rovaniemi as well as the Arctic, which demands constant changes in societal structure and development correspondents, balancing the utilisation of development correspondents. The article also highlights immigration as a special phenomenon and development component for the Arctic, which can bring revolutionary changes in the productive life of the society. Immigration can bring innovative solutions to the socio-ecological system on a continual basis that involves both radical changes in the isomorphic institutional structure and incremental innovation regarding better placement of immigrants in the social-ecological system according to their knowledge and skills, and transmission of good practices for positive mimetic impact on the integration of immigrants so that the interest in observing and monitoring integration rises among social institutions.

Figure 8: Institutional theory and application of empirical findings



Source: own elaboration

4.3. Integral Theory

The integral theory is based on elementary insights of different major philosophical traditions. It is a comprehensive theory designed by Ken Wilber. The framework of this theory describes four Quadrant models. According to the theory, it is easier to look at our social reality through individual, collective, subjective and objective lenses. These four dimensions of integral theory can give a real picture of integration by describing five study articles. The theory also posits that human (both individual or collective) thoughts, emotions, perceptions, shared values and beliefs are connected to organisational development. The growth and change of both humans and organisations is a continuing interaction and learning process. These four dimensions emphasise social reality in a distinctive way. All four dimensions are related to one another, and without any of these four dimensions, the integration thought will be incomplete. In order to understand the integration process, all aspects are equally important in realising the changes, and we need to explore the variables that can ease the process.

There are five essential components/factors in the integral theory facilities to understand the integration process: 1) States, 2) Lines, 3) Levels, 4) Types and 5) Quadrants. States defines consciousness, which refers to subjective realities. It can

emphasise determining factors to ignore some difficulties regarding immigration. Immigration creates anti-immigrant discourses in locals' minds, but if people think about concrete experiences and can interpret their own statements literally, it can solve problems temporarily. This "states" is a motivation of locals gaining new insights towards thinking, feeling and acting on initial matters related to immigration. States of consciousness might be transformed from temporary to permanent practices. On the other hand, the "state of consciousness of an immigrant" is a motivation and determining factor to be integrated into the host society. It is positive thinking, feelings and acting for gaining new insights with greater clarity to be integrated properly into the society. "States" refers to the ability to cope with the host environment.

"Lines" refers to different intelligences of both immigrants and locals, which have to develop towards integration. The theorist discusses the cognitive, moral, emotional, spiritual, interpersonal, relational, physical and spiritual intelligence of humans. All lines are important in the value systems and in the development of the system of integration. The multiple intelligences of people are a part of an integral wisdom in finding their awareness of strengths and weaknesses related to adaptation to a new perspective. Immigrants and locals can each grow multiple intelligences beyond their own nations and attempts to include each other in their considerations. By using these multiple intelligences or by sharing values, both actors can learn from each other. The value system can choose any certain lines regarding effective or non-effective integration. People can use their lines in positive or negative ways of understanding integration.

"Levels" refers to when people, both immigrants and locals, adopt integration policies "little by little" and "step by step". This is a permanent change towards actual growth and development. All people can change their life conditions after a conflict or tension or divergence, likewise after anti-immigrant discourses or criticism, or after knowing the reality, their conceptions can change positively or negatively. The study predicts that levels will go in the direction of positive development towards immigration after a certain period. Success will be measured through personal transformation and societal change in this regard.

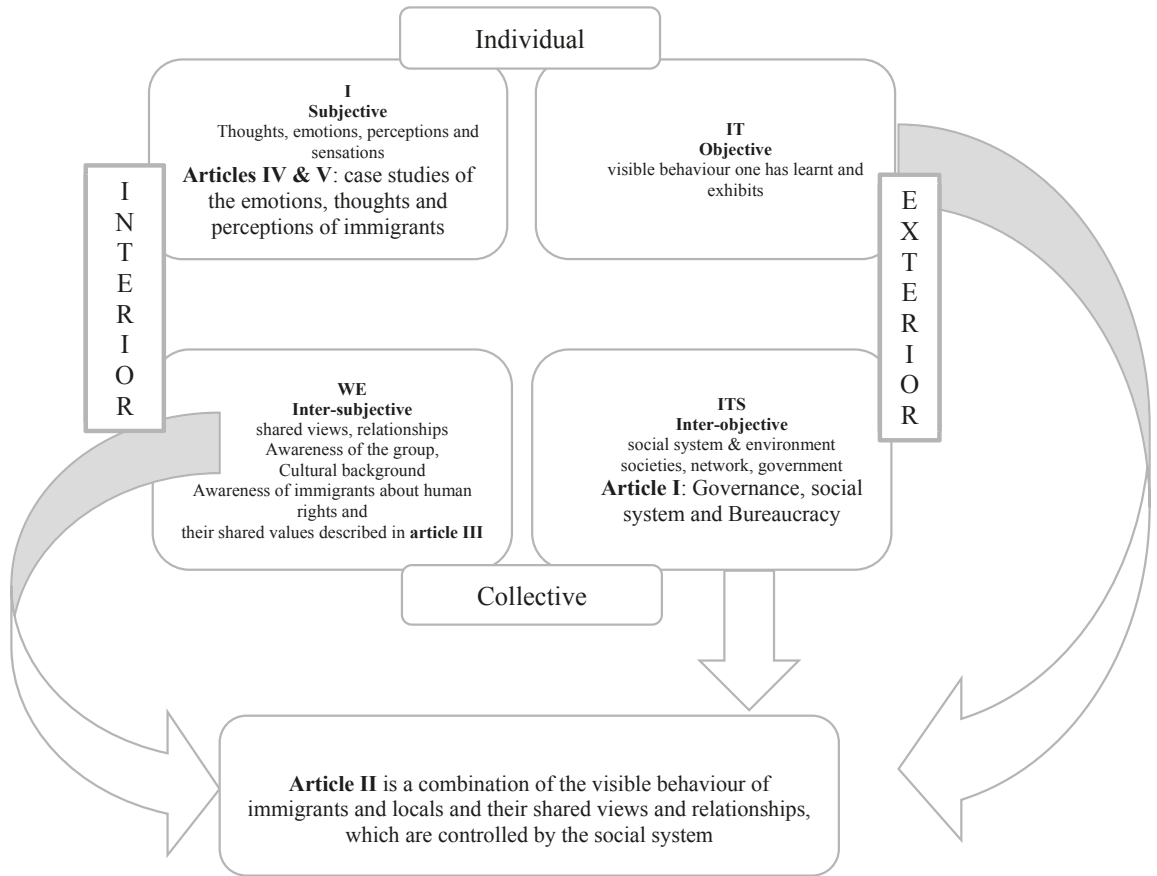
"Types" refers to such items that can be present at any levels or states virtually; it is linked to the personality of an organisation or a society. Types are static, but they can develop their power in a healthier way. If types develop their power in an unhealthier way, this can create tensions. In the social structure, some actors and sectors are more powerful than others. Power also depends on voices – one voice is less powerful than two voices. Organisational and societal power depends on the voices of the public.

“Quadrants” refers to the emotions, perceptions, thoughts, sensations, etc. of a subject or “I”. This means how ‘I’ is as a person, his personal feelings and views about integration. “It” refers to the visible behaviour of each of the subjects, and how one has learnt and exhibits his behaviour. “We” refers to collective ideas, the views of subjects, the relationships between subjects and the collective awareness of the subjects. “Its” is a collective behaviour of social systems and environments for humans.

Empirical Assessment of Research Findings

In this dissertation, the integral theory tries to determine the actions of individuals and the challenges towards the integration of immigrants. Here, “I” is a symbol of the experiences of immigrants in which their experience of economic integration has been discussed through two articles, IV and V. In these two articles, immigrants were interviewed (focus group interview and in-depth interview, ethnographic observation) and their personal views about economic integration were collected, since immigrants believe that subjective well-being comes through socio-economic integration (Yeasmin 2017).

Figure 9: Ken Wilber's integral theory and application of empirical findings

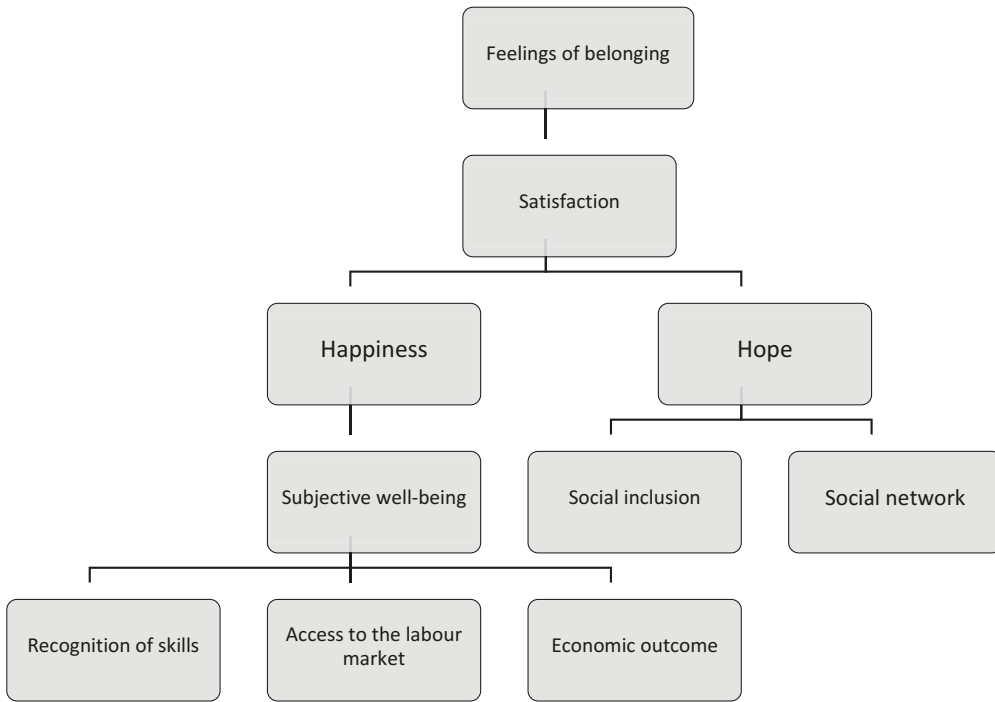


Source: Own elaboration based on Ken Wilber's integral theory

Immigrants report a large gap between their hopes and happiness in Lapland. Hope is a powerful motivator, however; at least it is for a certain amount of time. Uncertainty can cause dissatisfaction, and dissatisfaction in turn can create unhappiness. This dissatisfaction often leads to depression among immigrants in the age group of 49-55, as older working immigrants are more aware and burdened by the differences between the employment culture and educational culture in their country of origin and in the host country. After a certain age and amount of education, their aspiration is purely to find a job rather than life-long learning and changing professional fields at the age of 49. There are some factors related to their pre-immigration and post-immigration expectations for happiness, which represents a combination of subjective well-being and hope. Satisfaction does not always mean economic solvency; however, it is a substantially important factor in terms of livelihood and social status. Many of the interviewees reported having non-economic goals, such as the positive feeling of being a member of the host

society. However, they reportedly expect a favourable experience from society in return for having such feelings of belonging as a whole.

Figure 10: Determining factors for having a positive feeling of belonging (author’s elaboration from in-depth interview and ethnographic observation).



Source: (Yeasmin 2017)

The unemployment rate among immigrants is high in Lapland. Entrepreneurship appears to be an alternative to unemployment and dissatisfaction with the host labour market. Social disadvantages have pushed immigrants into self-employment, where the success rate is inconsistent in entrepreneurial life in Lapland. Immigrant entrepreneurs have to compete with Finns in setting up a business, which is not an easy task. Most of the immigrant enterprises in Finland at large as well as in Lapland are based on the food culture of the immigrants’ country of origin and are mostly small to medium in size (Petäjämäa 2013, pp.11-13).

The conventional perception is that immigrants are forced into self-employment if no other work can be found (Wahlbeck 2013 and 2008). Sometimes they are pushed indirectly by the environment towards the business world, as they are discriminated against in the labour market and treated harshly

otherwise as well (Prescott & Nicholas 2011). According to data from the 2012 Immigration Survey (Petäjämäa 2013), in the reasons behind entrepreneurial motivations conducted by the Ministry of Employment and the Economy Finland, the vast majority of immigrant entrepreneurs were mainly motivated by the desire to be in their own surroundings (50 per cent of respondents) or by their business ideas (35 per cent of respondents); others reported that they had found no training or apprenticeships (25 per cent of respondents). Some entrepreneurs were also pushed to set up an enterprise because they had not found jobs in the labour market (10 per cent of respondents) (TEM 2012, 55-56). Therefore, in Finnish and Lappish cases, a substantial share of immigrant entrepreneurs is necessity-driven. Therefore, there is a clear need to make immigrant entrepreneurship more opportunity-driven and to offer more public support for immigrant entrepreneurship in order to foster the survival and success of immigrant entrepreneurs.

In Lapland, the unemployment rate of foreigners in recent years has been approximately 30 percent, while the overall rate in the region was 13.4 percent in 2012 (Petäjämäa 2013). Immigrants face a wide range of obstacles in the labour market. While there is an extensive range of social services to facilitate integration into Finnish society otherwise, entering the labour market is challenging (Koikkalainen et al. 2010). The challenges that immigrant entrepreneurs face are discussed in terms of disadvantage theory (Irastorza 2010) in study Article IV.

Thus, the topic of my research is the potential for the perspectives in Lapland. Some immigrants run businesses that, for a variety of reasons, have not been able to create economic benefits. Some have low revenue or are losing money, with the entrepreneurs investing their full energy and labour without obtaining profits. After a certain period of time, they are forced to close their business for a number of reasons. This trend is could be harmful for economic growth in Lapland.

Article V also states that basically Social Entrepreneurship (SE) activities are an alternative for work or self-employment through entrepreneurship. Immigrants are at risk of social exclusion. The perceptions of immigrants who attended the study in Article 5 are described through a SWOT analysis here (Kempainen & Yeasmin 2016).

Table 2: SWOT analysis based on participant perceptions

<p>Strengths:</p> <ul style="list-style-type: none"> – A positive trend is observed among the members, which indicates the ability of individuals to start an SE. – High-mindedness of educated individuals who could promote the development of an SE. – A great deal of interest in working whether or not the tasks correspond to their educational background or skills. – The members of the SE tried to solve increasing socio-economic problems such as long-term unemployment by self-employment and self-marketing. – The members of the SE had the right to receive unemployment benefits even though they were members of an SE. (Only when their income was more than 300€/month from the SE did it affect their unemployment benefits accordingly.) 	<p>Weaknesses:</p> <ul style="list-style-type: none"> – A lack of introductory courses and programmes on SEs at educational institutions in Rovaniemi. – No opportunity to engage a business incubator to provide mentoring and consultations for an SE. The SE is not defined in the laws covering business activities. – Lack of resources such as short courses about SEs to train people with particular needs and low-skilled employees. – Poor knowledge about SEs among members. – A business SE is hard to run in the Rovaniemi environment. – A lack of enterprising human resources in the region who will raise the dialogue on SEs. –The labour legislation is complicated in relation to people with disabilities and long-term unemployed people. –A lack of good financial possibilities for social entrepreneurs: e.g., social investment funds, loans without interest or microfinancing. – It is not clear how the municipality could serve as a procurer of various services from co-operatives/social enterprises in accordance with the new Public Procurement Act.
<p>Opportunities:</p> <ul style="list-style-type: none"> – An SE or co-op is a safe way to learn about business. – It could help develop a good working community. – It promotes access to the labour market. – It provides opportunities to tackle long-term unemployment by attending social activities. – It creates an opportunity to reduce stress from labour market segregation. – It promotes opportunities for participatory development between the SE members and society. – It gives members the opportunity to learn new and innovative knowledge from one another. – It provides opportunities to use the various skills of the members; if there are more members of the SE, they get more expertise in different fields. 	<p>Threats:</p> <ul style="list-style-type: none"> – Members may compete with one another. – There are many decision makers, which can be an obstacle in decision-making or could make the whole process slower. – An SE is not profitable financially. – Branding and marketing is complicated. – Attitudes of regular and individual entrepreneurs towards SEs could be negative or even aggressive. – A lack of transparency and inconsistencies in procurement practices across the public sector. – A lack of successful implementation of procurement law by local government.

Source: Kemppainen & Yeasmin 2016

Article V also suggests a model of SE of a real picture based on individual perceptions of looking at our social reality. According to the integral theory, immigrants' thoughts, perceptions and shared values on entrepreneurial aspects are connected with socio-economic development.

Quadrant "It" refers to the behavioural perspectives of immigrants and locals through Article II. Article II emphasises the four factors of integral theory that facilitate the integration process by describing the behavioural perspectives of individuals. There are a lot of determining factors that can motivate both of these two parties (immigrants and locals) to become familiar with one another's positive thinking, feeling and acting. Conversely, there are also multiple factors that have a negative impact on their motivation of thinking, feeling and acting. Article II states that "Predicting attitudes towards immigrants is discussed by Hainmulle and His-cox (2010, 61-84), who suggest that natives oppose immigrants with similar skill levels but favour immigrants with different skill levels." Finnish employers think that it is better to pay a salary to a Finn than to someone else from outside the society (Yeasmin 2012).

Some Finnish employers would like to recruit immigrants by giving them lower wages. "Different wage rates for different groups of immigrant workers and discrimination against immigrant workers seem to exist nowadays in the European labour market" (Müller 2003). Mostly immigrants are doing odd jobs, e.g., cleaning or delivering newspapers. These rational behaviours don't facilitate the integration process of all groups, but some groups of immigrants such as European immigrants can get jobs, and their standard of living is closer to that of Finns.

The cultural differences of both parties also have an impact on visible behaviour. Often the immigrants do not understand the new language, manners, norms, different-looking people or the new atmosphere in their host country. Cultural differences may create a communication gap between their rational behaviours. Finns react negatively to some behaviours of immigrants, e.g., when immigrants work off the books without paying taxes, violate Finnish law and societal norms and values e.g., sexual and criminal offences. The multiple intelligences of people are a part of the integral wisdom in finding their awareness of strengths and weaknesses related to their adaptation to a new perspective. According to the factor "Lines", people have varying cognitive, moral, emotional, physical and spiritual intelligence work behind their behaviour. It is true that all "lines" are instrumental factors in individual behaviour. Immigrants and locals can grow multiple positive intelligences by criticising the negative intelligence of one another.

The ability to cope with a new environment is a slow process. The permanent change towards actual growth and development is a “little by little” or “step by step” process, which comes after criticisms, conflicts, tensions or divergences. Behavioural development is a learning process; the more people are aware of their shared values, cultural background, and share their views and rights, the more they will learn about one another and use their “lines” in positive ways, which has an impact on rational behaviour as well. Organisational and societal power and a healthy environment are constructed on the positive voices and rational behaviour of the public. Since organisation and society are static, these “types” can be present virtually at any “levels” or “states” of individual, and the healthier power of individual actors are the determining factors to ignore some difficulties regarding immigration.

Quadrant 3 describes many different aspects of the cultural perspective, but study Article III focuses on the collective awareness or shared views of immigrants. The cultural perspective is a collective form of concepts on the ideology or consciousness of a group, which involves opinions about the relationship between culture and society, culture and nature, the fragmentation between high and low culture, and the relationship between cultural tradition and cultural difference and diversity (Cultural Theory 2017). When cultural differences and diversity are fragmented based on race and ethnicity, then it causes conflict and tensions between groups, and this conflict has also emerged as a central concern about human rights – whether or not people or groups of people are discriminated against and treated unequally because of their diverse culture or ethnicity or race.

According to the opinions of the interviewees in Aarhus and Rovaniemi, human rights abuses increase criminal offences among immigrants and natives. Likewise, riots, anger, bullying and harassment seem to be a barrier to the economic and social development of the future generations of the Nordic countries. This type of abuse causes social distress, fear, hate and a desire for retribution across all demographics, from schoolchildren to adults. Respondents from Luleå noticed that non-western immigrants face troubles in their successful integration into the core society. Because integration is a two-way process, it is noticed that there is only low interaction between non-western immigrants and locals. Usually, integration services offer a variety of events, info, gatherings and create opportunities for immigrants and locals to speed up the integration process. However, according to the respondents, the participation of locals and non-western immigrants in those events was low, unfortunately.

Table 3: Survey by interviewing N=18 (perception of immigrants)

Human rights survey cross-cutting themes	P	P1	P2	P3
Experiences of discrimination	N=1	N=3	N=12	N=2
Sense of Security e.g. facing unequal treatment in the labour market	N=2	N=0	N=4	N=12
Human rights abuses hinder proper integration	N=0	N=4	N=4	N=10
Identity crises are faced	N=1	N=3	N=13	N=1
Trust in democracy and authorised institutions in host country	N=0	N=6	N=12	N=0

Source: own elaboration

How many of them feel that they are abused? P=never; P1=sometimes; P2=often; P3=always

Some interviewees believe that a lack of information creates fear and hate towards each other, which is the main cause of more terrorist attacks, e.g., the Norway shock by Breivik in 2011 and the Swedish riots in 2015.

According to a number of respondents among the interviewees, discrimination towards particular immigrant groups is observed to be higher compared to other immigrant groups. According to the book *Racist Violence in Finland*, the number of racial crimes committed in Finland reported by police was 669 in 2005, 558 in 2004 and 522 in 2003. According to the Finnish National Police College, 800-900 reports of offences suspected to be hate crimes are recorded every year. There are also a good number of hidden crimes that are not reported; religious crimes in particular are a hidden type of crime.

Typical racial crimes as evidenced are assault, defamation, insult, slander, discrimination, threat, intentional damage and invasion of domestic premises, and all are apparently the result of the violation of human rights. According to official statistics, the most likely victims of racist violence were aged between 15 to 24 years. Over the past five years, hate crimes against some particular groups of non-western immigrants climbed by 24 percent in Sweden and about 74% were motivated by racism or xenophobia. Immigrant youths in the Nordic region experience mental depression and anxiety symptoms from the fear of being marginalised in the society. In turn, it also harms societal development in the region.

In fact, Article III states that immigration is not just about the economy and innovation: it is about finding new ways to reorganise the socio-economic structures of a host country. According to the present strategy, immigrants do not contribute fully in the host community, potentially constituting a burden for the society as a whole. All residents have similar social rights that need to be ensured for the future happiness and development of the region.

Quadrant 4 refers to the system perspective, and Article I analyses the societal system of the Arctic region. The characteristics of the Barents Euro Arctic Regions (BEAR) are almost similar, and Finnish Lapland is included in the BEAR. “The Barents Euro-Arctic Council is building a policy that aims to be based on internationally recognized principles, such as good governance, transparency and participation, sustainable development, gender equality, the rights of persons belonging to minorities, cultural diversity, social cohesion, fair working conditions and corporate social responsibility, non-discrimination, the protection of indigenous peoples, and supports the further strengthening of civil society and democratic institutions.” (Northern Dimension Policy Framework Document, Yeasmin 2013). National, state and many private actors on the international scene show increasingly keen interest in the High North and immigration. However, BEAR is focusing on many other issues rather than immigration and immigrants. Although immigration has an impact on the development of the region, the effective integration of immigrants is ignored. The immigration debate is not readily visible in the work that scholars and academics debate in the BEAR. In regards to the Barents region migration policy however, and in particular the Barents governance of migration, research in the field may be seen as an urgent issue because of the demographic challenges and extreme weather faced by the region (Yeasmin 2013). Immigration is a highly politicised topic and it should be handled by implementing good policies. International and regional policies have an impact on the local societal system as discussed in institutional mimetic isomorphism phases, therefore the “European Union (EU) has to increase its policy efforts in the region, preferably through a common approach by its member states, in order to exert the most possible influence in a multilateral approach in co-operation with other important actors” (Keil 2010; Yeasmin 2013). By avoiding mismanagement between “local-regional”, “regional-national” and “national-international”, states should avoid the numerous administrative obstacles for emerging policy-making, implementation and improved co-ordination between the national, regional as well as the EU levels. In the individual states in the Barents region there are some good policy strategies that are developed for effective integration, for protecting the rights of immigrants, amongst others, and ensuring proper wages, reducing illegal immigration flows, and for equal employment opportunities, but many such policies have failed to be fully implemented and unfortunately the reasons are legion (Yeasmin 2013; European Governance of Migration). Attitudinal development of actors and sectors regarding a supportive integration policy is required, and the governance of migration remains a facet of the national immigration policies of the member states which needs a “bounce back” policy.

4.4. Findings of the Dissertation

The north can practise different models for community practice, planning policies and utilising those policies in practice. Community intervention is necessary to sustain the socio-ecological model of the North. Refugee and immigration flows have brought new neighbours to the Arctic society. The contact hypothesis suggests ways to improve relations among neighbours of different groups and races who experience conflicts in the society. Stereotyping, prejudice and discrimination is a commonly occurring subject matter between Lappish and new neighbours, which indeed hinders the integration process and increases the risk of exclusion, self-exclusion and radicalisation.

Therefore, there is a need to explore possibilities to better integrate both new neighbours and the host society by increasing interactions between them and emphasising the factors that explore a resilient structure for the integration of immigrants in northern society. The role of public and personal aspects in fathoming the complex process of social integration is of interest and can be considered “new”, while issues related to the social dimension of immigrants’ entrepreneurship as a means of sustainable development can be rated as confirming previous knowledge.

Aiming to find a common model for the sustainable integration of immigrants would back up both the economic and social development of the north. In reality, the attitudes of dominant group members of the northern parts of the Nordic countries towards immigrants are competitive to some extent, such as the labour market competition, since both the minority and majority compete in the same labour market. Therefore, one way to improve the integration of immigrants could be to examine the sentiments of both the minorities and majority and other variables of institutional norms, policies and values to investigate the validity of theories. From the subjective perception of immigrants, it has come up in the study that they lack a social network, ties and interactions in order to achieve socio-economic integration. There are comparatively fewer social ties between immigrants and locals.

All societies are full of different social ties that can bring many benefits to one’s daily life. Not all social ties are equal though. Some ties are strong and some are weak, but all are worthwhile. Therefore, immigrants with weak ties can also be worthwhile for the host country. According to the institutional theory, society is based on isomorphism. Social connections also maintain mimetic isomorphism, and this structure is difficult to change. Now the question is whether it is possible to maintain effective integration without changing the social structure. However, the differences in the social networks and connections

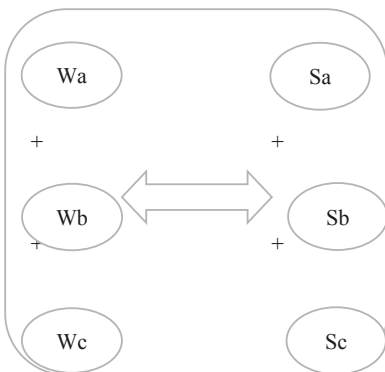
of and between immigrants and locals are problems that have not been well explored yet. Even America and Canada, countries that have a long history of immigration, have not yet effectively handled the integration of immigrants. Still, immigration is a weak tie in American and Canadian societies, thus it is also obvious that the northern society needs some more time to explore the problem. Conversely, Mark Granovetter says that social networking interactions are a combination of strong and weak, and both are significantly important for networking. Strong and weak ties have different functions.

In the society, all have some connections, however not all connections are strong. Socially weak ties (W : W_a , W_b , and W_c = individual immigrant) and strong ties (S : S_a , S_b and S_c = individual local person) cannot make friendship, but can make connections. $S_a+S_b+S_c$ could be good friends with strong ties; however, $S+W$ have weak ties as acquaintances. $S+W$ are different groups of people; they can hold different sections of society together. S can learn much more from W because they do not know about each other. However, S has nothing new to learn from S_a or S_b or S_c , since S knows everything about S_a , S_b or S_c , since they live in a similar society by holding similar values and beliefs. Therefore, there is nothing new to explore in their relations. But “ S ” and “ W ” can explore a lot with each other.

Figure 11: Bonding network between weak ties and strong ties

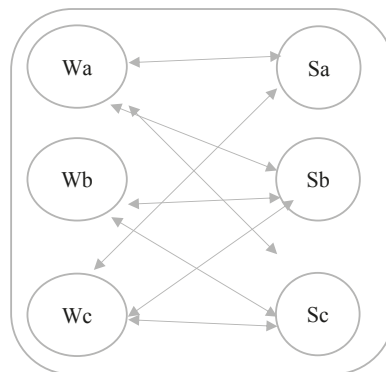
Collaboration case

Case A: bonding network with group



Innovation Cases

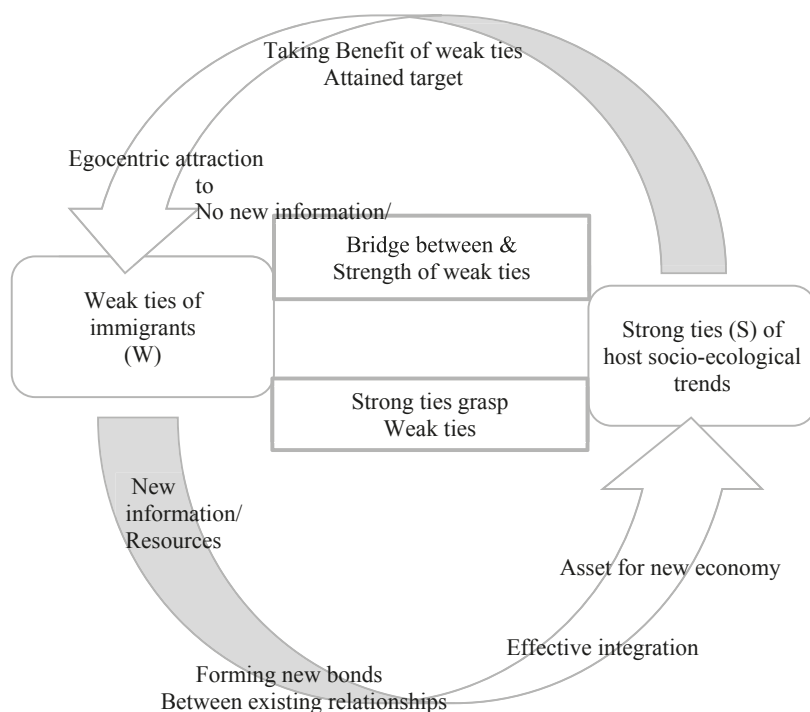
Case B: bonding network with individual and group



Source: own elaboration (Ahmed 2011; Pehkonen 2017)

On the other hand, $W_a+W_b+W_c$ could be good friends, but they lack acquired knowledge about S and their society in which W_a , W_b and W_c reside. When weak ties move in their own circle, they lack information from strong ties and rely predominantly on ethnic networks, and this was found to be pervasive among immigrant communities (Ahmed 2011). Strong ties make relationships stronger, but weak ties make the relationship informative for strong ties. Since immigrants try to follow the information of the host society, conversely society should also need information about immigration. Immigration discourses attract the majority since it is the weakest part of their society. Stronger ties cannot create any information within or outside because of their similar acquaintances and there is no new information that could be mutually beneficial to each other. However, weak ties strengthen stronger ties by providing new knowledge and information. Every community contains both weak ties and strong ties. However, they have to share those through a formal channel for fruitful results in the society.

Figure 12: Strengthening weak ties theory for effective integration



Source: own elaboration from Gronovetter 1973

Therefore, to make the integration matter stronger, host ties must be stronger, the economy stronger and community development strengthened. Weak ties

bring ideas of new jobs, a new start-up business, new transnational connections, new skills and abilities, which strong ties might not provide. Weak ties create an egocentric network that attracts strong ties to grasp weak ties. The relationship between immigrants and locals is a small-scale interaction, however this small-scale interaction has a macro implication. Dissemination of this small-scale relationship can influence and encourage other relationships to build, increase mobility, opportunity and community development by sharing information. Societal structure deals with strong ties by narrowing their relative aspects to small ties, and this is the reasoning for not having an easy and simple definition of social structure.

The narrative presence of all kinds of ties are crucial for integration. Immigrants are treated as subgroups separated by their race, ethnicity, and geographical characteristics. The social system of the Arctic also lacks weak ties and new ideas for the development of the region at the same time. The Arctic society perhaps combines weak ties and the new ideas that these ties stimulate in the evolution of the social system, since increasing specialisation and interdependency can result in a wide variety of role-sets. Immigrants and their weak ties can be transformed with new clusters of thoughts. According to Sack's tendency "8", if the Arctic characteristics are also a "mold" or empty container, it is possible perhaps to fill the container with innovative ideas and weak ties. Arctic characteristics is one of the added values for weak ties to provide new insights to an innovative cluster.

Implementation of the EU Immigration Policy in the Barents Euro-Arctic Region: Towards a Framework for Policy Analysis

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Abstract

Barents Region is an Arctic, sparsely populated, and rich in resources region. Finland and Sweden along with other countries in the Barents region wish to increase migration, in-line with their labour demands and demographic changes. These states have reformed their economic and immigration policy so that migrants may contribute to their national economies. However, they receive far fewer numbers of immigrants than envisaged. There is a need for increased cooperation within Barents Region on immigration issues, including integration of migrants for utilizing its natural resources properly.

The European Union is an important actor in the Barents Region. The European Commission has been a member of the Barents Euro-Arctic Council (BEAC) since the beginning of regional cooperation. Two out of four states are EU members, with Norway being part of the European Economic Area,¹ meaning that many EU regulations are relevant for all Nordic countries, including Norway. EU policies can be also seen as models and examples of best practice. Moreover, EU-Russia cooperation and Northern Dimension may play a major role in agenda-setting for regional cooperation and major changes in EU-Russia relations (like a visa-free agreement) would have major influence on the situation in the region. This paper aims to investigate whether there is coherence in immigration policy and its implementation between Barents Region and the European Union, how the EU places itself within the existing actors and governance frameworks of BEAR, and which role it wants to take up in relation to the migration policy in the region. Finally, this paper aims to highlight the main barriers to implement the existing policies in practice.

Keywords: Immigration policy, Barents Regions, Governance, EU, Implementation

1 Although the EEA Agreement does not cover migration policy directly, it covers a number of issue areas affecting immigration. For the framework of relationship between EFTA countries and the EU, see European Economic Area Agreement, 1993 and the EFTA website at <http://www.efta.int/eea.aspx> (accessed June 2013).

1. Introduction

International migration was identified by a panel of leading economists as one of the ten most pressing global challenges facing humankind.² Human migration refers to “the movement of people from one place in the world to another for the purpose of taking up permanent or semi-permanent residence, usually across a political boundary. An example of “semi-permanent residence” would be the seasonal movements of migrant farm labourers. People can either choose to move (“voluntary migration”) or be forced to move (“involuntary migration”).³ The International Organization for Migration (IOM) has provided a definition of migration:

The movement of a person or a group of persons, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other purposes, including family reunification.⁴

Analysis of the concept of migration is based here on the research of B. R. K. Sinha, Ekrem Kuralay and Egle Jaceviciute⁵ and Freeman et al.⁶

There is no official definition of migration in the European Union.⁷ Immigration is deeply enmeshed in the globalization process and no analysis of migration in Europe today can avoid consideration of European integration dynamics. International migration lacks clear global governance because current policies do not create any legally binding obligation for immigrant receiving countries, and the politicization of migration is increasing day by day. Although there is an UN agency (International Organization for Migration) dealing with

2 Lomborg, Bjorn. “*Global Crises, Global Solutions.*” Cambridge: Cambridge University Press, August 31, 2009.

3 “Human Migration Guide” *National Geographic: Xpedition- Migration*: (2005) (1). <http://www.nationalgeographic.com/xpeditions/lessons/09/g68/migrationguidestudent.pdf> (accessed March 26, 2013).

4 International Organization for Immigration (IOM). *World migration report 2008 and 2011*. Available at <http://www.iom.int/cms/en/sites/iom/home/about-migration/key-migration-terms-1.html#Migration> (accessed January 12, 2013).

5 Jaceviciute, Egle, and Ekrem Kurala. “What is migration? What types of migration exist? Legal, illegal and irregular migrants; refugees; labour migration.” Paper presented in 2007 and published in September 2012 by viamun.files.wordpress.com, <http://www.pptsearch.net/details-what-is-migration-what-types-of-migration-exist-legal-illegal-534974.html> (accessed March 24, 2013).

6 Freeman, Baumann A., J. Blythe, A. Fisher and N. Akhter-Danesh. “Migration: a concept analysis from a nursing perspective.” *Journal of Advanced Nursing* 68(5), (2011): 1176–1186.

7 *Eurofound*, February 7, 2012, <http://www.eurofound.europa.eu/areas/industrialrelations/dictionary/definitions/MIGRATION.htm> (accessed March 15, 2012).

migration, states have signed relatively few multilateral treaties on migration. Instead, sovereign states generally decide their own immigration policies.⁸ This article mainly focuses on immigrants,⁹ who migrate from one country to another. It should be noted that whilst all immigrants are migrants, not all migrants are immigrants.

