Human Rights Violation of Immigrants in the Nordic Countries: A Threat to Community Sustainability

NafisaYeasmin

Ph.D. Student
Faculty of International Relations
Researcher at the Arctic Centre of the University of Lapland.
P.O. Box-122, 96101 Rovaniemi, Finland

Abstract

The Nordic countries are experiencing a shortfall in its labour market due to decreasing of the local birth rate and increasing the number of elderly people. The region needs immigrants from outside for exploring its natural resources and maintaining future economic development. However, some abuses with respect to a few core components of human rights towards a particular group of immigrants hinder the overall sustainable community building in the region. This research article explores the human right approaches that could secure community viability of immigrants in the northern most part of the world which in turn would increase a better understanding of the livelihood of minorities and their socio-cultural diversity.

Keywords: Nordic, human rights, non-Western immigrant, inequality, community sustainability

1.Introduction

Nordic countries need immigrants to fill a shortfall in their labor market due to local birth rate decreasing and increasing the number of elderly people. They will need 1.7 million new people to fill the gap in labour market over the next 15 years in order to maintain the existing well-being and sustainable development of the region (Vänskä 2015). The region is full of resources e.g., oil, gas, mine and tourist spots. There is increasing needs for exploring natural resources and make these better use in order to meet up the local demands and facilities offered by the modern science. The number of immigrants in the region is growing and that has reached nearly double compared to the situation of 2001 (Yeasmin 2013), which in turn imports diversity of population in the region. There is a trend that both local inhabitants and immigrants move from northern parts towards south for getting better opportunities. Extreme cold weather, disparities in most sectors of integration, lack of opportunities etc. are the main causes of pushing immigrants move to the southern parts.

In fact, immigrants play a significant role for the development of the region. However, they face number of challenges to find their way of living as the region holds an extreme climate and harsh environment. Thus, it seems important to get information about what factors are important to attract immigrants to reside in the region - for example, the opportunity to practice their own cultural and religious activities. In fact, these activities are an integral part of human rights for the immigrants, but in the light of the mainstream perceived as positive laws and norms can make it difficult for those people coming from another culture - animal protection laws restricting the purchase of halal meat could be seen as an obstacle for practicing Muslim cultures.

One of the main factors is essential to foster labour market integration among immigrants in the region so that they get easy access to regional working life. Unemployment rate among immigrants is 7.1 percent in Norway (Statistics Norway 2015); while, the rate ranged between 7 percent and 9.1 percent in Sweden (Fredlund 2014), and 37 percent in Finnish Lapland (Suopajärvi 2015). In Denmark the unemployment rate among immigrants from non-Western countries is 4.8 percent, whereas the figure is less than 2 percent among immigrants from Western countries and persons of Danish origin (Nörskov 2010). This rate of unemployment varies from city to city and immigrant groups from different nationalities (Nörskov 2010).

The highest inequalities between non-EU and EU immigrant women exist in the region; the difference in Finland is 31 percent, in Sweden which is 24 and Denmark is 19 percent (Eurostat 2015). In fact, it is tough for an immigrant to get a job in the region due to several reasons. It is challenging for non-Western Immigrants to integrate into the working life, unless their voice is heard positively. Statistics says that a negative attitude towards immigrants will increase in the future than now when they need to compete in the labour market with locals (Petäjämaa 2012). A hardening opinion and racism is a threat that migrants are facing nowadays will rise in the future, accordingly. Nordic countries are well known for its equal practice in every sector which has started to change during these days (Kvist 2012). The increase migrants' social inequality and exclusion by the locals may cause adverse consequences in Nordic countries in the near future. Especially, women and young immigrants need special attention in order to acculturation- who are now under the risk of marginalisation in region (Eurostat 2015). Inequality in getting opportunities are indeed differing among immigrants on the basis of their respective nationality. In all, more than 20 percent of young immigrants 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 for Somali (41% excluded) and Kurdish (34%) adolescents. There are marginalised youth with immigrant background are at risk of poverty in Sweden (Kamali 2015), Denmark and Norway (Gudmundsson 2013).

Human rights are interconnected with human and community developments are both about securing basic freedoms of migrants, which is the subject of a recent study of Euro-Arctic countries. Community viability of this region mainly depends on the full realisation of equal treatment and non-discrimination. Nordic countries are well known for strictly following the international principles of law which they have adopted (Kvist 2012:1-320). However, local communities need 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 region (Rasmussen & Olsen 2014). However, immigrants from the perspective required to study the effects of the laws in practice. An immigrant deserves adequate societal and legal possibilities for the religious and social activities, as well as political participation to promote the conditions of education, health and working life in the north. Inclusion of immigrants is an integral part of Nordic society which should be considered as resource, because the region needs more people to safeguard its economic outlook. However, the 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 organizations to make room for a humane sustainable economy and conditions for a good livelihood. 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, both from the majority and minority community.

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 law in the new country. The argument against immigration continues and it is centred on cultural otherness of immigrant (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 and welfare of Nordic countries. A racial attack took place in a school in Sweden in 2015 could be an example of why immigrants have been suffering for identity crisis in the aforementioned society (Nordberg 2015).

