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UNDERSTANDING SOCIAL JUSTICE TOWARDS IMMIGRANTS: FINNISH PERSPECTIVE

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Abstract

Historical analysis confirms that immigrants are poorly-rated in most societies. Their position in Finland does not seem to be any different compared to other countries, although Finland is ranked globally as the happiest country. Finnish statutory law ensures the legal rights of citizens regardless of their origin; however, immigrants must face a number of challenges caused by a lack of societal recognition from native Finns. The study explains 'social justice' from a theoretical point of view, applying the concept of experiences provided by Renault. Additionally, the study determines the key obstacles faced by immigrants in Finland and searches for suitable practical approaches to improve their status in the society. We argue that the historical consequences of the real facts on migration in Finland are that immigrants are struggling to establish their identities, which then leads to a complex phenomenon of understating their social status. We have applied the Renault concept of experiences of injustice to understand immigrants' social position and its influences on their settlement in Finland.

The principles of this research can equally create sense and trust in public and private-public institutions, as well as promote transparency and conscious equitable treatment towards immigrants alongside other minority groups.

Keywords: *justice, immigrants, policies, injustice, social recognition.*

Introduction

Every year, thousands of people from the Global South migrate to the High North with aspirations for a better life characterised by dignity, equality and justice. International migration decisions are irrefutably dynamic, complex, repetitive and ever-evolving processes, based on the fluidity of migrant categories. Information, economics, emotion, identity, and status are only part of the key social, economic, cultural and political factors that combine uniquely to influence each migration decision. More often than not, reality is in contrast to their expectations, especially in the perception and attitudes of authorities and their representatives.

Immigrants from the Global South face myriad challenges in the High North. These include, among others, lowly-perceived job opportunities, language challenges, different weather conditions from what they are accustomed to, differences in governance and the legal system, technology utilisation, economic challenges and social differences. In Finland, immigrants do not attain commensurate level in terms of opportunities across the various sectors and spheres of life. Challenges such as housing, employment, socio-cultural norms, the language barrier and other integration-led initiatives have not satisfactorily addressed the needs of immigrants. These challenges and corresponding treatment by the authorities and other agencies have resulted in a perception among the immigrant population from the Global South that they are second-class human beings.

Finland, similar to other western countries, has been perceived to offer the dream life. Immigrants, especially disadvantaged and vulnerable immigrants usually from developing countries, spare no effort, however risky and costly, to achieve the dream associated with migrating to the west. Finland has been rated as the happiest country in the world [UN 2019], with the education system also ranked at first position [World Top 20 Project 2019]. In addition, the fourth annual 'good country index' [Anholt 2020] has placed Finland as the number one country in the world for making "a positive contribution to humanity", based on a number of metrics such as prosperity, scientific achievement, and contributions to global stability [World Economic Forum 2018]. The World Economic Forum also reported that Finland was the safest country in the world in 2019.

Finland is a world leader in so many fronts. According to the Fragile States Index [Fund for Peace 2018], Finland is the most stable country in the world. The Legatum Institute [2018] also reported that Finland had the best governance in the world. Among the world's richest countries, Finland is the third-most dedicated to policies that benefit people living in poorer nations [Center for Global Development 2018]. The World Justice Project [2018] also reported that Finland was the best country in protecting fundamental human rights. Finland is the third-most gender equal country in the world [WEF 2018]. In addition, Finland has the second-lowest

inequality among children in the world [UNICEF 2016]. According to Save the Children [2018], mothers' and children's well-being is the second-best in the world.

Whereas on the global stage, Finland's contribution may be outstanding, a different picture has been painted by other rankings for foreigners in Finland. According to the Expert Insider Report [2017], the 'Ease of Settling in Index', which ranks how expats adapt to their adoptive countries, ranked Finland close to last in the "ease of making friends" category. New arrivals have consistently ranked Finland as one of the worst countries in the world for socialising and making friends with the local population, with thousands of surveyed expats ranking Finns as the most "rational and distant" people in Europe. Research shows that different authority groups have associated different threats with various categories of immigrants such as Muslims with security, and Asians and Eastern Europeans with economic concerns [Hellwig & Sinno 2015].

Regarding attitudes towards immigrants and immigration, a survey targeting Finnish police officers, border guards, social workers, employment agency personnel and teachers in their work with people of a foreign background, the results showed that the attitudes of the authorities were, above all, related to their specific type of work and to the experiences they had had with immigrants as clients, which varied according to the occupation of these authorities. The experiences of teachers, social workers and employment agency personnel were mainly positive, whereas the majority of police officers and border guards estimated their experiences to be 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 2010].