Barents region is sparsely populated and Arctic climate together with abundance of natural resources make it to stand out from other European regions. The region itself can have a goal is to increase the number of capable labour force for future labour needs in industrial and economic sectors. There is also a need to attract labour from outside the region due to many new industrial projects concerning the extraction of raw materials.¹⁰ Hannu Halinen, the Finnish ambassador for Arctic affairs said that Norway attracts workforce, whereas Northern Finland suffers from unemployment and labour shortage.¹¹ Every state in the region is facing the same problem of labour shortage and attracting human resources from outside the region. The total numbers of migrants in Norwegian, Finnish and Swedish Barents is nearly 40,000,¹² and Russia has a higher number of migrants than these three countries combined. Finland and Sweden along with other countries in the Barents region wish to increase migration in line with their labour needs and demographic changes. Even though there are major labour needs in several sector, simultaneously various parts of the region suffer from fairly high unemployment. They face the problem of rising pension costs as well as low birth rates. As such, they have attempted to reform their economic and immigration policy so that migrants may contribute to their national economies with an aim of reducing the global economic recession. However, they receive far fewer immigrants than various governmental reports have envisaged.¹³ In the region, there is a lack of a comprehensive migration policy as well as an integration policy. Balancing the attention paid to refugees/ migrants and the attention

8 Betts, Alexander 2008. Global migration Governance Refugees study Centre, Oxford Department Of International Development, University of oxford. <http://www.rsc.ox.ac.uk/research/governance/global-migration-governance> (accessed September 10, 2012).

9 *Immigration* is the act of entering a new country. *Immigrants* are the people who do the entering.

10 The Barents Programme 2009–2013. Available at, www.barentsinfo.fi/.../Barents_programme_2009-2013 (accessed March 24, 2012).

11 “Arctic know-how and science – Finland’s assets in arctic cooperation.” Academy of Finland July 8, 2013. Available at, <http://www.aka.fi/en-GB/A/Academy-of-Finland/Media-services/Whats-new/Arctic-know-how-and-science--Finlands-assets-in-arctic-cooperation/> (accessed July 20, 2013).

12 “Immigration statistics by country 2010–2011 (Finland, Sweden and Norway).” Arctic statistics-socio-economic circumpolar database, <http://www.arcticstat.org/Table.aspx/Region/Finland/Year/2010/2009-02-16-13/12065>; <http://www.arcticstat.org/Statistics.aspx/Region/Norway/Year/2010/>; <http://www.arcticstat.org/Statistics.aspx/Region/Sweden/Year/2010/> (accessed January 13, 2013) – (Approximate number of immigrants as it is not aggregated in the statistics).

13 Good practice in local integration networks: lessons for policy makers and community organizations. Economic and Social Research Council, <http://www.esrc.ac.uk/my-esrc/grants/RES-172-25-0057/outputs/Read/595e6ac7-3a1c-419e-9e86-f644f5e37c636>. ESRC Report (accessed June 5, 2012).

paid to the host community is essential to avoid accusations of favouritism. It is therefore important to investigate whether and in what ways migrants take these considerations of governmental policies into account, when designing and executing their migration plans. Immigrants need to be assured that there is equal access to resources and services. Much research¹⁴ has been previously conducted, to support immigration policy for European states. However, policy was not successful in that some instances of implementations show a lack of integrity; there is misguidance and ignorance between the EU and member states which is discussed in treaty analysis section; and also negative public opinions exist within some member states towards immigration.

A sustainable immigration strategy is an ignored issue and a new field of research amongst scholar and policy-makers in the Barents Region. The migration debate in the United Kingdom and the United States is readily visible in the work of immigration scholars and their academic debate, as is that of Europe. In regard to Barents migration policy however, and in particular the Barents governance of migration, so far very little research has been done, and there appears to be an urgent need to understand this issue better, because of the demographic challenges and prediction for climate change impact in the region. The growing economy and demographic changes in the region allow for the receiving of more immigrants, in order to properly use region's natural resources, contributing this way to the well-being of the region. This article concludes that the Barents Euro-Arctic regional immigration policy is needed. Scholars and politicians have yet to acknowledge that immigration can be seen as a very important issue in the Barents region. Although the problem of the immigration in the Arctic is given very little attention in research and governmental reports, for example in the recent Nordic Council of Ministers' report on Arctic Megatrends,¹⁵ it appears clear that the issue should be given higher prioritization. This is needed not only for the future development of the region but also for all the immigration related actors and sectors, as well as immigrants themselves.

The overall purpose of a migration policy program is to define migration policy values, with an aim of respecting fundamental human rights, to reinforce a culture of good governance, and to combat migration related threats.¹⁶ A common migration policy should be formulated in the Barents area to further the development of the region's political economy by the Barents governments.

There is therefore a need for a legal framework offering migrant workers equal treatment and providing them with educational and professional opportunities. There is a need for increased cooperation within Barents region on immigration

14 Carmel Emma. "Migration governance in the European Union: a theme and its variations." *Journal of Poverty and social Justice* 20 (1) 2012, pp. 31–39(9).

15 Rasmussen, Rasmus Ole (Ed.), *Megatrends*, Copenhagen: Nordic Council of Ministers, 2011.

16 Government Resolution. 2006. "Government Migration Policy Program." Mol.fi, Finland, 19 October (accessed January 23, 2012).

issues, including integration of migrants. The European Commission has been a member of the Barents Council since the beginning and two out of four states are EU members, with Norway being part of the EEA. The EU is an actor of major importance in the Barents region, that many regulations are relevant for Nordic countries, including Norway, that EU policies can be seen as models and examples of best practice, that EU-Russia cooperation and Northern Dimension may play a major role in agenda-setting for regional cooperation and that major changes in EU-Russia relations (like visa-free agreement) would have major influence on the situation in the region. On one hand, EU member states need to learn from the experiences of other countries that have successful migration policies regarding steering of the direction of legal migration.¹⁷ On the other hand, Barents cooperation needs to learn from the EU. EU policy could be a model for this region although the current EU migration policies create virtually no legally binding obligations for member states, as the immigration policy is outside of EU competences to some extent.

The governance of migration issues remains highly complex, because immigration policy and controls are a response to public pressure. It is still not clear however, to what extent it is the task of the European Union or the Barents states to deal with issues related to migration policy and public attitudes towards migration. Migration policies must also take into account a number of factors that can steer legal migration. This paper aims to explain the common immigration policy of EU and BEAC, relations and distinctions of policies, its background debate, as well as its future demand. This paper aims to investigate whether there is lack of integrity between regional and European Union migration policies and whether EU places itself within the existing actors and governance frameworks of BEAR, and which role it aims for in relation to the migration policy in the region and this paper aims to highlight the main barriers to implement the existing policies in practice.

2. Methodological Approaches

This paper forms a multilevel comparative policy analysis based on documents, statistics and other relevant material. Comparison is a key element of social and public policy analysis.¹⁸ The paradigm of comparative analysis is learning from the

17 Government Resolution. 2006. "Government Migration Policy Program." Mol.fi, Finland, 19 October (accessed January 23, 2012).

18 Clasen, Jochen. "Introduction – analyzing policies comparatively". The School of Social science, University of Edinburgh, Fall 2012–2013. http://www.sps.ed.ac.uk/__data/assets/pdf_file/0004/71248/Comparative_Analysis_of_Social_and_Public_policy.pdf (accessed April 20, 2012).

experience of others.¹⁹ According to Mill's method of difference; by comparing two different policy structures and the differences in the implementation of these policies, it is easy to discover underlying problems by assessing the ways in which they differ.²⁰ The aim of the article is to form a comparison between the EU and Barents regional cooperation on immigration policies as well as compare the immigration systems of four Barents countries. By so doing, there is possibility to determine the main obstacles posed to constructing a comprehensive immigration policy for the Barents Euro-Arctic Region.

3. Context: Barents Region and the EU

The Barents Euro-Arctic region²¹ was established in 1993 to advance security and sustainable development in the European North. According to Tennberg, “[a]lthough it was recognized from the beginning that the region was economically very challenging in regard to being a sparsely populated remote area and many administrative challenges, high economic hopes have been connected to the region over the years.”²²

The Barents Region is developing gradually (and not least in an economic sense), and demand for co-operation between the EU and other international institutions is greater today than ever before. The Barents Region is unique in Europe – no less than 80% of the world's technology for underground mining is estimated to come from the region, along with its most important asset of all – namely its highly skilled work force.²³

The EU's role as an influential member to this region revolves around how it places itself with the existing actors and governance frameworks, and which role

19 Levi-Faur, David. “Why Comparative Methods in Political & Social Research.” The school of political science, University of Haifa. <http://poli.haifa.ac.il/~levi/>.html (accessed December 28, 2012).

20 Mill, John Stuart. *Two Methods of Comparison, selection from his A System of Logic*. New York: Harper & Row, Publishers, 1888, pp. 278, 279–283. ; From Amitai, Etzioni, and Du Bow L. Frdedrie, eds. *Comparative Perspectives: Theories and Methods*. Boston: Little Brown, 1970, pp. 205–210.

21 The Barents Region in the Scandinavian and Russian Arctic is emerging as one of the most dynamic and versatile East-West initiatives in Europe (see <http://www.uk.sagepub.com/books/ProdDesc.nav?prodId=Book204686>). The Barents Euro-Arctic Region includes the following 13 territories which are also members of the Barents Regional Council: Finland Lapland – Oulu and Kainuu Regions. Norway Finnmark – Troms and Nordland Counties. Russia – Komi and Karelian Republics, Murmansk and Arkhangelsk Counties, Nenets Autonomous Area.

22 Tennberg, Monica. “Regionalism in the Barents Region: Exploring the relationship between the political and the economical.” Paper presented at the KATSE conference, Turku, Finland, January 11–12, 2013.

23 Government offices of Sweden, Kiruna 12 October 2011: Carl Bildt, Utrikesminister. Minister for Foreign Affairs at the Barents Council ministerial meeting in Kiruna, <http://www.sweden.gov.se/sb/d/14194/a/177807> (accessed September 13, 2012).

it aims or strives for in relation to the policy issues mentioned above. Recently, the EU has evolved its relationship with Norway, its fifth largest trade partner.²⁴ The good relation between Norway-Russia could be in the interest of both the region and all of Europe. Therefore, the Northern Dimension cooperation could play a positive role to develop EU-Russia and Norway relationship. Russian foreign minister stated about team work within the context of the Northern Dimension and BEAC in his speech in Brussels meeting 2013, He has also mentioned that “Europe is ‘mature’ enough to develop a new architecture – equal, non-aligned and transparent, based on principles of undivided and integrated safety and security, adherence to the international law.”²⁵ And this is a great task for northern regional cooperation to contribute on certain issues, which could help the region to implement the policy of regional integration in a more complete way, special consideration is devoted to increased demand of resources like energy productivity, sustainable social development, human well-being, protection of environment.²⁶



Figure 1. Barents Region map. Source: Arctic Centre, University of Lapland.

24 Council of the EU. *Council conclusions on EU relations with EFTA countries*. 3213th Transport, telecommunication and energy council meeting, Brussels, 20 December 2012. Available at http://eeas.europa.eu/norway/docs/2012_final_conclusions_en.pdf (accessed April 23, 2013).

25 Lavrov, Sergey. “the Northern Dimension.” Speech in third ministerial meeting, Brussels Feb 18, 2013. Available at, http://www.mid.ru/brp_4.nsf/0/B515552530A07B6944257B190054B05F (accessed July 29, 2013).

26 *Ibid.*

The Council of the European Union stated recently that it is aware of the high priority attached by Norway to the Arctic and shares its interest in developments regarding the region. The EU is ready to step up its cooperation on Arctic matters in a number of sectors of common interest, inter alia through its bilateral dialogue with Norway and through regional cooperation. It also welcomes the continued support of Norway with regard to the European Commission's application on behalf of the EU for an observer status in the Arctic Council. Furthermore, the European Council acknowledges the important role of Norway in the Northern Dimension. The EU continues to be committed to regional cooperation in the framework of Northern Dimension partnerships in the fields of environment, transport and logistics, public health and social well-being and culture.²⁷ Norway follows a standard migration policy, which could be a model for BEAR.²⁸ The good relationship of the EU and Norway could bring positive result for the immigration system of BEAR. In addition, national immigration policy documents (especially from Norway) could be linked with the formation of new policy.

The Russian Federation and the European Union are major partners in a number of key spheres, including economy, energy, and in internal and external aspects of security. Specific task for the immediate future is strengthening the strategic partnership between Russia and the EU. They include the transition to a visa-free regime and the establishment of more effective exchange of experiences, best practices, and learning from more advanced partners, coordination of some actions of immigrants. For instance, immigrant entrepreneurship, setting common goals to improve performance of immigration policies in the region, result-oriented interactions in the sphere of foreign policy (including crisis management), and a commencement of dialogue surrounding the "coupling" of economic and social development concepts between Russia and the EU until 2020. At the 26th Russia-EU Summit in Brussels on 7 December 2010, the sides launched a Rolling Work Plan for activities within the "Partnership for Modernization".²⁹ This however did not appear to sit well with the Russian President Vladimir Putin in the 30th Russia-EU summit in Brussels,³⁰ and the issues of human rights and civil society have not been a fruitful line of dialogue in other EU-Russia meetings, for instance: "Russia's president and European

27 Council of the EU, *supra* note 24. Norway has demonstrated its solidarity, inter alia with a contribution of 6 billion SDRs (over 7 billion EUR) to the IMF. The close relationship between the EU and Norway has further evolved both through the EEA Agreement and bilaterally, in particular in the areas of Justice and Home Affairs, Common Foreign and Security Policy and Agriculture.

28 Cooper Betsy. "Norway: Migrant quality, not quantity." *Migration Policy Institute (MPI)*, 2005. Migration Information Source.

29 Permanent Mission of the Russian Federation to the European Union. Brief overview of relations. Available at, <http://www.russianmission.eu/en/brief-overview-relations> (accessed March 20, 2012).

30 Goncharenko, Roman. "EU-Russia summit steers clear of controversy." In *DW*, edited by Shant Shahrigian. June 6, 2012. Available at <http://www.dw.de/eu-russia-summit-steers-clear-of-controversy/a-15998552> (accessed March 30, 2013).

Union leaders failed to narrow wide differences on Syria, immigration and a string of other issues at a summit on Friday marked by testy exchanges over their biggest bone of contention, energy policy,” according to Reuters.³¹

The EU also recently criticized Russia’s human rights record and expressed its concern regarding developments affecting non-governmental organizations in Russia, and EU also requested the Russian government to ensure that defence lawyers are able to work freely and people get fair judgments.³² On the other hand, Russia also criticized EU’s lack of interest to discuss human rights in Brussels.³³ Russian President Vladimir Putin stated on December 21, 2012 in the EU-Russia summit in Brussels, which touched upon immigration issues, that for some reason, the climate of the EU-Russia relationship is not improving.³⁴

Nonetheless, Barents cooperation has great potential, although it has not yet been fully utilized.³⁵ During recent years, the worst problem to have occurred has been an absence of Russian governors at Barents Regional Council meetings. The lack of commitment on behalf of the Russian regions has been a cause for concern and there has been speculation whether the reason behind this is the disappointment of the Russians in regard to what they view as a limited amount of tangible results stemming from the Barents Cooperation.³⁶

However, the analysis of EU immigration policy is discussed in this article as a paradigm for BEAR. The Barents Euro Arctic Region (BEAR) could itself follow a combined immigration policy framework in accordance with the insights gained from EU studies and mainstream approaches to international relations. The EU as a member of the BEAC should be more active in promoting migration issues in the Barents region, basing on its experiences, because the EU has not any yet any common immigration policy for its member states as the needs of each state is different concerning immigration issues.

The European commission is a member of the Barents Euro-Arctic Council (BEAC) and have not been active regarding improving immigration policies

31 Anishchuk, Alexei, and Barbara Lewis. “Russian and European leaders trade barbs on energy.” *Reuters*, Dec 21, 2012. Available at, <http://www.reuters.com/article/2012/12/21/us-eu-russia-idUSBRE8BK0UW20121221> (accessed May 23, 2013).

32 Brussels. “EU says worried by Russia’s human rights record.” *Reuters* May 19, 2013. Available at <http://www.reuters.com/article/2013/05/19/us-eu-russia-rights-idUSBRE94I06J20130519> (accessed June 12, 2013).

33 Kara-Murza, Vladimir. “EU Panders to Putin, Shelves Human Rights.” *World affair*, June 3, 2013. Available at <http://www.worldaffairsjournal.org/blog/vladimir-kara-murza/eu-panders-putin-shelves-human-rights> (accessed June 11, 2013).

34 Putin slams EU criticism of Russia’s rights record.” *European Affairs*, December 21, 2012.

35 Sirén, Ari. “Review of the Achievements of the Barents Cooperation.” *Barentsinfo.org*. Available at http://www.barentsinfo.org/Barents_region/Cooperation/Review_of_the_Achievements_of_the_Barents_Cooperation.iw3 (Accessed February 22, 2012).

36 *Ibid.*

of the BEAR. In the 9th meeting of EU integration forum, Deputy Director .General for education and culture of European Commission Xavier Prats Monné stated that EU cannot tell countries what they should do but “the EU can provide policy guidance, and help countries and institutions learn from each other, and we can use EU funding as incentives to encourage policies that work”.³⁷

However, it is important to understand international relations of this region to see how much it is important to influence and discuss what kind of values the EU could bring to the BEAR. For example, environmentally-induced migration is seen as one of the key threats of climate change by the EU and other international actors. To tackle this phenomena there is the need to firstly increase the knowledge base on the impacts of climate change, and secondly, to integrate the adaptation into EU external actions, particularly by fostering dialogue and partnership on adaptation issues with third countries with the aim to address and prevent potential climate change consequences such as forced migration and the displacement of persons. EU migration policy should also take into account the impacts of climate change, in particular migration management.³⁸ BEAC is also an important participant in the Northern Dimension Initiative (NDI), which was aimed to recognize that the EU and Russia may need to apply special cooperation at the governmental and regional or sub-regional level. Particularly in Russian Barents Region that borders the EU,³⁹ which although hopelessly growing, is far from formulating an effective initiative. It urged the need to improve co-operation between the EU and organizations such as the Barents Euro Arctic Regional Council and the Council of Baltic Sea States on the one hand, whilst looking to increase co-ordination between the different programs and pillars within the EU on the other hand.⁴⁰

The Barents Euro-Arctic Council is building a policy that aims to be based on internationally recognized principles, such as good governance, transparency and participation, sustainable development, gender equality, the rights of persons belonging to minorities, cultural diversity, social cohesion, fair working conditions and corporate social responsibility, non-discrimination, the protection of indigenous peoples, and supports the further strengthening

37 Monné Xavier Prats. “What the EU can do for the education of young immigrants.” Speech at the 9th meeting of the EU Integration Forum, Brussels, 4–5 June, 2013. Available at http://ec.europa.eu/ewsi/UDRW/images/items/static_38_295379063.pdf (accessed July 12, 2013).

38 Hemingway, Bernd. “EU Migration Governance Initiatives: The Involvement of the IOM.” Ed. Ellen Falk, Dossier European governance of Migration in Berlin, September 2008.

39 Sergounin, Alexander. “Russia and the European Union: The Northern Dimension”. PONARS Policy Memo 138 Nizhny Novgorod Linguistic University, 2000, http://www.ponarseurasia.org/sites/default/files/policy-memos-pdf/pm_0138.pdf (accessed May 25, 2013).

40 Arter, David. “Small State Influence within the EU: The Case of Finland’s ‘Northern Dimension Initiative.’” *Journal of Common Market Studies*, December 2000, 38(5), 677–697.

of civil society and democratic institutions.⁴¹ For instance, some countries, like Sweden, maintain control over country-specific human capital for reducing the earnings differential.⁴² Thus, Barents cooperation could improve the situation of labour market segregation targeted by mainstreaming policies and immigration system of the whole region and could try to harmonise the state policies of four Barents states. Numerous state and private actors on the international scene show increasingly keen interest in the High North. For this reason alone, many argue that the European Union (EU) has to increase its policy efforts in the region, preferably through a common approach by its member states, in order to exert the possible influence in a multilateral approach in cooperation with other important actors.⁴³

Immigrants have an impact on the Barents societies and environment through their use of health care services, education, the availability affordable housing, environmental degradation, and the use of natural assets such as water, arable land, forests, and mineral deposits and fish stocks. Infrastructure such as roads, schools and hospitals, telecommunications networks, electricity and water supply systems and sewerage networks may become overburdened, and thus require expensive new infrastructure investment. Increase in job competition may cause the wages to fall, although it has thus far been seen that immigrants have chosen those employments that the local population of the region are not willing to undertake.

Migration has become highly politicized in most of the west European states since the 1980s, while in the Barents region it has become a political issue only in recent years. The proportion of immigrants comprises 16% of the population in Sweden, 11% in Norway, and only 2.5% in Finland.⁴⁴ According to the statistics in 2011, 7,995 people moved from other parts of Russia to Murmansk as permanent resident. A further 474 people moved to Murmansk from abroad,

41 Northern Dimension Policy Framework Document, http://www.eeas.europa.eu/north_dim/docs/frame_pol_1106_en.pdf (accessed February 27, 2012).

42 Carl le Grand and Ryszard Szulkin. "Permanent Disadvantage or Gradual Integration: Explaining the Immigrant–Native Earnings Gap in Sweden." *Labour* 16(1), (2002): 37–64. According to Authors, "Men from non-European countries earn about 15 percent less than native workers while male immigrants from Western countries have more or less the same earnings as Swedish-born workers have. The earnings differential for male immigrants from the rest of Europe is about 6 percent. Female workers show the same pattern, although the differentials are smaller compared to men. Women from Western countries have about the same earnings as women born in Sweden have, while women from the rest of Europe earn 2.1 percent less and women from the rest of the world about 12 percent less than native female workers."

43 Keil, Kathrin. "The European Union in the Arctic 'Game' – The Concert of Arctic Actors and the EU's Newcomer Role." Paper presented at Pan-European International Relations Conference in Stockholm, 9–11 September 2010.

44 Wahlgren, Bjarne, and Tinne Geiger. "Integration through adult and continuing education." (2011), https://pure.au.dk/portal/files/41909848/Integration_through_adult_and_continuing_education.pdf (accessed June 19, 2012).

yet 21,620 people left the region in 2012.⁴⁵ Hence, the migration balance of the Murmansk region showed a general decrease of over 13,000 people in 2011–12.

As of January 1st 2012, there were 10,616 foreign and stateless persons living or staying short term in the Murmansk region. This number is rising year by year: 5,515 people in 2009, 6,966 in 2010 and 8,656 in 2011. There were 1,874 external workers in the region as of January 1st 2012 (1,936 in 2010). Unfortunately, in Murmansk region only one immigrant was employed in the ‘high-skilled specialist’ category.⁴⁶ There is no immigration policy or integration policy in Murmansk. As such, the Barents regional immigration policy could have a significant impact on Murmansk immigration. To establish a structure for better experience-sharing and the co-ordination of integration policy requires an acknowledgement that integration is a cross-cutting issue involving many different actors.

4. EU and BEAR Immigration Policy

4.1. EU Immigration Policy

Immigration is a complex and multifaceted phenomenon, and requires a mixture of policy actions covering a wide range of fields and issues such as demographic constraints, economic needs, social expectations, health impacts, trade commitments, development needs, education opportunities, security dimensions, etc. The main policy goal of the EU is to increase its number of highly – skilled immigrants and filling the gaps in the EU labour market. The common migration policy refers to citizens of non-EU countries (third country nationals), as well as EU nationals. It comprises a common asylum and refugee policy, a policy towards the nationals of third countries and a common external border control (Art. K.1 EUV).⁴⁷ European governments will need to articulate a new vision for immigration that responds to a rapidly changing global environment, not least in demographic and economic terms. As Elizabeth Collett has opined: “[j]ust as regional disparities in economic growth and population decline become starker across Europe, the attractiveness of other continents is increasing, evidenced by renewed emigration from the EU to Latin America, Australia and other, healthier economies.”⁴⁸ Policymakers have yet to fully absorb

45 “Murmansk migration ins and outs in” 2011. *Barentsnova*, Jan 19, 2012, <http://barentsnova.com/node/1731> (accessed January 3, 2013).

46 *Ibid.*

47 The European Forum for Migration Studies. “European Migration Policy.” University of Bamberg. Available at <http://www.efms.uni-bamberg.de/prmieume.htm> (accessed June 12, 2012).

48 Collett, Elizabeth. “Facing 2020: developing a new European agenda for immigration and asylum policy.” MPI (Migration Policy Institute) (1), 2013, <http://www.migrationpolicy.org/pubs/MPIEurope-Facing2020.pdf> (accessed April 18, 2013).

the changes both within and outside Europe, and are instead currently fixating on annual arrival numbers.⁴⁹ According to the UN Department of Economic and Social Affairs (DESA) country reports of 2009, most of the EU member states national policies which aim at raising or maintaining internal migration rates, run counter to public opinion and the EU Migration Pact.⁵⁰ Each member state has its own challenges, risks and dilemmas regarding immigration issues. Some states need more overall levels of immigrants, whilst some have a particular need for high or low skilled immigrants. The goals of individual EU member states differ, but the overall EU target is to develop a consistent economic situation throughout Europe by receiving immigrants in particular sector. As such, although individual policies may differ to some extent, the vision is the same. Free movement of EU citizens has however made mobility and settlement decision-making all the more dynamic. People are moving from sparsely populated areas to over-populated areas, from northern to southern areas or perhaps to a new destination with more access to facilities.

In immigrant receiving cases, the member state gives priority to the needs of their own state first with little consideration for EU policy made by different immigration forum and institution; as such policies do not create legal obligations for member states- EU can regulate various issues in different ways. On the other hand, EU member states make plans and policies which give priority to their own economic and political development in a flexible manner and the general outcome of these policies is to lessen the percentage of people dependent on social welfare support. Labour immigration is not the only type of legal (as opposed to illegal) immigration to the EU. Other categories of third-country nationals such as students, researchers, family members, businessmen and entrepreneurs are equally important, if not always in terms of volumes, then surely in terms of contribution. Therefore, fair and transparent rules need to be in place also for these groups.⁵¹ By way of assessing the prospects and limitations of international cooperation on migration and development, it is important to identify some of the policy and attitudinal trends in the European Union, where some of the most formidable strides in regional cooperation on migration have taken place among a group of 27 member states, each balancing their own opposing interests. With regard to controlling immigration, the EU example provides a model of the different pressures faced by liberal states.⁵²

49 *Ibid.*

50 European pact on immigration and asylum. *Europa*, http://europa.eu/legislation_summaries/justice_freedom_security/free_movement_of_persons_asylum_immigration/jl0038_en.htm (accessed January 21, 2011).

51 A common migration policy for Europe (press release) Brussels, 17 June 2008: *Europa Rapid MEMO/08/402*, <http://europa.eu/rapid/pressReleasesAction.do?reference=MEMO/08/402> (accessed March 2, 2012).

52 Lahav, Gallya. "Prospects and Limits of International Cooperation on Migration and Development in a New World Order: A Political Perspective." *European Union Center for Migration Studies* 21(2012), Issue 1.

Some national states in the EU have decided to accept only high-skilled immigrants, whilst some others invite workers in both highly skilled and lower skilled sectors according to their labour demands. However, their target is to fulfil their economic and demographic needs. The EU Commission estimates that the EU will need to attract 20 million skilled migrants over the next 20 years to address skill shortages in Europe's engineering and computer technology sectors.⁵³ Thus, only eligible applicants are being selected by the national authorities.⁵⁴ European governments are taking similar steps and policy makers are interested in tapping the growing international market for high-skilled human capital.⁵⁵ Currently, Germany wants 20,000 information technology workers from outside Europe, particularly software engineers from India. Furthermore the German government also wants to recruit East European computer specialists, it is only too keen to turn away their less skilled compatriots.⁵⁶ High-skilled immigrants normally make a large economic contribution, whereas immigrants who are unskilled are likely to impose a net cost on native taxpayers if they settle down in the receiving country. Most pragmatic studies find that the financial contribution of the immigrant as a whole is rather small. The optimistic contribution of some migrants is largely or wholly offset by the adverse contribution of others.⁵⁷ The EU wants skilled immigrants to fill the gaps in the labor market, while losing expert labour force jeopardizes the future economic development of the countries of, which in-turn might prompt future migration flows of inexperienced and illegal immigrants. As such, a way of addressing both the above mentioned issues is to inspire a more 'circular migration'. Simply, this means facilitating migrants to move to-and-from their own country and foreign places of work.⁵⁸

4.2. Barents Immigration Policy

The BEAR is not overly concerned about Barents immigration and very little research work has been done in this area. The focus of much of the research on immigrants in the Barents region has been on economic circumstances and state

53 Brady, Hugo. "EU migration policy: an A-Z". Centre for European reform: New ideas for a new Europe. London: 2008, 1-20, <http://gees.org/documentos/Documen-02874.pdf>Hugo (accessed April 28, 2012).

54 This policy is not only in Europe but also in America. The US Congress recently approved an extra 200,000 visas for skilled workers.

55 Geyer, H.S., eds. *Global Regionalization: Core-peripheral Trends. South Africa: Edward Elgar Pub, June 30, 2006.* Mabroum, Sami. "Sami Europe and the Immigration of Highly Skilled Labour." *International Migration (2001) 39(5): 27-43.*

56 Hall, Ben. "Immigration in the European Union: problem or solution?" *Prospect Magazine OECD observer*, June, 2000. No 221-222, <http://www.oecdobserver.org/news/fullstory.php/aid/337/> (accessed May 4, 2012).

57 Rowthorn, Robert. "The fiscal impact of immigration on the advanced economies." *Oxford review of economic policy* (2008) 24 (3): 560-580.

58 Brady, *supra* note 53.

policies regarding migration and integration. However, Barents immigration research is important, “because the economic prosperity and functioning of a nation depends on its physical and human capital stock.”⁵⁹ As a sparsely populated developing region immigration as well as long term and short term labour force within and outside of the region is required for mining and extractive industries and oil/gas extraction. Some of the industries are operating throughout the region and moving low and high-skilled workers one place to other in the region.

Immigration-related issues have shifted from hierarchy policy-making arenas, local to regional, local to national and national to supranational. The more powerful states many times try to establish their own views, yet some nation states are unwilling to represent themselves as a policymaking authority in such sensitive areas of public policy. It can therefore be seen that societal pressures stemming from the domestic level such as public opinion and political influence are critical as issues that must be understood clearly.⁶⁰

To some extent, immigration policies of Barents countries entails legally binding obligations as to whether the wage of an immigrant worker is paid at a standard level, however, that is an issue where there is a need for increased cooperation within Barents Region and need to disseminate policies and information through the regional media and exchange proper and real information about migration and the importance of immigration in the region to the social and political partners of the region.

There is a lack of recognition of qualifications and many highly qualified immigrants are therefore employed on low salaries by local entrepreneurs.

The larger cities situated in the southern parts of the Barents states are more lenient in such matters than those in the north. However, many immigrants work in the northern region’s development projects and there is also a need for manpower to exploit or explore gas and oil resources in the future. A secure migration policy which includes protected livelihood, residence and welfare for immigrants and their family members is considered necessary for this region. Interaction between immigrants and local people is a significant part of integration. Social integration as well as EU level policies and practices among the Barents states should be legally binding to some extent, so as to avoid mismanagement between the regional and related national governments. States should avoid numerous administrative obstacles that emerge between policy-making and implementation, by improving coordination between national,

59 Rasmussen, *supra* note 15.

60 Lahav Gallya. “Prospects and limits of international cooperation on migration and development in a new world order: A political perspective from the European Union.” In *International Migration and Development*, edited by Joseph Chamie, Luca Dull’Oglio, and Mary G. Powers, 59–71. New York: The Centre for migration studies, 2008.

regional as well as EU levels. Many policies have been adopted and sometimes some strategies are developed for the benefit and well-being of immigrant workers and their families. For the protection of the rights of immigrants, amongst others, ensuring proper wages, reducing illegal immigration flows, and policies creating equal employment opportunities exist in the Barents individual states. However, many such policies have failed to be fully implemented and unfortunately the reasons are officially legion.⁶¹ Because there is a replacement⁶² of policies in municipal level is available according to local needs, local politics make barriers to implement policies in practice, lack of financial resources also impede to some extent. Lack of harmonization of policies between the host and home countries of immigrant also the reason.

Despite the fluctuations of the world economy, the Barents area needs labour from outside the region in certain occupations and sectors, and this might require skilled or unskilled immigrants. Some sort of coordination of immigration policy is needed and should be subject to good governance practices. The region shares similar industries, the needs around the region are similar, and there is possibility for labour force movement between Barents states, from one mine to the other, from one project to the other. Operation of companies across boundaries needs some greater harmonization of rules for migrant workers. Human rights should also apply to migrants and local population equally concerned about new arrivals throughout the region. Harmonization can strengthen good governance of immigration throughout the region and the EU policies can serve as a good template.

In general, Barents region need employees, but municipalities are tightening their financial policies in reaction to the worldwide economic recession. According to the governmental reports of most Barents states, manpower is needed from outside the region, but the entrepreneurs of these regions do not think so. An example of this from the Finnish Barents region is seen in Table 1.

61 European Governance of Migration. *Migration Management: The Developing Countries' Perspective*. In *Dossier* by Dayton-Johnson, Jeff, Denis Drechsler, and Jason Gagnon. Available at http://www.migration-boell.de/web/migration/46_1812.asp (accessed April 4, 2013).

62 *Ibid.* Inconsistent of policy between development cooperation policies and other policies like migration are increasing among OECD countries.

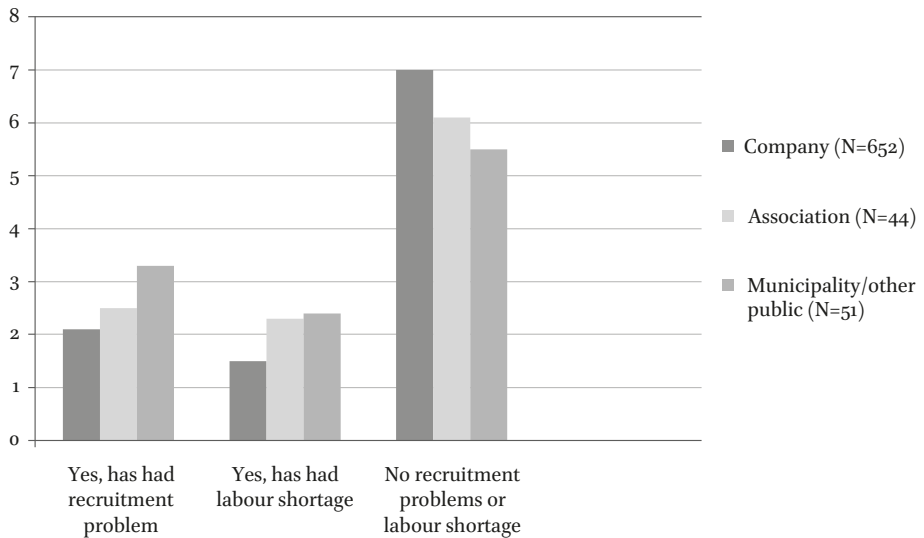


Table 1. Opinion of local entrepreneur about recruiting immigrants. Centre for Economic Development, Transport and the Environment for North Ostrobothnia.⁶³

According to some entrepreneurs in this example, most of the immigrants in the region are already unemployed as it is mentioned, so receiving more immigrants is risky. The employment situation in this area is unstable because of the world economic recession. Policy should be topical and reflect issues such as the lack of job opportunities, the availability of institutions of higher education, the lack of good public transportation, extreme arctic weather, standards of living and so on, both for immigrants as well as those members of the host population who often move to southern areas for better job opportunities which in-turn creates depopulation.

According to a mining company located in the Barents region,⁶⁴ skilled immigrants in this field are not willing to stay in the Barents region. As such, the Barents governance needs to increase the regions credibility and attractiveness. Regional prosperity to some extent depends on good governance, which includes good migration policies. To enrich the cultural diversity in such regions immigration and proper support is needed so that immigrant can survive in the arctic weather as well as rules for the integration of immigrants. If

⁶³ Immigration Strategy for Northern Ostrobothnia 2015. Available at https://www.doria.fi/bitstream/handle/10024/84782/Pohjois-Pohjanmaan_ELY-keskuksen_julkaisu_3_2010.pdf?sequence=3 (accessed August 31, 2012).

⁶⁴ Hannukainen, Kimmo. "Yrityksen kokemuksia maahanmuuttajien työllistämisestä tai ulkomailta rekrytoinnista" [Company's experiences to employ and to recruit immigrants from abroad]. Paper presented at the seminar of *Mahdollisuuksien Kansainvälistyvä Työelämä* [International Labour Market Opportunity], Rovaniemi, Finland, November 14, 2012.

authorities are aiming to develop the region both politically and economically, then the Barents welfare policies in the Barents Region need to be re-thought. From the perspective of the economic development of the area, a new pattern of localization is also required. Policies and rules which make it easier for both private and public employers to recruit foreign workers need to be developed.

Twenty years have passed since the fall of the Soviet Union and the formation of the Barents Cooperation, yet it still remains a question as how people may travel freely as 75% of the Barents region lies in Russia. Norway and Russia have introduced visa free travel for inhabitants in a 30-kilometer zone on each side of the border. This so-called visa free border zone has resulted in a boom in border crossings between the two neighbours,⁶⁵ so a similar policy should be implemented for the rest of the region. For migrants, that would mean easier access to information on the business situation, as well as new job opportunities to work as a cross-border worker. Start-up visa for entrepreneurship could enhance linking immigrant entrepreneurs which can create more job opportunities for immigrants and natives in the region. It could make the region more attractive for entrepreneurs whose ideas and values may help developing region's economy.

