

EMPLOYMENT SITUATION FOR IMMIGRANTS IN SWEDEN: ASIAN IMMIGRANTS

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ABSTRACT: *A labour market does not have an identical employment situation for their native and Immigrated employees, discrimination based employment directly influence the level of satisfaction. This study investigates the employment situation for Asians in Swedish labour market. Three Asian countries; Pakistan, India and Bangladesh are targeted in this research. A survey is conducted in Sweden by using a structural open-ended questionnaire for interview with the 100 samples. It is determined that Asian don't have favorable employment situation, Swedish employers generally follow discriminated based hiring. Multiple Asians are not satisfied with their employment in Sweden because of having blue collar jobs. Due to this unfavorable situation many Asians have moved to the self-employed position in Sweden. Additional, a fact is explored in this research that Asians do not prefer to immigrate Sweden because of an unfavorable employment situation, maximum Asians live in Sweden are students. However, at the present age Swedish government has started to give importance to Asian immigrants by insuring equal opportunity of employment and education.*

Keywords: Employment situation, Immigrants (non-European foreigners), employment discrimination

INTRODUCTION

No of immigrants in the country directly affect the number of foreign employees in the same country. Similar to other European countries, Sweden has also experienced substantial number of immigrants during the last decades [1]. Number of immigrating foreign employees increased rapidly in Sweden for the period of post-war years. In 1940, the total number of foreign born persons was 1 % of the total population of Sweden, which rose up to 7 % in 1970 and about 10% in 1995. Until the mid-1970, the major portion of the immigrated labour force was from the Europe. However, later on immigrating labor forces from outside the Europe have taken participation in Sweden's labour market [2]. Employment opportunity and economic growth of a country could be affected by the immigration trend in the same country [2].

According to the past researches, near to 1970 the employment situation was favorable for immigrants in Sweden but since the last decade, immigrants (borne outside Europe) have been suffering high rate of unemployment [3]. According to Rooth and Ekberg, in contrast to native non-European background immigrants undergo elevation of the probability of unemployment and lower annual earning [4]. The immigrants in Sweden experience hitches in obtaining their desired jobs because of lower labour force participation and employment rate [5]. Furthermost European countries' labour market articulate a weak employment position for the immigrants from the non-European countries. Alongside this low employment rate, they also got discouraged as a result of lower hourly wages relative to their anticipations (on the basis of age, education, skills, and abilities) [5].

Grand and Szulkin, interpreted in their research results that immigrants from Africa, Asia, and Latin America come across to sizeable obstructions while entering in the Swedish labour market, in contrast it is observed that Swedish labour

market integration is less problematic for immigrants from western countries [1]. Researches have proved that biased decisions occurred during the employment of minorities on the basis of gender and color discrimination. In various cases black peoples are discouraged by white people especially in their vocational life [6,7,8]. Moore's also summarize this employment discrimination approach against immigrants under one notion called "disadvantage hypothesis" [9].

Employment situation delineates favorable and unfavorable outcomes of the labour market of a country. Both natives and foreign employees experience a different employment situation in the same country. It is very important to understand foreign employees' satisfaction from their employment. The purpose of this study is to investigate the available employment situation to the foreign borne employees in Sweden and their level of satisfaction. It has been presented by the many researchers in their research that non-European borne employees have an unsatisfactory employment situation in Sweden. Three non-European (Asian countries); Pakistan, India, Bangladesh are considered.

MATERIAL AND METHOD

The employment situation is important phenomena that helps to interpret level of satisfaction of an employee with his life [10]. According to Veenhoven, Job is a vital factor for the whole life satisfaction, a labour's happiness depends on having good and proper job in the society. Further, the unemployment imitates disappointment of the overall life of an unemployed worker [11]. A study presents that employed labour force indicates vocational satisfaction that motivates them to perform vocationally active during the job. This vocational satisfaction determines the happiness and overall life satisfaction. A research shows that relative to the employed labour force unemployed labour force experiences lower level of life satisfaction [10].

Sometimes nature of jobs also outlines the selection of employee from immigrants and native. Such as; relative to immigrants (foreign employees) Swedish employees are preferred for hiring in case of socially categorized jobs in Sweden [1]. Various mechanism related to job discrimination have been discussed under the literature of labour market discrimination. "Taste for discrimination" was the first mechanism that describes the dislike approach of the employer, co-workers and customers on the basis of racial minorities [12].

The fundamental way of labour markets work is changed by the formalized human resource structure which is developed in response of equal employment opportunity affirmative action (EEO-AA) law [13]. According to Glazer this EEO-AA defines the employment and promotion system that support the affirmative outcomes for the minorities and women in the society [14]. Job discrimination on the basis of color, race, religion, sex, and geographic is restricted in the organizations by VII of the Civil Right Act of 1964. The equal employment opportunity commission (EEOC) and the court support to implement VII laws in organizational employment practice [13]. Swedish authorities have undertaken policy to ensure equal opportunity for natives and immigrant in the society [15].

The network is a significant factor to enhance employment opportunity among the immigrants. Creation of huge and efficient network for immigrants can ensure worthy employment situation for the foreign borne employees. Various immigrants have a poor employment position in the labour market because of small network [16]. Education is also a considerable factor of employment discrimination, many foreign borne employees are avoided to hire because of their educational gap [1]. The European countries' education system is better than the Asian countries' education system. Swedish authorities focus on equal opportunity by providing free education to the natives as well as to immigrants at equal quality [15]. The other factor of discrimination is a country's special skills, which learn from the native language, labour market experience and culture [1].