Immigrants continue to face various obstacles in employment, including issues with the recognition of educational degrees, lack of language skills, poor professional connections or networks, and regulations that prevent them from working legally. These obstacles are not generally accounted for in the integration process. Furthermore, as these obstacles generally diminish during an immigrant's stay in Finland, further research still remains essential to evaluate how these variables affect employment and wage assimilation over time [Kerr & Kerr 2011].

According to a *foreigner.fi* [2020] article on the Covid-19 pandemic, members of minority-language communities were taken into consideration owing to the gravity of the pandemic, a unique action taken under the unprecedented life-threatening circumstances. This outlines the challenges that the immigrant population faces when accessing healthcare services even under regular circumstances and in the absence of a pandemic and unique situation. A reported increase in the infection rate among one particular immigrant community resulted in the production of multilingual instruction videos by the Helsinki-Uusimaa hospital district (HUS). The Helsinki

mayor remarked while expressing his concerns that the specified immigrant group 'members may sometimes have a harder time meeting safety guidelines'. This generalised remark directed at one group of immigrants may reflect the subtle condescending perception of the authorities on various groups of immigrants.

The study examines Finnish publications from 1990 to 2020 relating to the experiences of immigrants, including such factors as discrimination, awareness of rights, and fair treatment that can either ease or hinder integration patterns. These factors can also affect an individual's integration path in every sector, likewise in socio-cultural, political and economic institutions. The study is based on a literature review and the theory of justice. Despite having a welfare state, there are differences between social groups in terms of practising equitable solidarity in Finland. Even though the positive discrimination concept has been applied in several different policies, it still demands a wide discussion on solidarity and justice in order to have equal and equitable recognition of all social groups. We argue that the historical consequences of the real facts on migration in Finland are that immigrants are struggling to establish their identities, which then leads to a complex phenomenon of understating their social status. We have applied the Renault concept of experiences of injustice to understand immigrants' social position and its influences on their settlement in Finland.

The principles of this research can equally create sense and trust in public and private-public institutions, as well as promote transparency and conscious equitable treatment towards immigrants alongside other minority groups.

Contingency between theory and practice

1. Immigration contexts

Finland does not have a long history of receiving immigrants. In 1990, the percentage of immigrants in Finland was 1% of the total population, and after this time Finland started receiving higher numbers of immigrants, resulting in the percentage of immigrants being 4.8% in 2019 [Stat Finland 2019]. Despite predictions of increasing immigration, the number of immigrants still remains relatively small in Finland.

The Immigration Act of Finland, implemented in 1999, is the basic platform on which the Finnish integration system is built. Based on this integration system, local employment offices are authorised to make an individual integration plan for each immigrant. The target of this plan is to make a tailored integration pathway to ensure the immigrants' integration in Finnish society by providing diverse measures of training and programs to identify and expand their skills and experience, plus increase their efficiency so as to make their integration faster [OECD 2018]. The overall integration plan's aim is to support immigrants in civic and labour market

orientation. The integration program includes language training, since the local language is the key to interacting with society and accessing the labour market [Yeasmin 2018; Heikkilä & Yeasmin 2020]. In order to support unemployed immigrants, the government offers subsidised wage support to some extent. The government also provides apprenticeship services for immigrants to become acquainted with Finnish working culture as well as societal norms and customs [OECD 2018].

The overall target of the integration policy and program is to ensure the holistic inclusion of immigrants into Finnish society. At the national level, the responsibility for integration lies with the Ministry of Economic Affairs and Employment; however, all the ministries work together for the better implementation of the integration policies. The responsibilities of different authorities are defined by the Integration Act [Seppelin 2010]. Succinctly, municipalities are responsible for developing and monitoring the integration program, which means local integration measures, services and co-operation [Ibid. 2010]. The Integration Act gives immigrants the right to be a part of the integration plan for three years, but it can be prolonged by a maximum of two years as needed.

Besides integration, immigrants are protected temporarily under the Aliens Act “...until they have been granted a continuous residence permit or have left the country” (Finlex: 649/2004). “The Ministry of the Interior is responsible for the general development, planning, steering, monitoring and co-ordination of the integration of immigrants, the provision of temporary protection to asylum seekers and also for the provision of assistance to victims of trafficking. Reception and organising centres may be set up under the Ministry of the Interior” (Finlex: 927/2007). Additionally, immigrants are secured by the Unemployment Security Act and the Act on Social Assurances (Finlex: 1292/2002). The Integration Program (1215/2005) “covers the promotion of ethnic equality and good ethnic relations, and the prevention of discrimination.” Promoting equal treatment along with good ethnic relations is a part of this integration act. All necessary measures and services are to be taken to promote equality in all its forms (Section 7: 1215/2005).