Cross-border cooperation has evolved tremendously. Sweden, Finland and Norway are all part of the Schengen Agreement, which has achieved good results in negotiations with Russia. Russia and the EU are at the moment negotiating a possible visa-free agreement, which would have major significance for the Barents region, but a deal has not yet been realized. Such an agreement, however, needs to be in place to ensure easier border crossings within the Barents region. Finland has managed to achieve flexible arrangements under the framework of the Schengen Agreement and Norway will soon introduce a similar practice. Russia has given Americans 3-year tourist visas, but has not yet introduced the same possibilities in the Barents region.⁶⁶ It was hoped that at the prime ministers' meeting in Kirkenes on 3–4th June 2013, there might offer suggestions of what could be done in this respect, but ministers limited themselves to reiteration regarding the visa situation, with the goal to achieve agreement in the near future.

There are differences between the immigration policies of state and the local, municipal interest. Some states and municipalities look to receive quality immigrants and some aim to increase only the quantity of immigrants received. For example, the Norwegian government believes in quality migration, not in quantity.⁶⁷ In immigration policy, attitudes are needed which are supportive of

65 Nilsen, Thomas. "Give us Barents visa-freedom." *Barentsobserver*, October 24, 2012.

66 Rafaelsen, Rune. "Logistic Challenges in the Barents region." *Barents observer*, November 15, 2012. Available at <http://barentsobserver.com/en/opinion/logistic-challenges-barents-region-15-11> (accessed March 21, 2013).

67 Betsy, Cooper. "Norway: Migrant quality not quantity." *Migration information source-migration policy institute (MPI)*, May 2005.

immigrants from the beginning so that they might better adapt to their changed situation. Positive attitudes are also required on the part of natives towards immigrants, which reflect the economic needs of the receiving country.⁶⁸

The governance of migration remains a facet of the national immigration policies of the member states. Each country in the BEAR region has its own immigration strategies and aims which do not create any obligation for other member states. However, there is no common policy for the Barents Cooperation. Intergovernmental cooperation in the region has been formalized and there are different working groups, forums and committees, however it is regrettable that there are no working groups dealing with immigration issues and the rights of immigrants.

Therefore, creation of a working that will work for the fundamental rights of immigrants and their families, the harmonization of Barents immigration policies, and cooperation on migration issues is needed. Integration is key to successful immigration,⁶⁹ so it is also important to work towards common standards for integration policy. Amartya Sen said:

Social exclusion is a multidimensional process of gradual social rupture, and the detachment of groups and individuals from social relations and institutions prevents them from fully participating in the normal, normatively prescribed activities of the society in which they live.⁷⁰

In this sense, this concurs with the viewpoint of Pablo Sanchez who states that:

... migrants are particularly vulnerable as they are not an integral part of the host society and their access to rights is usually limited, especially in relation to the democratic political process. This can result in a situation where the multiple deprivations of rights prevents individual migrants or groups from participating fully in the economic, social and political life of the society in which they live.⁷¹

Immigrants are a minority in the Barents society. As such, their integration into the Barents cultures is not totally within the hands of immigrant groups, and their reception by the Barents society is a crucial factor in the integration process. However, there is no common integration policy within the Barents region. There

68 Bauer, T. K., Lofstrom M., and K. F. Zimmermann. "Immigration Policy, Assimilation of Immigrants, and Natives' Sentiments towards Immigrants: Evidence from 12 OECD Countries." Working Papers, Center for Comparative Immigration Studies, San Diego, 2001.

69 Sanchez, Pablo. "Migration and Integration at the EU Level: A Rights-based Perspective." *European social watch report*, 2010.

70 Sen, Amartya. "Social exclusion; concept, application, and scrutiny." Office of Environment and Social Development, Working paper, Asian Development Bank, June 2000, Manila.

71 Sanchez, *supra* note 69.

are also differences that exist between the policies of state and municipal government, as well as those of regional governance. Municipal governance sometimes changes the state policy according to their own public attitudes and the influence of political parties.

4.2.1. Obstacles for Immigration in the Region

Historically, Europe has been shaped by immigrants, however the immigration issues of the present day are couched in the tone of the debate and policy frameworks of different individual states. Some states receive more refugees and asylum seekers than they are capable of hosting. For instance, in the last decade some European countries received higher numbers of refugees (relative to state's population), whilst some of the larger states (especially France, Italy and Spain), received relatively fewer. Now, receiving refugees is viewed as both a stress and an economic burden for some European states, and as such they try to reduce the immigration flow by tightening their previously liberal asylum and migration laws as well as trying to distinguish genuine asylum-seekers from purely 'economic' migrants.⁷² Some states are willing to receive immigrants to meet issues of future development and labour shortage. However, they have been prevented from doing so because of negative public attitudes and the political stances towards immigration. As such, the reception of immigrants depends to some extent on public attitudes.

Prejudice in the host society and the negative perceptions and attitudes of host population towards immigrant minorities need to be addressed conceptually and in practice, as they form the main barriers for the integration of immigrants also in the BEAR societies. This is of course a question of tolerance. However, contemporary 'tolerance talk' in Europe lacks coherent discussion on its objectives and limits.⁷³

Sometimes, the integration program and public attitudes towards immigrants also differs according to the immigrant's category.⁷⁴ Immigrants from the EU are to some extent given priority in all levels of integration and receive more enhanced job opportunities due to their semi-equal status on the labour market

72 Ben Hall. "Immigration in the European Union: problem or solution?" *Prospect Magazine OECD observer*, June 2000 No 221–222, <http://www.oecdobserver.org/news/fullstory.php/aid/3371> (accessed May 5, 2012).

73 M. Pentikäinen. "The Role and Limits of Human Rights, with Special Reference to Europe." *Acta Universitatis Lapponiensis 140*. PhD dis., Finland: Lapland University Press, Rovaniemi, 2008. Maria Golubeva (eds) inclusion unaffordable: the uncertain fate of integration policies in Europe. Centre for Public Policy PROVIDUS, 2010.

74 Yeasmin, Nafisa. "Life as an immigrant in Rovaniemi" In *Politics of development in the Barents Region*, edited by Monica Tennberg. Lapland: University of Lapland Press, 2012.

than other immigrants coming in particular from Asia and Africa.⁷⁵ It has been clearly demonstrated that migrants face numerous problems in the labour market and that they are in many ways disadvantaged when compared with members of the host society and immigrants from within the EU. Some of these problems are connected with objective, factual handicaps such as inadequate education and training, non-recognition of qualifications gained abroad, an inadequate command of the host country's language or inadequate knowledge of the work culture of the host society. In the case of Finland, Jaakola (2009) observes that the immigrants from Nordic countries are culturally closer to Finns with closer standards of living, with European and American migrants close behind in cultural proximity. Therefore, the Finnish attitude towards immigrants from American and European countries is more favourable than towards those immigrants who are culturally different – especially those immigrants from countries with a low standard of living.⁷⁶ Additionally, migrants experience discrimination on grounds of their nationality, skin colour, religion, race or ethnic origin as well as their country of origin.⁷⁷

There are some municipalities in the Barents Region where it has not been possible to undertake integration work properly because of negative public attitudes and local politics. For instance in Finland, True Finns (*Perussuomalaiset*) are conservative party opposing immigration. The party builds its support base among voters who are aggressively opposed to immigrants and immigration process. These considerations also form the main barriers to implementing overall immigration policies in Barents region. According to a 1997 Eurobarometer survey,⁷⁸ native Finns, Swedes, Icelanders, and Danes are reported to act in a racist way towards migrants. On April 25, 2012, for the first time in history, the President of the European Parliament, Martin Schultz, warned on the risk of a possible collapse of the European Union as a “realistic scenario”. The threat was mainly caused by the trend demonstrated in many member countries towards a return to a national approach for resolving European challenges, by the expression of racism and requests to close the borders of member states as a departure from the Schengen Area principles.⁷⁹

However, the opinion of local people with respect to receiving migrants' varies. In fact: It is not easy task to align the sentimentalities of the residents

75 *Ibid.*

76 J. Magdalena. “Immigrants in Finnish Point of View: Changing Attitudes, *City of Helsinki urban facts.*” (PhD Dissertation 2009 in Finnish, translated into English. Helsinki; City of Helsinki urban facts.

77 Brady, *supra* note 53.

78 Racism and xenophobia in Europe. Available at http://ec.europa.eu/public_opinion/archives/ebs/ebs_113_en.pdf (accessed July 12, 2010).

79 Bonciu, Florin. “European union towards 2020 and beyond: a new ‘zeitgeist’ and the challenges ahead.” *Romanian Economic and Business Review*,7 (2012), 30–39.

with the policy and it is not clear how these influence one another.⁸⁰ Common to all the Barents countries is their emphasis on employment and self-sufficiency in their integration strategies. All consider their official language to be a prerequisite for integration with the labour market and society, and all emphasize individual action plans in their national strategies for integration efforts. As Bjarne and Geiger have opined, “[t]he focal point of integration in the five Nordic countries is language teaching”.⁸¹ Social integration policy has privileged labour immigrants to some extent. However, this selective integration increases the political gulf that is used discursively and legally to separate the welcome and unwelcome in the EU, a division between different categories of immigrants like, students, spouses of local residents, labour immigrants, refugees and asylum seekers that are of course familiar from national and local migration politics in nearly every country, including the Barents region.

Some political parties in this region have been arguing that in order to stabilize the population, they should reduce immigration and give attention to issues such as increasing the birth rate and other alternatives, rather than receiving immigrants. The governments of the Barents states are receiving more immigrants to fill demo-economic gaps, although the public attitudes of the Barents societies are opposite to those of the government. As a result of the economic crisis, social welfare and various benefits are reduced for immigrants as well as for natives. The native population is often reported as accepting it as true that the situation has arisen because of the practice of receiving immigrants and there is a belief that if it is not dealt with firmly, it can upset the whole system. The notions of a political, socio-economic community of a modern state are based on their language, history and cultures, however, generally the people of these modern states believe that their national traditions are under threat by several modern forces, including immigration.⁸²

Barents society is becoming a multicultural society gradually. There is lack of information among locals about immigrants and the in general about the immigration process. On the other hand, immigrants also need to know about local society with getting equal opportunities. As integration is two way process with both the host societies and immigrants, there are no interactions between immigrant and local people in the Barents region in this regards, which could make the integration process easier for immigrants in the region. It is now a crucial moment for the authorities, companies, educational institutions and other stakeholders to acknowledge their responsibility as key players for successful immigration and the integration of immigrants in the region.

80 Bauer, Thomas K., and Klaus F. Zimmermann. “Immigration Policy in Integrated National Economies.” Discussion paper no. 170, The Institute for the Study of Labor (IZA), Bonn, 2000.

81 Bjarne Wahlgren and Tinne Geiger, *Integration through adult and continuing education: integrating immigrants into Nordic labour markets*, Helsinki, Finland: KVS Foundation, 2011.

82 McLaren, Lauren M. “The Cultural Divide in Europe: Migration, Multiculturalism, and Political Trust.” *World Politics* 64(2) April 2012. 199–241.

Integration projects need to be built on the reality faced by migrants in the Barents Region, and not just on the objectives set forth in the calls for proposals from the EU. More importantly, such projects need a European framework, and not just encouragement from EU institutions.⁸³

As Bjarne and Geiger have said:

In Denmark, this responsibility is manifested at the political and strategic level through tripartite negotiations in which ministries, municipalities and social partners produce plans for the implementation of overall integration strategies. At all levels it is essential that the relevant actors work together in order to achieve the best possible outcome. This includes co-operation between public agencies and private companies, co-operation across authorities, and co-operation between language centers and voluntary organizations.⁸⁴

In welfare states, some dilemmas are in fact created by the local society and non-governmental organisation rather than governments. They are not fully interested to do work together. In Finland, some organisations do not know about the activities on integrating immigrant conducted by other organisations. Even local societal cooperation is rare in integrating immigrants in host society. According to Skrobacki,

[d]espite rational the arguments for increasing immigration, Europeans are unwilling to embrace it. Paradoxically, those who are most opposed (and vote accordingly) are older people, even though they are most dependent on a large taxpayer base without which the cheques from government-run pension plans would eventually stop flowing and publicly managed health care systems would run out of money.⁸⁵

Finland and Sweden along with other Arctic countries wish to increase migration in line with their labour demands as well as with dramatic demographical changes they are experiencing. The percentages required do not seem exceptionally high. Certainly, the non-existence of a great inflow of new migration and moves to control migration initially seem puzzling in a Europe built on the principle of free movement of persons, which is mainly started from international mobility

83 16th Nordic Migration Research Conference & 9th ETMU Days. Immigration and civil society, 13–15 August 2012, University of Turku, Finland.

84 Bjarne Wahlgren and Tinne Geiger. Integration through adult and continuing education. Project working paper, 2008–2010, the Danish School of Education, University of Aarhus.

85 Skrobacki, Waldemar A. “The Logics and Politics of Post-WWII Migration to Western Europe”. *Canadian Journal of Political Science*, 41(1) 2008, 251–252.

and facing a dramatic demographic crisis.⁸⁶ Even though the ratio between EU and non-EU (usually third world, non-white, non-Christian) foreigners has been skewed towards the latter group, however, the effects of international migration are in most cases highly productive and innovative. Migration has a positive contribution to diversity and the interaction in more multi-cultural societies.

The Barents region needs to increase the number of immigrants, but it is harder to find clear links between economic cycles and immigration because of poor implementation of existing policies. National policies exist to some point, but their implementation is dependent on state and non-state actors and sectors. The most important threats for implementing those policies are the public attitude towards immigrants, politics, a lack of transparency between local and state government; a lack of integrity between EU and member states; differential integration for different categories of immigrant and the on-going sustainability of the social model.

According to Zimmerbauer:

People-to-people contacts and economic development is important so that people can understand each other and creates good conditions for interregional exchange in many different fields; e.g., culture, indigenous peoples, youth, education, IT, trade, environment, transportation and health. Regionalism has a power and this newly conceived region has become institutionalized as a manifestation of business-oriented regionalist aspirations and international geopolitics.⁸⁷

Moreover, mobility within the region is limited. Entering Russia is a big problem for the people of other regions because of visa restrictions. Transportation between north-south is better than that of north-north (east-west), which poses a barrier for labour mobility within the region. Also, the lack of a reciprocal reliance at the governmental and political level and the tactical practice of politics pose problems for the region. In governmental level, if any national state initiates good step for the region than it is very tough to get influence from other members. There is a lack of quick reactions between members for accepting any decisions.

86 Chamie, Joseph, Luca Dall'Ogilo, and Mary G. Powers, eds. *International Migration and development: Continuing the Dialogue: Legal and policy perspectives*. Switzerland & New York: IOM & centre for migration studies, 2008.

87 Zimmerbauer, Kaj. "Unusual Regionalism in Northern Europe: The Barents Region in the Making." *Regional studies* (2012).

5. The BEAR Policy Analysis

There is no sustainable immigration policy in the Barents region, although there are strategies, policies, working papers in national and regional levels which do not cover the collective rights of resident immigrants. In every step of policy making, reiteration of policies by the policy makers is very common. Quite a large number of policies and initiatives (like the Barents cooperation) have promoted regional cooperation, but the effect has been limited in terms of practical cooperation and the consequences they have on neighbouring states. It is crucial that these policies have strong support in order to be properly implemented. Every state in the region has dilemmas regarding immigration which differ to some extent from each other. Thus, a municipal policy is sometimes difficult to be followed in practice, especially when such policy may differ from state policies. Moreover, the expectations for economic growth are likely higher than actual potential. However; prosperity in regard to the socio-economic field of the region is also dependent on well-structured immigration. Immigrants from many countries face difficulties in the extreme Arctic weather and they often try to move south when a good opportunity presents itself.⁸⁸ Thus, in the Barents States, social inclusion as well as labour market inclusion for immigrants is important. There are significant differences between the preconditions for seeking and obtaining jobs, and the overall immigration policy between regions. The Barents labour market is not especially supportive of immigrant labour coming from outside Europe. The Barents region faces the problem of high unemployment rates, rising pension costs, as well as low birth rates. However, they have often failed to use immigrant manpower because of either some existent policy or the absence of policy and good governance. Barents States have reformed their economic and immigration policy so that migrants may contribute to their national economy. The working paper published by the European Policy Centre (EPC) in March 2011 points to immigration as a policy tool which may be used to address the demographic as well as economic challenges posed by a combination of high retirement and low birth rates, which will lead to a labour shortage in 2015; and this relates directly to the BEAR perspective as well as its demography is under threat – people are ageing and the local youth is migrating to the southern areas.

According to BarentsNova:⁸⁹ “By 2025, Russia is expected to reform its labour quota mechanism and become a migration-friendly country. Experts have outlined a roadmap to revise the existing migration policy. The changes will demand EUR 2.2 billion of budget expenditures, say migration authorities and experts of Strategy-2020 in their dedicated report:

88 Rasmussen, *supra* note 15

89 “Russia: revising migration policy.” *BarentsNova*, Jan 19, 2012. <http://barentsnova.com/node/1832> (accessed May 8, 2012).

However in the Russian Barents area, it does not seem that Russia will be a migration friendly country in the near future. In Russia, population is evaluated as forming an important asset for northern expansion, but a widespread regional demo-economic and socio-economic policy, targeting the Russian North is yet to be developed.⁹⁰

Russian migration policy is specifically designed for the high North, so there could be a place for Barents region to share experience and learn from one another in order to build better policies.

It may be seen that Russia tries to accept only quality immigration, rather than considering increasing the overall number of immigrants.⁹¹ According to T. Adelaja:

The experts said a new financial infusion would allow the government not just to attract highly qualified foreign workers, but also to increase internal labour mobility for Russians. Part of the funding, the experts say, would go to reform Russia's broken quota system, while the rest will go to improving Russia's image as an attractive country for migration.⁹²

According to Swedish the migration strategy of 2008, newcomers are enabled to participate in the labour market as rapidly as possible, although numerous studies have shown a troubled match between the delivered processes and the starting conditions and needs of the individual.⁹³

In the Swedish labour market, the immigrants mainly come from European and Western countries. Their integration seems easier than that of immigrants from Africa, Asia or Latin America since this group has to face different kinds of obstacles to entering into the Swedish labour market.⁹⁴ But as le Grand and Szulkin stated "... the remaining gap is of a non-trivial magnitude". Thus, the

90 Petrov, A. N., and Vlasova T. "Migration and Social-economic well-being in the Russian North: Interrelations, Regional Differentiation, recent Trends, and emerging issues." L. Huskey and C. Southcott. (ed.) CCI Press in cooperation with the University of the Arctic, 2010.

91 Doff, Natasha. "Russia's new immigration policy targets quality not quantity." *RIA Novosti*, Jan 28, 2011.

92 Adelaja, T. "Immigration business: Experts Said Russia Needs to Spend Heavily to Overhaul its Immigration Policy." *Russia profile.org*. (accessed March 20, 2012).

93 Quirico, Monica. "Labour migration governance in contemporary Europe. The case of Sweden." Working paper, "Europe and Global Challenges" Compagnia di San Paolo, 2012.

94 Carl le Grand and Ryszard Szulkin. "Permanent Disadvantage or Gradual Integration: Explaining the Immigrant-Native Earnings Gap in Sweden." *Labour* 16(1) (2002): 37–64.

labour quality hypothesis⁹⁵ accounts for a part of the observed native-immigrant wage gap, but the remaining differentials can be interpreted in terms of labour market discrimination”.⁹⁶ In the 2006 general elections of Sweden, a discussion on the need for new rules on labour migration took place and the need for a restructuring of the mentioned content was also discussed following a more general confrontation on the effectiveness and sustainability of the Swedish model.⁹⁷

Most employed immigrants have odd jobs, for example cleaning, delivering newspapers etc., while very few get high status jobs.⁹⁸ In the Barents region, a large number of immigrants and their descendants are excluded from the labour market, although the demand for immigrants in the labour market is high. In the Russian north, employers have not followed the minimum salary standards and good governance practices are required to develop employment opportunities for immigrant groups by targeting appropriate policies, best practices from EU cases, keeping their power on regional and local authorities and create the resources required to organize integration initiatives. However, working in an office is not necessarily satisfying as immigrants frequently face discrimination in the work place.⁹⁹ To some extent foreigners may come to the Barents region to undertake a low paying job, and unfortunately may compete with native born workers in the labour market, causing displacement and driving down wages.¹⁰⁰ Different wage rates for different groups of immigrant workers and discrimination against immigrant workers seems however a commonplace in the European labour market.¹⁰¹

95 *Ibid.*; According to the Authors, “When restricting the analyses to individuals, who have completed their upper secondary education in Sweden, the immigrant-native earnings gap becomes considerably reduced. This result applies for both male and female employees. However, for men born outside Europe, there remains a wage disadvantage of about 5 percent also when average grades from upper secondary education are accounted for.” Authors also stated that “More specifically, the return to education tends to be relatively small for some groups of immigrants. Our interpretation of this is that Swedish employers consider educational credentials acquired by immigrants in countries outside the Western industrialized World as a much weaker signal of potential productivity compared to similar types of education acquired in Sweden.” Lack of recognition of Diploma is not only a problem in Barents States but also in whole Europe. Jean Lambert stated in the 9th meeting of EU Integration Forum, “The lack of transparency in recruitment practices is serious issue where we need to do more about.”

96 le Grand and Szulkin, *supra* note 94.

97 Quirico, *supra* note 93.

98 Yeasmin, Nafisa. “Life as an immigrant in Rovaniemi.” In *Politics of development in the Barents Region*, edited by, Monica Tennberg, Lapland: University of Lapland Press. 2012.

99 *Ibid.*

100 *Ibid.*; Friedberg, R. M., and J. T. Hunt. “The Impact of Immigrants on Host Country Wages, Employment and Growth.” *The Journal of Economic Perspectives* 1995 (2), 23–44.

101 Yeasmin, *supra* note 106; Müller, T. “Migration, unemployment and discrimination.” *European economic review* 47(3) (2003), 409–427.

The Barents countries would like to have more immigrants for the internationalization of their labour markets, by increasing the north-south and north-north movement so as to make best use of the economic benefits of migration. According to the Ministry of Foreign Affairs in Norway, “[m]obilization of unused domestic capacity is central together with continued immigration from the EEA area, but some immigration from countries outside the EU/EEA area may be necessary”.¹⁰² The European Neighbourhood Policy (ENP) is to increase the stability and wealth of states in the EU’s neighbourhood.

Of relevance for discussion on Barents cooperation is the EU Strategy for Baltic Sea Region (EUSBSR) – a macro-regional strategy which has been treated as a test in regional cooperation. This is the first pilot EU macro-regional strategy, bringing together several member states from a single geographical area. The implementation of the EUSBSR aimed to find a more efficient resolution to the region’s problems, for example, the pollution of the waters of the Baltic Sea, economic disparity, infrastructural variances, and security crises. This strategy aimed to create cooperation between EU member states from the Baltic Sea coast and to encourage Russia in joining with the cooperation, and thereby increasing the good relationship between the countries of the region, especially in respect to resolving ecological challenges.¹⁰³ The exchange of best practices at regional level would help to improve the immigration process. The Barents region needs to enhance its strategies to make the Euro-Arctic countries more stable and prosperous through the proper utilization of their resources. For this and to advance sustainable development, the region equally needs to develop its immigration policies, because the region needs to attract immigrant to fill the labour gaps in some special sectors although these are kept out of discussions or ignored at the present time. Peter Bossman stated in his speech in the closing sessions of 9th meeting of the EU Integration Forum that policy formulation and initiatives about integration should come from the local and regional players.¹⁰⁴ The Barents region can also follow the successful models from other regions. In accordance with Monica Tennberg,

In many respects, from the developmentalist point of view, the region has not reached its full development potential based on its natural and human resources and their exploitation. There has been, and still is, a considerable

102 Ministry of Foreign Affairs. *Immigration to Norway*. Committee on migration policy, NOU April 2008. <http://www.regjeringen.no/en/dep/ud/documents/nou-er/2008/nou-2008-14-2/11/3.html?id=538497> (accessed May 15, 2012).

103 Zawilska-Florczuk, Marta. “The EU Strategy for the Baltic Sea Region from Germany’s perspective.” *OSW commentary*, October 1, 2012. Available at <http://www.osw.waw.pl/en/publikacje/osw-commentary/2012-01-10/eu-strategy-baltic-sea-region-germany-s-perspective> (accessed February 22, 2013).

104 Bossman Peter. “Integration of Migrant Youth in European Society.” Speech presented at the 9th meeting of EU Integration Forum, 4–5 June, 2013, Brussels.

gap in human development across the borders in the Barents Region in terms of life expectancy, social security and various social concerns.¹⁰⁵

The Barents Region's population is vulnerable, particularly in the case of some groups of immigrants (e.g., female and youth) who are in danger of marginalization. It is evident that youth are the future generations of a region and therefore without their wellbeing, no sustainable development could be achieved.¹⁰⁶

To make it a flourishing region,¹⁰⁷ it is necessary for the Barents Region to improve its attractiveness for the young, for visitors and for immigrants. As Kitson, Martin and Tyler have stated, “[c]ompetitive regions are able to: a) attract skilled, creative and innovative people; b) provide high-quality cultural facilities; and c) encourage the development of social networks and institutional arrangements that share a common commitment to regional prosperity”.¹⁰⁸ To make connection between north-north and east-west arose as an issue for the region's future development within the Barents Cooperation at the beginning of 2013 – the demographic situation must be resolved, and education and employment strategies should be specifically targeted to the younger generations (both local and immigrant).

Far less attention has been devoted to the role of the institutions of civil society in facilitating or impeding the incorporation of newcomers into the Barents Region.

4.1. Policy Analysis at the EU Level

4.1.1. Treaty Analysis

Migration policy in Europe is hindered by domestic actors who have little interest to come to the international negotiating table, however, if they do enter negotiations this is usually in order to represent an aggregated (domestic) interest. Rather, to some extent domestic actors try to sidestep the negotiating process by rallying their group interests in international venues. Criticism of EU immigration policy is common and a significant aspect is that these criticisms to

105 Tennberg, Monica, (ed.). *The Politics of Development in the Barents Region*. Lapland: University of Lapland press, 2012.

106 *Ibid.*

107 Heikkilä, Elli, and Maria Pikkarainen. “Vulnerability in population and economic development in the regions of Finland – Is immigration the solution?” Institute of Migration. 3–9. 22 23 Kuntatiedon keskus (2006). Aluetietopankki.

108 Kitson, Michael, Ron Martin, and Peter Tyler. “Regional Competitiveness: An Elusive yet Key Concept.” *Association of Regional Observatories* (2005).

EU debate and policies come also from the actors involved in the formulation and implementation of the policy.¹⁰⁹

Most of the migration authorities or ministries concerned with migration in the member states do not take part in international debates.¹¹⁰ According to Moraes:

This has stirred a debate within the EU institutions on how to manage economic migration and integration, which are challenges confronting the EU domestic governments. One only need consider the recent historical development of EU cooperation and the factors that have driven the view, broadly held by member states and the EU institutions, those national migration policies alone can no longer meet the challenges facing the EU states.¹¹¹

Scholars in the field of migration have differing views on these issues. The EU has faced formidable obstacles from national policy-makers, who are in turn influenced by public opinion. As Adam Luedtke has stated, “[u]sing logistic regression, this factor is shown to be stronger than support for European integration, opinions about immigrants themselves, and other variables such as economic calculation, political ideology, age and gender”.¹¹² EU immigration policies are mostly context-based¹¹³ and followed according to demand and changes. This issue has been particularly complicated and challenging for the EU to tackle, since most of the member states (unlike frequent immigration receiving countries like Canada and the US) depend on a temporary-based migration system rather than a permanent one.¹¹⁴ According to the OECD, the non-permanent migration system of the EU attracted a predominantly low-educated and low-skilled foreign workforce in the past, leading to both

109 Quirico, Monica. “Labour migration governance in contemporary Europe.” The case of Sweden. Working paper, “Europe and Global Challenges” Compagnia di San Paolo.

110 Guiraudon, Virginie. “European Integration and Migration Policy: Vertical Policy-making as Venue Shopping.” *Journal of Common Market Studies* 38(2) (2002): 251–271.

111 Moraes, Claude. “The Politics of European Union Migration Policy”. *The Political Quarterly* 74 (2003): 116–131.

112 Luedtke, Adam. “European Integration, Public Opinion and Immigration Policy: Testing the Impact of National Identity.” Paper presented at the European Union Studies Association, Biennial conference, Nashville, Tennessee, March 27–29, 2003.

113 Jordan, Bill, Bo Stråth, and Anna Triandafyllidou. “Contextualising immigration policy implementation in Europe.” *Journal of Ethnic and Migration Studies* 29(2), 2003.

114 Kahanec, Martin, Anna Myung-Hee Kim, and Klaus F. Zimmermann. “Pitfalls of immigrant inclusion into the European welfare state”, *International Journal of Manpower* (2013) vol. 34: pp. 39–f55.

economic and social marginalization of ethnic minority populations in many receiving countries.¹¹⁵

There are no common goals between the EU and its member states on how to develop immigration policy. Given the defects of comprehensive immigration policies, it is little wonder that West European states have looked for alternatives. After the 1992 Maastricht Treaty and the 1997 Amsterdam Treaty,¹¹⁶ the EU member states committed themselves to developing a comprehensive immigration and asylum policy at the 1999 Tampere Summit.¹¹⁷ Article 79 of the Lisbon Treaty¹¹⁸ reads:

The Union shall develop a common immigration policy aimed at ensuring, at all stages, the efficient management of migration flows, fair treatment of third-country nationals residing legally in Member States, including the conditions governing freedom of movement and of residence in other Member States.

In 2008, the European Council adopted the European Pact on Immigration and Asylum, which sets out five commitments to provide an impetus for the development of a common EU policy. However, the integration of immigrants was not included in this common policy, and the later 2009 Stockholm Program did no more than reiterated the Pact's commitments. The Tampere Programme of 1999 highlighted the objective of increasing a European approach resembling domestic laws, on the conditions of governing admission and residence for employment purposes (i.e. labour immigration policy). According to the Sergio Carrera, Atger and Dora Kostakopulu:

Member states' representatives have constantly referred to their exclusive right to determine the number of Third Country Nationals (TCNs) admitted to their territories, and their preference for making labour market regulation a manifestation of the application of the principle of subsidiarity. In addition, the rigorous application of the principle of free movement to intra-EU migration can be juxtaposed with the relative 'unfreedom' characterising the labour migration of non-EU nationals and the prevalence of a security centred paradigm. Accordingly, it has been witnessing national executives' unwillingness to make intra- and extra-EU

115 OECD (2008) *A Profile of Immigrant Populations in the 21st Century: Data from OECD countries*, Paris: Organization for Economic Co-operation and Development. OECD (2009) *International Migration Outlook 2009*, Paris: Organization for Economic Co-operation and Development.

116 Treaty on European Union (Treaty on Maastricht). February 7, 1992. Come into force November 1993. OJ C 191 of 29.7.1992; Treaty of Amsterdam 1997, come into force June 1999, OJ C 340 of 10.11.1997.

117 Guiraudon, *supra* note 110.

118 In the Official Journal of the European Union, C 115, Volume 51, on 9 May 2008.

migration more symmetrical. This has been to a large extent favoured by the exclusion of EU labour immigration proposals from the scope of the Community method of cooperation until the entry into force of the Lisbon Treaty in December 2010.¹¹⁹

The final conclusions of the Tampere Summit recognized that one of the targets for the integration of migrants in the EU should be to bid for or establish a long-term permissible residence for third-country nationals to increasing the opportunity to obtain the nationality of the member states in which they have settled.¹²⁰ Policy-makers and concerned authorities hold that nationality could make a significant influence to integration by giving the migrant a sagacity of belonging, and guaranteeing *de jure* contribution in the political, civil, socioeconomic and cultural life of their residing countries.¹²¹ Granting nationality could also contribute to the integration process into the labour market, for example by reducing restrictions to certain professions such as those in the high-skilled category.¹²²

As Christina Boswell has opined, “EU states have increasingly sought to address migration management dilemmas through cooperation with migrant-sending countries and the transit countries through which migrants and refugees travel.”¹²³ This goal has been most clearly stated in the EU’s external policy concerning the integration of migration and asylum goals at the EU level.”¹²⁴ This constitutes the practice of sharing views with third countries which has become recognized as forming the peripheral dimension of EU collaboration in Justice and Home Affairs (JHA).¹²⁵ Nevertheless, the main dilemma is that the third world or migrant sending countries are to some extent not eager to enter into any cooperation work in this regard, and the reasons are multiple. They do not want to take any further burden, because of their unstable political

119 Carrera, Sergio, Anaïs Faure Atger, Elspeth Guild and Dora Kostakopoulou. “Labour Immigration Policy in the EU: A Renewed Agenda for Europe 2020.” Working paper, CEPS policy brief, 2011.

120 Hagan, John. “Negotiating social membership in the contemporary world.” *Social Forces* 85(2) (2006): 631–642.

121 *Ibid.*

122 Böhning, W. R., and Zegers R. de Beijl. “The integration of migrant workers in the labour market: Policies and their impact.” International Migration Papers 8, International Labour Organization, Geneva (1995).

123 Boswell, Christina. “The ‘external dimension’ of EU immigration and asylum policy.” *International affairs*, (79), (No. 3) (2003), pp. 619–638. And European Council presidency conclusions, Tampere, SN 200/99, 15–16 Oct. 1999; European council, presidency conclusion, Laeken, 14–15 Dec, 2001, SN 300/1/01 REV1; European council, presidency conclusion, Seville, 21–22 June 2001, SN 200/1/02 REV1, <http://www.chathamhouse.org/sites/default/files/public/International>

124 *Ibid.*

125 Boswell, Christina. “The external dimension of EU migration and asylum policy.” *International Affairs* 79, no. 3 (2003), <http://onlinelibrary.wiley.com/doi/10.1111/1468-2346.00326/abstract> (accessed June 25, 2012).

and economic situations, overpopulation and high unemployment rates. It is necessary to set up a system of evaluating the performances and practices regarding immigration policies, and give feedback to a related authority that is appointed to monitor the whole process. The near future has been indicated as the proper moment to tackle these issues as a new seven year programming period will begin in 2014, with the years 2012 and 2013 being designated for planning process.¹²⁶

4.1.2. Policy Analysis

Inclusion of immigrants in Europe faces difficulties due to lack of comprehensive and obligatory¹²⁷ integration policies for all categories of immigrants and European society.

There are some EU states that have a different integration policy for different categories of immigrants. Unfortunately, the situation of integration of immigrants at all the levels within the EU remains problematic. Unbiased opportunities and management are of main modules for the integration of immigrants in the host societies within the EU. Present integration policies, however, have little chance to succeed if local people are unable to access job opportunities or to be supported in receiving positions that conform to their abilities.¹²⁸ An integration policy should be the same for immigrants from within or outside the EU. There should not be any discrimination about integration between different categories of immigrants in the host society. As a main objective, such measures will serve to avoid misguidance, but it could be also argued that it is challenging to make a comprehensive policy when there are different policies for different immigrant categories.

The situation of immigrant integration in the EU remains worrying. In the survey, more than a half of respondents (54%) opined that ethnic minorities¹²⁹ are in risk of being excluded from the labour market of the host economy, and 33% viewed them as being at medium risk. This seems to be a dominant and emergent tendency, when compared to 32% in 2007. 45% of respondents in 2010 viewed that the labour market marginalization of ethnic minority

126 Bonciu, Florin. "European union towards 2020 and beyond: a new 'zeitgeist' and the challenges ahead." *Romanian Economic Business Review*, 2012, <http://www.rebe.rau.ro/RePEc/rau/journal/FA12/REBE-FA12-A3.pdf> (accessed March 19, 2013).

127 Some group of immigrants would not ready to integrate themselves in host society to some extent; some immigrant youth leave schools in early stages and are beyond integration process. As integration is a two way and social process, so host society should also show their willingness concerning integration, however the cooperation between immigrant and local is not available in Barents society. In those cases, obligatory integration could help the both groups to know about each other and make the integration process easier.

128 Böhning, *supra* note 122.

129 Although, obviously many ethnic minorities are not immigrant.

populations in the EU is rather increasing.¹³⁰ An OECD report notes that: “a lower proportion of foreign-born women hold a public-sector job”.¹³¹ EU institutions are trying to retain a stable labour market within the EU. However, the debatable international negotiations, a tendency of mis-interpretation of policy and the different opinions of member states are the main barriers to achieve such a goal. During the recent economic recession in Europe, many migrant workers lost their jobs and have thus become more marginalized in the European labour market. In such countries, where migrants are entitled to either comparatively reduced or no social welfare benefits, it can have a major effect on the related national economy. As Brady Hugo stated:

The EU will only be able to cope with a growing number of immigrants if member-states get better at helping them to integrate. This can only be done at the national, regional and local level. Nonetheless, member-states do have some stake in each other’s integration strategies. The mistreatment of minorities in one European country could quite easily fuel unrest and instability in another or push them to migrate to another EU country where they are better treated.¹³²

According to the latest population projections produced by Eurostat:

By 2060, the working age population of the EU is projected to fall by almost 50 million even with continued net immigration similar to historical levels. By 2060, without such immigration, the working age population would be around 110 million lower than today which would mean that in the EU, overall, the number of people over 65 per person at working-age would more than double by 2060. Against this backdrop, migration has thus become a major determinant of demographic evolution in the EU since over recent years it has outweighed the contribution from natural change.¹³³

Therefore, as a common competence policy zone, the harmonization of policies between the EU and national levels – particularly those related to socio-economic and development issues, could be considerably adopted. The EU Commission is decisively convinced that a common immigration policy must be provided in

130 Kahanec, *supra* note 114.

131 OECD (Organization for Economic Cooperation and Development), *International Migration Outlook*, SOPEMI 2006 Edition, France. Available at http://en.istat.it/istat/eventi/2006/ocse/ocse_migration_report_2006.pdf (accessed October 30, 2012).