Migrants are a heterogeneous group, and it is difficult for them to get their voices to be heard in the Nordic mainstream society and many of them are not aware of the importance of their social role in the region. Immigrants' views have become conspicuous by their absence from the general human rights and development discourses. In the light of the recent policies of immigrants, mainly placed in a position, they are presented as recipients and needed all kinds of social support. This article examines how to develop the situation so as to reduce existing prejudices by strengthening good ethnic relationship between native population and immigrants; contributes to broadening knowledge about the realization of human rights of migrants for example, equality, non-discrimination, multiculturalism and acceptance of diversity among locals and human development of a democratic and inclusive management; further explores the human right approaches that could secure community viability of immigrants in the northern part of Finland which in turn would increase the understanding of the life of minorities and socio-cultural diversity.

1.1. Methods and Material

I have chosen literature review and conducting interviews for this research. Review of previous research on the context of inequality and discrimination in two different perspectives of the abuses of human rights:

1) How non-Western immigrants are discriminated in the integration process than Europeans and how this differential national policy of member states effects on local discourses; and

2) How refugees and non-Western immigrants are segregated in the labour market and the impact of in equal treatment of wages among immigrants and dissimilar attitudes of employers are preparing immigrant socially excluded group in the dominant society.

I have also studied impacts of social exclusion of immigrants on community development in the host countries since the basic concept of justice in a democratic society includes an equal distribution of fundamental rights (e.g., economic, political and legal rights) among all members of the country (Álvarez et al. 2012).

I have chosen different categories of immigrants, while conducting the interviews, based on their profession situations such as entrepreneurs, jobseekers and some workers from non-Western countries who are residing in Norway[1], Denmark[2], Sweden[3] and Finland[4].[5] The concept immigrants indicate, for the purpose of the research, refugees and immigrants from non-Western countries residing in the Nordic countries who are in disadvantaged position in the region. After this introductory part, for the purpose of the article, the second part examines a few key points of inequality and discrimination observed towards immigrants residing in the Nordic countries. The part follows analyses the impacts of the violation of the above mentioned two core components of human rights, and how do these cause uncertainty on the identities of immigrants and inverse impact on community sustainability in these countries. Part four synthesises the general discussions on the experiences of immigrants from selected groups collected during the interviews. Then, the final part ends up with the conclusion on the basis of the findings used in the previous parts, with a concrete proposal so as to the development of the situations of immigrants in the four countries as well as maintain their community sustainability.

2. Inequality and Discrimination

The Nordic countries have gained a 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).

---

[1] Visited Oslo in 2015 which is funded by Oslo Architecture Triennial and visited Tromso which is own funded in 2011.

[2] Visited Copenhagen and Aarhus which is funded by North to North mobility program in 2015.

[3] Visited Luleä, Sweden which is own funded in 2014.

[4] Living in Rovaniemi, made interview of immigrant residing here which is also own contribution in 2015.

[5] I made in-depth interviews by asking questions on: 1) the impact of social exclusion in host country; 2) the contribution of immigrant communities in the growth of host economy and community development/sustainability, 3) their opinion about human rights/ fundamental rights which are often closely linked to discriminatory laws and practice, and attitudes of prejudice and xenophobia against immigrants (Crépeau 2015). My informants in Denmark are from different nationalities - Turkey, Iraq, Japan, Pakistan and Bangladesh; while, in Norway are from Columbia and Bangladesh. Respondents in Sweden are from Bangladesh, Sudan and Iraq. Interviewees in Finland are from Bangladesh, Pakistan, Somalia and Algeria. The number of my informants are N=18, I made oral interviews and this research is made based on written notes on the 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. I proceeded to index and code relevant words, opinions and sentences, dividing these into three different categories: seeking information, challenges and suggestions. There were some limitations in conducting the interviews in Norway, Sweden and Denmark other than Finland. I did not have time enough to inform my interviewees beforehand, since I visited those places for short period of time 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.

However, race, colour or class is still a cause of discrimination and inequality, because the present structure of society in some ways values some lives more than the others (Andersen & Collins 2015) - some groups get more opportunities and resources while the others get less (Ibid.). For example, there are significant differences between immigrants from outside and inside EU countries (Ambrosin i& Barone 2007). The policies of these countries for immigrants from EU are made different than the policies for the immigrants came from outside the EU (Kumra & Manfredi 2012).