2. Implementation approaches: policy and practice

Despite having an integration act and good progress in mapping a flexible integration system, some of the drawbacks make integration challenging. As municipalities are decentralised and covered by bureaucratic procedures, not all the policies reach or support migrants [OECD 2018]. Mainly, immigrant women, children and youth are the most vulnerable groups that require additional support measures and continuous services to help them integrate better. Also, there are few financial schemes to provide support after the integration path of three years. These vulnerable immigrants lack opportunities for real-world learning [OECD 2018],

social interactions as well as sufficient support for job opportunities because of the premature cessation of governmental services [OECD 2018]. Researchers have demonstrated that once immigrants are located in different municipalities, the level of integration co-ordination reduces to a fair extent. Municipalities are heterogenous – some municipalities have 21 years of experience whilst others are new in receiving immigrants and can neither focus on integration work in the initial phase of integration nor respond to the real problems that immigrants face.

Although there are individual integration plans, it is known that individual needs are so heterogenous that municipal service providers cannot tailor services based on each and every immigrant's needs. This creates a gap that translates to services not always reaching all immigrants. There are many services offered for immigrants, but not all services are tailored to meet the complex needs of all target groups [Kotouttaminen 2020]. Many immigrants remain outside the labour force, and those who are in the labour force and seeking jobs are in a challenging situation and are at risk of unemployment and underemployment. As the latest report states [Ibid. 2020], the municipalities and ministries need more co-ordination, monitoring and updating of integration plans. At the municipal level, active guidance and co-operation between local actors and sectors should be examined so as to disseminate the right information to the right groups of immigrants [Kotouttaminen 2020]. Despite having several different policies and acts to ensure equal opportunities, there are migrant – native employment gaps, earning gaps between men and women with immigrant backgrounds, and employment disparities among immigrant women, which makes the integration pathway a long one [OECD 2018]. There is a hidden social gap of working experience between native-born and immigrants in the Finnish labour market. This indeed hinders the integration of immigrants [Ibid. 2020]. The language and literacy gap between natives and immigrants also features as one of the causes that hinders the access of immigrants to the labour market, and there is a need for new policies to integrate Finns and local Finnish employers by providing knowledge on immigration [Heikkilä 2015]. “... the gap between the language level provided under integration training and the level required in education or the labour market have led other private and NGO providers to step in to fill these gaps – often through project-based interventions” [OECD 2018: 111]. Many previous studies indeed state that immigrants are excluded from Finnish society despite Finland ranking highly at taking care of immigrants through laws and policies. So, the question is, why aren't the policies ensuring proper integration?

Immigrant children and youth are at risk of marginalisation [Yeasmin, Uusiautti 2018]. There is a large attainment gap between native-born and foreign-born children, demonstrated by the PISA test results. Young migrants and native-born children of foreign parents face particular challenges in Finnish schools and in the

community in terms of integration (references). For many of them, it is difficult to qualify for further education [OECD 2018], which can cause them to abandon their studies to some extent [Yeasmin, Uusiautti 2018].

3. Historical injustices and impediments

3.1. The theory of justice based on the experiences of injustice

Based on Renault's concept of an experience of injustice, people expect that their rights, instincts and attributes as an individual should be respected by others, and these are valid claims that give them a sense of protection in a particular society or under a particular institution. However, when that particular institution or society fails to meet their expectation of security, they experience injustices [Renault 2019]. Many philosophers have also addressed non-recognition of identities of certain groups as an issue of injustice [Fraser 2000; Manne 2017]. Individuals can claim their experiences of injustice when justice is limited from the basic structure and they face disagreement, their opportunities are narrower [Ibid.; Renault 2019], comparatively they are not in their original position based on their skills, and their conditions have been interpreted as non-ideal compared to other social beings [Ibid.]. They may experience social suffering due to being unemployed, homeless, undocumented or somehow deprived in a certain social context [Ibid.], e. g. social transformation. Social exclusion has, to some extent, been the result of social suffering, according to Renault [Renault 2017]. On the other hand, Honneth states in the theory of recognition that denying recognition hurts not only people's freedom of action but also hurts their positive understanding, which can then lead to social suffering [Alexander & Lara 1996]. Honneth also states that the denial of rights and recognition cannot lead to a good life. Disruption, everyday troubles with an individual's identity, experiences of injustice, and social suffering could be developmental impediments to a successful life [Honneth 1996; Honneth 1997]. Recognition of the equal rights and needs of a particular group of people is one of the familiar basics of justice and societal legitimacy. Taylor argues that the recognition of the identity and dignity of a human being is part of the protection of an individual's basic rights, and it is indeed an acknowledgment of their particular needs ([Taylor 1992], as he argues social and political institutions should give recognition to identities [Ibid.] – denying such types of recognition (of individual or group identities) is cultural injustice [Ibid.]. Markell's claim also supports Honneth's theory by saying that injustice is nothing but a failure of recognition of certain qualities of others [Markell 2007].