132 Brady, Hugo. “EU migration policy: an A–Z “Centre for European reform: New ideas for a new Europe.” London: (2008) 1–20, <http://gees.org/documentos/Documen-02874.pdf>Hugo (accessed February 27, 2012).

133 A common migration policy for Europe (press release) Brussels, 17 June 2008: Europa Rapid MEMO/08/402, <http://europa.eu/rapid/pressReleasesAction.do?reference=MEMO/08/402> (accessed March 22, 2012).

partnership between the Member States and the EU institutions, which should be made on the basis of the socio-economic situations of the immigrants of every Member State and of the EU as a whole.¹³⁴

Overall, the aim of European migration policy is to raise the number of immigrants. There is a commitment to develop a comprehensive immigration policy. It should however be more practical for Member States to apply such measures if they are of legal certainty and adhere to the rule of law. There is certain incoherence between different visions of Europe, as forming the area, where a successful approach to migration could be managed and where the plight of migrants may be distinguished.¹³⁵

The EU economic situation has a negative effect on immigration and on immigrants' integration into the EU. The overall climate for immigration policy has worsened and become unfruitful in recent years: "..., given that talk of multiculturalism is so unfashionable in political circles. But the retreat may indeed be more a matter of talk than of actual policies".¹³⁶ Many events, policies, strategies and research regarding EU immigration have been done in regard to particular countries and issues, but that may not help EU to make a suitable comprehensive policy for its member states. Presently, the European Commission looks ahead to the next strategic program for immigration in 2014, which is expected to achieve a concrete result in regards to immigration policy. The successes and failures of multiculturalism and its public acceptance have depended on the nature of the subjects matter and countries which are involved, and it is important to understand these disparities if we are to identify a more sustainable model for accommodating diversity throughout Europe.¹³⁷ The remarkable development of EU immigration policy encourages for the development of immigration policy in the Barents Region since the EU is still the main platform of regional cooperation.¹³⁸ The EU has some advanced policies which are not fully implemented – new research and policy on immigration of EU might ease on successful regional cooperation which may bring possibility for the region and facilitate the exchange of experiences by network building between EU and the Barents Region. However, according to the EU Commission, "the detrimental effects of poorly-managed migration may also

134 *Ibid.*

135 Luedtke, Adam. "Uncovering European Union legislation: policy dynamics and outcomes." *International migration* 49 (2) (2011): 1–27, <http://onlinelibrary.wiley.com/doi/10.1111/j.1468-2435.2009.00588.x/abstract> (accessed May 15, 2012).

136 Kymlica, Will. *Multiculturalism: success, Failure, and the Future*. Washington, DC: Migration Policy Institute, 2012.

137 *Ibid.*

138 Kotevska, Biljana. "Impact of the European Union on Regional Cooperation in the Western Balkans – focus on Migration." *Political Thought* 31 (2010).

undermine progress towards sustainable development”.¹³⁹ Achieving any goals concerning immigration, it is important for the EU to monitor regional and local policies and vice versa.

Even though EU immigration therefore has both positive and negative impacts on development, Barents Region could follow the best practices on youth immigrants, which has been discussed in the 9th meeting of EU integration forum 2013. It could help to improve the vulnerable situation of immigrants and local youths. This exchange of views and practical knowledge embraces supporting cooperation and coordination between EU and the region and may identify and resolve number of common challenges faced by the people and governments in the region.

Conclusion

The governance of migration in the EU and BEAR requires more efforts towards a coherent and comprehensive immigration policy. A clarification of the division of responsibilities between the different levels of the administrative systems (particularly between levels of local and central government) is required and should be made publicly available. The main conditions for a successful implementation of a holistic approach to immigration has yet to develop, which would be coherency as a whole and the promotion of interaction between immigration, integration, employment policies and strategies at all levels. This could lead to better governance concerning immigration, with closer monitoring and increased cooperation between all relevant actors and sectors, and governmental and non-governmental organizations ranging from local to regional, national to EU.¹⁴⁰ Good theorized existing policies are available in the EU, although many of them are not implemented and the EU immigration model is not a sustainable model yet.

Barents cooperation could follow the good practices from the EU to some extent and to avoid reiteration of those policy choices where the EU actions can be considered problematic. As a member of Barents council, the EU can also play a vital role in implementing policies in the region effectively as the EU always seeks regional involvement in migration issues. There is also a lack of transparency in disseminating policies between government and non-

139 European Commission. “Maximising the Development Impact of Migration. The EU contribution for the UN High-level Dialogue and next steps towards broadening the development-migration nexus.” Brussels, May 21, 2013, http://ec.europa.eu/dgs/home-affairs/e-library/documents/policies/immigration/general/docs/maximising_the_development_impact_of_migration.pdf (accessed July 29, 2013).

140 Commission of the European communities. 2003. Communication from the commission to the council, the European parliament, the European economic and social committee and the committee of the region: on immigration, integration and employment. Brussels, 3rd June.

governmental actors and sectors, an ambiguous relationship between the states in the region, information deficit, and a lack of legal force and legally binding obligations. There is also a lack of will of national policy-makers, who are in turn influenced by public opinion.

Barents cooperation needs initiatives towards forming regional integration forum as local and regional authorities are the main operators in integrating immigrants, can also play a vital role for implementing policies in practice. Barents states could share their experiences, and transfer good practices, from one local context to another and from local to national context. As such, designing a migration policy is not an easy task and to get it adopted can be even more difficult. EU level policies co-exist in some Barents states, however, for some unclear reason, they are not always implemented. However, it is the high time to implement the policies, because Barents Region needs immigrants to fill the labour shortage in near future.

Cooperation between the EU and the Barents Region in the field of immigration should be established in order to sustain the governance of immigration. The concrete and proper application of the EU and Barents governance with practical implementation of international and national policies may feasibly change the overall immigration situation in the region. However, the migration governance system in the Barents Region has yet to reach a level of highest standards. As it is an economically developing region, there is a need for migration research to improve the region's attractiveness to local youths and immigrants. For the development of the region and successful implementation of policy, a mutual understanding between natives and immigrants needs to be gradually improved.

LIFE AS AN IMMIGRANT IN ROVANIEMI, FINLAND

Introduction

Immigrants today form a heterogeneous population, one that defies easy generalisations (Suárez-Orozco and Suárez-Orozco 2001). Receiving immigrants entails both advantages and disadvantages with respect to the receiving country's national interests. This chapter focuses on local attitudes towards immigrants and refugees in a northern town in the Finnish part of the Barents Region and discusses the multiple daily challenges they face. I have chosen the city of Rovaniemi for a case study, as it is a place where I have lived since 2006 and have established my own business. In addition, I have worked as a cultural mediator, teacher of tolerance education in the elementary school, and interpreter for immigrants residing in the city; in all of these capacities, I have sought to promote tolerance and equality. As an immigrant, I have also sometimes faced some difficult situations. The chapter is based on a literature review, participant observation and my personal experiences of immigration issues in Rovaniemi.

Attitudes towards immigrants

Rovaniemi is the capital city of the northern part of Finland, the province of Lapland. More than 183,488 people live in Lapland, a number that includes over 3,000 immigrants. Rovaniemi has a population of more than 60,000 people, of whom 1305, or 2.1%, are immigrants. These immigrants come from some 85 different countries, and approximately 25 to 30 % of them are refugees.

Table 13.1 shows the number of foreigners who were living in Rovaniemi permanently in the period 2000–2010. Those who are now Finnish citizens are not included in the figures.

In 2010, the City of Rovaniemi received an award from the Ministry of the Interior for its contribution to the well-being of immigrants. However,

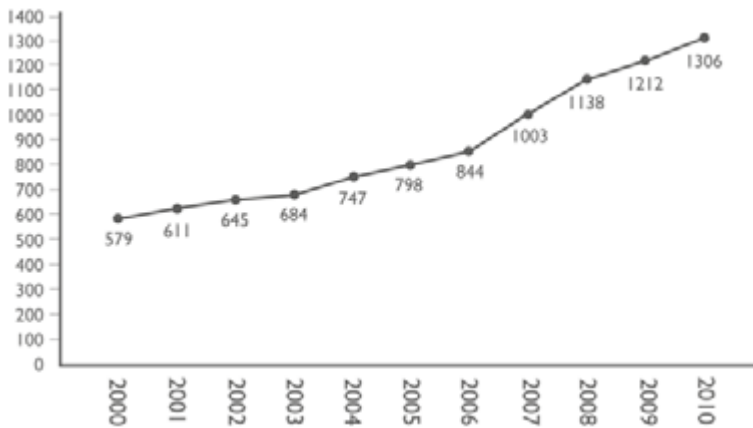


Table 13.1 Number of foreigners residing in Lapland 2000-2010

Source: Statistics Finland 31.12.2010; Lapland Centre for Trade, Development and the Environment (2011).

this does not mean that the attitudes of all local people towards immigrants are particularly positive or that the experiences of immigrants themselves have all been encouraging.

Attitudes towards immigrants are shown directly and indirectly by civil society in many stages from the labour market to individuals' feelings. Local people's attitudes towards immigrants vary on the basis of the dress and situations they encounter, the immigrants' country of origin and educational background, the views of the respective groups, and so on. The cultural and national identity of an immigrant also plays an important role in how he or she is treated by local residents. Another factor that may figure significantly in this regard is how ambitious immigrants are economically, and this varies from locality to locality. For example, people viewed foreign job applicants and refugees more favourably in Helsinki, Turku and Tampere than in the countryside and smaller cities. Young Finnish men clearly have more negative attitudes towards foreign job applicants and refugees, particularly Somalis, than young Finnish women do. Such attitudes have concrete consequences for immigrants. In 2007, almost half of the Somali nationals in Finland were unemployed and in that same year negative attitudes towards Somalis appeared in a police report (Jaakkola 2009, 78-80). Somalis socialise mainly with other Somalis and do not have much

contact with Finns (Perhoniemi and Jasinskaja-Lahti 2006).

Native Finns' attitudes towards immigrants fluctuate depending on the immigrants' religious beliefs, practices and level of commitment. The "ethnoreligious" perspective (Green 2007) is one lens through which the influence of religion on individuals' attitudes can be understood. This theoretical perspective views particular religious traditions as a key factor in the putative link between religion and individuals' attitudes (Benjamin 2009, 313–331). In Rovaniemi, some individuals occasionally exhibit negative attitudes towards immigrants openly, while others either do not express their attitudes publicly or hide their negative views. Some native-born Finns do not like immigrants from specific countries, and some immigrants have had difficult experiences. There is a clear social distance between various groups in this context. The attitudes of Finnish civil servants working with immigrants and immigration were surveyed and analysed using factor and variance analysis (Pitkänen and Kouki 2002, 103–104). The results showed that the attitudes of the respondents were primarily related to their specific type of work and to the experiences they had had with immigrants as clients. The experiences of teachers, social workers and employment agency personnel were mainly positive, whereas the majority of police officers and border guards surveyed reported that their experiences were negative or neutral. The most negative views were expressed by police officers and border guards, and the most positive by social workers and Swedish-speaking teachers. (Pitkänen and Kouki 2002, 103– 104).

Categories of immigrants

The majority of immigrants in Rovaniemi are refugees, whereas the others are students, asylum-seekers, or spouses of Finns. Quite a few Russians have moved to Rovaniemi through marriage and for other reasons, such as education and business. The five most common nationalities living in Rovaniemi are Russians, Swedes, Iraqis, Myanmarese and Somalis. (See Table 13.2; Lapland Centre for Economic Development, Transport and the Environment 2010).

Many immigrants come as students or professional trainees and then decide to stay permanently after finishing their training to secure a better career or brighter future. Some immigrants, however, have come as refugees and have experienced poverty, financial insecurity, and a lack of peace and daily necessi-

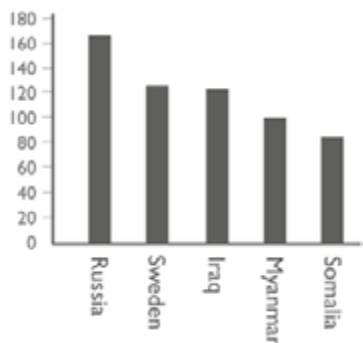


Table 13.2 Country of origin of the largest immigrant groups in Rovaniemi (2010)

Source: Lapland Centre for Economic Development, Transport and the Environment (2010).

ties in their own country. Many other immigrants have come as asylum-seekers due to constant political unrest and violence in their country. Asylum-seekers leave their country to find better living conditions, whereas refugees are driven from their home countries, fleeing into camps in neighbouring countries and eventually seeking asylum in different countries (e.g. Finland). Rovaniemi accepts a quota of some 50 refugees and 30 asylum-seekers per year. In Lapland, the figures for the year 2011 were 130 and 55, respectively.

Students come from many countries to Rovaniemi because of Finland's high-quality schooling system and free tuition. For example, there were 189 foreign university students and 350 exchange students in the year 2009 (Rovaniemi Municipality 2009). Student immigrants develop their skills in many disciplines and receive various forms of support from local people. One example is what is known as the "Friend Family" programme, through which many students get a family. This programme helps foreign students become more knowledgeable about Finnish culture; yet, some students – mainly those of colour – have to wait longer than others to get a friend family.

The Finnish government welcomes students from all over the world to study in Finnish educational institutions. This is one of the attitudes of the Finnish government towards immigrants that is considered most positive and is most highly praised. The impact of immigration in the field of education is very specific. One aspect of it is that it greatly increases the overall expenses of the education system in the country (Brimelow 2005). Many countries are receptive to students as immigrants and earn money from foreign students by imposing fees. However, Scandinavian countries such as Finland do not charge tuition fees, since they guarantee education as a basic right, although this entails more costs for the national educational system. Nevertheless, attitudes towards student immigrants in Rovaniemi are more liberal than towards other immigrants.

In Rovaniemi, the local people would like foreign students to go back to their native countries when they have finished their studies in Finland. Students cost the government less than other categories of immigrants, such as refugees, and thus the attitude of local people towards students is comparatively friendly. By contrast, it is clear that the attitudes of the government and the general public towards children and adolescent immigrants differ: immigrant children are treated the same as Finnish children in the schools and need not pay any fees. Moreover, Finnish authorities make extra provision for immigrant children to address special circumstances. For instance, the government provides them with language teaching as well as religious education in the school. The School Service Centre in Rovaniemi offers instruction in the mother language for immigrant children if there are at least four students from the same country and religious teaching if there are at least three students who have the same religion. (Multicultural education and guidance 2010-2011)

According to the Finnish National Board of Education (2010), the objective of immigrant education is to provide people moving to Finland with opportunities to function as equal members of Finnish society and to guarantee them rights to education that are equal to those which an ordinary citizen enjoys. In fact, Finland spends a considerable amount of money to this end, and it could be seen as a laudable policy on the part of the Finnish government for immigrant children. By contrast, the children of immigrants in American society live in fear because of their different culture, priorities, and ways of acting and thinking. Immigrant parents there create informal parallel structures to aid in their children's learning - 'shadow schools' for example - in what is a frightening environment for immigrant children. (Suárez-Orozco 2001) However, immigrant children in Rovaniemi do not have to face such a serious situation in the schools.

The attitude of local Finns towards immigrant children is to some extent the opposite of that of the Finnish government. There is much evidence that a local child may react dramatically to an immigrant child even in a small matter. For example, some groups of immigrant children eat their lunch in school using their right hand, which many Finnish children cannot accept and will react to. In such cases, the school authorities provide the children with supportive measures designed to teach them to use their left hand, which is against their traditional culture. This approach reflects the maxim: "When in Rome do as the Romans do".

Sometimes local children annoy immigrant children by referring to them using the term "dark rye bread" (*fi nūsleipä*) in the school because of the im-

migrants' dark skin colour. These attitudes of local children target only a few groups of immigrants, however, such as those from Somalia and Afghanistan. All in all, it is quite a challenge for immigrant youth to live within and between two cultures (e.g., Berry et al. 2006). Many early studies note that immigrant children are at increased risk of mental health problems (e.g., Munroe-Blum et al. 1989). The most frequently suggested reason is that the immigration process causes stress, not only because it entails extensive loss of family and friends, customs and surroundings (e.g., Hicks et al. 1993; James 1997), but also because immigrants have to adapt to a new cultural environment, one which often entails different moral values and standards, as well as a new language (Berry 1990; Pawliuk et al. 1996; Stevens and Vollebergh 2008, 276–294).

Some Finns are very much against such negative attitudes towards immigrant children and treat all children equally irrespective of their immigrant status. Some also protest if a teacher in school distinguishes between local and immigrant children on school premises.

Immigration and refugee policies in Rovaniemi

There are different opinions about receiving refugees in Rovaniemi, as in Finnish society at large. During the period 2006–2011 (as of 31 August), approximately 595 refugees were received by the municipality of Rovaniemi from different countries (See Table 13.3).

Some Finns like receiving refugees while others dislike it. The local newspaper ran a headline saying that the arrival of foreigners and refugees in Rovaniemi has perplexed local residents. I have found positive as well as negative comments on this issue. Some Finns agreed with the headline; others disagreed with it entirely. Rovaniemi has a football club and many of the players, as well as the coach, have been foreigners and even refugees. Nowadays football and supporting the team are one of the host citizens' favourite hobbies. Here one sees an optimistic group of Finns – football fans – criticising those opposed to accepting immigrants and refugees. Refugees are a vulnerable minority who need support from the local people in the host country to adjust to Finnish society.

Every Finn reacts to refugees in his or her own way. However, in general Finns do not like refugees' manners and customs. One Finn expressed the view that the customs of civilised people are essential to everyday life, but that

Year	Refugees received according to the quota	Authorized asylum-seekers (moved independently)	Spouse and family combination	Total
2006	32	11	-	43
2007	77	15	-	92
2008	65	42	25	132
2009	84	52 (22)	3	139
2010	31	64 (33)	7	102
2011	47	36 (20)	4	87
Total	336	220	39	595

Table 13.3 Refugees and asylum-seekers received by the municipality of Rovaniemi (2006-2011)
Source: *The Lapland Centre for Economic Development, Transport and the Environment 2011*.

unfortunately some groups of refugees (e.g., Somalis) do not adhere to these customs. He did not like the way in which refugees from Third World countries talk; he found their normal talking to be more like shouting. According to Tiilikainen (2010), among the immigrants to Finland, Somalis in particular have faced discrimination both at work and in everyday life; in the eyes of many Finns, Somalis embody cultural and religious otherness, social and economic problems and increasing global security threats. Ironically, in Rovaniemi there are also critical feelings on the part of some refugees towards other refugees: it has been observed that some refugees from the Middle East behave aggressively towards Somalis. Yet, these are not the only attitudes: there are people who have enough patience towards refugees and do not have any complaints about them.

Individuals' educational background sometimes influences their attitude towards refugees, with educated persons reacting more positively than less educated ones. Persons with a low social and economic status are assumed to be more prone to fearing foreigners and expressing xenophobic sentiments than persons with a higher status (Ervasti 2004, 25-44). The usual trend is that adult Finns do not like to show others that they are racist. According to one refugee, "Before

coming here I thought that Finland was a rich, civilised country. People are well educated and the society is free of corruption; they cannot be malicious towards immigrants. However, in living in Finland for three years, my experiences have shown that there are good and bad people, racist as well as non-racist, in every nation; some nations express this openly while others hide it”.

Aggressive attitudes towards refugees on the part of local children are found fairly commonly in Finland (Lindsey et al. 2006), although negative group attitudes towards refugees or immigrants are not officially acceptable in Finland, a country famous for its anti-discrimination laws. The children of refugees are discriminated against by host children. Some immigrant groups play together amongst themselves in the school and outside of the school. (Valjakka 2005) Few host children play with immigrants; most of them avoid playing with the children of refugees. In the school, host children tease refugee children, who may experience culture shock at being discriminated against because their skin is a different colour. Adults understand everything, but it is difficult to explain all the negative feelings to a child; such negative and discriminatory attitudes might cause mental depression for children as well as for their parents.

Refugees are a minority group in the host country, and it is thus the duty of host citizens to receive them warmly and enthusiastically. Refugees from a Muslim or conservative family in a European country experience a new environment and culture, ones that differ in many ways from those in their native society. Sometimes immigrant parents become worried that their children may learn bad habits from Finnish adolescents, such as sex before marriage and drinking alcohol, both of which are prohibited in Muslim society (Valjakka 2005). In addition, children meet unfamiliar people and experience culture shock. Refugees in Rovaniemi come from countries such as Somalia, Afghanistan, Palestine, Iraq and Myanmar and have already suffered a great deal before coming here. They need a positive reception and treatment from the host society to cope with their new environment. Otherwise both refugees and the host society may experience problems: for example, different dress codes, using mobile phones even in a meeting, and a commanding rather than requesting style make Finns uncomfortable.

Refugees from Third World countries would like to change their life style, thinking that, if they do, they will receive treatment similar to that given Finns in their daily and social life. However, in a short period of time, they realise that they are not in the same position as native Finns. Then they become depressed and think like disadvantaged persons; they may become unbalanced

mentally and behave aggressively. This aggression may affect their whole group and sometimes they are treated as outsiders in the host society. These changing attitudes may ultimately lead to criminal behaviour.

Immigration and its impacts on the Finnish labour market

Immigration is a contentious issue in the industrialised nations of the world - not merely in the traditional receiving countries but, in recent decades, in Europe as well (Friedberg and Hunt 1995). A large number of immigrants come as job-seekers to Finland from within and outside Europe and have an impact on the Finnish labour market. For local Finns, the policy of admitting immigrant workers is seen as an economic threat to the Finnish government, even though the unemployment rate of immigrants is much higher than that of native Finns; nationally, the rate is about 29% for immigrants as opposed to 6.9% for Finns. (Finnish Statistics Centre 2011) The situation in Rovaniemi is worse, with 37 % of immigrants unemployed and many of the rest either pursuing some form of education with the support of the employment office or working as trainees. (The Lapland Centre of Economic Development, Transport and Environment, 2011)

The numbers of foreign job-seekers in Rovaniemi (as of 31 July 2011) are set out in Table 13.4.

Age Group	Job-seekers/ EU citizens	Job-seekers/ Other foreigners	Unemployed
Young People	1	80	23
25-49	30	209	76
Above 50 years	17	51	32
Total	48	340	131

Table 13.4 Immigrant job-seekers in Rovaniemi (as of 31 July 2011)

Source: *The Lapland Centre of Economic Development, Transport and the Environment (2011)*.

Iraq	82
Myanmar	55
Russia	49
Somalia	39
Afghanistan	28

Table 13.5 Five largest groups of job-seekers by nationality in Rovaniemi as of 31 July 2011

Source: Lapland Centre for Economic Development, Transport and the Environment, Rovaniemi 2011.

The five largest groups of job-seekers by nationality according to the employment office are described in Table 13.5 (as of 31 July 2011).

The job opportunities for immigrants in Lapland are very limited. Few immigrants find work in the region, a fact that made the headlines of the Finnish Broadcasting Company YLE (Sarjas 2010). I have found that many local people comment on the reports of immigrants finding jobs; all of these comments have been negative and through these comments the host people in Rovaniemi express their negative attitudes toward immigrant job-seekers. Their view is that there are many Finns in Rovaniemi who are unemployed and they ask why it is important to give work to immigrants. If there is a job available, it should be offered to a Finn first. They also ask why the newspaper does not run headlines such as ‘Finns do not have work in Lapland’. One of the comments was, “Immigrants will

be a growing problem for us Finns if we do not deal with them with a firm hand.” (Sarjas 2010).

To some extent, foreigners come to Finland to do low-paying jobs – unfortunately. Immigrants may compete with native workers in the labour market and displace them, driving down wages (Friedberg and Hunt 1995). Different wage rates for different groups of immigrant workers and discrimination against immigrant workers seem to exist nowadays in the European labour market (Müller 2003). In fact, the most employed immigrants have odd jobs, for example, cleaning, or delivering newspapers, and very few of them get high-status jobs. However, working in an office is not necessarily satisfying, as they frequently face discrimination in their working places. One immigrant quipped: “Every Finn has only one boss, but an immigrant has a lot of bosses”, because all Finns in the same working place treated him or her as a subordinate. European foreigners, including Russians, are in an advantageous position in this regard. Many Russians come to Rovaniemi as tourists the year round, which has created job opportunities in Finnish businesses for persons skilled in the Russian language. Present statistics indicate that immigrants will get more employment opportunities in 2020, when it is estimated that more than 36,000 jobs will have become

available in Lapland; the number of immigrants will be about 10,000 in Lapland by 2015 (Lapland Centre of Economic Development, Transport and Environment 2008). This situation has worried the Finnish government, which is trying to support immigrants so that they will be able to work in Lapland.

The employment office in Rovaniemi assists immigrants by providing them with Finnish language instruction, which is important for, but no guarantee of, getting a job. The office always encourages unemployed people to visit many employers in seeking a job. However, experience shows that it is very difficult to reach employers, because they are always too busy with their regular work even to receive a phone call from an unemployed immigrant. Some organisations do not like to hire immigrant workers, although many immigrants are highly educated and have language skills. In some contexts, Finnish employers think that immigrants are not capable of doing Finnish work and question their honesty. Finnish employers are more liberal when it comes to recruiting European and American immigrants than immigrants from Third World countries. The reason for this may be that the culture of Europeans and Americans is in many ways similar to Finnish culture. Finns also have much more trust in immigrants from nearby countries. Jaakkola (2009) found that immigrants from Nordic countries are culturally closer to Finns and their standard of living is closer to that of Finns. Moreover, Finns' attitude towards immigrants from Anglo-Saxon countries are more favourable than towards immigrants who are culturally different or who come from countries that have a low standard of living or are far away. (Jaakkola 2009)

Finnish entrepreneurs think that it is better to pay a salary to a Finn than to someone else. According to the Eurobarometer Survey on Entrepreneurship (2009, 24–28), in the Scandinavian countries the status of local entrepreneurs is positive and about 78% of Finns have a favourable view of them. According to statistics for recent years, the local unemployment rate for Finns is dropping, whereas the immigrant unemployment rate is rising by the day (Lapland Centre of Economic Development, Transport and the Environment 2011). In Scandinavia, a number of social indicators show that immigrants, especially those from outside the EU, have considerably higher rates of unemployment than native Swedes and Finns, who may depend on social welfare benefits (Westin 2006).

Predicting attitudes towards immigrants is discussed by Hainmulle and Hiscox (2010, 61–84), who suggest that natives oppose immigrants with similar skill levels but favour immigrants with different skill levels. However, projects have

been initiated by governmental or non-governmental sectors to change the attitude of Finnish entrepreneurs towards immigrants by mentoring or coaching on the one hand, and improving immigrants' qualifications on the other. MoniNet (2010) is an organisation in Rovaniemi which has been working for the well-being of immigrants as well as for expanding the social network of immigrants' which is also important for immigrant to get a good job. It is a multicultural centre that was established in 2001 for immigrants and functions as a meeting place where immigrants may receive all kinds of basic help. The centre organises language courses as well as training and free-time activities, and helps immigrants in the job-seeking process. Immigrants can spend time at the centre, which offers free use of computers, an opportunity to meet people and assistance with everyday matters and problematic situations, such as using bank services, filling in application forms and finding housing. The centre also offers trips and courses in cooking and handicrafts free of charge.

Finns who are working for the integration of immigrants into Finnish society have more liberal attitudes towards immigrants than Finns working elsewhere. Sometimes immigrants help to improve the situation of other immigrants and contribute to solving the unemployment problem in Finland. For instance, a number of immigrants have established restaurants and businesses where immigrants may get jobs alongside Finns. In this way, immigration flows change the economic and unemployment situation of a country. Immigrants become self-employed and promote employment opportunities for others through their businesses. The overall atmosphere in Rovaniemi is business friendly, although there have been several incidents which have disturbed the immigrant community, such as a robbery in an immigrant-owned restaurant and negative comments from local citizens about immigrants published in the daily newspaper (Aamulehti 2011). The newspaper has also reported that some years back Finns only used to shout at immigrants in the night when drunk, but today they may use abusive language even during the day. Some Finns believe that the increase in the immigration rate is one of the main causes of the employment crisis.

There are some envious Finns who do not like immigrants being in a better situation. For instance, one immigrant who lives in the city of Oulu had a luxury car; the mirror of the car disappeared one day in the car park, and the car suffered some other damage from time to time. The owner of the car suspected certain local Finns of these acts and believes that envy of immigrants is behind the attitudes involved.

Cultural effects of immigration

Cultural differences may create some distressing situations for immigrants. Culture, as Huntington (1993, 22-49) defines it, is as “a people’s language, religious beliefs, social and political values, assumptions as to what is right and wrong, appropriate and inappropriate, and to the objective institutions and behavioural patterns that reflect these subjective elements”. Sometimes immigrants may change their cultures in a new society, yet they cannot change their skin colour or ethnicity. They get shocked by a new culture, one quite unknown to them before. Cultural misunderstandings sometimes distort the interpretation of the original issue, generating intercultural conflict. Cultural differences are the focus of a crucial debate which still has not explained that historically and today immigrant-receiving societies suffer from excessive recognition of minorities’ collective cultural rights (Couton 2006).

Rovaniemi offers many cultural elements that are useful for both natives and immigrants; however, immigrants many times do not understand the new language, manners, norms, different-looking people or the new atmosphere in their host country. Cultural differences may create a communication gap. Shaking hands between a male and a female is not permitted in some Muslim culture, yet it is a common sign of politeness in Finnish culture. This may create feelings of guilt in a Finn who has become aware that the custom is not acceptable in another culture.

Nevertheless, many refugees cannot forget the intensely negative experiences that they had to face in the past and that may have altered their normal personality. Any odd situation in a new environment affects them more severely where it stems from racism, because no one has control over which race he or she belongs to. Culture shock is a sensitive issue all over the world. It is difficult for a person to survive in an environment where he or she occasionally faces culture shock, since everybody values his or her own culture. Creating mutual respect for all cultures is essential in a civil society; coping with a new society and culture is not an easy task; it is a lengthy process. In this situation, citizens in the host country may play a key role, since immigrants are vulnerable with regard to many issues. Initially, members of the host society can help by providing information and facts and highlighting the main features of their cultures to the immigrants, discussing in the process cultural differences and similarities.

Social effects of immigration in the host country

There is a growing pre-occupation with the possible dangers to social cohesion represented by growing immigration flows and ethnic diversity (Cheong et al. 2007). Many people in Rovaniemi and Finland at large believe that such a danger exists. Many Finns in Rovaniemi also find that if received in a positive way, immigrants may contribute to Finnish society and that the host society can learn something from them; others see the issue in negative terms and worry about the negative impacts on Finnish society of receiving immigrants.

It is generally agreed that social ties play a beneficial role in the maintenance of psychological well-being (Kawachi and Berkman 2001) among some groups of immigrants; in contrast, modern Finns are far more private when it comes to family life. However, family ties are important to promoting mental health: people with many good friends and family around are likely to live longer than isolated or lonely people (Mann 2010). Through interaction with different groups of immigrants, Finns in Rovaniemi get to know the social life of immigrants and immigrants can learn about the Finnish community.

Even after getting Finnish nationality and living in the country for a period of time, some immigrants do not feel that they are a part of Finnish society, because their acceptance in Finnish society is still limited; they suffer a strong sense of rejection by the general public. They then try to build their own society within Finnish society to provide unity. Yet, in Rovaniemi, due to disagreements among immigrants and a tendency among them to move to the southern part of the country for better job opportunities, this has resulted in the formation of a number of mini communities. Immigrants' social unity, which was strong in their native country, has broken down.

Some immigrants have noted that there are opportunities to study Finnish in Rovaniemi but that there are limited opportunities to practice the language, because Finns do not talk much – even with other Finns. Getting a chance to talk to native speakers would improve immigrants' language skills – especially pronunciation – which are important in social life to cope with the core society. Sometimes immigrants in Rovaniemi have had a negative impact on life in the community by being involved in crime and corruption. This is an increasing trend in the case of sexual offences and also in working life. Some women from different countries such as Thailand, Estonia, and Jamaica come to Finland and begin engaging in prostitution, which has a negative

impact on Finnish society and violates Finnish law. Sometimes women come with their husbands to Finland and later get divorced; many of the divorced women start working as prostitutes to survive here rather than entering the job market. They earn money without paying any taxes, which is a crime. Moreover, they may spread serious diseases, including AIDS, and encourage young Finnish girls to be involved in prostitution. Some Thai women living in Rovaniemi have said that prostitution does not mean that all Thai women living in Rovaniemi are prostitutes. The irony is that many times an innocent Thai girl may be teased as a whore by other nationals, including Finns. Thai girls are in a disadvantageous position in the minds of young Finns in Rovaniemi although the number of Thai women getting married to Finns is increasing in the city.

In another development, immigrants from different countries come here and start a business, but make a deal with their workers and do not pay regular taxes to the Finnish government. Some refugees draw social and employment benefits from the Finnish Social Insurance Institution, yet work off the books without paying taxes. This practice is profitable for both entrepreneurs and workers, yet it is a violation of Finnish law and is condemned by Finnish entrepreneurs.

It is widely expected that this situation can be overcome by people showing respect for each other's cultures, leading to a peaceful society. Otherwise life will be somewhat difficult for future generations, for children learn from the environment around them. If it is corrupt then they cannot learn anything good about the society they live in; this is a common concern throughout the world.

Political effects on immigration

Immigrants discriminated against, immigrants decried, immigrants rejected, immigrants treated as scapegoats - all these are unfortunately commonplace occurrences (Salama 2011). Finland is not immune to these phenomena. Some political groups in Finland have endorsed the above attitudes, while others deplore them. Migration and mobility are increasingly integral to the trajectory of European political economies. Migration policy, which is formulated exclusively by the governmental authorities of the destination countries, is interested in receiving skilled migrants (Bruff 2007). According to the DESA country report (2009), Nordic countries have reformed their economic and migration

policy so that migrants may contribute to their national economy, and the governments show the international community their initiatives in combating the global economic recession. However, due to the opposition of local voters and opposition political groups, the countries take far fewer immigrants than expected in the reports prepared by the governments of the EU countries (DESA report 2009). The same situation exists in Finland.

It is very difficult to describe racism; it is not frequently acknowledged but very real in practice. Sometimes it is clearly visible; sometimes it is practiced subtly. In Finland there are differences between the Finns Party in Parliament and Finns in general. Members of the right-wing party think pessimistically that immigrants are a burden to the host society, but ordinary Finns think optimistically that every nation needs support from others. The Finns Party does not want immigrants to be able to get jobs in Finland when Finns are jobless and the employment crisis is worsening by the day. The attitudes of the Finns Party towards immigrants are expressed directly in the Finnish media. Many Finns support the Finns Party on the issue, yet many others oppose the party's views.

In 1990, when Finland started to receive refugees and asylum-seekers, there were many direct reactions towards immigrants. The situation later improved and Finns at large were more accepting of the situation for a few years. Negative reactions against immigrants emerged again after the receiving of refugees became a regular practice of the government; it was not welcomed by Finns Party and the recent general election is an example of this reaction. The party is now the largest opposition party in Parliament. Thus it is clear that some Finns still strongly oppose receiving refugees. Nevertheless, the industrial world will need increasing numbers of immigrants in the medium and in the long run, and not just those who are most skilled. In many countries, the ratio of active to inactive persons is falling and this trend is likely to become more pronounced in the future (Salama 2011).

In the near future, Finland will also need a considerable number of immigrants – experts and ordinary labour alike – to address the impending labour shortage. Finland is a country with little corruption and a model country when it comes to obeying the law. Accordingly, everybody should obey the Integration Act and the Anti-discrimination Act.

Immigration politics play an important role in Finland nowadays. In Rovaniemi the host community needs more information on immigrants as

well as refugees. Cultural mediation is needed to promote tolerance. To better learn from their respective cultures, both Finns and immigrants need support from each other. Every city clearly has prejudice, yet increasing information might help reduce it (Salmela, translated into English from Monitor 2010).

As an EU member state, Finland adopted its model for developing immigration from EU migration policy, although certain domestic actors bypass the process of interest aggregation by mobilising in international venues. Most of the national ministries concerned with migration do not attend international negotiations (Guiraudon 2002). According to Finland and its neighbours, it is important to encourage and to promote public interest in global development issues. It is also important to take the initiative to promote mutual knowledge and the wisdom of favouring a positive relationship between subjects of different cultures. Development ideas and messages should be changed according to the current situation. The political positions of the Finns Party sometimes appear in the newspaper as well as other media and can generate much anger and negative sentiment among the public. Sniderman et al. (1991, 423) found political conservatism to be correlated with opposition to policies to assist blacks and with support for negative images of blacks as “lazy and irresponsible”. However, in Finland, the attitudes of supporters of the Finns Party and ordinary Finns directly affect the attitudes of host people towards immigrants.