Number of immigrants has become well integrated to the core society; while some others are still in a disadvantaged position because of their race, colour and religious affiliation (Kumra et. al. 2012). Immigrant workers are also discriminated in the host labour market in the Nordic countries (Yeasmin 2012; Kumra &Manfredi 2012), despite having integration policies for immigrants from outside the EU, they are experienced discrimination in working place in the host countries (Krings et al. 2014). EU immigrants are entitled to be treated as nationals of a host country in the case of getting work permit or to setting up a business and they have the similar access to education likewise the nationals of a host country. On the contrary, non-Western immigrants need a work permit to take a job and go through a bureaucratic procedure when plaining to set up a business in a host country including numbers of certificate need to be acknowledged by the particular ministries which hinders the integration of a nonWestern immigrants in a Nordic county. There are lack of other fundamental opportunities for upward occupational mobility and work related health and safety issues (Vandenbrande et al. 2006 ;Ambrosini & Barone 2007 ; Yeasmin 2012 ; Kumra & Manfredi 2012). Those discriminations supported by the policy of the governments of the countries to some extent. However, interpretation of governmental policies is to promote equality between all immigrants' groups which is inverse practice in this regards. According to the Universal Declaration of Human Rights, all people are born free and they have equal dignity and rights. Different type of policies of government towards EU and non-EU immigrants reflects to the media discourses which create also inverse hierarchical impact among societies.

Governmental intuitions and policies influence each other and even in negative manners (Beutin et al. 2006), and creates 'us' and 'them' policies (Bridget 2011) where all EU immigrants belong to 'us' group and other non-EU 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 believes. If governmental attitude is variable among immigrants from different countries then public attitudes also reflect on the governmental perceptions. The result is exclusion, marginalization and favouritism leading to humiliation (Crawley 2009: 1-2; Work 2014:1-17), For example, there is no need of acknowledging the educational certificates of EU immigrants in a Nordic country by governmental authority; thus, an employer also trusts and relies on their certificates since those are secured by the governmental policy on one hand. On the other hand, employers in a Nordic country possess less trust on the educational certificates of a non-Western immigrant (Röder & Muhlau 2010). This creates a major source of inequality in social class (Wrench 2008), as 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 is not working in Sweden. This sort of segregation between immigrants and natives is observed not only in Sweden but also followed in the USA, Canada and the UK (Fredlund 2014). Since, America, Canada, UK. However, the situations should be different in these four countries since their northern parts are sparely populated and future economic development of the region is partially depends on immigrant populations and their integration to the host society. Segregated immigrant communities may increase the risk of marginalization in the broader society (Ibid) which negatively impacts on communal development in the region. This attitude also forced Swedes to think that refugees are a different group of people, and responsible to create anti-immigrant discourses. Media conversations and political parties brand it as a debatable issue among native voters during elections. Thus, non-Western immigrants encounter multiple forms of disadvantages than Western immigrants (Yeasmin 2012 ; Painter et al. 2015). Members belong to non-Western immigrants group are more likely to be victimised of injustice at working places, racism and xenophobia in the society e.g., workplace abusing (Krings et al. 2014: 491-498) , harassment, bullying (Cassandra et al. 2014) by the locals and Western immigrant as well. Immigrants, who are from different cultures than natives are under nearly eight times higher at risk of bullying in the working place (Bergbom et al. 2015).

Dissimilarities from the majority of non-Western immigrants cause this risk at working places. Immigrants from non-Western countries are experienced to do low paying jobs in the region (Yeasmin 2012; Kumra & Manredi 2012; Kvam 2015).

Different wage rates for different groups of immigrant workers and discrimination against immigrant workers seem to exist in Nordic labour   (Müller 2003; Kumra and manfredi 2012; Bratsbergetal. 2014; Pettersen & Østby 2014) . The wage negotiation very much depends to some extent on fully the willingness of an employer in the region may be considered by preference based discrimination. It is true that there are salary scales standard fixed by the government although in most cases employers prefer to negotiate the minimum scale for immigrants. In addition to this, there are disparities in the labour certification process (Rissing&Castilla 2014). Highly educated immigrants also experienced low wage position in the region than locals at entry level (Kerr & Kerr 2011). The Nordic regional labour market lacks observation of differential social groups fare by the relevant authority, and of impact assessment of policies and legislations concerning disparities between different communities residing in their societies (Kumra & Manfredi 2012).

There are prejudices in recruitment systems as evident in the region. Employers are more liberal when it comes to recruiting European and American immigrants than non-Western immigrants mainly from Third World countries (Yeasmin 2012). The reason for this may be that the culture of Europeans and Americans are in many ways similar to Nordic culture. Local employers have much more trust in immigrants from neighbouring countries or from Europe or America (Jaakkola 2009); regional attitude towards immigrants from Anglo-Saxon countries and within 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 has been discussed in previous studies (Hainmulle& His- cox 2010: 61-84; Beattie & Johnson 2012; Rooth 2010). They have suggested that natives oppose immigrants with similar skill levels but favour immigrants with different skill levels. Getting a better job depends on favouritism in the region which is an illogical concept. The transnational jurisdiction of the EU and UN lacks full accountability, thus nepotism and some other general corruption have been documented abundantly (StØrving 2014: 340). However, the purpose of the Non-discrimination Act (1325/2014) in Finland is to prohibit discrimination on the basis of age, ethnic or national origin, nationality, language, religion, belief and so on (Koivunen et al. 2015).