The concept of injustice has been discussed with reference to the scope and limits of justice that may be affected by one's ethnic background. Both political and ethical conceptions of justice refer to the equal and fair treatment of everyone for the realization of a good and happy life [Rawls 1993]. Some philosophers indicate

collective agency – wherever people live, they have to feel they are “at home”, with equal freedoms and opportunities as the native-born members of the community [Tully 1994; Mason 1999; Hardimon 1994]. A perceived injustice is argued to be not having enough opportunities to feel equally happy in a society or, similarly, rights to primary goods are somehow innocently or mistakenly distributed impartially, all of which is the cause of suffering of a particular group of people in the society [Duncan 2000]. Historical injustice still impacts contemporary debates on addressing the injustices of disadvantaged groups [Simmons 1995; Offe 1998; O’Neill 1989].

This study is based on a literature review, and we noted in our research that immigrants in Finland are socially excluded and also that this is not a new phenomenon. Many previous studies indeed argued and addressed injustices among immigrants in Finland with and without equal and fair treatment in different spheres of society. They are excluded from economic, social and political institutions because of their ethnicity, religion, or class. The claims of experiences of injustices within the framework of immigration, both in Finland and globally, have remained remarkably consistent over time. Feeling the principles of justice are unique and subjective yet it exists in every society and every history. However, subjective experiences of injustice or experiences of non-recognition are varied and fragmented but are interpreted or formulated by previous social scientists as an insecure condition of immigrants [Freedman 2004; Linton et al. 2017; Candelo & Croson 2017; Mäkinen 2017; Yeasmin et al. 2020; Varjonen et al. 2018]. The socio-cultural, economic and political opportunities are too narrow for some groups of immigrants, which then leads to socio-cultural, economic and political suffering. Distinct socio-cultural groups, likely immigrants who are unable to find opportunity structures in Finnish society, experience injustices and are struggling to be recognised.

The diverse nature of immigrants hinders their access to resources, participation and opportunities, which in turn limits their chance of a good and happy life [UN 2016]. Across history, immigrants have been socially excluded by the absence of rationality, freedom and justice. Resolving these problems of injustice can be counted as a rational and legitimate demand by immigrants when considering factors that would facilitate the expansion of social forms of recognition [Honneth 2001]. Previous studies demonstrate the need to discontinue the historical practice of injustice [Göksel 2014]. The impediments that cause social exclusion can only be deconstructed with reference to the normative principles of justice [Göksel 2014].

3.2. Historical injustices

Based on theory, we can call a group disadvantaged when they are politically, economically and socio-culturally excluded from the mainstream society [Social Exclusion Unit 1998]. Disadvantaged people feel that they are being restricted in

terms of a lack of access to basic and valuable opportunities in the first place. The history of immigration expands our understanding of the contemporary situation. Exploring the history of immigration and examining various aspects of legacies of the past integration of immigrants in the host society is always a matter of diverse perceptions [FRA 2017; Tievainen 2017]. Immigration debates are an ongoing process that has “...simultaneously fostered anxiety among the public and governments” [Ahmed 2005: 8; Jaakkola 1999; Ahmad 2020; Saukkonen 2017]. Xenophobia, racism and intolerance remain at consistent rates globally, and Finland is no exception. The Director of the EU Agency of Fundamental Rights states that existing laws and policies seem inadequate to protect individuals who are discriminated against and are at risk of marginalisation [FRA 2017]. If we need to have an effective pattern of integration, a historical recollection of injustice is significantly important to recognise identity and contingency [Waldron 1992]. By neglecting to analyse historical injustices, we fail to recognise the principles of injustice and therefore also fail to establish justice for the future [Ibid.]. Immigration history can hold the key to understanding the unfavourable paradoxes of injustices from the notion of experiences of injustice and impediments.