Conclusion

There are various communities of immigrants living in Rovaniemi who experience negative and positive attitudes on the part of the local Finns. The pessimistic conclusions about the negative effects of ethnic diversity on trust in general cannot be confirmed at the aggregate level across European countries. (Hooghe et al. 2009) An immigrant is not free from experiencing negative attitudes from other immigrants living in the same city. Young people are more aggressive than other Finns towards immigrants. However, adults do not frequently express their opinion about immigrants, that is, whether they either like or dislike them; all in all, Finns' attitudes towards immigrants today are more positive than in the year 1990. Immigrants have both positive and negative impacts on the core society in Rovaniemi in different respects, including employment as well as socio-economic and cultural life. Nowadays they also

influence political life in the national context. However, Finns' attitudes towards immigrants and vice versa are a complex phenomenon which cannot be assessed in a general way; attitudes vary from individual to individual.

The City of Rovaniemi and the Finnish government have specific programmes in place to improve the situation of immigrants and their communication with the native population. Proper initiatives for mutual knowledge and understanding may improve the overall situation and contribute to Finnish society more effectively.

Different cultures can enrich Finnish culture. People should eagerly await opportunities to learn about each other's culture. Cross-cultural psychology has demonstrated important links between the cultural context and individual behavioural development. Given this relationship, cross-cultural research has increasingly investigated what happens to individuals who have grown up in one cultural context when they attempt to re-establish their lives in another. The long-term psychological consequences of this process of acculturation are highly variable, depending on social and personal variables that lie in the society of origin.

Cultural mediation could play an effective role in promoting better understanding of other people's cultures and improving progress in attitudes. In Rovaniemi, there are many governmental and non-governmental organisations, and their projects are playing a vital role in this regard. Most of the projects are funded by the Red Cross, the European Union, the Finnish Slot Machine Association, the Ministry of the Interior, the Municipality of Rovaniemi and the Parish of Rovaniemi. They seek to enhance multiculturalism in Rovaniemi.

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IMPACT OF HUMAN RIGHTS ABUSES ON COMMUNITY SUSTAINABILITY IN THE VIEW POINT OF IMMIGRATION IN THE NORDIC COUNTRIES

Nafisa Yeasmin*

ABSTRACT The Nordic countries are experiencing a shortfall in the labour market because of the decline in the local birth rate and increase of the number of elderly people. The region needs immigrants, both low-skilled and highly-skilled, from outside the EU to explore natural resources of the mentioned region and for future economic development of the Nordic community. However, some abuses of core components of human rights towards a particular group of immigrants are hindering the sustainable development of the community as a whole. This research explores the human rights approaches that could secure community viability of immigrants in the north part of the world which in turn would increase the understanding of the life of minorities and socio-cultural diversity.

KEYWORDS: Nordic, human rights, non-western immigrant, inequality, discrimination and sustainable community

1. INTRODUCTION

Nordic region needs immigrants to fill a shortfall in the labor market, due to declining local birth rate and increasing proportion of the elderly people. The region needs 1.7 million new people to fill the gap in the labour market over the next 15 years in order to maintain the current type of well-being and sustainable development of the region (Vänskä 2015). The region is full of resources e.g. oil, gas, mine and tourism sectors. It is necessary to explore natural resources and make better use of them in the region. The number of immigrants has nearly doubled now since 2001 in the region (Yeasmin 2013). This number is increasing and diversity of the population of the whole region is growing indeed. There is a trend that both inhabitants and immigrants are moving towards southern part for getting better opportunities. Extreme cold weather and disparities in every sectors of integration, lack of certain opportunities also pushed immigrants to move to the southern part to some extent.

From the perspective of the development of the region, it is important to get information about what factors are important to attract immigrants to reside in the region. For example, the opportunity to practise their own culture and religion in

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region is important factor in order to live here. These are an integral part of human rights, but the mainstream positive laws and norms can make it difficult for immigrants, who are coming from another culture, to practice their own culture and religion. For example, animal protection laws are restricting the purchase of *halal* meat which is an essential part of Muslim culture and religious practices.

One of the main factors essential to foster labour market is the integration of the immigrants in the region so that they get access to regional working life frequently. Unemployment rate among the immigrants is 7.1% in Norway (Statistics Norway 2015). Unemployment rate ranged between 7 to 9.1 percent in Sweden (Fredlund 2014), 37% in Finnish Lapland (Suopajarvi 2015). In Denmark the unemployment rate among immigrants from non-Western countries is 4.8%, whereas the figure is less than 2% among immigrants from Western countries and persons of Danish origin (Nörskov 2010). This unemployment varies from city to city and among different immigrant groups from different nationalities. The highest inequalities between non-EU and EU immigrant women exist in these countries: this difference in Finland is 31%, Sweden 24% and Denmark 19 % (Eurostat 2015).

Finding a job is difficult for immigrants for several reasons. It is challenging for non-western immigrants to integrate into the working life, unless their voice is to be heard positively. Statistics say that a negative attitude towards immigrants will increase in the future than now when they need to compete in the labour market with locals. A hardening opinions and racism is a threat that migrants are facing will be increased in the future accordingly. Nordic countries are well known for its equity in every sector which is changing now (Kvist 2012). The increase of migrants' social inequality and exclusion in Nordic countries may have adverse consequences in the near future, which will require adequate provision. It requires more knowledge-based education on social inclusion for sustainable community development and the development of cultural sensitivity. The Nordic population is now more multicultural and ethnically heterogeneous than in previous decades.

Particularly women and young immigrants need special attention in order to acculturation. They are now under the risk of marginalisation in the region (Eurostat 2015). Inequality and opportunities are indeed differing among immigrants depending on their nationality. Overall more than 20 per cent of immigrant young people are socially excluded in Finland. Between immigrant groups there are significant differences in how well they have adapted into Finnish society. For example, only 10.3 percent of native Persian speaking considered to be compared with the exclusion of Arabic-speaking (28.5%). The worst situation is Somali (41% excluded) and Kurdish (34%) adolescents. Marginalised youth with immigrant background are at the risk of poverty in Sweden (Kamali 2015), Denmark and Norway (Gudmundsson 2013).

Human rights, interconnected with human and community development, are all about securing basic freedoms of migrants, which is the subject of a recent study of Euro-Artic countries. Community viability of this region mainly depends on the full realisation of equal treatment and non-discrimination. Nordic countries are well known as countries that strictly follow the international principles of law which they have adopted (Kvist 2012: 1-320). However, immigrants from this perspective are

required to study the effects of the laws in practice. An immigrant to the community must be provided with adequate social, societal and legal possibilities for the religious and social activities, as well as political participation to promote the conditions of education, health and work life in the north. Immigrant inclusion, an integral part of Nordic society, must be translated into a resource, because we need more people to safeguard the economic outlook for the region. Nordic society needs comprehensive support for integration and the psychological encouragement to motivate immigrants to take responsibility for the future direction (Rubio-Martin 2014). They need collective participation, alongside other organisations to make room for a humane sustainable economy and conditions for a good life. The development of the region and the realisation of equality required a flexible attitude and a network of cooperation, which requires voices to be heard from different population groups including majorities and minorities. This paper examines how to develop the situation accordingly by reducing existing prejudices and by strengthening good ethnic relations between native population and immigrants.

Immigrant minorities of the region suffer from a kind of identity crisis, as their rights and responsibilities are not coherent in the state law. The argument against immigration continues and it is centered on cultural otherness of immigrants (Eriksen 2013). The debate on minority rights are not in the agenda of discussion in the mainstream Nordic society, they are raising the debate on negative perspectives e.g., economic crisis of Nordic welfare countries. A racial attack in a school in Sweden 2015 is also an example that why immigrants have been suffering from identity crisis in that society (Nordberg 2015).

This paper contributes in broadening knowledge about the realisation of human rights of migrants, such as equality, non-discrimination, multiculturalism and acceptance of diversity among locals and human development of a democratic and inclusive management. Migrants are a heterogeneous group, and it is difficult for them to get their voices heard in the Nordic mainstream society. Migrants are outside of the discussion and the debate on immigration issues in the Arctic region. For this reason, many immigrants are not aware of the importance of their social role in the region. Immigrants' views are conspicuous from their absence from the general human rights and development discourses. In the light of the recent policies of immigrants, mainly placed in a position in which case they are presented as recipients and needed on which social support. This research explores the human rights approaches that could secure community viability of immigrants in the north part of Finland, which in turn would increase the understanding of the life of minorities and socio-cultural diversity.

2. LITERATURE REVIEW

In the review of literature, the researcher synthesised the results of previous studies on two different aspects, e.g., 1) the context of inequality and discrimination, and 2) the impact of the violation of these two core components of human rights – how it causes uncertainty on the identities of immigrants and inverse impact on community sustainability in the north. The concept immigrants indicate is that refugees and immigrants from non-western countries residing in region are in disadvantaged position in the region. Nordic countries are new in immigrant receiving, as Finland started receiving immigrants in 1990.

2.1 The Context of Inequality and Discrimination

Race, colour or class is still a cause of discrimination and inequality, because the structure of society in some ways value some lives more than others, and some groups have more opportunities and resources than others (Andersen and Hill 2015). For example, there are significant differences between immigrants from outside and inside the EU countries (Ambrosini and Barone 2007). There are different policies for immigrants from the EU and immigrants from outside the EU (Kumra and Manfredi 2012). Some immigrants are well integrated and some are still in a disadvantaged position because of their race, colour and religious affiliation (Kumra and Manfredi 2012). Immigrant workers are also discriminated in the host labour market in the north, indeed in Arctic (Yeasmin 2012; Kumra and Manfredi 2012). Despite having some integration policies for immigrants outside the EU, they experience discrimination at the workplace in the host countries (Krings et al. 2014). EU immigrants are entitled to be treated as nationals in the case of work permit or to set up a business. They have access to education likewise nationals. On the contrary, non-western immigrants need a work permit to take a job and have to go through bureaucratic procedure to set up a business in the host countries and their certificate needs to be acknowledged by the particular ministry and so on, which hinder integration of non-western immigrants in the north. There are lack of other fundamental opportunities for upward occupational mobility and work related health and safety issues (Vandenbrande et al. 2006; Ambrosini and Barone 2007; Yeasmin 2012; Kumra and Manfredi 2012). Those discriminations are supported by the policy of the governments of the countries to some extent. Although interpretation of governmental policies seems to promote equality among all immigrant groups which is inverse in practice. According to the Universal Declaration of Human Rights, all human beings are born free and equal in dignity and rights. Two different policies of the government towards the EU and non-EU immigrants reflect the media discourses which create inverse hierarchical impact among society and employers. Governmental intuitions and policies influence each other in negative ways (Beutin et al. 2006). It creates “us” and “them” policies (Bridget 2011), where all the EU immigrants belong to “US” group and other immigrants belong to “THEM” group. Local media coverage on asylum, refugees and non-western immigrants and their diverse culture play a key role in the construction of public beliefs. If governmental attitude is variable for immigrants from different countries, then public attitudes also reflect the governmental perceptions. The result is exclusion, marginalisation and favouritism leading to humiliation (Heaven 2009, 1-2; Williams 2014). For example, for the EU immigrants, it is not necessary to approve their educational certificates by the host governmental authority, thus employers also trust and rely on their certificates as it is secured by the governmental policy. On the other hand, employers have less trust on the certificates of non-western immigrants, because of not having any political and institutional trust (Röder and Muhlau 2010) towards non-western immigrants. It is a different treatment towards diversities.

It creates a major source of inequality in social classes (Wrench 2008). For instance, in Sweden refugees are resettled in a geographically isolated area, where they do not have any opportunities to interact with locals, since integration is a two-way process

which presumably is not working in Sweden. This sort of segregation between immigrants and natives is not unique in Sweden (Fredlund- Bloms 2014). Since the USA, Canada, the UK – they may have this model to some extent. However, my argument in this regard is that Euro Arctic countries are sparsely populated area and future economic development of this region partially depends on immigrant population and their integration in the host society. Segregated immigrant communities and neighborhoods may increase the risk of marginalisation in the broader society (Fredlund- Bloms 2014), which has a negative impact on communal development in the north. This attitude also forced Swedes to think that refugees are a different group of people and it also creates anti-immigrant discourses. Media conversations and political parties brand it a debatable issue among native voters. As a result, non-western immigrants encounter multiple forms of disadvantages than western immigrants (Yeasmin 2012; Painter et al. 2015). In the region, members of the non-western immigrants are more likely to be victimised of injustice at the workplace, and racism and xenophobia in the society, which include workplace abuse (Kringset al. 2014), harassment and bullying (Cassandra et al. 2014) by the locals and western immigrants as well. Immigrants, who are from different culture than the natives, are under nearly eight times higher risk of bullying at the workplace (Bergbom et al. 2015). Dissimilarities from the majority of non-western immigrant cause this risk at workplaces. Immigrants from non western countries are experienced to do low paying jobs in the region (Yeasmin 2012; Kumra and Manfredi 2012; Kvam 2015) Different wage rates for different groups of immigrant workers and discrimination against immigrant workers seem to exist in the European labour market and Nordic labour market is not an exception (Müller 2003; Kumra and Manfredi 2012; Bratsberg et al. 2014, Pettersen and Østby 2014). To some extent, the wage negotiation is very much depending on employers in the region which is patterned by preference-based discrimination. Although, there are salary scales, employers prefer to negotiate the minimum scale for immigrants. There are disparities in the labour certification process as well (Rissing and Castilla 2014). Highly educated immigrants also experienced low wage position in the region than locals at entry (Kerr and Kerr 2011). An immigrant is working like a poor. Regional labour market lacks observation of differential social groups fare by the relevant authority and lack of impact assessment of policies and legislations concerning disparities between different communities in the regional society (Kumra and Manfredi 2012). There are prejudices in recruitment systems. Employers are more liberal when it comes to recruiting European and American immigrants than non-western immigrants from Third World countries (Yeasmin 2012). The reason for this may be that the culture of Europeans and Americans is in many ways similar to Nordic culture. Local employers have much more trust in immigrants from nearby countries or from Europe or America (Jaakkola 2009). Regional attitude towards immigrants from Anglo-Saxon countries and within the EU are more favourable than towards immigrants who are culturally different or who come from countries that have a low standard of living or are far away (Jaakkola 2009). Predicting attitudes towards immigrants is discussed in previous studies (Hainmuller and Hiscox 2010; Beattie and Johnson 2012; Rooth 2010), which suggest that natives oppose immigrants with similar skill levels but favour immigrants with different skill levels. Getting a better

job is depending on favouritism in the region which is an illegal practice. The transnational jurisdiction of the EU lacks full accountability, thus nepotism and some other general corruption documented abundantly (Støvring 2014: 340).

The Non-discrimination Act (1325/2014) prohibits discrimination on the basis of age, ethnic or national origin, nationality, language, religion, belief and so on in Finland (Koivunen et al. 2015). However, discrimination is mostly a hidden informal practice of inequality in recruitment which is difficult to prove as stated (Koivunen 2015): 'In addition, recruiters' and job seekers' subjective experiences and interpretations of the selection process and the possible occurrence of discrimination usually differ from each other. Discrimination in the selection policy and processes can be subtle or covert.'

Both unconscious (Beattie and Johnson 2012; Rooth 2010) and malicious practices of discrimination by the employers are difficult to recognise, because in recruitment process those can occur through ambiguous selection criteria (Husu 2002: 48-52). The opportunity of being invited to a job interview is lower for applicants with non-western names than applicants with the EU identity (Larja et al. 2012: 162-5; Koivunen 2015; Khosravi 2012: 65-80). Selection process is an example of practices, which contribute to the production of inequality regimes (Acker 2009: 208-209; Acker 2011: 72).

2.2 Impact of Human Rights abuses on Community Sustainability in the North

Non-western Immigrants are out of social inclusion and labour market integration, which causes uncertainty on their identities (Dugarova 2015). This confusing situation makes constraints in acculturation in the north. They feel excluded culturally, socially and economically as a minority in the host society. The northern community as a whole is smaller than that of the southern, geographically isolated in global terms, where a small non-western community find themselves in disadvantageous position because of social exclusion. Proper realisations of human rights abuse among locals could be a facet for safeguarding the economy and communities in the north. The region lacks the dialogue of human rights of immigrants.

Inequality and discrimination causes symptoms of depression or psychological health issues among the immigrants (Yang et al. 2013). Especially immigrant women and youths are in danger in the north society. They experience physical and mental (Szmukler and Bach 2015, 18) chronic pain which come through inequality and discrimination at working life. This situation limits individual and community sustainability, which has a negative effect on future economic development of the region (Pastor and Morello-Frosch 2014, 1890- 1896), as it is a sparsely populated area, which needs immigrant communities from outside the region. Economic activities in the region encompass diverse sectors, since regional development depends on Arctic fishing, underground technology, oil and gas extraction, mining, forestry, reindeer husbandry and tourism industry (Röver 2014). The exploitation of oil, gas, underground technology and mining demand manpower for which the region needs immigrants from outside the region from 2019 onwards. Tourism industry is partially depending on manpower outside the region as well. As a result the North is a

developing region that needs extra human capital for the exploration and exploitation of gas and energy, as it is known that no less than 80 percent of the world's technology for underground mining is expected to be explored from the European, Norwegian and Russian North (Carl 2011). An influx of people means rising demand, innovations and diverse new ideas. Social networks and group thinking develop common values and comprehensive visions (Geis and Kutzmark 2006). In case of achieving sustainable development, the region needs to attract minorities who will stay in the region and contribute in regional development. So immigration is seen as a way of achieving long term growth of the northern society. 'Sustainable development' focuses on three major pillars: boosting the economy, protecting the environment and promoting social equality. Human rights of immigrants 'is a field that needs yet collective commitments of Nordic countries to community development. Potential projects against violations of human, labour and environmental rights provide wide coverage and screens (Barder et al. 2013: 832-853). Balancing the promotion of these three pillars is necessary for sustainable development in the region. Critics argue that Arctic policies are often at best developed for the people of the North (Röver and Ridder-Strolis 2014).

Human rights abuses do not encourage non-western immigrants highly to be integrated in the region and committed themselves to their host societies (Smith 2014, 1224-1246). If northern societies accept immigrants and multiculturalism, they should no longer ignore their rights; every community needs survival, social protection and equal opportunities like those of the majority. They need collective engagement with other communities to create the conditions for a sustainable economy (Yeasmin 2014). Mechanism of the protections of human rights is an important means to foster social inclusion.

Usually the immigrants try to find a better option and a bigger peer community from the southern part and try to move to the south. They prefer to work on their own network and practise their own culture that help them to feel happy and provide mental satisfactions (planned behavior theory), which is not a solution for community development of the region.

3. METHODS AND DATA COLLECTION

The researcher conducted literature review of previous research in the context of inequality and discrimination. She studied two different perspectives of the abuses of this components of human rights: 1) How non-western immigrant are discriminated in the integration process than European and how this differential national policies of member states had an effect on local discourses; and 2) how refugees and non-western immigrants are segregated in the labour market, and the impact of unequal treatment of wages among immigrants, and dissimilar attitudes of employers are preparing the immigrants socially excluded group in the dominant society. The researcher also studied the impact of social exclusion on community development in the host countries. The basic concept of justice in a democratic society includes an equal application of fundamental rights (e.g., economic, political and legal rights) among all members of the country (Álvarez et al. 2012).

The researcher interviewed immigrants, e.g., entrepreneurs, jobseekers and some workers from non-western countries who were residing in Norway,¹ Denmark,² Sweden³ and Finland⁴. She took in-depth interviews and asked questions about e.g. 1) the impact of social exclusion in host country, 2) the contribution of immigrant communities in the growth of host economy and community development or sustainability, 3) their opinion about human rights or fundamental rights which are often closely linked to discriminatory laws and practice, and attitudes of prejudice and xenophobia against immigrants (Crépeau 2015). Her informants in Denmark were from different countries, e.g. Turkey, Iraq, Japan, Pakistan and Bangladesh. Her informants in Norway are from Columbia and Bangladesh. Respondents in Sweden are from Bangladesh, Sudan and Iraq. In Finland, her interviewees are from Bangladesh, Pakistan, Somalia and Algeria. The researcher made face-to-face interviews and her research was based on written notes of interviews. The method applied in the data analysis phase was content analysis, which involves re-reading the interview transcripts to identify themes emerging from the informants' answers. She proceeded to index and code relevant words, opinions and sentences, dividing these into three different categories: 1) seeking information, 2) challenges and 3) suggestions.

There were limitations conducting the interviews in Norway, Sweden and Denmark. I did not have time enough to inform my interviewees beforehand, since I visited there for short period and settled interviews on the spot and instantly. Although my questions were ready beforehand, however my interviewees were not prepared in advance, thus they did not have enough time to anticipate the issues and could be that all messages were not providing by the informants and something they forgot to mention.

4. ANALYSES

Human rights abuses has an unsatisfactory impact on community development, since the issues also came up in my interview. According to my interviewees in Aarhus and Rovaniemi, Human rights abuses increase criminal offences among immigrants and natives, likewise riots, angriness, bullying and harassment which is a barrier of economic and social development of future generation of the arctic countries. This sort of abuses are causing social distress, fear, hate and desire for retribution among children in the school to adult. The respondents from Lulea noticed that non-western immigrants are facing trouble of successful integration. Because integration is a two-way process, but in practice it is noticed by the respondents that there are low

¹ Visited Oslo in 2015 which was funded by Oslo Architecture Triennial, and visited Tromsø in 2011 which was self-funded.

² Visited Copenhagen and Aarhus which was funded by North to North mobility program in 2015.

³ Visited Luleå, Sweden in 2014 which was self-funded.

⁴ The researcher-author lives in Rovaniemi. In 2015, she took interviews of the immigrants residing here which was also self-funded.

interaction between non-western immigrants and locals. Integration services offer varieties of events, information, and create opportunities for immigrants and locals to speed integration process up. However, according to the respondents unfortunately the participation of locals and non-western immigrants in those happenings remain flopped. Muslims immigrants are a stigmatised group. For not having proper information and knowledge about their culture and religion, locals are scared of refugees who are mostly Muslim minorities. Some of the interviewees believe that lack of information creates fear and hate to each other which may be the main cause of more terrorist and terrorism attack e.g., Norway shock by Breivik in 2011 and Swedish riots 2015. Youth immigrants in the northern region are experiencing depressive and anxiety symptoms for being marginalised in the society. It is also harmful for societal development.

According to the respondents, some particular religious minorities have experienced often prejudice and social exclusion, which led minorities to think about their identities, and it turns to radicalism to some extent. The discrimination towards some groups of immigrants is expressed deeper than other immigrant groups. According to the book “Racist Violence in Finland”,⁵ racist crimes reported by police were 669 in 2005, 558 in 2004 and 522 in 2003. According to another report, racist crimes have increased in 2007 and 2008. As per the Finnish National Police College, 800–900 reports of offences suspected to be hate-crimes (Gilligan 2015: 171-8) are recorded every year. There are also hidden crimes which are not reported. Especially religious crimes are among them.

Typical racist crimes were assault, dishonour, insult, slander, discrimination, threat, intentional damage and the destruction of domestic premises. It is apparently a violation of the Human Rights Act. According to official statistics, the most likely victims of racist violence were 15-24 year old boys/men. Over last five years, the hate crimes against some particular group of non-western immigrant climbed up by 24 percent in Sweden and about 74% were motivated by racism or xenophobia (Fredlund 2014).

According to the interviewees, there are two social classes, existed based on race and color in the region: in one side there are refugees and other non-western immigrants who have come as students, jobseekers etc, and on the other side, there are natives and European immigrants. It is creating conflict between 1) immigrants and immigrants, and 2) immigrants and natives. This legitimate disparity against refugees and non-western group, weakened their intentions to act for social and community development. Low wage trends also make income gap, inefficiency and harmful effects and hindering the collective and political capacity of societies and community health. As according to the respondents, low income is common among socially

⁵Haaparaava, Edita and Annastiina Mäkilä. 2011. *Racist Violence in Finland*. Brussels: European Network against Racism (ENAR) in. Also published online by Open Society Foundations at <http://cms.horus.be/files/99935/MediaArchive/Racist%20Violence%20Report%20Finland%20-%20online.pdf>, accessed 10 July 2015.

excluded groups and with this limited resources it is difficult to have full participation in community life. Some immigrants try to change their social status by establishing business. However, some factors, e.g., political economic factors, language, very little knowledge about local business society and so-called bureaucracy make the entrepreneurship harder in the northern countries. According to the interviewees, 'immigrant entrepreneurs are establishing business to change their fate and societal class. On the other hand, some are closing their business and moving to the southern part of the northern countries for better opportunities or for better business climate which is not a good solution, since northern parts are losing manpower for future development.' This chain- snowball process is familiar among non-western immigrants and equally visible in the region. Starting business is a little test of fortune of immigrants to get themselves to be employed. Isolation from the wider community keep immigrant women and youths out from the mainstream community development. The immigrants first try to cope with mainstream community. However, social exclusion makes them think about their own ethnic, cultural and religious background. Immigrant women are sometimes obligated by the present situation to stay at home for raising their children. Inequality and discrimination forms different ethnic enclaves. Ethnic enclave causes negative effect on the host society and creates ethnically distinct neighborhoods which obstruct assimilation. The members of ethnic enclave always support co-ethnics and it increases negative out-group attitudes. It is not a threat to the host society, but it hinders community sustainability.

It also came up in the interview that without any network or prior-relations with the employer, it is hard to get job for immigrants. It is a question of trust and employers have trust on western immigrants more than non-western group. Moreover, very few who are working in a same office with locals experience communication difficulties, differences in working style and lack of awareness of majority's culture. Maintaining good relations with the western immigrants is easy for locals. Since their working style is as same as Nordic working model, culture, life style, race and colour. This similarity builds quick trust and faith in relationship between the western and Nordic people. Solidarity between ethnic enclaves could promote strong favoritism at workplaces. It correspondingly comes in the discussion that good working attitudes of employers towards workers also depend on good relationship between host country and immigrant country of origin at state level. Employees who are not treated well and not trusted respond in a negative way, they demonstrate their unwillingness to use their knowledge and ingenuity in a collective manner which is not adequate for reaching official goals.

For Muslims immigrants it is hard to get access in the labour market on the basis of their educational background (Bloom 2014: 860; Campbell 2012). Recently, Muslims are in disadvantage position because of their names and veils too. It came up in the interview that these countries are democratic countries and according to their fundamental rights, all people have rights to practice their respective religion, but in practice that is not applicable. Even ritual slaughtering is banned by the Danish government. According to the Animal Protection Act, prior stunning is needed before slaughtering. It is also a controversial issue about human rights abuses among Muslim

immigrants in the region, which was raised in the interview. It is a conflict between the Human Rights Act and the Animal Protection Act. It has an everyday effect on getting halal meats for Muslim immigrants. It is a question about Muslim cultural sustainability and identity.

5. CONCLUSIONS

Social inclusion of non-western immigrants and refugees is a potential need in the region for community development and sustainability, since this region is geographically isolated and sparsely populated, and the increase of its population aging and low birthrate made community sustainability of immigrants residing in the region inevitable. It influences basic concepts of belongings, acceptance and recognition of refugees and non-western immigrants. For non-western immigrants and refugees, social inclusion would be manifested by the realisation of full and equal participation in the socio-economic, cultural and political dimensions of their life in the new country of destiny.

Successful social inclusion of immigrants ensures their human rights in the host country. Social inclusion has a positive impact on immigrants that possess the proper combination of attributes which facilitate them to be full members of the host communities where they settle in. Community development program for immigrant women with mainstream society influences them to be integrated in the host countries. Ensuring participations of all groups of people is a part of social inclusion. Low levels of participation in community activities among immigrant women and locals are noticeable, which usually happens because of their different culture and looks. Thus it is important to increase awareness for participating in community activities. Mainstream society should respect diverse culture, since it is their rights to practise their culture too. Accordingly, respecting their rights should encourage immigrants as a means of engaging themselves in the host communities and inspired them to build a social networks and capital.

Human rights mechanisms, such as the Special Rapporteur on the Human Rights of Migrants, human rights codes, employment legislation, criminal code and the Committee on Migrant Workers, do exist for immigrants to seek redress for inequality and discrimination. Their rights are guaranteed by the European Convention on Human Rights and other international human rights instruments that Nordic countries have pledged to observe.

Although, it is difficult to prove discrimination on the grounds of colour, nationality or language, it is good to have a regular monitoring group. The monitoring group should be formed by engaging different groups of people from different background. The monitoring group can take anti-racist and pro-inclusion initiatives starting from workplaces to every social sectors that promote the social and cultural inclusion of minority communities. The monitoring group can seek normative justification from employers for being racist towards the immigrants and such justification needs to be rationalised among the citizens of a political community.

Establishing civic rights of the immigrants and eliminating discrimination is an essential factor for community development and its sustainability. North has considerable value for accommodating new minorities, which can contribute to the

increase in population needed to boost the region's economy and to solve demographic challenges (Yeasmin 2014).

Local communities need the knowledge and information about what can be done at the local and regional levels to preserve and protect the environment, nature and human capital in the Arctic region (Rasmussen and Olsen 2014).

5.1 Limitations and Suggestions for Future Research

Some limitations have been considered when interpreting the findings. Firstly, the sample was selected from immigrants from very few non-western countries, there are a lot of non-western citizens who are living in the Nordic and their voice is not being heard during the interviews; therefore, further clarification is required before the results of this study can be generalised as a non-western group. The original nationalities of the majority of immigrants were from Bangladesh, Iraq, Algeria, Japan and Turkey, it is unrevealed whether the results would differ for immigrants from other non-western countries. Secondly, due to limited sample size, since sample are collected from only four cities of this four Nordic countries where as there are other bigger cities are not considered in my sample collections which may pose problems related with model specification. Despite of its limitation, the paper successfully presents an explorative research results on the impact assessment of human rights abuses and the result is supported by the previous studies in satisfactory manner.

Next suggested research indicates how the politics of human rights affect minority rights of Muslim immigrants in the Arctic. The research could be a comparative law study from other sparsely populated area with extreme Arctic weather.

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The Determinants of Sustainable Entrepreneurship of Immigrants in Lapland: An Analysis of Theoretical Factors

Nafisa Yeasmin

ABSTRACT

Objective: This research seeks new ways in which the socio-cultural capital and human capital of immigrants can be used as a resource in business life in Lapland – a sparsely populated area and new immigrant-receiving region.

Research Design & Methods: An analysis is put forward that explores enablers that might sustain entrepreneurial existence and development and increase long-term prospects for immigrant-owned firms.

Findings: In the last three years, many immigrant entrepreneurs in the region have had to close their businesses a short time after establishing them. It is harder for immigrants to run businesses and to become successful in Lapland than elsewhere. Triple disadvantage theory provides explanation why established entrepreneurs were pressed to close their business. Disadvantages create barrier to developing their full entrepreneurial potential as a whole.

Implications & Recommendations: Immigrant entrepreneurship in Finland does not fall within the responsibility of any single authority or any single sector. All the official and organizational actors need to change their attitudes and encourage positive interaction. It is necessary to invest in knowledge building, a process that will enable immigrants to play a fruitful role in the social, political and economic development.

Contribution & Value Added: The article contributes to the studies on immigrant entrepreneurship and immigrant socio-economic integration by focusing on necessity-driven entrepreneurs in a sparsely populated region - Lapland in Northern Finland.

Article type: research paper

Keywords: Entrepreneur; Immigrant; Sustainable; Factors; Disadvantage theory; Self-employment

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INTRODUCTION

Immigrants' integration, entrepreneurship and participation in the labour market are desirable developments in Lapland, for they represent a better use of the region's human resources. The focus of this study is on Arctic demography, economic growth and living conditions in Arctic Lapland. Immigrant entrepreneurship has great potential and could help lessen the impacts of the current socio-economic challenges in Arctic as well as Lapland (Fondahl & Larsen, 2015, p. 163), if it is supported. Thus, the topic of this research holds potential for Lappish perspectives. Some immigrants are running businesses which for a variety of reasons have not been able to create economic benefits. Some have low revenue or are losing money, with the entrepreneurs investing their full energy and labour without obtaining profits. After a certain period of time, they are forced to close their business. This trend could be harmful for economic growth in Lapland. Consequently, a sustainable immigrant entrepreneurship policy, along with a model to support effective management of immigrant entrepreneurship, is needed to increase the prospects of success for immigrant businesses. This article is an exploratory study of the theoretical factors and focus- group interview of immigrant youth and women; in-depth interviews of existing and departed entrepreneurs with immigrant background. The study investigates both the barriers and enablers to promote sustainable immigrant entrepreneurship in Lapland. This aim of my research paper entails not only creating and sustaining a level of entrepreneurial development for immigrants who would like to become entrepreneurs, but also informing tools for officials, policy makers and researchers.

Some of the literature on sustainable development of entrepreneurship underlines the importance of creating a dialogue on sustainability by focusing on what is to be sustained. Leiserowitz and associates identify the focus as "what is to be developed, namely, individuals, the economy, policy and society" (Leiserowitz, Kates & Parris, 2006, pp. 413-444). The growing interest in sustainable entrepreneurship suggests that sustainability is a vital addition to, or even a component of, 'new' entrepreneurship, with a simultaneous awareness of the limitations of 'old' entrepreneurship and the reasons for successful and unsuccessful business histories (Lansa, Blokb & Wesselink, 2014). Opportunities related to sustainability are more multifaceted than business opportunities that address a one-dimensional dilemma, eliminate a serious shortcoming or meet a substantial need. This study highlights the importance of ensuring and securing the future development of an Arctic region such as Finnish Lapland, where young people are leaving the region. This can be done by generating more human capital and investing more resources in its people (Rasmussen, 2011) and receiving immigrants. A future model for entrepreneurship development is required if entrepreneurs are supposed to successfully run businesses and create job opportunities for others in the region. To fulfil the goal of my study, I have used qualitative method e.g. focus group interviews of interested immigrants who would like to become an entrepreneur. The study made in-depth individual interviews of local existing immigrant entrepreneurs who are successfully deriving their business. To get the genuine fact on disadvantages and lacking of continuing a business in Lapland, the study also made some in-depth interviews of immigrant entrepreneurs who had to stop their business immediately after establishing. This paper includes an analysis on the theoretical factors affecting immigrant entrepreneurship in Lapland. The study analyzes disadvantage

and cultural theory of immigrant entrepreneurship and explores the theoretical factors pushing immigrants for establishing businesses, and those are working as risk factors. The present study widens the scope of previous analyses on “sustainable entrepreneurship” and broadens understanding of immigration entrepreneurship in Lapland. The success of an enterprise is not dependent solely on the entrepreneurs; positive community perspectives and dynamics of political economy could help immigrant entrepreneurs to succeed in Lapland.

LITERATURE REVIEW

The concept of entrepreneurship is defined in a variety of ways in the social sciences. For example Bull and associates put forward the following definition: “An entrepreneur is an innovator who bears uncertainty and bears risk” (Singh & Gupta, 2015). In some countries entrepreneurs are struggling to survive the economic recession which started in 2008. Entrepreneurship appears as an alternative to unemployment and dissatisfaction with the host labour market. Social disadvantages have pushed them into self-employment. While the tendency of immigrants to engage in self-employment is well documented, it is imperative to know about the performance of the ventures they set up (Irastorza & Peña, 2014; Irastorza, 2010, pp. 205-221). In setting up a business, immigrants recruit themselves as workers in the labour market; entrepreneurship is potentially a better alternative than any low-status job with low wages, which is the only other option available for immigrants in Lapland (Yeasmin, 2012, p. 354). According to recent research findings, immigrants are more likely to become entrepreneurs than natives (Irastorza & Peña, 2014). Immigrant entrepreneurship in Finland differs in many ways from that in other European countries where immigration has a longer history. Before the 2000s, Finnish immigrant communities were not large enough to establish businesses, since business at the time was based on the consumption patterns of a particular ethnic group or on immigrants from a particular geographical region who would support future demand for products such as ethnic food and consumer goods.

Immigrant entrepreneurs have to compete with Finns in setting up a business, which is not an easy task. Most of the immigrant enterprises in Finland at large as well as in Lapland are based on the food culture of the immigrants’ country of origin and are mostly small to medium in size (Petäjää, 2013, pp. 11- 13).

The conventional perception is that immigrants are forced into self-employment if no other work can be found (Wahlbeck, 2013, 2008). Sometimes they are pushed indirectly by the environment towards the business world, as they are discriminated against in the labour market and treated harshly otherwise as well (Prescott & Nicholas, 2011). According to data from the 2012 Immigration Survey (Petäjää, 2013) concerning reasons behind entrepreneurial motivations conducted by Ministry of Employment and the Economy Finland, the vast majority of immigrant entrepreneurs were mainly motivated by the desire to be in their own surroundings (50 per cent of respondents) or by their business ideas (35 per cent of respondents); others reported that they had found no training or apprenticeship (25 per cent of respondents). Some entrepreneurs were also pushed to set up an enterprise because they had not found jobs in the labour market (10 per cent of respondents) (TEM 2012, 55–56). Therefore, in Finnish and Lappish cases, substantial share of immigrant entrepreneurs are necessity-driven. There appears to be a clear need to make immigrant

entrepreneurship more opportunity- driven and to offer more public support for immigrant entrepreneurship to foster the survival and success of the immigrant entrepreneurs.