It is a field based research where the deductive approach is used. A structured open ended questionnaire was prepared and interviews were conducted with many of Asian belonging to these three countries. Interviews were held in Sweden and total of 100 samples are taken in this research. It has been noticed that Asian females also living in Sweden for that reason both gender (male and female) are considered in this research. A research question is prepared to define the problem and analysis of the results is prepared on the basis of collected data and literature framework.

RQ: Does the employment situation of Swedish labour market is favorable for immigrants from Pakistan, India, and Bangladesh? Are they satisfied with their employment life?

RESULT AND DISCUSSION

Number of male responders were maximum relative to female responders. It could be ascertained from this that ratio of Asian male is in excess in Sweden. Maximum responders were student who are doing part time job parallel to their study and some are full time employees after completing their education from the Sweden. A portion of responders were self-employed who have been doing their own business in Sweden. During the survey, it is observed that mostly, people from Asia came to Sweden on student visa/spouse visa rather on immigration visa.

It is ascertained from the results that mostly the Asians came to Sweden for study purpose. Free education encouraged them to move Sweden for study and soon after get employment opportunity in Europe. It is observed from the results that people from Pakistan, India and Bangladesh do not come to Sweden on work permit visa, but numerous students obtained work permit visa after completion of their study during their employment time period in Sweden.

Various Students are doing job along with their study because there is no working hour limit for them in Sweden. Beside this these three countries are developing countries and having devalued currency as compare to Swedish currency (kroner) so they have to spend more units of their home currency in obtaining one kroner. Consequently, it got problematic for them to finance their living expense during the study period without having proper running income (income from job). According to the responders it is problematic to acquire part time good job in Sweden because employers, mostly prefer to have Swedish and European borne employees for their esteemed jobs. Therefore, such Asian employees mostly do have blue collar jobs rather than white collar jobs. In Sweden hourly rate depends on the nature of the job, few jobs provide a sufficient hourly rate, but multiple jobs arrange for insufficient wage per hour. However, it is challenging for non-European borne to get a good natured job having good wage per hour.

It is determined from the results that numerous Pakistani, Indians, and Bengali prefer to stay in Sweden and find job after completing their studies. Asian people prefer to live there and even willing to do blue collar jobs instead of moving back to their home country due to huge earning differences which generally arose because of exchange rate differences among currencies. Such as one kroner is equal to 12 Pakistani rupees, 7.4 Indian rupees and 9.3 Bangladeshi takas. Nevertheless, it is hard-hitting for them to find a white collar job even after completing their higher education from the same country. Swedish employers, mostly prefer those

candidates who know Swedish language. The results shows that discrimination based hiring is followed by the Swedish employers and several Asian candidates treated unfairly at the time of hiring. A Sweden based research also supported this result by articulating that in Sweden ethnic minorities have low levels of happiness relative to natives [17]

The result demonstrates that unfavorable employment situation of Sweden's labour market encourages them to become self employed by starting their own business in Sweden. Self-employed Asians are successful, satisfied as well as happy with their whole life. A study of male immigrants present that being an unemployed is the first step toward self-employment [18]. Another study confirms that discrimination based labour market enforces immigrants to get a self-employed position in the labour market [5].

The Swedish labour market does not have active network for the foreigners for that reason they hardly get the information of available jobs in the labour market. It has been seen that Sweden's labour market is focusing on immigrants' right by developing networking for them to provide required information related to employment. A European based research presents that European policies are prepared to confirm immigrants' right by providing sound access to the labour market, value-added information as well as education opportunity [19]. Yvonne and Doris also describe that immigrants' rights are becoming significant for the governments at the present time [20].

The results show that Asian immigrants gone through various dilemmas in their vocational life that affect their life satisfaction and happiness also. European and Asian cultures are totally different for that reason Asians' learning skills are totally different from the European borne immigrants' skill. A research describes that in Sweden life satisfaction risk is significantly higher for the immigrants, and the main reasons of dissatisfaction are culturally determine factors [21]. The good approach of Swedish labour market is labour union that perform equally for each and every employee, regardless of their nationality, color, gender, etc. This labour union supports them to get their rights and stop unfair, injustice behaviors of the employer during the job.

CONCLUSION

The Swedish labour market does not contribute considerable advantageous features in the employment situation for the Asians. Asians have less number of opportunities due to their educationa background, learning skills, weak networking and language skills. Discrimination based employment is the characteristic of Swedish labour market that strongly affects Asians employees. Employment satisfaction among Asians is not enough, many of them moved back to their home country because of having a blue collar job and some moved to self-employment situation. Self-employed Asians are satisfied and

absolutely happy with their earning, life style and position in the society. It has also been explored in this research that many Asians don't want to go back even having discrimination based employment and lower level of vocational satisfaction, the reason of having more income relative to income from their home country. Another fact is explored in this research that in this day and age Sweden government has started to give importance to Asian immigrants by ensuring equal opportunity of employment and education.

Further research: It has been observed from the research results that Asians (Pakistani, Indian, and Bangladeshi) don't apply for immigration in Sweden, they came here on student visa and started their working life here after completing or in-between their study time. Another research should be conducted to examine why Asians don't prefer to come Sweden on immigration visa.

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