3.3. Impediments

The factors that contribute to the impediments encountered by the immigrant population both intersect and are unique across the regions and municipalities of Finland [Kotouttaminen 2020].

Socio-cultural impediments

The challenge of language is a key impediment that immigrants face in their integration in Finland [OECD 2017]. The integration program for immigrants offers Finnish language courses as a useful tool for settling in Finland [Koivukangas 2002]. Finnish and Swedish are the primary languages for transmitting information, including news, guidelines and regulations [Institute for the Languages of Finland 2020]. Even though Swedish is the second official language in Finland, knowledge of Finnish is key for increasing the economic opportunities for the immigrant population [Mwai & Ghaffar 2014]. The majority of useful information is provided in detail in Finnish and Swedish, and in some cases, the English version provides a summary. Most of the economic opportunities available for the immigrant population is accessible to immigrants with a better grasp of the Finnish language. In recent years, English has been touted and considered as the third business language in some municipalities. However, the practical application of the English language remains a mirage. The continued challenge of language stamps immigrants as lifelong second-class citizens. In addition, immigrants, especially first-generation immigrants,

feel discriminated against because of their skin colour (46%) and religion (40%) in Finland [EU MIDIS 2017].

Table 1. Perceived insecurity by area, origin, background country (only persons of foreign origin, born abroad), year, information, sex and age

	2018								
	Perceived insecurity								
	Total			Males			Females		
	Total	- 39	40 -	Total	- 39	40 -	Total	- 39	40 -
Background country, total	29.0	29.7	28.0	25.5	26.0	24.8	32.8	33.7	31.5
Russia	31.5	34.0	28.0	26.1	30.4	20.6	36.7	37.8	34.2
Estonia	42.7	46.3	38.2	35.4	38.1	32.3	49.7	54.1	44.0
Middle East and North Africa	26.4	27.0	27.2	23.5	23.8	24.4	29.7	30.5	30.0
Africa	23.7	28.5	14.6	19.3	19.6	19.7	28.9	40.1	...
India, Vietnam, Thailand, China and Asia	28.1	29.5	26.9	33.5	34.6	33.0	25.8	27.0	24.9
EU, EEC, North America	20.2	17.9	22.2	18.5	15.2	20.0	21.7	20.8	24.1
Latin America and others	22.8	20.0	26.9	20.8	17.3	27.3	24.6	23.2	26.1

Data: Ministry of Economic Affairs and Employment of Finland.

Systemic disadvantages and low knowledge and awareness of the Finnish legal, and economic and socio-cultural modus operandi create a stumbling block for immigrants trying to settle and earn a decent living in Finland [OECD 2017]. It takes a considerable amount of time for immigrants to gain a fair understanding of the sources of information for various issues, including but not limited to legal issues, education issues for their children, the requirements to start and operate a business, and taxation matters [Elo 2015]. As most of this information is not offered during the integration program [Kotouttaminen 2020], it takes extra effort, time and resources to find the information, understand it and apply it in a compliant manner. The systemic disadvantages [Bontenbal, Pekkarinen & Lillie 2019] generate a culture of second-class feeling which lead to a perceived insecurity (see Table 1) and discrimination (see Table 2) as the immigrants continually grapple with news that is ordinarily not missed by a citizen. It has also been studied that native children are higher academic achievers compared to immigrant children in Finnish schools [OECD 2018; van de Werfhorst & Heath 2019]. One of the main factors that can

hinder an immigrant child's academic achievement is the socio-economic status of his parents [Yeasmin & Uusiautti 2018, 2019].

Table 2. Perceived discrimination by origin, background country (only persons of foreign origin, born abroad), year, information, sex and age

	2018								
	Perceived discrimination								
	Total			Males			Females		
	Total	- 39	40 -	Total	- 39	40 -	Total	- 39	40 -
Foreign background, born abroad									
Background country, total	30.6	31.6	29.1	32.6	34.6	29.7	28.4	28.5	28.4
Russia	28.5	27.4	28.8	29.0	29.5	27.4	27.7	25.2	29.2
Estonia	24.2	23.4	23.9	20.3	23.4	16.9	26.5	22.9	28.4
Middle East & North Africa	28.1	27.7	29.0	30.5	29.1	33.4	25.3	26.5	19.0
Africa	36.3	40.0	31.4	39.0	42.0	35.9	33.0	38.0	...
India, Vietnam, Thailand, china and Asia	35.2	36.1	33.7	44.4	45.3	40.2	28.3	28.9	28.7
EU- and EEC-countries, North America	32.4	36.3	29.2	30.9	34.5	28.9	35.6	37.9	33.1
Latin America and others	32.0	31.8	32.6	39.1	39.4	37.5	21.6	19.0	26.4

Data: Ministry of Economic Affairs and Employment of Finland.