In Lapland the unemployment rate of foreigners in recent years has been approximately 30 percent, while the overall rate in the region was 13.4 per cent in 2012 (Petäjämäa, 2013). Immigrants face a wide range of obstacles in the labour market. While there is an extensive range of social services to facilitate integration into Finnish society, entering the labour market remains challenging (Koikkalainen et al. 2010). The challenges immigrant entrepreneurs face are discussed in terms of disadvantage theory (Irastorza, 2010) below.

There is a linkage between the Arctic economy and the Arctic's natural resources. Sustainable use of resources can protect and preserve the region as well as its population (Rasmussen et. al., 2015, pp. 423-468). Immigrant entrepreneurship holds potential value for economic growth in the Arctic. Immigrants introduce new ideas from around the world as well as diverse cultural heritages and thinking, all of which could be essential elements in creating new products, open markets and job opportunities while stimulating technological innovation (Marczak, 2013). According to the cultural theory of entrepreneurship, immigrants would like to represent their culture via their business in the host country. According to an OECD report from 2010, "cultural predisposition plays a large role in determining whether someone decides to start a new business. It can influence risk aversion and the ability to trust others, each crucial to embarking on entrepreneurial activity" (OECD, 2010, pp. 6-11). Some researchers have observed that although the influence of individual attributes on immigrants' decisions to start a company has not been empirically tested, they seem to establish businesses just to follow other members of their ethnic group who are running a business successfully in the host country (Ford & Richardson, 1994; Irastorza & Peña, 2014). In Finland, some students come from different countries to study and seek better economic opportunities. After completing their studies, they would like to stay in the country permanently and establish a business. Because entrepreneurship is an entry point to the job market in the host society, it could offer a foreign student the chance to rapidly advance toward his or her particular goals. However, in Lapland it is very easy to establish a business, but hard to keep it running. The interested immigrant entrepreneurs get personal advice about establishing business in different languages. However, there is no advice centre for running a business in Lapland. Rates of success, including those for immigrant businesses, differ from country to country, city to city, ethnic/national (sub) group to ethnic/national (sub) group, sector to sector and period to period (Rath, 2006; Levie & Smallbone, 2015). Because, the forms of support for entrepreneurship is different in different countries and cities, for instance in Helsinki some organisations "Yrityshelsinki", "Uusiyrittäjien keskus" supports immigrants in establishing phases as well as to some extent business running phases. In that light, it is important to emphasize the complex linkage between successful entrepreneurial climate and the basis, dynamics and perspectives of entrepreneurs, communities and political economy of Lapland

"Sustainable entrepreneurship" is a multidimensional concept that extends beyond environmental protection to economic development and social equity (Gladwin, Kennelly & Krause, 1995). Of these aspects, the present study confines itself to economic development. Promoting the sustainability of entrepreneurship means recognizing and applying entrepreneurial analyses that identify opportunities to increase the life span of immigrant

businesses, which are a positive source of economic growth in Lapland. More specifically, sustainable entrepreneurship means managing a traditional business with successful continuity. This study argues that entrepreneurial activity can only be considered sustainable once it is planned for the long run with the goal of economic gain. As noted, in Lapland some immigrants have had to close their businesses soon after establishing them, which has an undesirable impact on the regional economy. Such business failures have prompted immigrants to move to the southern part of the country in search of better job opportunities, a trend with a detrimental impact on society in Lapland. This paper concentrates on controversial issues, ones which relevance has been both denied and acknowledged by the immigrant entrepreneurs I have interviewed; one such issue is the failure of a business. Unlike entrepreneurial culture in Australia, Canada, Britain and the United States, the entrepreneurial culture in the North of Finland is not resilient. The northern environment, demographic challenges and geographical identity make entrepreneurship harder for immigrants. According to the interviewees interested in establishing a business, entrepreneurship requires a business idea and investment of money to implement that idea; yet one can argue that “such images of interested immigrants” are not compatible with the perception of sustainable entrepreneurship, which includes continuity. Some informants who ran successful businesses in their country of origin started up businesses upon settling in Lapland, which tended to cause immediate closing of the businesses. The number of successful, immigrant-run small businesses in Lapland remains very low and immigrant entrepreneurship may actually be on the decline, but also a number of success stories can be found. The failure of immigrant businesses has a negative effect on entrepreneurs’ personalities and attitudes, which also causes extreme social deviances at some point (Miller, 2015). Immigrants may run businesses successfully in countries with large ethnic markets, but “getting caught napping” – ignoring the market – is fatal to a business in the North. For instance, in England and America immigrants run family businesses year after year without any basic entrepreneurial education, because there are large ethnic markets and the locals have positive attitudes towards immigrant entrepreneurs and entrepreneurships. Liberal immigration policies and different immigrant support services, as well as forms of community support, create a favourable environment for immigrant entrepreneurs. According to the interviewees, in China, Bangladesh, Thailand, Turkey, Somalia and certain developing countries in Europe, entrepreneurs do not even need to register their companies or go through other bureaucratic procedures in order to establish a small business. When immigrant entrepreneurs behave in Lapland as they did in their country of origin, a business becomes difficult to set up and run, although it could be successful in immigration-friendly countries. In the North, collective actions on the part of the community, new forms of governmental support (Larsen & Fondhall, 2015, p. 163) and reforms of law and policies would be needed to some extent to support entrepreneurship.

Theoretical Factors

The cumulative disadvantage theory and the cultural theory are two major theories of entrepreneurship that could provide insights into immigrant entrepreneurship in Lapland (Fregetto, 2004, pp. 253–68; Fredick & Foley, 2006). A triple disadvantage is hypothesized in this paper. The first of the three is that immigrants are essentially forced to establish businesses due to social barriers; dissatisfaction with their present job status in the host society and the lack of job opportunities for immigrants in the host society separate them

from mainstream society. The second disadvantage is immigrants' inability to take advantage of knowledge spillover (Acs et al., 2009; Acs & Sanders, 2012; Ghio et al., 2015; Plummer & Acs, 2014); this stems from their lack of entrepreneurial education, poor language skills, and limited knowledge about the local culture, policies and laws relevant to business, which may force them to shut down their businesses shortly after starting them up (Volery, 2007, pp. 30-41, Baycan-Levent, 2010). On the other hand, cultural theory pushed them to establish business, since immigrants have some characteristics, for example, a cultural heritage or endowment, or culturally determined features that make them hard workers and risk takers and instill in them a need of community viability and a strong motivation for making a living (Masurel, Nijkamp & Vindigni, 2004, pp. 77–86.). Thus, although their cultural heritage provides immigrants with motivation to work, social disadvantages force them into self-employment as entrepreneurs (Yoo et al., 2011, p. 193-210). The third disadvantage that can be identified in the present context is that immigrant entrepreneurs who run businesses based on their cultural heritage find it difficult to attract more customers and face limited social, political and economic opportunities. The market of ethnic consumers is small and demand is not sufficient for running a business dependent solely on ethnic consumption; the number of immigrants is growing slowly and there is movement of the immigrant population to and from as well as to Lapland. There are certain necessary dimensions for running a business successfully in the region. Recent political discourses against immigration also effects negatively immigrant entrepreneurship. The research proceeds to posit discourses which is studied at a macro sociological level (Talja & Sanna, 1999) - this study produces knowledge and concrete contexts of entrepreneurial ethos, core competence, the community and political economy factors - that must be considered if the disadvantages noted above are to be overcome and immigrants are to be able to run successful businesses in Lapland (Raudeliūnienė, Tvaronavičienė & Dzemnyda, 2014, pp. 71-79). According to Foucault's influenced discourse analysis it is better to examine "serious speech acts" and practices rather than rules and conventions (Talja & Sanna, 1999). Although informants of the study should not be institutionally privileged speakers, their views are studied as an example of more general interpretative practices in the study. The relation between entrepreneurship discourses and sustainability has received little theoretical attention in Lappish perspectives. Linking this discourses with disadvantage and cultural theory the study develops four different factors of the possible barriers and enablers (Azmat, 2013) faced by immigrant entrepreneurs and immigrants interested in establishing business in Lapland. Ethos and core competence involve an entrepreneur's personal attributes, with ethos encompassing the cultural heritage he or she brings to the host country, and core competence the capacity for sustained business decision making, management skills, market orientation, the ability to identify opportunities, and communication skills. "Most discourses on entrepreneurial sustainability focus on financial aspects" (Negut, 2015). This study argues that there are other factors related on entrepreneurial sustainability rather than financial factors. Because, with the same financial support some immigrant entrepreneurs recognise promising opportunities and some do not. The ability of recognizing opportunities is also a factor. The third factor, community, draws attention to the importance of addressing the social disadvantages immigrant entrepreneurs face and, lastly, political economy refers to role of the host country's busi-

ness policy and legislation in the success or failure of immigrant businesses. Figure 1 presents the four factors of the successful immigrant entrepreneurship and their theoretical underpinnings below.



Figure 1. Determinants of successful immigrant entrepreneurship

Source: own elaboration.

MATERIAL AND METHODS

The objective of the study was to reveal the factors which effect sustainable immigrant entrepreneurship in Lapland. Accordingly, this study investigates factors that play an important role to facilitate small entrepreneurship growth for immigrant in Lapland. The research is based on conclusions drawn from focus group interviews comprising a discussion-based interview of targeted participants (Morgan, 1997) and in-depth interviews of immigrants who are currently acting as entrepreneurs and entrepreneurs who have been acting as entrepreneurs for some while and recently closed their business. The study organized four different focus group interviews (see Seidman, 2012) in Rovaniemi and the Kemi-Tornio region and collected data from immigrant women and youths. My focus group (FI) encompasses immigrant youths (IY) who are aged 18-49 and women (F) at any ages who are at risk of labour market marginalization and/or long-term unemployed. The unemployment rate among this group is much higher than immigrant man and this is only reason they have been chosen for the study. The information about group discussion has been published in the local newspapers. Info was sent to the local authorities, multicultural-organizations and associations who dealt with immigrants. Dissemination of interview information was handled properly. In the group discussions in Rovaniemi, a total of 23 women attended. They originated from Palestine, Iraq, Pakistan, Iran, Thailand, Hungary, Germany, the Netherlands, the Czech Republic, Israel, Jordan, Russia, Ukraine, Vietnam, France, China and Bangladesh. Most of them are refugees and rest of them have come to Rovaniemi under the family re-union category. The discussion was held in English and Finnish. For young people, in the group discussions attended by a total of 19 people, (5 of which were women) who were originally from Algeria, Nigeria, Mexico, Russia, Bangladesh, from Vietnam, Pakistan, Somalia, Iraq, Iran, China, and Myanmar. In this group, most of the individuals were refugees, few were students and some migrants who came under

family reunification. Each focus group discussion in Rovaniemi took three hours. In addition of Rovaniemi, group discussions had been also held in Kemi-Tornio region where one woman and 5 young people attended the meeting. Duration of the discussion was in Kemi-Tornio was 2 hours.

There are a number of phases in designing and conducting focus group interviews. The focus group encompasses immigrant youths and women who are at risk of marginalization in the regional labour market. In the conceptualization phase, focus was put on the target group's knowledge on self-employment and opinions on entrepreneurship. In the next phase, in-depth open questions were pursued to gain a deeper understanding of themes under study.

These questions started a group discussion, which was recorded and summarized. Efforts were made to ensure that all respondents participated in the conversation and that no one dominated it. I have examined the discussion in terms of themes for further analysis.

The research raises some ethical issues, such as consent and confidentiality. Everyone who participated in the study freely consented to do so without being coerced or unfairly pressured (Green, 2007). This means that they were well-informed about what participation entailed.

As the interviews raised more questions than could be properly examined, subsequently several in-depth interviews (IR) for collecting success stories and experiences of individual immigrant entrepreneurs were organized. Accordingly immigrant entrepreneurs (male M and female F) interview was organized, which in this context raises a good experience based on their experience and key challenges. Although the interviewed entrepreneurs were from different industries and they have faced different problems as such, they had also something in common: all of the interviewed entrepreneurs spoke good Finnish language had been carried out university levelled education from different countries, received a start-up company start-up and delivery to entrepreneurs in Lapland over five years. Three successful entrepreneurs were interviewed (M/F, aged 35-50) who were from Turkey, Czech Republic and Russia. To get the genuine fact on lacking of continuing a business in Lapland, two female immigrant entrepreneurs were interviewed. These were from Bangladesh and Thailand aged 30-38 and had to stop their business immediately after establishing it. For these individual interviews, Guion's and her associates' observation was followed, that "[i]n-depth interviews involve not only asking questions, but systematically recording and documenting the responses to probe for deeper meaning and understanding." ((Guion, Diehl, & McDonald, 2011). The research is based on transcripts and notes, complemented to some extent by audio tapes and written notes on interviews. The method applied in the data analysis phase was content analysis, which involves re-reading the interview transcripts to identify themes emerging from the informants' answers. It was critical to index and code relevant words, opinions and sentences, dividing these into three different categories: 1) seeking information, 2) challenges and 3) suggestions. Some opinions were repeated several times by several interviewees and these have been identified in the study as particularly important data. In writing up the results of the interviews, the categories have been described and interpreted in line with previous scientific studies on the topic (e.g. Bryman, 2008; Kvale & Brinkmann, 2009).

The study had some particular questions for the interviewees and “quota sampling” (Qualitative Research Methods) was applied properly. Purposive sampling and data analysis have limitations typical for qualitative data. Respondents who are likely to provide detailed data were selected. Conversely, some of the respondents in the discussion group lack prior entrepreneurial experiences from their countries of origin as well as from Finland. They were mostly determined immigrant youth to establish business in Lapland. The results of this explorative study are not applicable for the entire immigrant population which is recently ca. 3700 individuals in Lapland (Suopäjärvi, 2015). However the results could help long-term unemployed immigrants who lack prior entrepreneurial experiences. This study is a step in providing tentative suggestions for an inclusive empirical research agenda on social enterprises in Lapland to be investigated in the future studies by using the knowledge and skills of respondents who lack prior entrepreneurial experiences.

In the literature review phase, the focus was on theories or factors for analysing sustainability. According to statistics on Lapland, immigrant entrepreneurs often close their enterprises soon after establishing them. With this in mind, much efforts were concentrated on the causes of this unsustainable situation and on determining the barriers of running a business in Lapland. The literature review encompassed a variety of different contexts in order to inform the research goals. In the focus group and in-depth interviews, some important issues came up that are related to sustainable business, and these have been framed in several theoretical models that have been put forward by social scientists and economists. Data analysis phase, revealed that, for future economic prospects in Lapland, it is essential to maintain the region's vitality and the growth of entrepreneurship in different sectors, such as tourism, social welfare and health care, construction and mining. The Figure 2 summarizes the underpinnings and main phases of the research below.

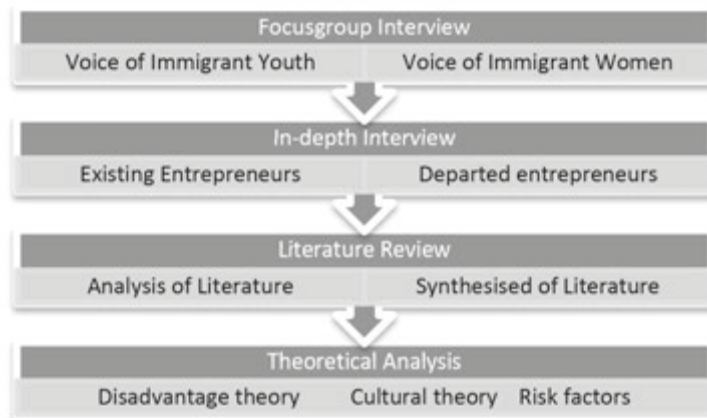


Figure 2. Phases of the research

Source: own elaboration.

RESULTS AND DISCUSSION

Index key symbols using in the results:

IF - Focus Group Interview

IR - In-depth Interview

F - Focus group interview for women

IY 18.49 - Focus group interview for youth aged 18-49

M - Male for in-depth interview

F-M 35-50 - Male and female for in-depth interview

Ethos

A motivated entrepreneur is seen as having better prospects in business than an unmotivated one. Entrepreneurs should have a particular set of motivational goals as well as a set of positive forms of support from host people that could maintain their motivation. (IR-IF)

The motivational ideas entrepreneurs have, are usually linked to entrepreneurial behaviour. Thus, a favourable climate and encouraging business atmosphere are needed for those immigrants who are interested in establishing enterprises in Lapland. According to Abraham Maslow, “[t]heories of human behaviour are based on careful observations and subsequently theory and practice are usually closely related. Although theories can never predict behaviour with absolute certainty, there are many variables to take into account to give one a good indication of how people might behave in various circumstances” (Maslow, 1965, pp. 6-25)

In entrepreneurship, individuals’ occupational choices and motivation are crucial for establishing a business. It should not be influenced by others (Bosma et al., 2011). In immigration entrepreneurship cases, it is very common that immigrants are influenced by their own cultural network. Role models are gradually being recognized as an influential factor in the choice of occupation and career (Bosma et al., 2011; Contin-Pillart & Larrazakintana, 2015; Salaff et al., 2003, pp. 61-82). A role model may give someone the motivation and encouragement to choose a particular direction, activity or career path ((Krumboltz, Mitchell & Jones, 1976)) and also provide evidence that certain objectives are easily achievable (Akerlof & Kranton, 2000). As Gibson has stated, “[t]he term ‘role model’ draws on two prominent theoretical constructs: the concept of role and the tendency of individuals to identify with other people [...]and the concept of modelling, the psychological matching of cognitive skills and patterns of behaviour between a person and an observing individual” (Gibson, 2004, pp. 134-156). In this same vein, Bosma and associates state that a role model is an individual who sets models to be emulated by others and who may motivate other persons to choose certain career decisions (Bosma et al. 2011, pp. 410-424). They also point out that in entrepreneurship it is common to have role models of the same gender. The present research has revealed that a role model can be one of the support factors giving an immigrant entrepreneurial motivation, emotional feedback or encouragement (Lavoilette et al., 2012, pp. 720-742;) learn skills and abilities enabling them to survive in business life in Lapland and to achieve certain goals from the role model (Seelos et al., 2010). To some extent interested Immigrants were motivated by their entrepreneur peers. For instance, Turkish immigrants are active in the restaurant business in Finland. Newcomers follow the experiences of self-employment of earlier entrepreneurs

from the same country of origin. Business ideas and dreams were reshaped by the role model's experiences in Lapland, which ended as disadvantages in some cases with the closing of the enterprise. Assessing the credibility of a role model is important in creating a sustainable business. According to the interviewees, there is a positive correlation between motivation and the entrepreneur's own cultural network: after arriving in the host society, immigrants are deeply rooted in their communities by their own network. Immigrants receive occasional affirmation and emotional support through peer relationships. To some extent, immigrants are also influenced by the economic stability of other immigrant groups who live in the same society, and sometimes they can be motivated by the global information exchange on successful immigrant entrepreneurship (IR-M47&F). In some cases, they are influenced by successful evidence of peers living in the same society or in a different country (IR-M47). Such motivation cannot bring sustainability in immigrant businesses in Lapland, unless psychological and survival support is received from other sectors, not only from the role model.

This research suggests that entrepreneurs motivated by role models should be viewed as potentially unsuccessful in business if they have no other factors working in their favour or no support from the local authority. Ethnic groups are very much dependant on support from different sectors for surviving and are willing to build their competency in the areas needed for successful entrepreneurship rather than role model. However, this sort of entrepreneurial motivation based on the disadvantage theory of entrepreneurship led to successes as well as failures, because the role model behaved unpredictably or differently than the entrepreneur had anticipated (Krueger et al.2000) or the entrepreneur had misunderstood the model's thinking or failed to assess his/her credibility (Lavoilette et al., 1995).

Self-efficacy is most important for establishing an enterprise and figures most significantly in motivating immigrant entrepreneurs in Lapland. It is defined as follows by Ravindra: "Self-efficacy is the belief and judgment of one person about his or her own capabilities which has three dimensions: magnitude, strength and generality. As "magnitude is the level at which a person believes he or she can perform, whereas strength reflects the person's confidence that he or she can perform at that level, and generality is the extent to which self-efficacy in one situation extends to other situations." (Ravindra, 2011, pp. 127-152) The orientation of a person and his or her confidence in the continuity of a business is a favourable factor for successful entrepreneurship. Self-efficacy (Lavoilette et al., 2012) has a positive impact on establishing a business.

Entrepreneurial motivation is partially supported by early-stage financing, business systems in particular experience of banking and a short credit history in Finland. In Lappish perspective, immigrants need essential support factors from governmental level for retaining motivation for sustaining business. Immigrants need psychological support from Finnish entrepreneurs for the assimilation into local business society and authority so that they learn to tolerate uncertainty and to study records to see why some businesses fail early on due to poor management. This type of support can be obtained, for example, from a peer network or other entrepreneurs who have been through similar experiences (IR-M47). Motivation-related assistance is particularly important for entrepreneurs who are dreaming of a sustainable business (IR). Many of the participants in the focus group discussions have had the desire to pursue a career as an entrepreneur, but they do not

necessarily have all the information related to entrepreneurship motivation. Starting a company requires personal enthusiasm and a sense of direction; but psychological support beyond personal motivation, that is, external encouragement, is essential as well (Ibid.) In the context of Lapland, entrepreneurial motivation created by social barriers, by having little or no income (IF-IY 18-49) or by the influence of a role model or family is intensified by cultural disadvantages (IR-M), such as a lack of appropriate values. This kind of motivation is not sustainable as a driver of immigrant entrepreneurship.

Core Competency Factor

Entrepreneurial competence is developed by the knowledge, expertise and capabilities required in entrepreneurial activity (IR-F37). Lapland needs not just a large number of immigrant entrepreneurs, but the capacity to run businesses.(ibid.,) In fact, it needs quality entrepreneurs who can face regional challenges, survive in local market competition and contribute to promoting local economic development (Ibid.,). Entrepreneurial competence has a great impact in Lapland when it comes to sustaining the growth of enterprises (Ibid.,). An enterprise cannot earn greater revenue solely from the resources it invests; innovative and effective management of resources is needed as well (Koikkalainen & Yeasmin, 2014). Competence-based learning is needed to improve entrepreneurial competence as a form of small business support. (Spencer and Spencer 1993) define competence as a core characteristic of an individual that is causally related to higher performance in a job or situation (Rezaei et al., 2014). However, in the present case, entrepreneurial competence discussed by the successful entrepreneurs that is an immigrant’s ability to run a sustainable business with certain entrepreneurial skills, such as being able to identify proper opportunities (44 per cent of respondents indicated this answer), to have skills to communicate with local customers, (38 per cent) and to organize work effectively and strategically (18 per cent). Figure 3 depicts the relative significance of the components of professional competence according to my informants (IR,IF-IY).



Figure 3. The relative significance of the components of professional competence
 Source: own elaboration (Data estimated according to the FI and IR).

Entrepreneurial training and education is needed for present small business owners to further their efforts to design intervention strategies (Brockmann, Clarke & Winch, 2008). Lans and associates point out that “[b]eing entrepreneurially competent does not only refer to the know-how to write a business plan, but it also implies recognizing and acting on opportunities, taking initiative and action, for example by convincing investors to invest money in a project, and relate to potential suppliers and buyers. It implies that the competent entrepreneur is actually able to identify and further exploit an opportunity within a specific context.” (Lans et al., 2008, pp. 363-383).

An entrepreneur needs knowledge about local opportunities and sustainability management relating to the basic form of enterprise and market needs, such as tax codes, social insurance systems, labour market legislation, competition policy, trade policies, capital market regulation and contract law (Hall & Jones, 1999). Also crucial is a good conceptual understanding of an entrepreneur’s economic role and logic of action, a technology or invention for which no market has yet been defined, or the availability of products or services (Starik & Kanashiro, 2013; Santos, 2009; Ardichvili, Cardozo & Ray, 2003). Identifying an opportunity that will contribute to entrepreneurial success is a part of the entrepreneurial education (IR-F37). I have found in my research that there is a significant lack of this sort of sustainability management among entrepreneurs for entrepreneurial achievement in Lapland for immigrants. “To detect opportunity an individual needs professional training” (Byrne, 2009, pp. 297–312) which appears necessary of Lappish perspectives. The ability to identify opportunities (Timmons, 1994) is closely linked to entrepreneurial alertness, social networks and prior knowledge of markets, customer problems, ways to serve markets and knowledge domains (Ardichvili, Cardozo & Ray, 2003; IR-F37). Some sources in the literature (Auoni & Surlemont, 2008; Puhakka, 2011) discuss recognition of opportunities as a mental process which, others argue is not a mental process; but rather a professional competence of an individual to know market conditions and to have prior knowledge of social networks and customers’ problems, as well as a basic knowledge of business law, such as the start- up process, and of policies for maintaining a business successfully. An individual can educate him- or herself in this form of competence. This competence factors have a potential to act as an enablers by learning (Bergh, Thorgren, & Wincen, 2011) . It is not wise to establish a business with no prior idea of market needs, customer problems and how to serve the market. Accordingly, if they are to establish sustainable businesses, immigrants need to acquire competence in identifying opportunities (IR-M47/F37). An entrepreneur needs conceptual competences, such as ready recognition of opportunities and problems, connecting and rearranging ideas (analysis) and carefully matching new ideas with existing knowledge and capabilities (Lans, Verstegen & Mulder, 2011; Baron & Ensley, 2006).

An entrepreneur needs “relationship competencies” (Lans, Verstegen & Mulder, 2011) in order to communicate with people in the same community or to identify and exploit opportunities, build networks, generate and develop new ideas, and gain resources and legitimacy (Elfring & Hulsink, 2003). A key success factor for an entrepreneur is to have the ability to work with others such as employees, business partners, family, friends and customers (Kaur & Bains, 2013). To set up a successful business, an entrepreneur also needs negotiation skills in order to make deals with others as well as teamwork skills (Lans, Verstegen & Mulder, 2011). A majority of customers speak Finnish, so learning Finnish can

be seen as 'added value' that will contribute to an immigrant becoming a successful entrepreneur. The market in Lapland is very small and thus immigrants need to expand their market to neighbouring regions. (IF-IY 18-49) For example, they can form an entrepreneurial network by extending their relationship competence throughout the Barents Euro Arctic Region (BEAR). They need to build relations with local and immigrant entrepreneurs to tap commercial opportunities geared towards sustainability. Maintaining social responsibilities, including responsibility towards customers, employees and the public, is another competence that could facilitate immigrant entrepreneurship in Lapland (IR- F 38 &M47). In maintaining relationship competence, an entrepreneur needs to be ethically aware and to have the ability to understand ethical issues (Kaur & Bains, 2013).

Achieving organizational competence relates to mastering different internal, external, human, physical, financial and technological resources required by organization (Lans, Verstegen & Mulder, 2011). Some capabilities such as leading, delegating, coordinating, controlling, monitoring, and making work schedules, developing programs and preparing budgets are needed to increase organizational competence. This competence includes an ability to argue at the organizational level and to have the self-confidence required to run the business (Kaur & Bains, 2013).

"Strategic competencies" (Lans, Verstegen & Mulder, 2011), which range from organizing financial issues to setting terms and conditions and evaluating and implementing those terms and rules in the practice of the firm have considerable potential in sustaining development of an enterprise. An entrepreneur's strategic competence allows him or her to design projects, implement decisions, cope with changes and develop strategies leading towards sustainable development practices (Lansa et al., 2014). This competence involves skills in strategic planning, understanding of startup policies, as well as leading and managing the business in sustainable way (Haan & Haan, 2006; Wiek & Withycombe, 2011). For an immigrant it is a very difficult task to measure performance, implement policy and follow terms and conditions in accordance with Finnish law as part of the effort to achieve sustainability (Lansa, Blokk & Wesselink, 2014) (IR-F 37/38). In general, immigrant entrepreneurs ignore the property rights of the host country - sometimes inadvertently, sometimes due to a lack of information- because not having support network. There are social isolation, language barriers and societal structural barriers to accessing information at play. Immigrant entrepreneurs try to sidestep regulations and tend to violate property laws. They often make deals with their workers and in some cases do not pay regular taxes to the Finnish government (Yeasmin, 2012). In the long run such violations cause businesses to fail. To avert this happening, entrepreneurs need to have the competence to understand the political and legal dimensions of sustaining a business in their host country.

Basically respondents agree that entrepreneurs establish a business with their professional goals in mind. Thus, entrepreneurs need professional competences for achieving their goals (Oosterbeek et al., 2010). According to Abbott, professions advance a person's expertise and knowledge base by outlining new practice areas. Because professions are so embedded in social institutions, however, any change in professional power creates a simultaneous change in institutional structure (Abott, 1988). Professions contribute knowledge that can sustain businesses. According to Suddaby and Viale, "professionals initiate institutional change as an inherent component of redefining their own professional

projects. Because of their status and power within society, when professionals expand or redefine their knowledge base or when they exert pressure to expand their jurisdictional boundaries against adjacent professions or institutions, the changes reverberate throughout the social field. Changes in professional categories (i.e. boundaries of knowledge, expertise and judgement) cannot help but redefine economic and social categories” (Suddaby & Viale, 2011, p. 423) Immigrant businesses are typically micro-businesses that rely on the entrepreneur's own strengths. Therefore, in Lapland those who are interested in setting up a business should be aware of any deficiencies in their professional training and be willing to be trained, if necessary, for example, to work in an entirely new industry. Language study is a good way to advance professional expertise, as are networking with others in the field and gaining local work experience before starting one's own business. Training for a degree or other formal qualification should be accompanied by shorter courses so that skills can be upgraded to the level required under circumstances in Finland. An entrepreneur's education or education for sustainability can play an important part in establishing a sustainable business. For the sustainable development of a business, start-up education and short- or long-term training activities are needed to identify and evaluate opportunities. In the discussion it is also came up that the employment office does not offer long-term business courses which could provide knowledge about the basics of entrepreneurship (IF- IY 18-49). Some informants also request that business courses to be offered in different languages (Koikkalainen & Yeasmin, 2014) for immigrants interested in entrepreneurship (Ibid.,).

Cultural traditions of immigrant from different backgrounds in dealing with others vary. In Finland, many authorities invest in online transactions and basic information, such as the documents required for establishing a company and insurance and tax declarations, can be found online. Not all immigrants may have a computer or Internet connection at home, and they are not accustomed to searching for information on the Internet in Finnish. Accordingly at least some IT training should be provided for immigrants as part of any entrepreneurial training. Computer skills are not limited to searching the network; rather, the new company's profitability may hinge on its ability to expand its market area, set up an online store for business expansion, or buy cheaper or better-quality raw materials online. According to disadvantage theory and research materials, it appears that immigrants who are interested in establishing business and have already established business, very few of them have basically professional goals in mind. At the same time who has already closed their business, had not have professional knowledge which a prior advantage is being an entrepreneur. The more the advantages the more the opportunities for entrepreneurial development (IR-M47/F37,38).

Factors Related to Community

Triple disadvantage theory is related to this factor. Firstly, rigidities of community in the local context is a disadvantage which could threaten robust levels of access to local resources. In the case of immigrant entrepreneurship, the success and sustainability of businesses depend on the interconnectedness of all communities. The creation of values through local business development is an essential process which compensates for shortcomings and preserves the natural business surroundings (Peredo & Chrisman 2006, pp. 811-831). According to Cornwall (1998) and Onyx & Bullen (2000) “the literature on entrepreneurship has begun to stress the need to look at the interaction among communities,

families and individual entrepreneurs.” (Peredo & Chrisman, 2006, pp. 309-328). There is a significant connection between a business and the community as a whole in rural areas less likely to grow (Drabenstott, 1999). People perceive Lapland as rural areas, an economically developing region, and as less likely to grow¹. An entrepreneurial economy at the community level differs in its social structure, social vitality and the quality of life which it offers, with a consequent attractiveness to people (Petrin, 1994) and increase cultural collectivism, enriching social networks (Mickiewicz, Sauka & Stephan, 2010). Enterprises are based on links between private economic and social non-profit initiatives that reflect a social and cultural bond between entrepreneur and community. Without this bond, the community is perhaps not capable of accessing new ideas and might become locked into certain inefficient practices, preventing any changes (Seelos et al., 2010). Community support—particularly in small or rural or remote locations like Lapland ought to offer profound positive societal and economic changes for immigrants. The success of small businesses has great economic value due to the region’s geographical remoteness. The sustainability of a small business depends on a positive community approach and, on the other hand, a small business is vitally important to a community’s economic approach (Miller, Besser & Malshe, 2007). Secondly, it has been found in minority-based entrepreneurial research that the sustainability of immigrant entrepreneurship encounters some community-based barriers. These include lack of socialization; exclusion from traditional business networks; lack of access to all sectors related to entrepreneurship, for example, information on raising capital, discriminatory attitudes on the part of local people; and cultural differences (Colette, 2001). Those are disadvantages for immigrant in Lapland for deriving a business successfully.

Disadvantage theory need to be reevaluated in the context of immigrant entrepreneurship gateways. Although such programs are conceived as action plans in municipal policies, implementation is lacking. Thirdly, limited interaction with the host society and scanty knowledge about the host culture are barriers to immigrant entrepreneurs in Lapland. They need information on the type of business environment in the region, that is, which products or services will be successful and how many foreigners are self-employed. Lazear makes a valid point regarding the importance of language (Lazear, 1999). Yet others claim that adaptation to a new society as an entrepreneur is a two-step process: being integrated and being assimilated. Both are important processes for immigrants in entering the labour market; their entrepreneurial success depends on their having good relationships with customers from the community.

State actors and non-state actors do not have statistics on the number of foreign-origin entrepreneurs whose businesses are running successfully or who face bankruptcy (Koikkalainen & Yeasmin, 2014). Some of the young informants in the present study said they had clearly experienced discrimination in the Finnish labour market and suspected that even a person with a foreign-owned company should have a Finnish shareholder or a figurehead if the company is to succeed in Lapland (Koikkalainen & Yeasmin, 2014) (IF-IY 18-49). Kwon argues that social capital at the community level influences various outcomes, for instance, economic performance, public health and the crime rate (Kwon et al.,

¹On one hand, Lapland has a huge natural resources which need to explore and exploit. It has a great economic value in the region. On the contrary, the population of Lapland is ageing and youth are trying to move to the southern part for better opportunities e.g. economic, educational etc.

2013). Some scientists (Williams, 2008; Asgari, 2012) explain social capital as social trust and social ties between entrepreneurs (Fukuyama, 1995, p. 457) Social capital is a feature of the community, not a resource of the individual business owner. "With respect to civic cooperation, the radius of trust is important because the wider it is, the more inclusive is the circle of cooperation... a higher level of trust produces more cooperation" (Delhey et al., 2011, pp. 786-807). To evaluate the amount of general trust, information must be circulated about both the level and the radius of trust; if the level is low or the circle is narrow, the amount of general trust must be considered small. "Research shows that the further people move from their immediate circle of friends, colleagues, and neighbors, the less likely they are to trust" (Delhey et al., 2011). Ethnic diversity may also affect the radius of trust and as was in the case of this research. According to study informants, prejudice (IF-IY18-49) and the low level of trust in the local community towards immigrants (IF- IY/F) are the main problems in building a bridge of trust between the local and immigrant communities. It is emerged as a potential problem in the youth discussion group in Rovaniemi that discrimination occurs in many forms: sometime colour, an ethnic-sounding name and race is used as a reason for not hiring immigrants to work. Sometimes not having Finnish recommendations in CV may affect the job hunt. (IF-IY18-49)

Some scientists argue that as society becomes larger and more diverse, people become accustomed to unknown and unlike others, thus widening the trust radius (Delhey 2011). Others argue the opposite, that is, in diverse settings people may bend down and withdraw into their own circle. (Gijsberts, Mérove, Van der Meer, Tom, & Dagevos, Jaco, 2012, pp. 527-537; Gregory, 1986, pp. 99-114) It is this second effect which I have found in Lapland. According to Delhey (Delhey, 2011), in-group trust means complete trust, for example, when people live in a neighbourhood where they live with their families and know each other personally, and out-group trust refers to a situation in which people do not trust others or do not know each other at all when others differ in culture, religion and nationality. The focus group of this study exhibited features of out-group trust rather than in-group trust (IF-IY/F) meaning that they do not have cooperation with local people, which is one of the barriers to creating a sustainable business environment. Negative attitudes of local people raised in the focus group discussion in this regards. Individual entrepreneurs also agreed with this that attitude of local people is exaggerated nowadays in Finland (IR-M47/F 37-38). Some immigrant entrepreneurs are harassed by the local stereotypes. This harassment occurs in many forms- something by breaking window glasses or kicking in the doors etc.(IR-F38: IF-IY 18-49)

Social trust, or a higher level of cooperation between different groups of people in a society, plays a crucial role in self-employment and business formation at the community level for two reasons: (1) it inspires the free flow of information between diverse groups and (2) it helps small entrepreneurs like immigrant entrepreneurs overcome a lack of identity and well-defined reputation (Kwon et al., 2013, pp. 980-1008) (IR-IF). They are especially dependent on there being a flow of information between customers and potential customers in a community and a strong bridge between society and host people (Kwon et al., 2013). According to the focus group interviews, although immigrants' social networks are deeply embedded in their own ethnic enclaves, those enclaves are a small part of a wider community in Lapland (IF-IY/F) I would emphasize the shallowness of the ethnic enclave economy in Lapland as one of the most constraining factors in entrepreneurship

development and sustainability among immigrants (Katila & Wahlbeck, 2012, pp. 294-309). Respondents suggest that support for sustainable immigrant entrepreneurship in Lapland is needed to enhance relationships not only with co-ethnic networks, but also with host organizations and the host community (IR-IF). Immigrant entrepreneurs in Lapland are considered a weaker group than native entrepreneurs as regards community-based support and social trust as a whole (Kwon et al., 2013) (IR-IF). Finland is a relatively new immigrant receiving country. As Finns are known for limited willingness to forge new social ties, and inhabitants in Lapland probably do not differ much from this trend – which is a huge problem for immigrants as well (Katila & Wahlbeck, 2012, pp. 294-309).