Discrimination is mostly a hidden informal practice of inequality in recruitment which is difficult to prove. As Koivunen has pointed out, "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."(Koivunen 2015). Both unconscious (Beattie & 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 processes (Husu 2002: 48-52). The opportunity rate of being invited to a job interview is lower among applicant with non-Western names than applicants with EU names (Larja et al. 2012: 162–65; Koivunen 2015, Khosravi 2012: 65-80). Thus, the selection process in jobs could be seen as defective from the viewpoint of non-Western immigrants in the Nordic countries which generates to an inequality regime (Acker 2009:208–209; Acker 2011: 72).

3. Impacts of Human Rights Abuse on Community Sustainability

Non-Western immigrants are kept outside from societal inclusion and labor market integration, which makes them worried and causes uncertainty on their identities (Dugarova 2015). These confusing situations prevail also in the Nordic countries and create constraints in acculturation. They feel excluded culturally, socially and economically as minority in the core society of a host country. The northern community as a whole is smaller than that of southern parts, 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 their economy and protect the sustainability of communities where they do belong. This might be a cause that the region lacks of dialogue of human rights of immigrants. Social inequality and discrimination towards immigrants cause symptoms of mental depression or psychological health issues among the immigrant residing in the region (Yang et al., 2013). Especially immigrant women and youth are in danger in the Nordic societies. They experience physical and mental chronic pain which result from being victims of inequality and discrimination at their working places (Szmukler & Bach 2015:18).

This situation limits individual and community sustainability which has a negative effect on future economic development in the region (Pastor & Morello-Frosch 2014: 1890- 1896), as the area is sparsely populated, needs immigrant communities outside from the region.

Economic activities in the region encompass diverse sectors, since regional development depends on Nordic fishing, oil and gas extraction, mining, forestry, reindeer husbandry and tourism industry (Röver 2014). For the exploitation of oil, gas and mining there is a need for more manpower where immigrants may play an active role which would be inevitable in 2019 and onwards when the region will get much fewer numbers of job-seekers against large number of people will reach the age of retirement. Tourism industry partially depends on manpower from outside the region. In the result, the North is a developing region that really needs extra human capital for the exploration and exploitation of gas and energy - it is known that about 80 percent of the world's reserved 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; while, social networks and group thinking develop common values and comprehensive visions (Geis & Kutzmark 2014; blog posted to energy Blog on 10 January 2014). In case of achieving regional sustainable development it is needed to attract minority people residing presently and will stay in the future and contribute to its in regional development. So, immigration could be seen as a way of achieving long term growth of the Nordic society.

Sustainable development in a particular region focuses on three major pillars: boosting the economy, protecting the environment and promoting social equality. However, human rights of immigrants still need collective commitments of Nordic countries in order to secure its community development. Potential projects against violations of human, labour and environmental rights provide wide coverage and screens (Barder et al. 2013: 832-53). Balancing the promotion of these three pillars is essential for sustainable development in the region although critics may argue that northern policies are often at best developed for the people of the North (Röver& Ridder- Strolis, 2014).

Mechanism of the protections of human rights is an important means to foster social inclusion. Human rights abuses do not encourage non-Western immigrant highly to be integrated in the region, commit themselves to their host societies (Smith 2014: 1224-1246). Every community needs survival social protection and equal opportunities as such with majority. They need collective engagement with other communities to create the conditions for a sustainable economy (Yeasmin 2014). Usually, Immigrant 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 practice their own culture that helps them to feel happy and provide mental satisfactions (planned behaviour theory) which is not a solution for community development of the region. However, if the Nordic societies really want to accept immigrants and multiculturalism, they should no longer ignore the human rights of immigrants inhabit in the region.

4. General Discussion

Human rights abuses has number of negative impacts on community development, since the issues came up in the interviews conducted with distinct immigrant groups. According to the opinions of interviewees in Aarhus and Rovaniemi, human rights abuses increase criminal offences among immigrant and natives likewise riots, angriness, bullying and harassment seem to be a barrier of economic and social development of future generation of the Nordic countries. This type of abuses causes social distress, fear, hate and desire for retribution among from school going children to adults. While, respondents from Luleå noticed that non-Western immigrants are facing trouble of successful integration in the core society. Because, integration is a two-way process although it is noticed that there is only low interaction exist between non-Western immigrants and locals. Usually, integration services offer varieties of events, info, happenings and create opportunities for immigrants and locals to speed integration process up. However, according to the respondents, the participation of locals and non-Western immigrants in those happenings remain failed, unfortunately.

Table1: Survey by interviewing N=18

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.gg faces unequal treatments in 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 authorized 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

Muslims immigrants are a stigmatised group and it is hard for Muslims to get access in the labour market on the basis of their educational background (Bloom 2014:860; Campbell 2012). Muslims are in disadvantage position nowadays because of their names and veils. It came up in he interviews that these countries are democratic and all people have rights to practice own religion according to their fundamental rights; which is absent in a real sense, unfortunately. Recently, the Danish government has banned even the ritual slaughtering of animals. And according to Animal Protection Act, prior stunning is mandatory before slaughtering any animal which is a debating issue about human rights abuses among Muslim immigrants in the region. This may question to Muslim cultural sustainability and identity. Lack of proper information and knowledge about their culture and religion, locals are scared of Muslim minorities mainly who are refugees. Some interviewees believe that lack of information creates fear and hate to each other which is the main cause of more terrorist attack i.e. Norway shock by Breivik in 2011 and Swedish riots in 2015.