Political impediments

An extension of the systemic disadvantage [Bontenbal, Pekkarinen & Lillie 2019] is experienced in the recognition of migrant certifications, qualifications and skills. Finland does not recognise a number of foreign qualifications from the Global South. This forces the immigrants to take refresher courses or new courses to attain the level of recognisable qualifications necessary for the job market. Professions in the medical and financial fields are just an example of sectors that need Finnish-tailored courses to enable an immigrant to be eligible for employment. Interestingly, even with the additional qualification, it is still an uphill climb for an immigrant to secure employment in Finland in formal, white-collar jobs. This strengthens immigrants' perception that they receive second-class treatment and are left to choose from that which Finnish citizens reject.

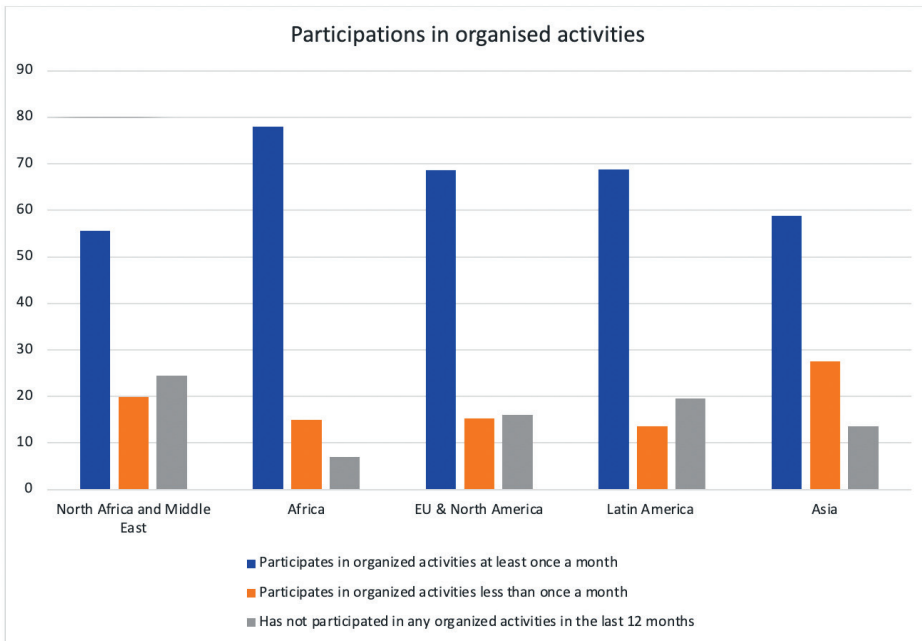


Figure 1. Immigrants' participation rate (%) in organised activities in Finland (2018).
Data: Ministry of Economic Affairs and Employment of Finland.

The legal framework for Finland is designed in a subtle Finn-first model. Immigrants face challenges in reporting Finnish citizens to the authorities, as Finnish citizens benefit from a perceived preferential treatment by the state authorities [Bontenbal, Pekkarinen & Lillie 2019]. According to the SIRIUS project, it is common to overhear immigrants argue that 'authorities turn to their language – Finnish' and favour the culprit if he/she is a Finnish citizen. This contributes to the opinion held by the immigrants that they receive second-class treatment which demotivates them to take part in even social activities (see Table 3), as justice authorities are perceived to be partisan and treat legal cases differently depending on the nationality of the accused [Egharevba & Crentsil 2013] which hinders and enable their social participations (see Figure 1) which is imperative to increase among immigrants for ensuring their sociopolitical integration.