According to David Harper, “Investigations of culture and entrepreneurship commonly assume or argue that individualism and economic development... are intrinsically and ineluctably related to one another” (Harper, 2003, p. 127). Cultural adaptability is also important for successful entrepreneurship. Thus, cultural understanding and cooperation are also required for integration of immigrants in the host society (IR, IF-F). In particular, community-wide cultural support and support from peers of one’s own culture who have come earlier and are established entrepreneurs may help newcomers (IR-IF). Becoming members of a cohesive business community enables entrepreneurs to understand resources and strengths and to identify common problems, offering a solution to sustained entrepreneurship which allows them to discuss with others and explore how their own cultural background can be used to advantage in their own company (IR-M47&F38).

Cultural support from members of the host community is also needed to adapt to Finnish society and to analyse the market. (IR-M47) Mentoring by a Finnish entrepreneur and peer support from a successful immigrant entrepreneur can aid a startup immigrant entrepreneur in adapting to the local culture and in sustained entrepreneurship (IR-F37/M47). Real-life learning in cross-cultural environments provides experiences of entrepreneurial success (Ketikidis et al., 2012). As one entrepreneur respondent from Turkey said: “the need for support does not end with business startups, as the most challenging step is the first two years, a period during which all small business owners have difficulty keeping their businesses operating (IR-M)” An entrepreneur must be able to manage cultural sensitivity and have a sense of the situation and endurance so that he or she can create customer relationships and establish a market share (Ibid.).

According to Qian and Stough, diversity increases entrepreneurial knowledge and diverse perceptions of thinking create potential for innovation. People can learn from other people’s diverse backgrounds (Qian & Stough, 2011; Lazear, 1999, pp. 95-126).

Political Economic Factors

Political aspects of entrepreneurship have been dealt with in several previous studies (Douhan & Henrekson, 2007, pp. 1-27; Lorentzen & van Heur, 2012). The role of entrepreneurs in the political and institutional spheres of influence is important for the sustainability of entrepreneurship. An entrepreneur has to bear all the risk of his/her enterprise. The purpose of the political economy model is to allow entrepreneurs to share the risk with others by changing and modifying policies and strategies, exempting businesses from taxes and making the relevant laws flexible. A metaphorical aspect of political behaviour is to overlook more concrete economic matters, such as ownership, uncertainty, and production (McCaffrey & Salerno, 2011). However, state policy is to effect ultimate control of entrepreneurs through bureaucracy, taxation and so on. As McCaffrey and Salerno state,

“[...] entrepreneurs devote their re- sources to time-consuming processes of production in an attempt to anticipate the future wants of consumers, in order to earn profit. Yet in the political arena, there is no such easily identifiable purpose to which resources are devoted. Since the maintenance of capital values and the use of economic calculation are at least partially absent in the decision-making process of the state, there is no immediate and necessary end which is attributable to political actors (e.g. attaining money profits, or even being reelected).” (McCaffrey & Salerno, 2011, pp. 552-560). This tendency of political behaviour came up in interviews as well (IR-IF) Immigrants are treated as a minor and diverse group in Lapland in every sector. According to the focus group, one example of this is the relative difficulty they have in obtaining a loan from a bank. This attitude could upset the immigrant entrepreneur in Lapland and make expansion of the enterprise unsuccessful, which would have negative effects in the long run for the region’s economy (IF-IY/F). In the last three years, many immigrant entrepreneurs have had to close their enterprise for some reason. According to the focus group, changes in political attitude can play a vital role in whether businesses are sustained in Lapland (IF- IY18-49). Immigrants face difficulties in accessing finance for startup, public procurement contracts and business development; they claim that favouritism and discrimination can be seen on the part of some financial institutions and support providers, an allegation which should attract the attention of policymakers (Levie & Smallbone, 2009) (IR- M/F30-38). According to Kloosterman, policies have direct and indirect impacts on immigrant businesses that affect the price of factors of production as well as the implementation or non-implementation of laws and regulations (Kloosterman, 1999). Different decisions of political parties have an impact on Lapland’s policy framework and local policy implementations is a It is sometimes difficult for policymakers to understand the impact of policy on economic growth of new technologies and successful small innovation (IR-F 38). According to policymakers, the main hurdle in the path of development is the absence of approved collaboration models and informal networks between policymakers and policy-making institutions. (Hokkanen, 2009).

Entrepreneurial protection in Lapland correlates significantly with the political and legal framework. Changing the legal system is more challenging than changing policy practices in a country like Finland. According to the economic motives underlying political preferences, immigrant entrepreneurship is ideologically cohesive. Sustainable boosting of immigrant entrepreneurship could help shape financial and labour market regulations as it is a positive driving force in Lapland’s economy. Political leaders play a significant role in identifying and disseminating the socio-economic values of immigrant entrepreneurship among the voters and customers, which then has an impact on whether businesses can be run sustainably for immigrants in Lapland (IR-M/F 30-38). Entrepreneurship policy is often formulated based on indistinct and distorted objectives, leading to unclear aims and weak monitoring and evaluation (Fischer et al., 2013). Policies should improve to respond to contemporary market demands and to promote business growth (IR-F 30-38) ; implementation of continuously improved legislative policies can create a favourable climate for business. Evaluations and continual assessment are meant to provide feedback to policymakers, but policymakers often focus on short-term outputs rather than sustainable policy outcomes, with potentially damaging results (Hewitt & Roper, 2011). Policymakers should think about some ‘hard’ policies, such as special grants for entrepreneurs, as well as ‘soft’

policies that support businesses, such as advice in different languages, guidance on best practices and access to services to help address particular challenges (Arshed et al., 2014).

Some literature (Zhou, 2013) has focused on the importance of property rights and the trustworthy political commitment to protecting private property rights that are necessary for entrepreneurial performance and long-term economic growth (ibid.). According to interviewees, business rents and corporate taxation are high in Finland (IR-IF). Vat is not charged for an annual business income of less than 8500 euros and for small business this amount could be higher so that their businesses can survive. To some extent, entrepreneurs have to pay more charges for the consumption of energy and the use of services in non-governmental sectors such as banking and waste removal (IR-F30-38).

Experiences in the Nordic countries have shown that lowering regulatory hurdles that hamper business growth, publishing materials in different languages spoken by immigrants, and facilitating entrepreneurial networks can sustain business development (Koikkalainen & Yeasmin, 2014). Recruiting workers in accordance with the Finnish contract law is a sizeable challenge indeed for small entrepreneurs. In the in-depth analysis of interviews, many immigrant entrepreneurs admitted to facing similar problems of the high cost of employment: the threshold for hiring workers is so high that they could not afford it, although workers were needed. An entrepreneur has to pay taxes for hiring an employee (IR-M47). On the other hand, an entrepreneur's tax rate is 3.5 percent higher than that of an employee with the same level of income (Mallinen, 2012). This result is obtained by taking into account the earned income and capital income taxes to be paid as well as statutory insurance. The level of revenue used is an entrepreneur's average taxable income, which amounted to EUR 40 638 million in 2010 (Suomen, 2012, p. 3). At the entry level, the entrepreneur's tax rate was 33.2 percent and the employee's 29.7 percent (ibid.).

Lapland lacks a developed market system, tariff schemes, and transparent processes (IR-F30-38). One example raised in individual interviews is that same products are sold in different prices by the entrepreneurs because of lacking tariff schemes. It makes the competition harder- some are gaining and some are losing (IR-F 38), with a developed market system, companies and clients can stay up to date on whole market environment e.g. number of clients, customers' preferences and competitors (Ibid.) These can lead to an endless variety of calculations to support decision making. In addition, in case of transparent process- the soft power of granting legitimacy shifts from one authority to another which cause an information gap for entrepreneurs or clients because different authority explain those policies and regulative system in their own way. Since, there are some regulations and texts that are unexplained in the regulative system. Those regulations need to be explained by the service providers to the clients. They are difficult to explain to some extent and there is risk of forgery, which is unfair for customers (IR-F38). There is a lack of business legislation and legislative participation. Basically, public policies directly affect individuals' propensity to start and encourage risky ventures. Given this, frequent changes of policies and diverse interpretations of policies could confuse entrepreneurs to some extent, which has a negative impact on entrepreneurship (ibid.) Changing personal insolvency laws by lowering the transaction costs for potential spin-off entrepreneurs and reducing the tax burden could sustain a number of businesses (Hokkanen, 2009).

The lack of transparency and unanticipated outcomes of subsidy applications have also been seen as a hurdle by entrepreneurs (Hokkanen, 2009). Strong protection of property rights is seen as promoting a high rate of productive and sustainable entrepreneurship, and the economic system demonstrates a high degree of innovativeness and capability to adapt to the prevailing legal model (Douhan & Henerekson, 2007). There are some reasons to grant exemptions from high taxes; for example, under certain circumstances small businesses, non-profit organizations, religious communities and disabled persons are exempted from value added tax. Doing Business in Finland (2013) states: *“The sale of goods or services may be exempted from VAT where sales do not take place in Finland, if the sales do not take place within business conduct or if the sales are considered as intra-Community sales of goods.”* (Doing business in Finland 2013). Denmark has relaxed regulations for new and small immigrant entrepreneurs in order to facilitate the creation of businesses (Ethnic Entrepreneurship: case study Copenhagen, Denmark 2012).²

It was raised in the discussion that support for immigrant entrepreneurship should be understood as part of industrial policy, not only as part of integration policy. Municipals in Lapland have tough economic situation, it is understandable that the funding specifically targeted at immigrants support measures for entrepreneurship are scarce. However, consideration of the needs of immigrants does not necessarily require the establishment of a fully or additional recruitment of new workers' organizations (IR-IF). After analysing political economy factor it was discovered as double disadvantage theory, as political economy itself is a barrier for business growth and on the other hand for immigrant it is an inability to follow the complicated regulative system of the country.

CONCLUSIONS

It is harder for immigrants to run businesses and to become successful in Lapland than elsewhere (IR-F30-38), as triple disadvantage theory pushed them to established entrepreneurship and furthermore pressed them to close their business. It is a barrier to developing their full entrepreneurial potential as a whole. To be successful in business they must survive in the consumer driven capitalistic environment of mainstream business society. Although literature suggests that disadvantaged group might actually become entrepreneurs more frequently than locals, however, according to this analysis, it is mixed in Lappish perspective. Triple disadvantages are compounded by a continued legacy of disparity and mentioned internal and external factors do not encourage an enterprising culture.

The characteristics of the Arctic Lapland make entrepreneurship practices inflexible for immigrants in the region. According to the focus group, it is possible to run a business successfully without any entrepreneurial competence, education and strong motivation in countries that frequently receive immigrants (IR-IF), like the USA, the UK and Canada and, there are large ethnic communities and demand among the ethnic population. Role model

²A more generous approach was taken by the city development plan to organize events and concerts in the public spaces in the city by making regulations stretchy for stalls and other outdoor services. The City Development Strategy 2005–09 pointed out some creative zones for providing workspaces opportunities for small entrepreneurs. The government can help by making complex legislation easier for start-ups and reducing the tax burden on new entrepreneurs.

and self-efficacy could be the sufficient factors in themselves for sustainable entrepreneurship. This is true, to some extent, in the southern part of Finland without having some of the positive factors described in this study. However, running a business in the Arctic is challenging and requires that all of the favourable factors are in place. Immigrant entrepreneurship and human power is vital for both the economic development and the demographic balance of the region, as it is known that the elderly are staying while young people are leaving it (Rasmussen et al., 2015). Representing diverse cultural benefits and ethnic products instead of providing ordinary local benefits is not a sufficient measure of sustainable entrepreneurial performance for immigrant entrepreneurs in Lapland. Entrepreneurial survival does not depend on the emergence of one component for entrepreneurship. There are many factors that contribute to sustaining a business (IR-F/M).

Entrepreneurial success also depends on local and national public policy intervention by the country where business is established. Policy makers on the local and national level have to ensure safe access to the market by removing barriers faced by the immigrant. Lapland is a huge area full of natural resources and needs immigrants for the economic development of the region in the near future. A good strategy for raising the number of immigrants and attracting them to the region thus has potential value. Therefore, policies need to be customized and designed in relation to the development of small entrepreneurship and in benefit of diverse group. Indeed, this empirical study suggests that positive entrepreneurial prospects and other opportunities could attract immigrants to the region, which in turn could solve the region's demographic challenges, at least partially.

This research found that some immigrant entrepreneurs with entrepreneurial competence and strong motivation are running businesses successfully. They have been running their business for long time with the help of family instead of paid labour, with family members investing their labour in exchange for a little profit without salaries. They are facing psychological disorders and feel that they receive no support from the relevant authorities. Some interviewees agreed that immigrant entrepreneurs need support to increase their motivation. They need help in networking activities and support for networking, which is used extensively in establishing new businesses. Immigrant entrepreneurs need regular monitoring and long-term basic entrepreneurial education to make them competent and motivated.

Immigrant entrepreneurship issues are not only the responsibility of the entrepreneurs, however. Some interviewees believe that those issues do not fall within the responsibility of any single authority (IR-IF). Risks can be managed by changing and modifying policies and strategies, exempting immigrant entrepreneurs from taxes and making the laws more flexible (IF-IR- M/F30-38). Attitudinal changes among locals, including the official and organizational actors, could encourage positive interactions between immigrants and the community. Broadening the knowledge of immigration entrepreneurship culturally, politically and economically in Arctic society can play a positive role in encouraging immigrants in entrepreneurial integration. Entrepreneurial integration can play a fruitful role in future societal and economic development in Lapland. In addition, immigrants' attitudes towards entrepreneurship can be improved, a factor which is fundamentally linked to a person's social background. The local business associations could be more active players and offer informal and low-threshold services to complement the work done by the relevant authorities and need more training programs and business orientation courses.

Above all, propaganda on political, economic and social systems of immigration can explain cultural, social and political factors that could enhance immigrant economic prosperity in Lapland.

Recommendation for Future Research

In the case of Lapland, a similar importance of hard policies and soft policies for immigrants is advised. Examples being special quotas for grant distribution to minority groups and special advice in different languages such as that available in the southern part of Finland. It is obvious that there is no lack of enterprise policy initiatives being offered to business in Finland, but there is lack of enterprise policy initiatives for sustaining immigrant businesses in Lapland. There is a systemic shortcoming as regards disseminating general business information among immigrant groups. An immigration strategy should be put in place that, especially in the case of Lapland, recognizes the position of startup entrepreneurs, the ups and downs of being an immigrant entrepreneur, the problems immigrant entrepreneurs encounter and the probable solutions to those problems. It is necessary to have some community entrepreneurship program for immigrant entrepreneurs, such as mentoring by peers who are running business successfully and can serve as role models for “immigrants by demonstrating how their goals and dreams can be attained” (Colette, 2001).

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Abstract

Jobseekers, considered as long-term unemployed in Lapland, are under the risk of social exclusion. This group of people is lacking ways for identifying the advantages of relevant networking opportunities in the society with respect to access to the labour market. In particular, this article explores the opportunities for facilitating and enhancing public services in customers' demands and promoting employment services during the transition of the target group via establishing social enterprise (SE)/cooperatives (coops). The research focuses on the concept of coproduction and network theory for supporting social innovation in the Arctic city. The objective of this explorative research is to analyze the combine recourses of coproduction and network modelling for achieving the necessary sociopolitical determinants for SE/coop to function as an alternative instrument for employment in Lapland. This research article suggests a sustainable social network model for identifying collective social beliefs and values for hindering long-term unemployment by operating SE/coops successfully in the sparsely populated Arctic region.

Keywords

Social enterprise, cooperative, network theory, coproduction theory, unemployed

Disclaimer: This case is written for classroom discussion and is not intended to illustrate either effective or ineffective handling of an administrative situation, or to represent successful or unsuccessful managerial decision-making, or to endorse the views of the management. The authors may have disguised/ camouflaged some of the names, events, financial and other recognizable information to protect the identity of individuals and confidentiality behind decision-making. This study uses secondary data, and information (news reports, published papers, books, reports available on the company website) and the sources have been cited, wherever such data and information have been used.

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Introduction

The increasing unemployment rate has called into question the traditional welfare regime in Finland and other European countries. The unemployment rate is one of the best indicators that there are crises in the welfare state. The welfare regime has been based on a high degree of labour market participation for both genders that has guaranteed the financing of public services and the well-being of citizens. Nowadays, this regime is at risk because of people's exclusion from the labour market, which is partly responsible for the situation in which the state can no longer guarantee well-being without high taxation.

In the beginning of 1980, the unemployment rate in Finland was 5.3 per cent; nowadays, it is over 9.4 per cent (April 2015). This trend has accelerated a discussion on the need to seek new ways of producing and delivering certain services to the citizens. It also requires the voluntary will of citizens to solve and satisfy their problems and needs together with public-, private- and third-sector organizations. At the same time, this promotes a kind of thinking in which every citizen has value to contribute to his/her own well-being as well as that of other people.

Thus, unemployment among immigrants is higher at a rate which is double that of local people, many of them in Rovaniemi are long-term unemployed people (LTU). Rovaniemi is the administrative capital and commercial centre of Finland's northernmost province, Lapland. It is more famous as the official home town of Santa Claus. Long-term unemployed is a person who has been continuously unemployed during the survey time for 12 months or longer.

According to previous studies (Yeasmin, 2016), it is very hard for immigrants to be self-employed via established businesses in Rovaniemi. A lack of understanding of the risks involved in entrepreneurship and economic fluctuations hinders the establishment of businesses among LTU in Rovaniemi.

Focus group of this research is LTU locals and immigrants. According to the Finnish Labour Force Survey (December 2016), immigrants and some middle-aged local people and youths are at risk of LTU in Rovaniemi. The impact of LTU is extremely negative. It causes high levels of stress and serious illnesses. The LTUs' also have high rates of suicidal tendencies. The physical and psychological consequences of unemployment affect family and social life. The LTU causes social exclusion (Shephard, 2006) and increases the number of criminal offences (Verbruggen, Blokland & Van der Geest, 2012). Therefore, tackling LTU by promoting active participation in the labour market and other programmes is the potential reasoning of this research.

In the present research, we try to demonstrate how social enterprises (SEs) could be one way for target groups to gain access to the labour market; SEs could make employment easier and provide for wider participation of disabled people and LTU groups. Under the SE system, work is supported by the labour market and operating facilities are provided, people play the role of employees rather than a purely entrepreneurial role, and the SE provides an opportunity for basic social security to the employees. The preliminary study surveyed the possibilities for coop activities in the light of current knowledge.

In this research, the focus is on the transformation of the welfare regime in which public-sector professionals have to give up their traditional role of producing and delivering services and adopt a new role of partner- and companionship with other actors to solve citizens' problems and meet their needs. The article suggests a theory of coproduction and network combined could support establishing SEs in Rovaniemi, Arctic Lapland, by studying and comparing the best practices from Aberdeen, Scotland and Gothenburg, Sweden, where coproduction-oriented network approach is applied to analyze enhancing sustainable and positive changes of the society. The objective of this research is to determine the necessary conditions for SEs or a form of coop activity to function as an alternative instrument for employment. Although, the idea of the SE is currently spreading across the European Union (EU), only a few countries and cities in the EU (Gothenburg & Aberdeen) are running SEs/coops successfully.

On the contrary, eastern Asian countries are rapidly finding success with the SE concept (Defourney & Shin-Yung, 2011).

In Rovaniemi, there is a need for a sustainable model for SEs/coops because of the city's geographic remoteness and the need to tackle the social exclusion of LTU citizens and immigrants. On the other hand, this exploratory research assesses the opportunities for facilitating and enhancing public services in customers' demands and promoting employment services during the transition of the group of the research. The construction of personalized services needs to be more diversified.

Two experimental pop-up coops named 'X' and 'Y' were created in Rovaniemi to observe the activities of coops and collect concrete data for this explorative research. The goal is to find how to launch an SE with focus group and see how the members of coops worked under this pop-up method. In particular, the research is conducted to observe what kind of work opportunities services, and products is available in Rovaniemi for such a societal entity or coop. This research focuses on possible supporting factors for coops. Any coop can explore the possibility to evaluate the social services in cooperation with decision makers and public sectors, for example, city council and professionals. Use of public procurement based on social criteria is one way to create a demand for the services produced by SEs. The study is thus a combination of ethnographic and action research.

Literature Review

There are multiple paradigms (Bacq & Janssen, 2011) and ideas concerning social entrepreneurship, but there is no single, unifying definition of social entrepreneurship (Choi & Majumdar, 2014; Hill, Kothari & Shea, 2010).

According to Finnish law (1351/2003) (Finlex, 2003), a SE must employ at least 30 per cent of its workforce from the pool of disabled and LTU people. The SE must pay all its employees for their productivity regardless of their profession, complying with the relevant collective agreement concerning salaries for the fully able-bodied. Where there is no collective agreement, it must pay normal and reasonable wages (Finlex, 2003).

A SE also has the opportunity to serve as a coop from which other companies and individuals can hire staff. A coop can function as an employment bank in Finland. A coop is engaged primarily in business activities and can employ a staff of its own, engage in sub-contracting work, work for hire and employ workers directly for a client company. A coop integrates primarily people who are in a weak position into the labour market.

The concept of coops is related to community development strategy, since a coop can increase interaction between diverse segments and populations of a community. It also provides information to community members so that they can realize a return on their social investments (Fairbairn, 2004; Green & Haines, 2002; Putnam, 2000; Tolbert, Irwin, Lyson & Nucci, 2002; Zeuli & Radel, 2005). Some coops are established to meet their own needs, and some are established to meet the collective needs of the community. A coop is an independent association of people uniting to meet common sociocultural and economic needs. It is an example of a mutually and democratically controlled enterprise.

In accordance with the law of Finland (421/2013) (Finlex, 2013), the purpose of coop activities is to support the economic and business community of Lapland to engage in an economic activity in such a way that members use the services offered by the coop, or services that the coop arranges through a subsidiary or otherwise. Members of the coop and other owners of units and shares are not personally liable for the obligations of the coop. The coop is a separate legal entity which is established through registration.

The concept of public procurement signifies the acquirement of goods and different services by the government, local municipal governments or public sector organizations (Brammer & Walker, 2011; Uyarra & Flanagan, 2010). The lack of a conceptual background and familiarity with public procurement has been the subject of substantial academic research (Brulhart & Trionfetti, 2004; Trionfetti, 2000). Integrating procurement activities with broader social benefits could make public procurement practice sustainable (Preuss, 2009) by local municipal governments taking the initiative to address the challenges of SEs and coops and acting as major procurers of goods and services from SEs.

Coproduction and Network Theory

Before constructing a network, identifying the advantages of relevant networking opportunities and modelling whether a direct and indirect access to social capital is needed are correlated in network theory (Lin, 1999). Social networks between organizations facilitate greater access of information, services and products (Rauch, 2001), which is named as material relation (Kamann, 1998) (Figure 1).

Exchange of material goods, services, processes, strategy formulation, information and goal settings between network actors is the material relation of doing business. The material relation between public service agents and citizens is referred coproduction. Local governments increasingly design processes and strategies in which both service providers and citizens coproduce deferent services in diverse policy fields, for example, education, transport, energy, security, housing, urban planning and social and healthcare services (Bovaird & Löffler, 2012). Similar practices of coproduction and social networking were found in Scotland and Sweden. The insights of collaborative approach of networks, process and organizations are functioning in the context of the meta-institution of the government between citizens and social institutions (public and private institutions and professionals) (Blake, 2001; Warwick, 1981). Further, coproduction of public services is a manifestation of capability and willingness between citizens and professionals to cooperate through SE/coop with a target to affect in coproduction process and its outcome (Dekker, Torenvlied, Lelieveldt & Volker, 2010).

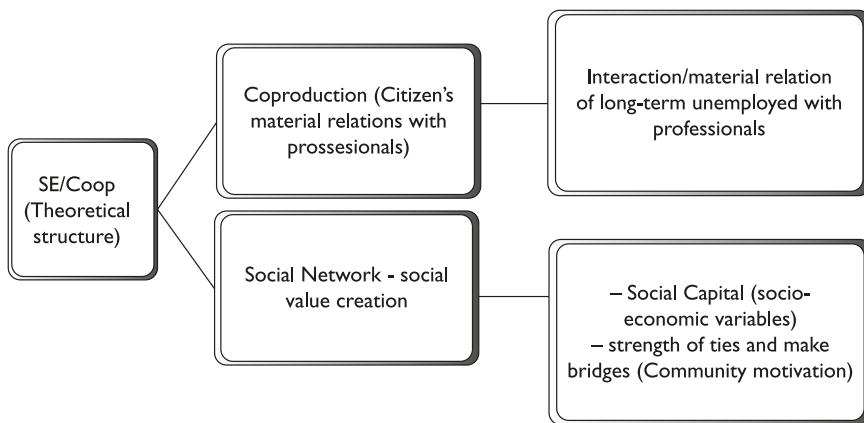


Figure 1. The Whole Research Process

Source: Authors' elaboration adapted from Kamann (1998) and Steen (2015).

Methods and Materials

In this article, the application of ethnographic approaches is examined. The study is based on participant observation and semi-structured interviews of the members of a temporary and experimental SE in a temporary space. This is done by studying 5 days of research-driven events in public places in Rovaniemi. The whole process was conceptualized and observed by the authors to get a genuine understanding of the research questions (Figure 2). The participants got all necessary supports, such as funding for investments, premises, materials and all necessary equipments. Those two experimental SEs/coops lacked only official status as legal entities. It is thus qualitative exploratory research aimed at establishing a sustainable model for SEs/coops in Arctic Rovaniemi.

The SE members have learned about SEs/coops in four information sessions. In these information sessions, knowledge about different theories and the results of previous studies on coops/SEs, some ideas about a trial workshop, contacts with relevant authorities and expectations and hopes for an SE/coop was provided, since the group had no experience with or knowledge about SEs/coops. Four sessions were organized to plan the first workshop. Each of the sessions dealt with different themes related to schedule, budget, accessories, transport, marketing, policies for account holding and so forth.

The group members had enough time to plan this experimental pop-up SE/coop. Key aspects of the pop-up SE that were of particular importance are the location, the timing and the design of the pop-up SE in relation to the challenges facing the private and public sectors and opportunities for research. In all

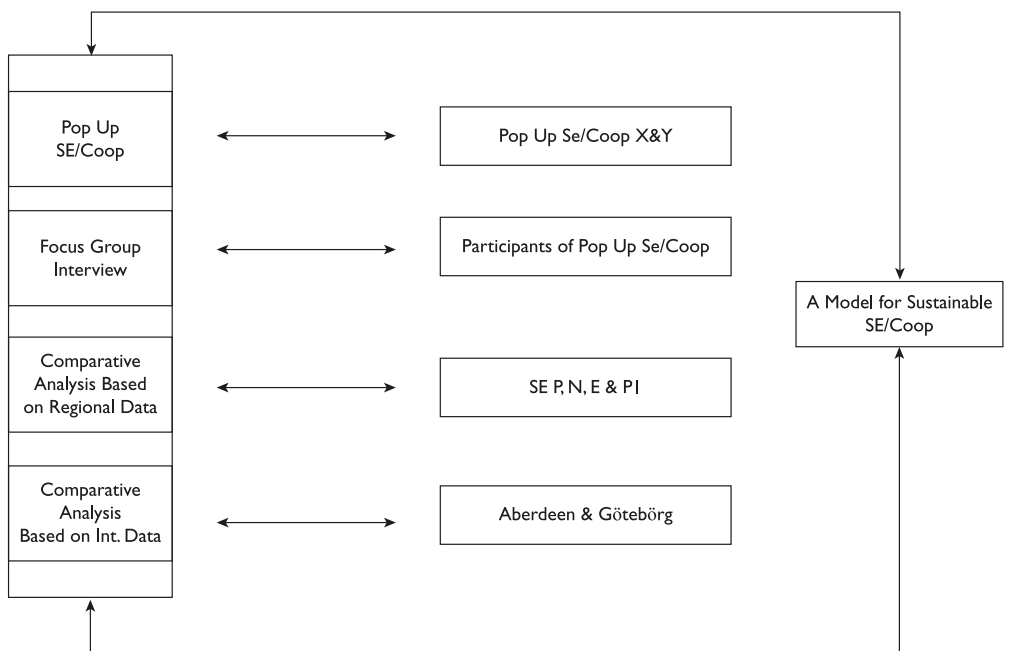


Figure 2. The Whole Research Process

Source: Authors' elaboration.

the stages of research, the role as facilitators was examined rather than discreet researchers, highlighting the tensions that occur in navigating the multidimensional roles of active participants and observers, and the corresponding expectations of each research goal with impact factors, public engagement criteria and partner expectations.

Most of the participants had knowledge about entrepreneurship; however, they did not have any prior knowledge of SEs. Experimental pop-up SEs/coops differed content-wise from each other. One is 'X' which ran for 5 days. Among the participants were both immigrants (six total, including four from Russia, one from Pakistan, and one from Afghanistan) and locals (three altogether). They were from various age groups. Two group interview sessions of focus groups were organized at the end of each experimental week. The first focus group interview was arranged after the first workshop, and the second was organized after the second experimental workshop to find out the results of the workshop and evaluate the reflections of the interviewees. Research data from the participants in the group interviews were collected by recording the interviews and taking notes (see Table 1).

Discussion

In the first case study, the participants of coop X had budgetary constraints on the allocation of their resources. They tried to develop viable markets with their limited investment and find out whether there was any demand for their services from social sectors. Measuring social demands was challenging for them. It was a multidirectional accountability process where the SE members focused on satisfying and identifying their stakeholders by not focusing on economic output. Nonetheless, they were involved in the production of goods on a continuous basis for 5 working days.

Model SE members received tasks depending only on stakeholders' needs; but the tasks did not correspond to the members' professional skills or their educational backgrounds. Only individual people and families hired them during their pop-up period for some tasks with low wages. They played the role of employees more than that of entrepreneurs in their SE. The jobs lasted 3–4 hours a day, and the hourly wage was negotiable but it was not more than US\$855 per hour (including taxes and membership fees to SE) which is pretty less than the minimum salary scale established by the Finnish authorities.

The purpose and activity of the coop were to involve into public service delivery by designing and implementing the services and creating a sustainable network between social sectors and actors. The case study X failed to measure the strength of ties and make bridges with the public sector, entrepreneurs and communities in Rovaniemi as according to their expectation. They were not even successful in achieving economic sustainability through commercial activities (e.g., by selling their home-made products).

Table 1. Age Groups of the Participants in the 'X' Pop-up

	Unemployed	In Training	At Work	Outside the Labour Market	Total
Under 25		1			1
25–29	1				1
30–54	1	1	1		3
Over 54	4				4
Total	6	2	1	0	9
Women	5	1	0		6

Source: Authors' elaboration.

Table 2. The Initiative to Develop Companionship by the Participants

Themes	Hotel Aakenus, Pop-up Venue Y	Foundations	Associations/ Organization	Macro-enterprise
Cooperation with SE/Coop	Interested	Interested	Interested	Conditional
Share norms, values and beliefs with society	Conditional	Interested	Interested	Not interested
Make sub-contract with SE/Coop	At lower prices	Conditional	Not possible	If it is subsidized by the municipality government
Participating in designing and implementing public service delivery in cooperation with SE/ coop	Interested	Interested	Interested	Conditional
Develop a new companionship forum for Rovaniemi	Interested	Local governmental commitment is necessary	Interested	Interested, but conditional

Source: Authors' elaboration.

In the second case study, the goal of coop 'Y' was to cooperate with enterprises; since, case study number one had failed to attract potential customers of the SE/coop. Thus, Y's workshop venue was organized in cooperation with a tourist hotel named Aakenus for 5 days. The aim was to enhance partnership for sub-contract and provide innovative services to private entrepreneurs and companies which could be the first step for companionship (Table 2). SE/coop 'Y' was successful to build network with the private enterprise. This sort of opportunity can provide specialized services tailored by the SE/coop.

The SE/coop 'Y' looked for hidden jobs from the hotel Aakenus. The goal was also to find a new and sustainable approach to see whether a SE can help protect the mission of tourist companies in Rovaniemi and deliver a profit to them by doing their hidden work.

The focus was to find an opportunity to see whether a holding company can let an SE/coop to take over their small-scale tasks, e.g. cleaning hotel rooms, decorating a meeting room, sewing curtains and tablecloths, painting walls, and so forth. A holding company could serve as a centre point to support the services of an SE/coop. It was essential to find whether an SE/coop could provide services that would enable them to stay focused on their mission. Managing growth is expensive for an SE/coop. Thus, shared services with a holding company could provide more opportunities and lower the threshold for the SE/coop.

Comparative Study Based on the Regional Level

There are different conceptions of the SE/coop from country-to-country and city-to-city. There are different treatment groups (Kroeger & Weber, 2014) in various socio-economic and cultural situations in Europe. This comparative study focuses on two big cities (Gothenburg and Aberdeen) where SEs/coops have been running successfully for 15 years, and two small and sparsely populated cities of the Finnish Arctic where the idea of SEs/coops is new in the business community.

In an SE/coop, there is a significant level of economic risk among the founder members. Sometimes, they need to invest money in marketing, bookkeeping, materials for the office, renting office space and so forth. The financial viability of an SE depends on the efforts of its members.

This year an SE named ‘P1’ (city of Ranua) and one named ‘N’ in Rovaniemi closed due to the lack of adequate resources, market orientation, public subsidies, networks, partner organizations, managerial support and constraints on profit distribution. A minimum amount of paid work is required to derive the basic activities of an SE/coop.

In Ranua, the coop ‘P’ and the ‘E’ coop in Kemi started operations at the beginning of the year 2015. The risk factors of these newly established coops were analyzed on the basis of the other two coops which recently closed down their operations. In this part of comparative research, the focus was on the governance of the existing and terminated SEs/coops to ensure the legitimate part and governance priorities which are allocated, including the competing needs of the various stakeholders (Peattie & Morley, 2008). The goal of assessing risk factors is to measure the standard and sustainable policies and strategies for SE/coop governance and compare them with standard or similar measurements of peer organizations. The requirement is to explore the performance levels and risk ratio of new SEs/coops in the Rovaniemi area to get a better understanding of the qualities of a sustainable SE/coop. On the other hand, the SE/coop should manage risks by identifying risk events, assessing risk impacts and monitoring risks (Figure 3).

Relevant literature was reviewed to examine the conceptual perceptions of risk management. The objective of this analysis is to assess the future feasibility of the two existing SEs/coops by monitoring the factors of two terminated SEs that can cause risks for these existing SEs/coops. According to the analysis, the uncertainty levels of the existing and terminated SE do not differ greatly. The uncertainty

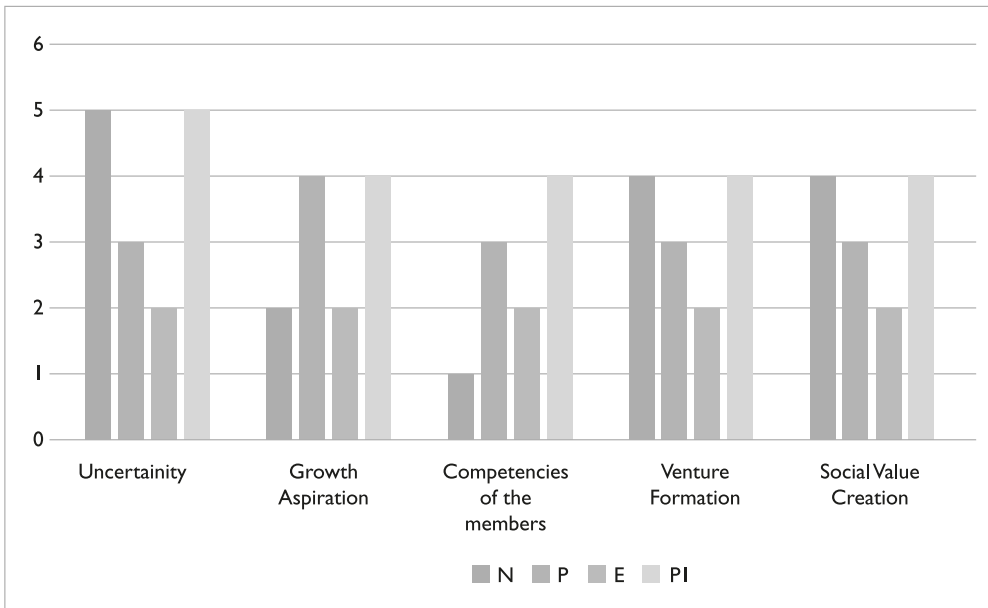


Figure 3. Assessment of the Risk Level

Source: Authors’ elaboration.

