



Henna Badrummonir

Exploring Systemic Racism in Finnish Society

Bachelor's Thesis

Metropolia University of Applied Sciences

Bachelor of Business Administration

International Business and Logistics

Thesis

May 2024

Abstract

Author: Henna Badrummonir
Title: Exploring Systemic Racism in Finnish Society
Number of Pages: 61 pages
Date: 6 May 2024

Degree: Bachelor of Business Administration
Degree Programme: International Business Logistics
Supervisor: Michael Keaney, Senior Lecturer

This thesis investigates the pervasive issue of systemic racism in Finland, emphasizing the societal and institutional segregation between Finnish nationals and non-Finnish communities. Central to the findings is the significant role of language barriers, which not only perpetuate segregation but also impact non-Finnish speakers' access to education, employment, and civic participation. The research identifies a troubling trend in schools where non-Finnish children are often tracked into vocational training prematurely, which may limit their future educational and career opportunities. This segregation extends into the labor market, where non-Finnish individuals face substantial employment discrimination and are frequently underrepresented in higher education and professional sectors. The study also explores the social dynamics in urban settings, noting a marked segregation in residential patterns, with non-Finnish populations concentrated in specific districts of cities like Helsinki. This spatial segregation reinforces social and economic disparities, contributing to a cycle of exclusion and marginalization. The thesis concludes with a call for policy reforms aimed at integrating language acquisition with cultural competency training in schools and workplaces. It also advocates for enhanced anti-discrimination measures and proactive community engagement strategies to bridge the divide between Finnish and non-Finnish residents, fostering a more inclusive society. This research contributes to a deeper understanding of systemic racism in a Nordic context and provides practical recommendations for policymakers and community leaders to combat segregation and promote equity across Finnish society.

Keywords: Systemic racism, Institutional Discrimination, Immigrant Integration, Non-Finnish Communities, Social Inclusion, Labor Market Discrimination, Educational Disparities

The originality of this thesis has been checked using Turnitin Originality Check service.

Contents

Glossary

1.	Introduction	2
1.1	Is There Systemic Racism?	2
1.2	Significance of the Study	3
2.	Literature Review	4
2.1	Understanding Systemic Racism	5
2.2	Systemic Racism in Finland: A Comparative Analysis	6
2.3	Manifestations of Systemic Racism in Finnish Society	10
2.4	Limitations of Existing Literature	18
3.	Research Methodology	20
3.1	Secondary Data Analysis	21
3.2	Qualitative Case Study: Story of Petros	23
3.3	The Method Used for Qualitative Case Study	25
3.4	Limitations	26
4.	Analysis	29
4.1	Labour Market Discrimination	30
4.2	Representation in School Faculty	43
4.3	Story of Petros	48
5.	Discussion	54
5.1	Suggestion for Future Research	56
5.2	Conclusion	58
	References	59

Glossary

AMK	Stands for "ammattikorkeakoulu" in Finnish, which translates to "university of applied sciences" in English.
CRT	Critical Race Theory
Finnish society	Systemic structures and cultural norms potentially perpetuate racial inequalities, subtly maintaining a homogeneity that marginalizes non-Finnish identities and experiences.
FRA	European Union Agency for Fundamental Rights
KELA	"Kansaneläkelaitos," which translates to the Social Insurance Institution of Finland in English. KELA is responsible for providing a range of social security benefits to residents of Finland.
Non-Finnish	Individuals residing in Finland who are culturally, ethnically, or nationally distinct from the ethnic Finnish majority. This includes immigrants, descendants of immigrants, and indigenous populations who do not identify primarily with Finnish ethnic heritage.
TE-toimisto	"Työ- ja elinkeinotoimisto," the Employment and Economic Development Office, is a Finnish government agency responsible for providing services related to employment, career development, and economic development.
THL	"Terveyden ja hyvinvoinnin laitos," which translates to the National Institute for Health and Welfare in English. This agency is responsible for research, development, and statistics related to health and welfare in Finland.