Economic impediments

Immigrants are faced with economic disadvantages because of the nature of the opportunities that are available to them. This challenge is reflected in the high cost of living reported by immigrants. In Finland, the wages, taxes and cost of living are slightly higher than the EU average [City of Helsinki 2020]. Even though the taxes are well

utilised and other services efficient, immigrants bear the brunt of the higher cost of living as they earn meagre wages and salaries due to the nature of jobs that they secure [Bontenbal, Pekkarinen & Lillie 2019]. This puts immigrants in a disadvantaged position compared to Finnish citizens with similar or lower qualifications, as Finnish citizens have more employment opportunities in the decent job market. This disadvantage exacerbates the feeling of being second-class citizens among the immigrants. They are disadvantaged in the labour market [Forsander 2002; Yeasmin & Koivurova 2019], in many cases they are unemployed or underemployed or even in jobs disproportionately based on their ethnicity and their qualifications [Myrskylä & Pyykkönen 2014] and are cornered into self-employment [Yeasmin 2016; Hasan 2020]. Immigrant entrepreneurs face many challenges [Joronen 2002; Altonen & Akola 2012] in establishing and developing a business in Finland. Entrepreneurship is encouraged for immigrants; however, systematic support measures are inadequate to back up their business progress. Obtaining information on entrepreneurship policies and practice is challenging, and therefore hinders immigrants' opportunities in terms of business progress. According to both older and more recent studies [Valtonen 1998; Yeasmin & Koivurova 2019], there are many significant factors that need to be considered for the further planning of the economic integration of these groups that have been unstable from 1990 until the present. Devaluing their foreign credentials as well as their labour and skills results in dissatisfaction, which equally inhibits their economic integration. As justice, they desire fair employment opportunities.

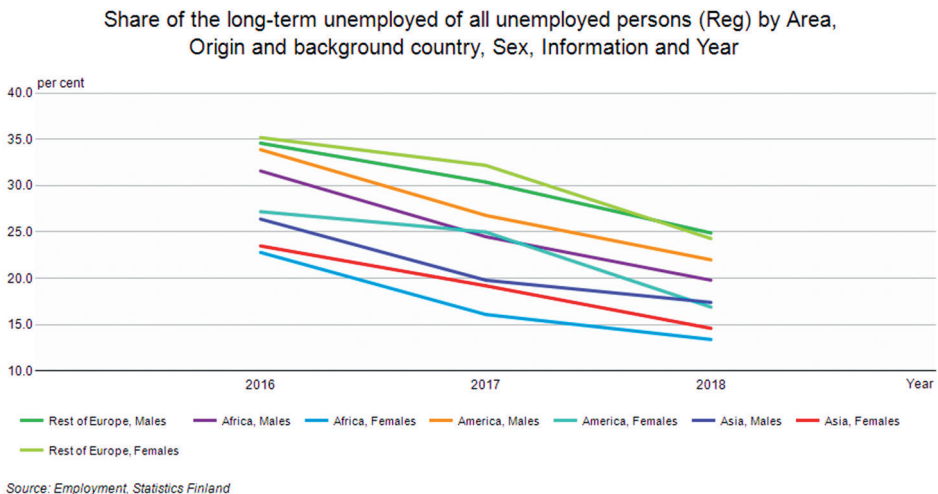


Figure 2. Long-term unemployed immigrants by country and gender in Finland year 2016–2018. Data: Ministry of Economic Affairs and Employment of Finland.

Racism is a historic profiler [Vanttinen 2020] that paints the immigrant population as second-class human beings, especially among non-white immigrants. Immigrants face the subtle caste system in securing employment, housing and other opportunities to raise the status of immigrants to a near-equal or equitable level. The perception and attitudes that state authorities and employers exhibit can inadvertently create an unfair playing field in the job market. A study revealed that the Finnish job market preferred applicants with Finnish names compared to applicants with non-Finnish names, even when the non-Finnish applicants had the same exact qualifications or better [Ahmad 2019]. Finland also rates the highest in the EU as the country with the most widespread racism against black immigrants [Helsinki Times 2018].

4. Discussion

Elements of Justice are described by the David Schmidtz are divided into 4 notions: 1) desert, 2) reciprocity, 3) equality, and 4) need.

The concept of desert or merit shapes from the thesis that people receive the treatment like honours, rewards or praise that they deserve [Miller 1998]. There are different impediments encountered by immigrants in institutional, social and economic levels need an interactional setting to find equal opportunities from the Finnish society. Human needs to secure their lives in certain aspects and recognition based on their performances in a particular society where they live. Immigrants desire that host society conform their integration by recognizing their logical priorities of qualities of life and provide equal justices among all members of the society to make them enable to be defended with logic and justification. But the dark and true side is immigrants lack the reciprocity between them and larger society or institutions, since their social values are different and they cannot represent themselves in such ways that host societal structure need some changes to establish elements of justice by securing opportunities for all, on the basis of their performances, not on the basis of races, beliefs and cultural values.