Note: 5—poor condition; 4—inadequate; 3—manageable; 2—crossable; 1—Satisfactory; 0—not available.

levels of the existing SEs are not at a satisfactory level. There are uncertainties concerning funding and marketing; about the motivation of the members of the SE; the workers' lack of ability to work with the team and the lack of active participation of the public sector, enterprises and stakeholders.

The growth aspiration of the 'E' SE is much better than that of the other existing SE 'P' because it is supported and influenced by other organizations that give aspirations to 'E'. However, in P, only one member is active and others are inactive. The organizational influences are not adequate for the growth of P. The strategic risk-taking propensity of E is at a satisfactory level. The SE has growth potential although it is sometimes neglected. E' seems to be active, since knowledge and competencies of the governing bodies are better utilized.

On the other hand, P lacks governance and strategic visions for long-term planning on the correlation of risk control. Members lack motivation since they do not have enough social support and strong network for getting sufficient job contract from different social and individual stakeholders. Development of an SE/coop depends much on the performance of the governing board, members' motivation and the board's experience. Only one member is actively handling all the risks of the SE in 'P'. SE 'E', on the other hand, has a strategy for venture formation, since their executive board is formed every year and they have rules and regulations concerning applications for funding.

The social network of E is comparatively stronger and they have managed regular financial support through networking. Social value creation depends mostly on public authorities, who are responsible for the socio-economic and environmental well-being impacts of procuring public services (Dayson, 2013). The coproduction theory aims to facilitate the growth of SEs/coops with a social aspect. 'P' and 'E' are trying to create social value by identifying local needs and determinations of schemes. 'E' has identified a broader range of promoters than 'P'. On the contrary, the market size is smaller in Ranua than in Kemi which also effect in this regards. The networks and opportunities to collaborate with the public sector are better for E than for P. Strategic knowledge over community development is significant for social value creation and for broadening societal impact (Korsgaard & Anderson, 2011).

In some cases, even if the professional competencies of the members are at a satisfactory level, it is hard to operate an SE/coop without any financial support. However, the competencies to solve social problems with the support of local stakeholders and the ability to respond to their demands and motivations are similarly evolved (Peattie & Morley, 2008). This research suggests that the success of an SE/coop depends on a strong network with stakeholders and social/community demands than on the competencies of the members of the SE/coop.

According to this assessment, the practices of 'E' have surviving capacity in Arctic perspective. However, mapping the activities of an SE and eco-systems is not an easy task. There are three dimensions of an SE. These are as follows: (i) the social dimension, (ii) the entrepreneurial dimension and (iii) the governance dimension. A full-time leader is needed to run an SE successfully. 'E' has a full-time worker who is paid by the SE. A leader is needed to develop the SE and manage new opportunities and risks. 'E' is able to maintain a standard strategy because it has a leader. An SE is established for business purposes or to get access to the labour market, which is not a voluntary sector, and it is hard to run an SE for a long time on a voluntary basis. Volunteer-driven SEs/coops generally lose their inspiration for work in the long run. Thus, the analysis says that 'E' SE has chance to continue its activities since it has recruited a person to take care of the SE/coop with the support of city corporation and other stakeholders.

Comparative Study Based on the European Level

The comparative international study is based on Aberdeen, Scotland and Gothenburg, Sweden. These comparative models of SEs/coops reveal that it is anti-competitive to promote local suppliers directly.

The EU public procurement and coproduction theory also supports the idea of promoting local employment and economy by giving contracts and subcontracts to SEs. Most of the SEs in Aberdeen are successfully operating their social charities as a welfare paradigm by combining network and coproduction theory. SE/coop maintains a material relationship with public service organization and other social institution and foundations, communities as well as trusts.

The strength of ties between SE/coop and social institution varies on level, frequency and reciprocity of their relationship. Economic sustainability of the SEs' mostly stands on 'coproduction' system. In the process, one segment of SE/coop subsidizes another and it is seen as a development method between citizens and public organizations. It is an initiative of social innovation which is considered as a process between involved stakeholders within and outside the organization where citizens involve as co-implementer of public policy with a focus to develop a new frame to achieve legitimacy (Voorberg, Bekkers & Tummers, 2014). Some SEs in Aberdeen focus on both the business and the social aims of the organization, keeping both in the forefront of their aims and objectives. Their social aim is to provide a variety of consequential employment, training and learning opportunities, and social activities to LTU adults with the purpose of integrating them into the society. Some of the SEs works with people who have learning disabilities and need additional support to get access to the labour market.

Similar practices are available in Gothenburg, where there are dozens of coops operating successfully. In those, typically, the coop will begin to explore through an internship or wage-subsidized work according to their ability. Through small steps the coop offers its employees or members tasks with more responsibility. Similarly, the municipality commits to purchase services from the coop. In this phase of study, some influential factors were identified for a successful coproduction and networking. Public organizations need to have some capabilities, positive attitudes and positive administrative culture for establishing coproduction relations. On the other hand, SE/coop has to prove the following: (i) there are new outcomes of this new innovation; and (ii) the LTU citizens have capacities, resources and experiences for working as a co-implementer and network partner with public organization.

Results

In the interview with the members of experimental SEs, it was considered that without any reforms in corporate governance, it is not possible to improve the SE/coop sector in Rovaniemi. It is apparent that it is difficult to run an SE for LTU people without any support from the public sector, such as municipalities and community facilitation. After the group interview, some opportunities, strengths, weaknesses and challenges in running a SE/coop were explored.

The majority of the target group participants have reported that administrative, financial and other support is needed for the early stages (the first 2 years) of an SE's life cycle. It has also expected that the public sector would offer to buy services, products and projects from SEs. The city could buy services from a SE or coop such as catering, childcare, cleaning, clothing care, social work, transaction assistance, transport services, work clothing maintenance, event arrangements and property maintenance. Discussions with the target group reveal that public procurement is an evolving process. Supplies would be a suitable field for local government practice; the local government could purchase amenities provided by LTU people. The public sector and local government could be assisted by coops or SEs by outsourcing public services to them. This could reduce and help control public operating expenditures.

The city of Rovaniemi could make cost-effective, immediate and long-term service contracts with SEs or coops. The target group has concurred the idea that a coop can both do business and receive donations and bequests. According to the observations, a SE or coop must cooperate with both commercial

and non-profit-making entities. Both can acquire the products and services of a SE at lower prices. A SE/coop, as well as the main implementer, can operate as a subcontractor, depending on the position and level of skill of its members.

Some of the participants—specifically those who take part in the whole process—faced the problem of a lack of permanent office premises for the SE. The municipality could allocate a permanent place for an SE, since it is an SE. It is a moral and ethical issue to support LTU so that they can operate a SE/coop successfully and be involved with the shared norms, values and beliefs of society. It also came up with the idea that for a new SE/coop, the marketing of their products and themselves is an important issue, so it would be easier if some existing umbrella organizations, companies and regional governmental bodies advertise small-scale SEs/coops on their web pages.

Some of the interviewees are very concerned about effective leadership of the SE. They also propose that units of the municipality could take responsibility for managing SEs/coops or could recruit advisors for professional guidance in this respect. Rovaniemi municipality could play a key role in instituting a sustainable procurement process by prioritizing contracts with SEs/coops, which is the easiest and most cost-effective way of implementing immediate action rather than a lengthy tendering process. The procurement process could simplify the tender process by reducing the burden of documentation and encourage subcontracting systems between principal contractors and SEs/coops.

In addition, the participants agreed that coops may engage in legitimate business as well as receive donations and bequests. According to the observations, SEs/coops need to collaborate with various non-profit and for-profit partners (Figure 4) who can purchase services from SEs at cheaper rates. SEs/coops can work both as principal contractors and subcontractors based on their situation and experience since with an SE/coop it is a question of outcomes and not only income.

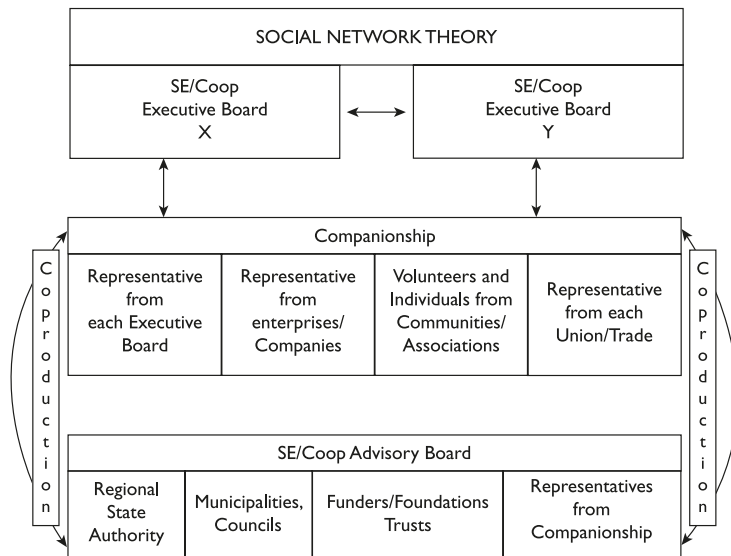


Figure 4. Successful Propagation with Possible Partnerships of an SE/coop in Rovaniemi: A Model for a Sustainable SE/coop

Source: Authors' elaboration.

An advisory board with representatives from various sectors could play a key role in helping SEs to achieve their mission. The advisory board could meet once a year, and it could be the supreme governance body for the SE/coop rather than trustees or an executive board. An advisory board can generate more persistent earnings and greater cooperation between the SE/coop and other sectors necessary for the survival of an SE in Rovaniemi. They can give recommendations and feedback on activities, fund-raising and technical issues of the SE (Figure 4).

Limitations

This study has some limitations. It focuses on one specific group of people with a specific purpose, which makes it limited. The research is based on a small-sized Arctic city which is geographically isolated, sparsely populated and where the market size is small. Insufficient availability of networks and opportunities to collaborate with others make this research area special. Economic practices, the acquisition of sites, the inability to find funding and the lack of expertise may make the results of the research inapplicable to other cities and other research areas. However, the study paves the way for the creation of an Arctic coop model and ways to prepare for increasing immigration.

Conclusions

Employment makes a significant contribution to human well-being and strengthening the municipal and national economies. Enabling unemployed people to find jobs requires cooperation among many actors.

Working under a network and learning together has been another focal point of this pre-feasibility study, as well as possible follow-up measures supporting this idea. Cooperation with public-, private- and third-sector actors is a prerequisite for the generation of new entrepreneurship and the development of industries.

The sustainable social network model is based on data from four caselets and interview which can back SE/coop up to fulfil both their social aims and business. Every single data describes about the necessity of companionship which Rovaniemi lacks for. The cooperation between public with macro- and third-sector companies is more advanced in Lapland. All social actors have some responsibility to support social activities to integrate LTU into the society. On the contrary, there is a possibility to collapse welfare regime of the country. Thus, there is a need for more initiatives for small-scale cooperation with small communities, enterprises, associations and individuals. All common goals should indicate to increase coproduction to promote employment opportunity for discriminated group (LTU). The SE is a new ideology in the Rovaniemi perspective. Preliminary survey is needed for the city.

The comparative lack of research in this field in Rovaniemi has prompted this study to attempt to better understand the scale, scope and nature of SEs/coops. There is also a lack of practical knowledge about SEs/coops among local inhabitants of the city. According to previous research, an SE/coop has a safe environment to learn entrepreneurship; however, in Rovaniemi, educated SEs/coop entrepreneurs have so far been limited in number. Both organizations and individuals need more information and motivation to know about the aims and objectives of the coops/SEs. The operating environment for entrepreneurship is changing. This research shows the creation of social value which depends on target user, thus the executive body of a SE/coop should identify the relative value and collective beliefs of the region. Members need more information and motivation to learn from contributors and their experiences.

SE education will help LTU people using their skills to find right answers to social problems. City Council should ensure that coproduction runs on a shared understanding and social network is used effectively to support the vision, strategic priorities and reinforcement of service ideas of public procurement while also achieving best value. The Council can maximize the opportunities for using local suppliers (SE/coop) within its strategy.

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12. Appendices

12.1. Sample of transcribing (after interviewing)

Name: E-mail: Phone :
Answers of questions 1
Education
Experiences From country of Origin: About host country/ society:
Entrepreneurial knowledge:
Extra skills
Answer of question 2 Territorial integration
More narrative information: Background: Country of Origin Age Who belongs to family and over all situation Immigration year Category of immigration/Reason for migration Labour market support program that have been passed through till now
How do you define happiness?

Evaluation:

- Integration & assimilation level:
- Integration supports that
- Analysis on happiness:
- What is hoping for:
- Working opportunities:
- Cultural values:
- Employment barriers:
- Functionalism of attitudes
- Problems that encountered
- Labour market opportunities/ program that is useful
- How do they get information?
- How do they get to know about all facilities related to their path?
- What kind of problems individual has been encountered while looking for work
- Training experiences

12.2. A table describing the age group of interviewees as an appendix

Focus group interview 1: article V

Age groups of the participants in the first pop-up sampling:

	Unemployed	In training	At work	Outside the labour market	Total
Under 25		1			1
25-29	1				1
30-54	1	1	1		3
Over 54	4				4
Total	6	2	1	0	9
Women	5	1	0		6

Focus group Interview 2: article V

Age groups of the participants in the second pop up sampling

Age	Unemployed	In training	At work	Outside the labour market	Total
Alle 25v.	0				0
25-29 v.	1				1
30-54-v.	5				5
Over 54 v.	3				3
Yhteensä	9				9
Naisia	6	0	0	0	6

12.3. Sample of Research Questions for the focus group

- 1) What do you know about social enterprises?
- 2) Opportunities that facilitate your pop-up action
- 3) What are the business risks?
- 4) Determinants that ease the condition during the pop-up sampling
- 5) Sharing experiences one by one?
- 6) Mentions some action plans that strengthen?
- 7) Are there any shortcomings? if so, what is the best way to improve that?
- 8) Any other information to share for operating a Social enterprise (SE) / cooperative (CO-OP)efficiently?
- 9) What do you think about a sustainable model of SE/Co-op?

12.4. A sample of Format that ease content and context analysis

<p>More narrative information:</p> <p>Background: Country of Origin: Age: Immigration year: Category of immigration/Reason for migration:</p>
<p>Answers of questions 1</p> <p>What are the enablers that support integration?</p> <ul style="list-style-type: none">- Assimilation or Acculturation variables- Subjective well-being- Opportunities- Relational behavior- Resilience- Rights- Affect, influence & control over actions and interactions- Social environment- Physical environment- Norms, values and laws
<p>Answers of questions 2:</p> <p>What are the limitations of integrations</p> <ul style="list-style-type: none">- Individual facts?- Societal facts?- Facts related to respected public policies (norms, values, laws)?
<p>Defining terms and objectives/ analyzing:</p> <ul style="list-style-type: none">- Seeking information on challenges e.g. discrimination, segregation- Experience- Security- Identity- Trust and social relationship etc.

12.5. Some example of instant analysis of result by hand



12.6. A sample of semi-structured interview questions

old

The key research questions of the project are:

- What kind of support immigrants need to have to establish new business in Lapland and to provide new jobs also for others?
- How to encourage immigrants, especially the youth and women, in establishing their own businesses?
- What kinds of problems do current immigrant entrepreneurs face – and what kind of support do they need to continue their business activities?
- How important entrepreneurs own networks and contacts to their countries of origin are in establishing new business in Lapland?
- What kind of collaboration is needed with local native entrepreneurs?
- What kinds of skills do you have that are not so common in Finland (e.g. techniques, languages, expertise of a particular culture, etc.)
- What kinds of services or products are missing from Finland?
- What kind of support immigrant entrepreneurs need from authorities?

How well do you know the services of Regional Centre and the -services

In Finnish.....

- Millaista tukea maahanmuuttajat tarvitsevat uuden liiketoiminnan aloittamisessa ja uusia työpaikkojen tarjoamisessa myös muille?
- Miten kannustaa maahanmuuttajia, erityisesti nuoria ja naisia, luomaan uusia omia yrityksiä?
- Millaisia ongelmia nykyiset maahanmuuttajayrittäjät kohtaavat - ja millaista tukea he tarvitsevat jatkaakseen liiketoimintaansa?
- Kuinka tärkeitä maahanmuuttajayrittäjien omat verkostot ovat uuden liiketoiminnan kehittämisessä?
- Millaista yhteistyötä paikallisten yrittäjien kanssa tarvitaan?
- Miten viranomaiset voivat tukea maahanmuuttajayrittäjiä?
- Mitä sellaisia taitoja teillä on, jotka ovat harvinaisia Suomessa (esim. tietyn teknologian, kielten, kulttuurisen osaamisen jne)
- Minkälaisia palveluita tai tuotteita Suomesta puuttuu?

kuinka hyvin tunnet nykyiset aloittavan yrittäjä palvelut, esim. maksuton yritysneuvonta ja Ely-keskuksen yrityspalvelut.

12.7. A sample of consent letter

CONSENT PAPER/LUPA PAPERI

ENGLANNIKSI:

Consent to participate in a case study by focus-group interview/discussion:

The purpose of the study and the nature of the questions have been explained to me. I consent to take part in this focus-group discussion which is an extremely good initiative by the project team are focussing on integration of immigrant and enhancing their social access in the host country.

I also consent to be tape-recorded during this group interviewing/discussion. I agree with project researcher that responses made by me as a participant be kept confidential.

My participation is voluntary. None of my experiences or thoughts will be shared anyone outside of the mentioned project team unless all identifying information is removed first. The information that I provide during the interview/discussion will be treated in a way that I cannot be identified from any publication produced.

SUOMEKSI:

Suostumus osallistua tapaustutkimukseen kohderyhmähaastattelussa / keskustelussa:

Tutkimuksen tarkoitus ja kysymysten luonne on selitetty minulle. Suostun osallistumaan tähän kohderyhmän keskusteluun, joka on erittäin hyvä aloite, jossa keskitytään sekä maahanmuuttajien- kotoutumiseen että parantaen heidän sosiaalista pääsyään vastaanottavassa maassa.

Hyväksyn myös, että nauhoitetaan tämän ryhmän haastatteluun / keskusteluun. Olen samaa mieltä projektin tutkijoiden kanssa siitä, että osallistujan antamat vastaukset pidetään luottamuksellisina.

Osallistuminen on vapaaehtoista. Mikään kokemuksistani tai ajatuksistani ei jaeta kenenkään kyseisen projektiryhmän ulkopuolelle, ellei kaikkia tunnistetietoja poisteta ensin. Haastattelun / keskustelun aikana annettavat tiedot käsitellään sillä tavalla, jota minulta ei voida tunnistaa mistä tahansa julkaisussa

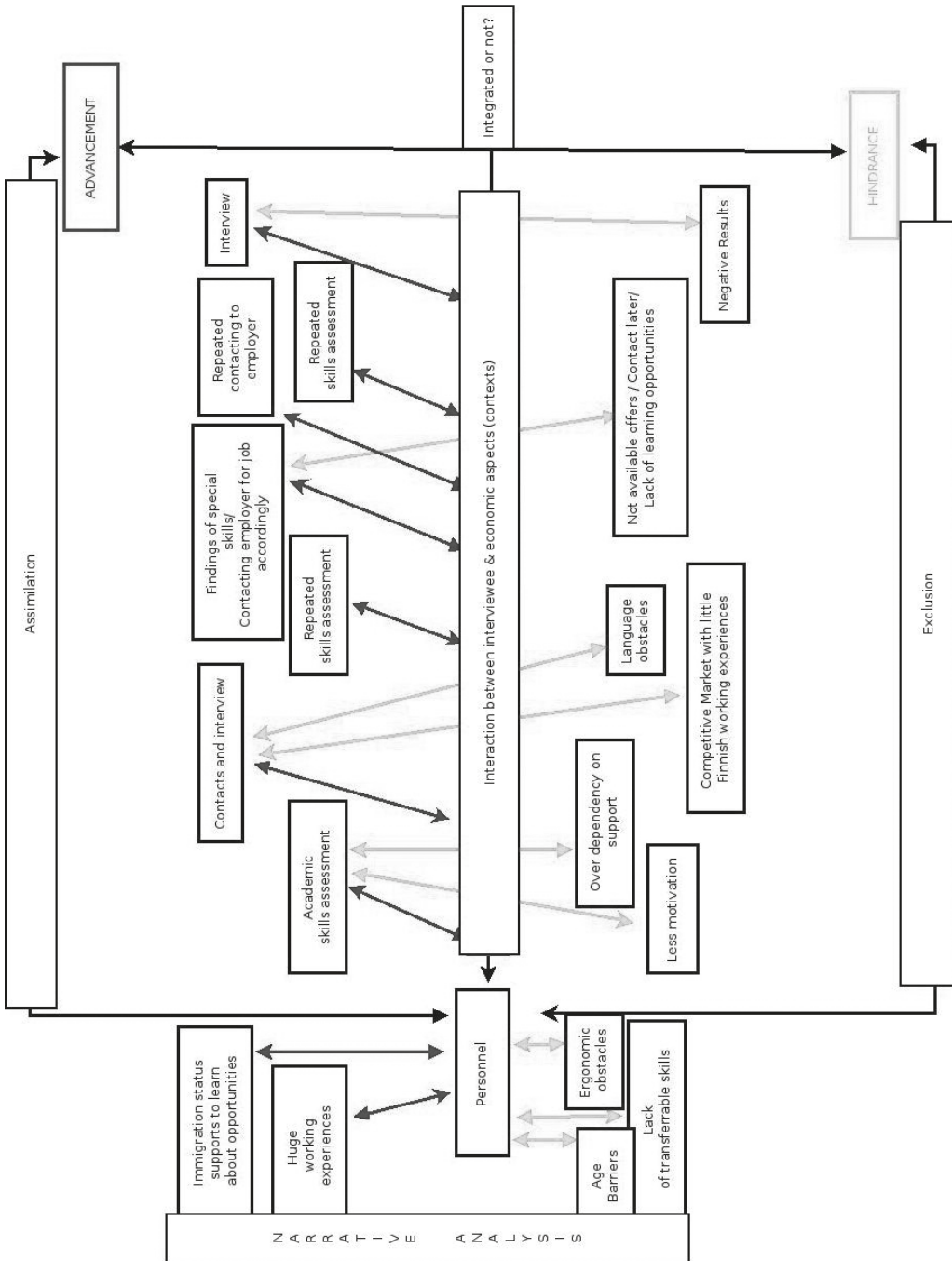
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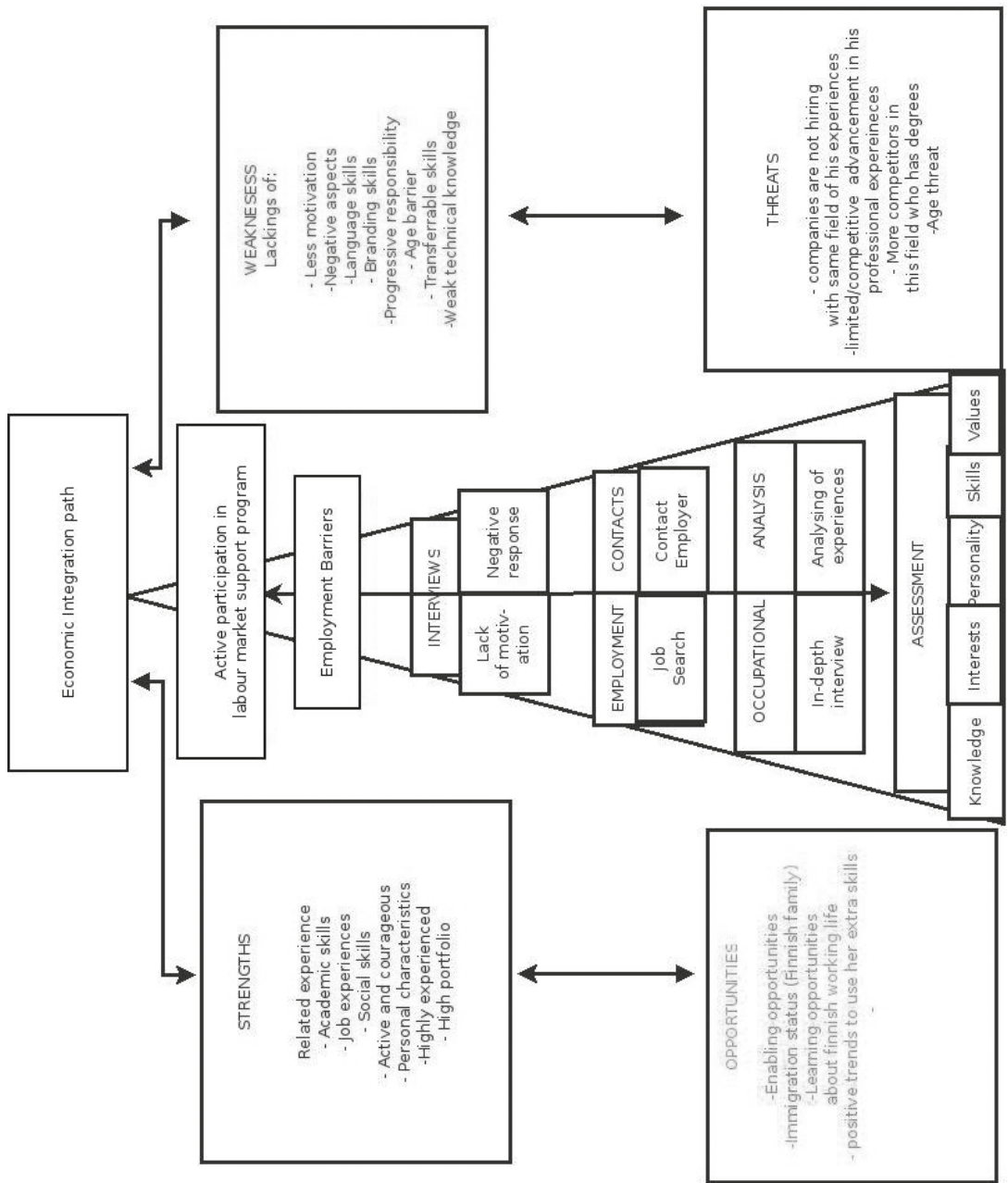
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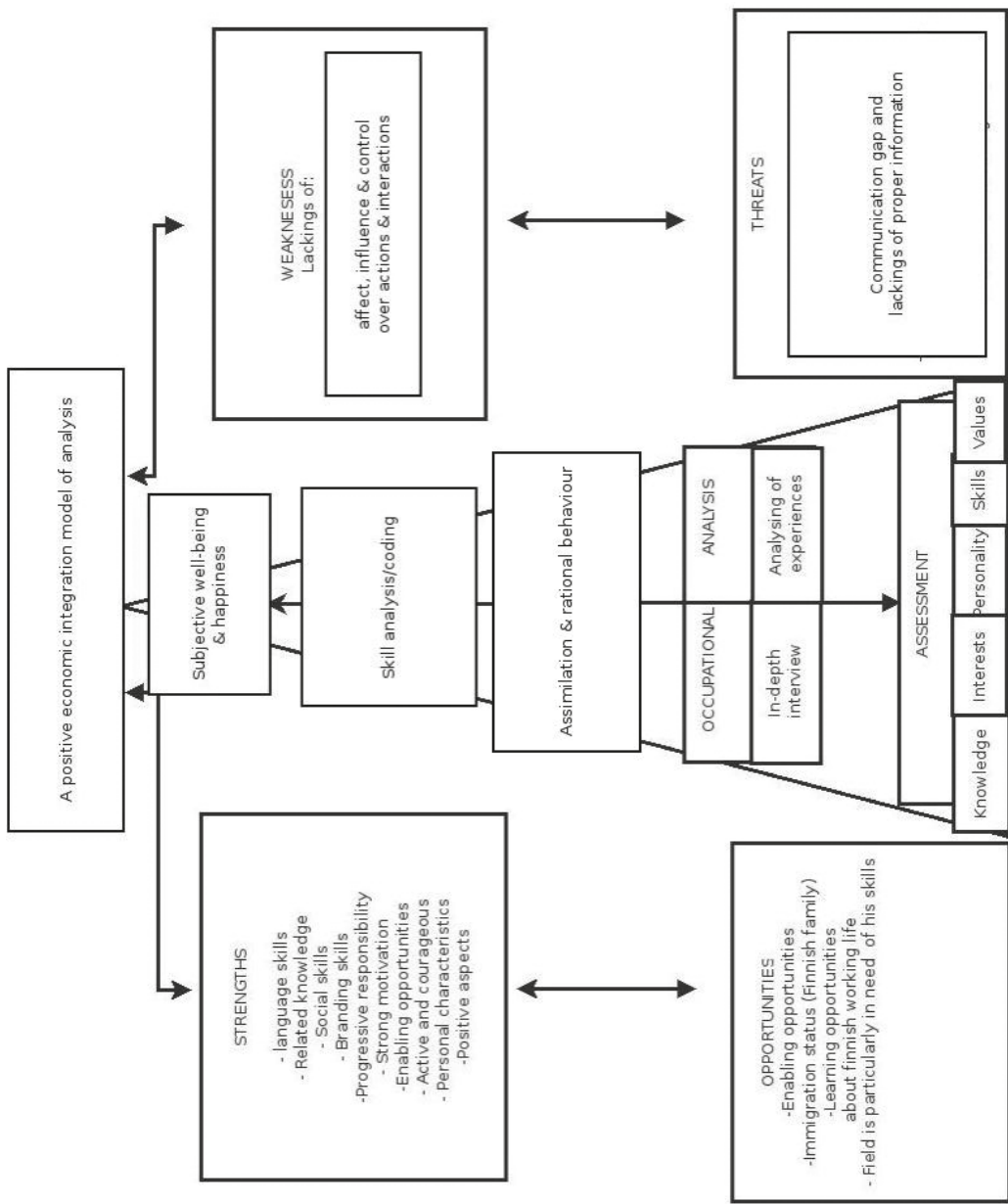
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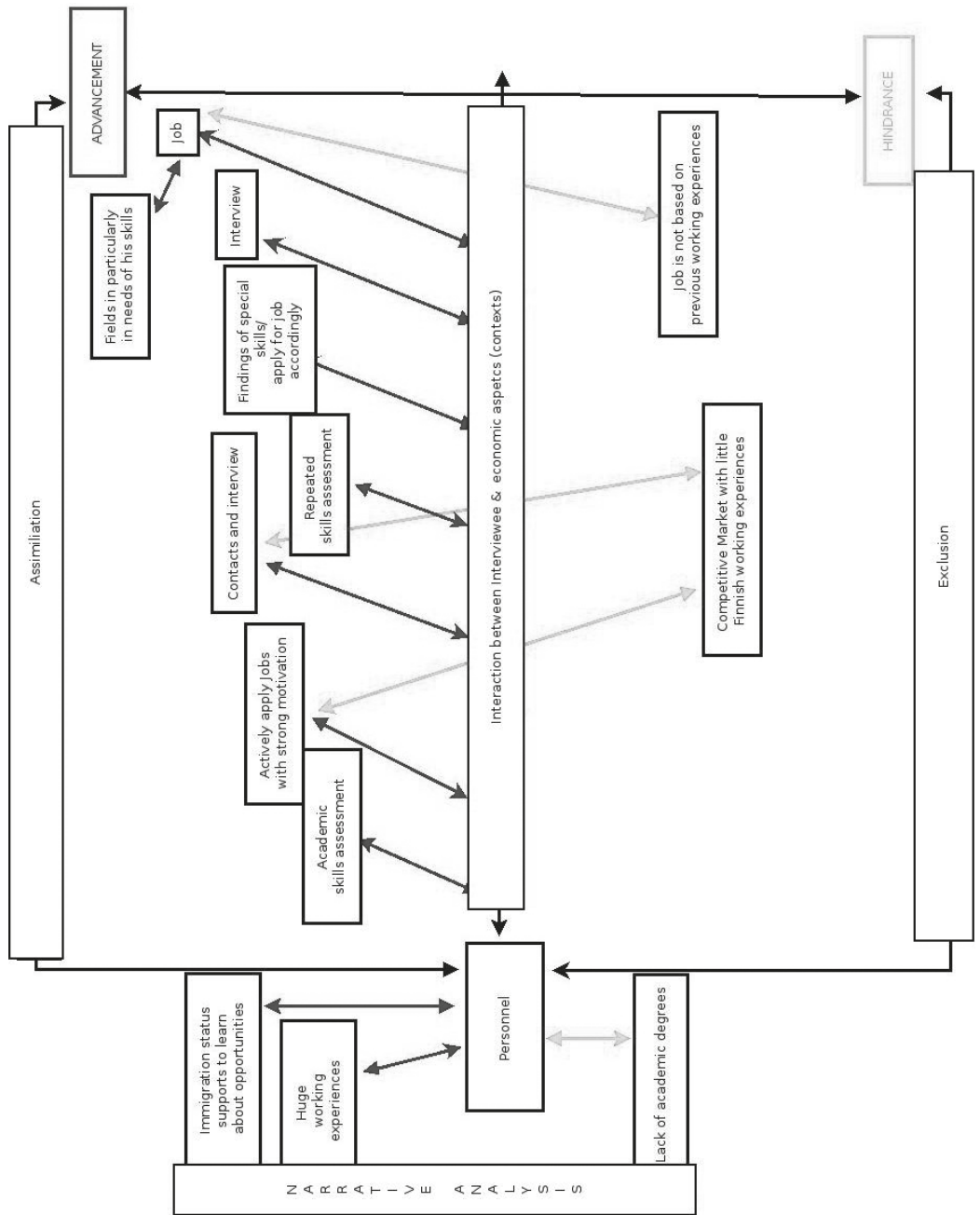
12.8 Some draft of narrative analysis

Different models of analysis materials after interviewing:









12.9 Example of different nationalities of the respondents (article V)

Immigrants Social Enterprise/ Cooperative:
Participants by nationalities in focus group discussion:

Focus Group Discussion 1	Focus group Discussion 2
Russia (N=4)	Russia (N= 3)
Pakistan (N=1)	Finnish (N= 4)
Afghanistan (N=1)	Estonia (N=2)
Finnish (N=3)	Asylum seekers from Iraq (N=7) who have not been the part of the project, just as observer

12.10. Maps of core research areas

Finnish Lapland



Nordic countries



12.11 Immigration as a development ecosystem standpoint

Overall investment of host towards immigrants:

- social-security support
- educational support
- training support
- Rehabilitation cost
- labour market subsidies

Overall direct gains of host country:

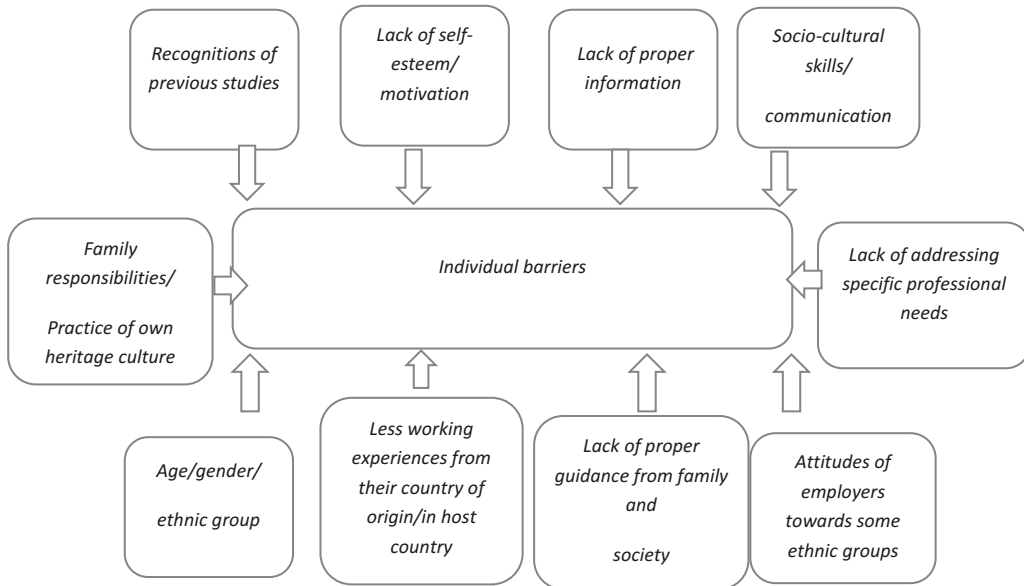
- adding human capital
- changing age pyramids
- balancing labour market / economy
- reconstructing socio-cultural models
- diverse ideas to increase business

Indirect economic gains of host country:

- pay back via taxes/bills
- consuming daily food staffs/ other goods
- supporting economy by paying insurances housing rents, household expenses etc.

Source: Yeasmin, Nafisa 2017, The migration institute

12.12 Analysis of individual barriers of immigrant women



Source: Yeasmin, Nafisa & Koivurova, Timo (2018). Finnish case study: Enhancing labour market opportunity for immigrant women in Finnish Lapland. Enhancing labour market integration of immigrant women *working paper* NIKK (in press)