According to number of respondents among the interviewees, discrimination towards particular immigrant groups is observed 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 (Gilligan 2015: 171- 188). There are also a good number of hidden crimes those are not reported; especially religious crimes are noticed as hidden type of crime (Intermit Finland 2013). Typical racial crimes as evident are assault, dishonour, insult, slander, discrimination, threat, intentional damage and the production of domestic premises - all are apparently result to the violation of human rights. According to official statistics, the most likely the victims of racist violence were aged between 15 to 24 years. 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).Immigrant youths in the Nordic region have been experiencing mental depression and anxiety symptoms for the fear of being marginalised in the society. It in turn also harms the societal development in the region.

The interviewees admit that there are two social classes exist based on race and colour in the region - refugees and other non-Western immigrant who has moved to the Nordic countries as either students or jobseekers belong to a class; whereas the other class includes natives and European immigrants. This class system creates discrimination between natives and immigrants, also between immigrants and immigrants. This type of legitimate disparity against refugees and non-Western group weakens their intentions to work for societal and community development. The trends of low wage create income gap, inefficiency and harmful effects and hinder collective and political capacity of societies and healthy community. As according to the respondents, low earned people are very common among socially excluded groups, and with this limited resources it is somewhat difficult to give full participation in community life.

Some immigrants try to change their social status by establishing business. However, number of factors i.e. political economic factors, language, knowledge gap about local business society and so called bureaucracy make the entrepreneurship harder for immigrants in the Nordic countries. According to the interviewees, immigrant entrepreneurs are primarily established in order to change their luck and societal class in one hand. On the other hand, some immigrant decide to close their business in the northern parts and move to the southern parts of these Nordic countries searching better opportunities which is not a good solution from the viewpoint of northern parts as they loose manpower for future development. This chain-snowball process is a popular means evident among non-Western immigrants and noticed in the region. Starting business is an initiative   to change their fortune to get themselves to be employed.

Isolation from the mainstream community keep immigrant women and youths outside from the prime community development - immigrants at the beginning try to cope with the mainstream community; however, social exclusion compels them to think about only to their ethnic, cultural and religious background. Immigrant women are sometime obligated by the present adverse situation to stay at house for raising the number of their children. Inequality and discrimination may form different ethnic enclaves within the Nordic societies which, in turn, causes negative impacts on host society and creates ethnically distinct neighborhoods which is considered as a clear obstruction to assimilation.

The members of ethnic enclave also fosters to support co-ethnicity and increases out-group attitudes although it is not yet at the level of a threat for host society however hinders regional community sustainability. According to the interviewees, it is hard to get job for immigrants without having any network or prior-relationship with employer. The situation manifests a question of trust: employers trust a Western immigrant more than an immigrant from non-Western group. Moreover, very few who are working in a same office with locals are experienced communication difficulties, differences in working style and lack of awareness among major culture towards minor cultures.

Maintaining good relationships with Western immigrants seems easy for locals due to their working style is as same as the Nordic working model, share similar types of cultures, living style, race and colour. These similarities help building quick trust of Nordic natives towards Western immigrants and solidarity between ethnic enclaves may promote to strong favoritism at working places. Good working attitudes of employers towards workers also depend on good relationship between host country and immigrant's country of origin at state level to some extent. Employees who are not adequately treated and not well trusted may not respond in a positive manner rather than demonstrating their unwillingness to use their full knowledge, skills and genuinely in a collective manner; which may not be adequate for reaching official goals.

5. Conclusion

Social inclusion of non-Western immigrants and refugees is a potential need in Nordic states for community development and maintaining its sustainability, since this region is geographically isolated and sparsely populated. Community sustainability of immigrants residing in the region influences basic concepts of belongings, acceptance and recognition of refugees and non-Western immigrants. Social inclusion of non-Western immigrants and refugees would manifest with the realisation of full and equal participation in the socio-economic, cultural and political dimensions.

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 being 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 peoples is a part of social inclusion. Low levels in participating community activities among immigrant women and locals are marked because of their different cultures and looks; increase awareness in participating to community activities may result to a better situation. Mainstream society should respect diverse culture, since practicing of own culture is considered as a right other than an opportunity. Respecting the rights of immigrants would encourage them in engaging in the host communities and building strong social networks. 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. Establishing civic rights for immigrants and eliminating discriminations is an essential factor for community development and maintaining its sustainability. More knowledge based education on social inclusion for sustainable community development and cultural sensitivity may be a useful means.

Although it is difficult to prove discrimination made on the grounds of colour, nationality or language; however, setting up a regular monitoring group may be an effective option in order to finding the facts. The proposed Monitoring Group should be formed with the involvement of different groups of people from different backgrounds. The Monitoring Group can take anti-racist and pro-inclusion initiatives at working places to every social sector that promotes the social and cultural involvement of minority communities.

It can seek normative justification from employees against being racialist towards immigrants and such justification need to be nationalised, also among the citizens of a political community.