Element of Justice	Opportunity	Security	Recognition	Policy intervention
Desert	– institutional, socio-cultural artifacts are standardized based on utilitarianism	– job security – racism – prejudice	– skills, degrees and experiences are not recognized	– empowerment – interevent right ways of rewarding
Reciprocity	– reciprocal acts – entitlement and obligation	– equity – fairness – balance	– social customs – religion – culture	– repairing relationship between immigrants and host – two-way integration measures

Element of Justice	Opportunity	Security	Recognition	Policy intervention
Equality	<ul style="list-style-type: none"> – Social sector – Economic sector – political sector 	<ul style="list-style-type: none"> – Systematic advantages – more knowledge and awareness 	<ul style="list-style-type: none"> – extra effort, time and resources to find the information, – understand “immigration paradoxes” in a compliant manner 	<ul style="list-style-type: none"> – positive discrimination measures – Fast track recognition measures for foreign credentials – information available in different majority languages
Need	<ul style="list-style-type: none"> – meeting basic and functional needs 	<ul style="list-style-type: none"> – Standard of living – health & well-being 	<ul style="list-style-type: none"> – hope – satisfaction – happiness 	<ul style="list-style-type: none"> – support measures to strengthen manners of egalitarianism

Reciprocity demands equity, balance and fairness in human relationships within a particular set of scales. Justice necessitates to balance entitlements and obligation. Immigrants have certain rights and responsibilities towards the host society and vis a vis. Everybody can be benefitted by a successful integration. Recognizing of both parties can secure equity and fairness by paying attention to the social existences of minority culture, religion and social values. Understanding immigration paradoxes requires adopting a pluralistic perspective that can extend equal concerns to encompass the principles of justice in socio-economic and political level to remove impediments from the system. As a resident of a country, all individuals need to be specified. Understanding the needs related to justice could play a sustainable role for ensuring equal justice for all residents. Immigrants have their hope on their life satisfactions and happiness like all other people in the society. Basic and functional needs of all human being are related to the welfare components of the country. Welfare of the country very much depends on citizens' satisfaction, concepts of justice emphasized importance of human rights for the ultimate fulfilment of the good lives of human beings. Security, opportunity and recognitions are the preconditions for the satisfaction of life.

5. Conclusion

According to this theoretical part of the study, there are different aspects that somehow damage the structure of the social recognition of immigration, which leads to incomprehensive integration patterns. Injustice and the symbolic denial of social recognition and social sufferings make immigrants feel disadvantaged and struggling in Finnish society, which dampens their positive feelings and ability to ensure a successful life for themselves. Every human being expects equal and

fair treatment. When an individual's experiences of injustice become a shared or collective experience, the need for justice can incite moral indignation. The socio-economic, cultural and political recognition of immigrants is connected to their achievements, and satisfaction can lead them to a moral understanding of societal inclusion. The disadvantages faced by immigrants in Finland are interconnected in more ways than one. One cannot remove one impediment from another totally, and the impediments propel one another to jointly classify immigrants as second-class citizens, in a very skilfully orchestrated fashion.

These historical experiences of justice or injustice broaden our knowledge and understanding that each type of recognition or non-recognition in every sphere of the social structure is either a step forward for immigrants towards social inclusion or a step back towards exclusion. The paradoxes of the historical impediments and experiences of injustice give us a vibrant understanding of the present challenges facing immigrants in establishing their social status in Finland. Identifying the pain points that hinder the structural pattern of immigrant integration in Finland requires a broader understanding of the concept of justice. We advocate that structural injustice critically reflect on the immigration phenomenon more in Finland rather than procedural injustices. Nevertheless, any satisfactory results depend on both the structural and procedural principles of justice. Liberal equality demands both the moral and political values be considered when pursuing an effective model for integration. There are many strategies, from policies to practices, to handle immigration, and there are many edicts to follow in order to be fair and equal, which requires encompassing the principles of justice in practice. A fair recognition process might lessen both the structural and procedural imbalance. If we are unable to explain those imbalances then it would be challenging to control the social suffering of immigrants and contextual inequality. As a consequence of experiencing injustice, it would not be possible to subjugate others' freedom or to change the social status of disadvantaged groups of people. Until then, the situation will remain unstable and immigrants will remain in the place of second-class citizens. A motivational approach may be seen as a useful tool – the government may motivate native Finns by creating awareness of immigrants' contributions to the national economy and social wellbeing.

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