References

Office of the High Commissioner for Human Rights. A Human Rights Approach to Migration.[online]. Available at http://www.ohchr.org/EN/Issues/Migration/Pages/MigrationAndHumanRightsIndex.aspx. Accessed 22 June 2015.

Acker, J. 2009. 'From Glass Ceiling to Inequality Regimes'. *Sociologie du Travail* 51: 199–217.

Acker, J. 2011. 'Theorizing Gender, Race, and Class in Organizations'. In Jeanes, Emma, Knights, David & Martin Patricia Yancey (eds.). *Handbook of Gender, Work and Organization*. Chichester: Wiley.

Álvarez, Beatriz Arce, Alberto DíezGutiérrez& Oscar BayónGonzález. 2012. 'Social Exclusions of Immigrant in Spain'. [online]. Available at http://netaware.ue.katowice.pl/wp-content/uploads/2012/05/Social-exclusion-of-immigrants-in-Spain.pdf. Accessed 22 June 2015.

Barder, Owen, Julia Clark, Alice Lepissier, Liza Reynolds & David Roodman. 2013. 'Europe Beyond Aid: Assessing European Countries´ Individual and Collective Commitments to Development'. *Journal of International Development* 25(26): 832–53.

Barbara, Bergbom, MaaritVartia-Vaananen&Ulla Kinnunen. 2015. 'Immigrants and Natives at Work: Exposure to Workplace Bullying'. *Employee Relations* 37(2):158 – 75.

Beattie, G. & P. Johnson. 2012. 'Possible Unconscious Bias in Recruitment and Promotion and the Need to Promote Equality'. *Perspectives: Policy and Practice in Higher Education* 16(1): 7–13.

Beutin, R., M. Canoy, A. Horvath, A. Hubert, A. Lerais, P. F. Smith & M. Sochacki. 2006. *Magration and Public Perception*. Brussels: European Commission.

Bloom, Laura. 2014. 'Islamophobia in Public Policy: The Rise of Right Wing Populism in Denmark'.[online].*CMC Senior Theses* (Paper 860).
    Availableathttp://scholarship.claremont.edu/cmc_theses/860 . Accessed 2 January 2015.

Bratsberg, Bernt, OddbjørnRaaum, Marianne Røed&PålSchøne. 2014. 'Immigrant Wages Effects by Origin'. *The Scandinavian Journal of Economics.* 116 (2):356-393.

Bridget, Anderson. 2013. *Us and Them? The Dangerous Politics of Immigration Control*. UK: Oxford University.

Bildt, Carl. 2011. Report of the Swedish Chairmanship of BEAC 2009-2011. Barents Euro Arctic Council 1st Sessions, Kiruna, Sweden 12 October 2011. Available at
    http://www.barentsinfo.fi/beac/docs/All_speeches_13th_BEAC_Ministerial_Session_Kiruna_12_October
    _2011_up d2011-10-27.pdf. Accessed 12 January 2013.

Campbell, Shayla B. 2012. 'Conflicts of Euro-Islam: The Issues of Immigration and Integration of Muslims into European Society'. *Senior Theses* (CT 2012). Hartford:Trinity College. Available at http://digitalrepository.trincoll.edu/theses/205. Accessed 10 October 2015.

Cassandra A. Okechukwu MSN, Kerry Souza , Kelly D. & A. Butch de Castro. 2014. 'Discrimination, Harassment, Abuse, and Bullying in the Workplace: Contribution of Workplace Injustice to Occupational Health Disparities'. *American Journal of Industrial Medicine* 57 (5):573–86.

Heaven, Crawley. 2009. 'Understanding and Changing Public Attitudes: A Review of Existing Evidence from Public Information and Communication Campaigns'. Available at http://www.barrowcadbury.org.uk/wp-content/uploads/2012/11/Understanding-public-attitudes-a-review-of-existing-evidence-from-public-information-and-communication-campaigns1.pdf. Accessed 12 November 2015.

Crépeau, François. 2015. 'Statement on the Protection of the Rights of Migrants Workers and Members of Their Families'. UNHCR (United Nations High Commissioner for Human Rights). Available at http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=16641&LangID=E. Accessed 2 November 2015.

Ministry of Employment. 2012. *Discrimination in the Finnish Labor Market—An Overview and a Field Experiment on Recruitment*. Helsinki: Publications of Ministry of Employment and the Economy, Employment and Entrepreneurship (16/2012).

Dugarova ,Esuna. 2015. 'Social Inclusion, Poverty Eradication and the 2030 Agenda for Sustainable Development'. UNRISD (United Nations Research Institute for Social Development) working paper 2015-14. Available at

http://www.unrisd.org/80256B3C005BCCF9/(httpAuxPages)/0E9547327B7941D6C1257EDF003E74EB/$file/Dugarova.pdf. Accessed 20 September 2015.

Eriksen, Thomas Hylland. 2013. *Immigration and National Identity in Norway.* Washington DC: Migration Policy Institute.

Eurostat. 2015 (May). 'Migrant Integration Statistics – Employment'. Available at http://ec.europa.eu/eurostat/statistics-explained/index.php/Migrant_integration_statistics_-_employment#Unemployment. Accessed 20 September 2015.

Fredkund – Blomst ,Sofie. 2014. 'Assessing Immigrants Integration in Sweden After the May 2013 Riots'. Available at http://www.migrationpolicy.org/article/assessing-immigrant-integration-sweden-after-may-2013-riots. Accessed 12 November 2015.

Geis, Don & TammyKutzmark. 2014. 'Developing Sustainable Communities: Cultural Diversity and Ethnic Minority'. *Psychology* 20(4): 491-98.

Gilligan, Chris. 2016. 'Two Wrongs Don´t Make a Right (in) Tolerance and Hate Crime Laws in Northern Ireland'. In Honohan, Iseult & Nathalie Rougier (eds.). *Tolerance and Diversity in Ireland, North and South*. Manchester: University Press. 1-279.

Gudmundsson, Gestur. Dennis Beach &ViggoVestel. 2013. Y*outh and Marginalisation: Young People from Immigrant Families in Scandinavia*. UK: The Tufnell Press. 1-356.

Hainmueller, Jens & Michael J. Hiscox. 2010. 'Attitudes TowardHighly Skilled and Low-skilled Immigration: Evidence from a SurveyExperiment'. *American Political Science Review* 104(1):61-84.

Yang, Hao-Jan. Jyun-Yi Wu, Sheng-Shiung Huang, Mei-Huei Lien & Tony Szu-Hsien Lee. 2013. Perceived Discrimination, Family Functioning and Depressive Symptoms Among Immigrant Women in Taiwan'. *Arch WomensMent Health* DOI 10.1007/s00737-013-040.1-8.

Intermin, Finland. 2013. Available at http://www.intermin.fi/download/47383_Violent_extremism_in_Finland_-_2_2013.pdf?f09cac994591d088.Accessed 12 November 2014.

Husu, L. .2002. 'Piilosyrjintä Akateemisessa Maailmassa: Tiedenaisten Vai Tiedeyhteisön Ongelma?' [Hidden Discrimination in Academic Word: The Problem of Academic Women or Academic Community?]. *Naistutkimus- Kvinnoforskning* 15(1): 48–52.

Jaakkola, M. 2009. *Immigrants from a Finnish Point of View: Changing Attitudes*. (Dissertation in Finnish, translated into English by the author). Helsinki: City of Helsinki.

Kamali, Masoud. 2015. *War, Violence and Social Justice: Thoeries for Social work.*
England: Ashgate Publishing Limited. 1-193.

Kerr, Sari Pekkala& William R Kerr. 2011. 'Economic Impacts of Immigration: A Survey'. Working Paper 16736. Available at http://www.nber.org/papers/w16736.pdf. Accessed June 2014.

Khosravi, Shahram. 2012. 'White Masks-Muslim Names: Immigrants and Name-Changing in Sweden'. *Race &Class* 53 (3): 65-80.

Koikkalainen, Saaraja&NafisaYeasmin. 2014 .'Kestävä Maahanmuuttajayrittäjyys Lapissa
[SustainableImmigrantEntrepreneurship In Lapland]'. Available at http://urn.fi/URN:ISBN:978-952-484-726-1.

Koivunen, Tuija. Hanna Ylöstalo&Katri Otonkorpi-Lehtoranta. 2015. 'Informal Practices of Inequality in Recruitment in Finland'. *Nordic Journal of Working Life Studies* 5 (3): 1-15.

Krings, Franciska. Claire Johnston, Steve Binggeli, Christian Maggiori, Savita Kumra&Simonetta Manfredi. 2012. *Managing Equality and Diversity: Theory and Practice.* Oxford: University Press.

Kvam, Berit. 2015. 'The Mininmum Wage - Threat or Opportunity'. *Nordic Labour Journal* (Feb 7, 2015). Available at http://www.nordiclabourjournal.org/artikler/kommentar/comments-2015/article.2015-02-06.8936505802 . Accessed 12 November 2015.

Kvist, Jon, Johan Fritzell, Bjorn Hvinden& Olli Kangas. 2012. 'Changing Social Inequality and the Nordic Welfare Model'. In Kvist, Jon, Johan Fritzell, Bjorn Hvinden& Olli Kangas (eds.). C*hanging Social Equality: The Nordic Welfare Model in 21st Century*. UK: University of Bristol Policy Press. 1-320.

Larja, L., J. Warius, L. Sundbäck, K. Liebkind, I. Kandolin& I. Jasinskaja-Lahti. 2012. 'The Future is Now'. *Public Management Magazine* 116(2): 356–93. Available at
http://www.freshstart.ncat.org/articles/future.htm. Accessed 12 November 2015.

Andersen, Margaret L & Patricia Hill Collins. 2015. *Race, Class and Gender: An Anthology.* UK: Cengage Learning.1-544.

Nordberg, Jenny. 2015. 'An Attack and an Identity Crisis in Sweden'. *The New Yorker,* 23 October 2015.

Nørskov, Joana Mikalauskaite. 2010. *Statistical Overview of Integration: Population, Education, and Employment Special Chapter on Children and Youngsters.* Copenhagen: The Ministry of Refugee, Immigration and Integration Affairs Pres.1-205.

Painter, A., Mattew Holmes, D. Malcolm &Jenna Bateman. 2015. 'Skin Tone, Race, Ethnicity, and Wealth Inequality Among New Immigrants'. *Social Forces*. doi: 10.1093/sf/sov094.

Pastor, Manuel & Rachel Morello- Frosch. 2014. 'Integrating Public Health and Community Development to Tackle Neighbourhood Distress And Promote Well-Being'. *Health Affairs* 33(11):1890-96.

Petäjämaa, Mirva. 2013. 'Lapin Maahanmuuttostrategia 2017' (Lapland Immigration Strategy for 2017). Available at, http://www.kotouttaminen.fi/files/39231/Lapin_maahanmuuttostrategia_2017.pdf. Accessed 22 January 2015.

Pettersen, SiljeVatne&Østby Lars. 2014. 'Immigrants in Norway, Sweden and Denmark'. *Statistics Norway* 10 November 2014. Available at https://www.ssb.no/en/befolkning/artikler-og-publikasjoner/immigrants-in-norway-sweden-and-denmark. Accessed 12 November 2015.

Rasmussen, Ole Rasmus & Lise S Olsen. 2014.'Sustainable Development in the Arctic'. *Nordregio*April 23, 2014. Available at http://www.nordregio.se/en/Metameny/About-Nordregio/NCM-Arctic-Co-operation-Program-Arktiskt-Samarbetsprogram/. Accessed 12 November 2015.

Rissing, Ben A. &Castilla J. Emilio. 2014. 'House of Green Cards Statistical or Preference-Based Inequality in the Employment of Foreign Nationals'. *American Sociological Review* 79(6):1226-55.

Röder, Antje& Peter Mühlau. 2010. 'Discrimination, Exclusion and Immigrants´Confidence in Public Institutions in Europe'. (IIIs Discussion paper no.320/March 2010). Available at https://www.tcd.ie/iiis/documents/discussion/pdfs/iiisdp320.pdf. Accessed 12 November 2015.

Röver, Corinna. 2014. 'The Notion of the Arctic is Based on Canadian Ideas, According to Discourse Analysis Studies'. *Science Poles,* 23 October 2014. Available at http://www.sciencepoles.org/interview/discourse-on-the-arctic-is-based-on-canadian-ideas. Accessed 1 November 2015.

Röver, Corinna &KatrinRidder- Strolis. 2014. 'A Sustainable Arctic: Preconditions, Pitfalls and Potentials'. International Seminar, Bergen, Norway, 8-9 September 2014.

Rubio-Martin, Ruth. 2014. *Human Rights and Immigration.* UK: Oxford University Press.

Special Section: Race and Ethnicity in the Workplace.

Smith, David M. 2014. *Roma Migrants, the EU and the Politics of Integration in the UK. Proceedings of the 5th International Conference on International Studies (ICIS) 2014: Globalization and Nation States*. Malaysia: University Utara Malaysia. 1224-46.

Staistics Norway. 2015. 'Unemployment Among Immigrants, Register-based, Q2 2015'. Available at https://www.ssb.no/en/arbeid-og-lonn/statistikker/innvarbl/kvartal/2015-08-27. Accessed 12 November 2015.

Støvring, Kasper. 2014. 'The Conservative Critique of the Enlightenment: The Limits of Social Engineering'. *The European Legacy* 19 (3):335–46. Available at http://dx.doi.org/10.1080/10848770.2014.898959. Accessed 12 November 2015.

SuopaJärvi, Anne-Mari. 2015. 'Immigrant in Lapland'. Paper presented at MAKO- Network Seminar, Kemi and Rovaniemi, Finland, 26-27 August 2015.

Szmukler, G. & M Bach. 2015. 'Mental Health Disabilities and Human Rights Protections'. *Global Mental Health* 2 (20): 1-18.

Work Br., J. Soc. 2014. 'A World on the Move: Migration, Mobilities and Social Work'. *British Journal of Social Work* doi: 10.1093/bjsw/bcu058. 1-17.

Vänskä, Harri. 2015. 'PohjolaTarvitsee 1,7 MiljoonaaTyöntekijääLisää(Nordic Countries Need 1.7 Million Workers Next)'. *Kauppalehti,* 5 November 2015.

Yeasmin, Nafisa. 2014. 'Justification for Community Sustainability of Religious Minorities in Northern Finland: An Analytical Approach'. *Current Developments in Arctic Law,* 2:41-45.

Yeasmin, Nafisa. 2013. 'Implementation of EU Immigration Policy in the Barents Euro Arctic Region- Towards a Framework for Policy Analysis'. *TheYearbook of Polar Law* 5 (1):603-40.

Yeasmin, Nafisa. 2012. *Life as an Immigrant in Rovaniemi. In* Monica Tennberg (ed.). *Politics of Development in the Barents Region.* Rovaniemi: Lapland University Press. 340-61.