1. Introduction

Systemic racism, a deeply entrenched form of racial prejudice and discrimination embedded within the societal, institutional, and policy-making frameworks, presents a significant yet underexplored issue within Finnish society. This thesis investigates systemic racism in Finland, particularly how it affects individuals not of Finnish origin, including immigrants and non-Finnish speaking people. The exploration is aimed at understanding the multifaceted ways systemic racism manifests in various aspects of life, such as employment, financial stability, and access to social welfare programs. The significance of this investigation lies in its potential to unveil the nuanced and often covert forms of racism that perpetuate inequalities, hinder the integration and socio-economic advancement of marginalized communities, and challenge the perceived notions of Finland as an inclusive and egalitarian society.

1.1 Is There Systemic Racism?

The main research question guiding this thesis is: "How does systemic racism manifest in Finnish society, and what impact does it have on the lives of individuals not of Finnish origin, including immigrants and non-Finnish speaking people?" This question is designed to delve into the specific expressions and consequences of systemic racism in Finland, examining the extent to which it influences various societal sectors and the everyday experiences of marginalized groups.

This research question aims to explore the presence and extent of systemic racism within Finnish society. It seeks to investigate the various forms and manifestations of systemic racism experienced by individuals who are not of Finnish origin, including immigrants and non-Finnish speaking people. The study will examine discriminatory practices, biases, and structural barriers that contribute to unequal treatment and opportunities in different economic aspects, such as the job market, finances, and access to government assistance.

By exploring the economic impact of systemic racism, the research aims to assess how these discriminatory practices influence the socio-economic conditions and opportunities for marginalized groups in Finland. It will examine factors such as employment rates, wage disparities, occupational segregation, access to financial resources, and the effectiveness of government assistance programs in addressing systemic racism.

The findings of this research will contribute to a deeper understanding of the existence and consequences of systemic racism in Finland. It will provide empirical evidence and insights into the economic implications of discriminatory practices, highlighting the disparities and challenges faced by marginalized communities. The research outcomes can inform policy discussions, advocacy efforts, and the development of targeted interventions to address systemic racism and promote greater equality and inclusion in Finland's economy.

1.2 Significance of the Study

The importance of this study lies in its contribution to a deeper understanding of racial dynamics in Finland, an area that remains relatively unexamined compared to other societal issues. By shedding light on the presence and effects of systemic racism, this thesis aims to spark a broader discussion on racial equality and inclusivity in Finnish society. The findings are expected to inform policymakers, educators, and social activists, providing a foundational knowledge base for developing targeted interventions and policies that promote equality and justice. Additionally, this study seeks to enhance the visibility and voice of marginalized communities, fostering a more inclusive discourse that recognizes and addresses the realities of systemic racism in Finland.

This problem is significant because systemic racism can perpetuate inequalities and hinder the social and economic integration of marginalized groups. By examining the specific challenges faced by individuals with ethnic roots or non-Finnish backgrounds, the thesis seeks to shed light on the barriers and

discriminatory practices that affect their opportunities for employment, financial stability, and access to social welfare programs.

Understanding the economic impact of systemic racism is crucial for policymakers, organizations, and society as a whole. It can inform the development of targeted interventions and policies aimed at reducing disparities and promoting equal opportunities for all individuals, regardless of their ethnic background. Additionally, by highlighting the economic consequences of systemic racism, the thesis can contribute to raising awareness and fostering dialogue on the importance of creating inclusive and equitable societies.

By addressing this problem, the thesis seeks to contribute to a better understanding of the lived experiences of individuals affected by systemic racism in Finland, while also providing insights into the economic implications of such discriminatory practices. It has the potential to inform policy discussions, promote social change, and advocate for greater equality and justice for marginalized communities.

2. Literature Review

To demonstrate and theorize systemic racism existing within Finnish society American literature will be used as a source as there are many evidence presenting systemic racism existing in America and other places that have more data available related to systemic racism. As the language of this thesis is in English- many journals, articles and literature are done in a perspective of American society. Though it is not related to Finland this should not discourage from answering the thesis question. Systemic racism existing in America is a significant phenomenon that can be observed also in Finland. In this thesis and literature review, an abundance of examples, evidence, theory, etc. will be presented in respect of America and compared with Finland. One of the things that makes identifying systemic racism in practice difficult to assess in Finland is the relative lack of documentation and articles, journals, books, etc. dealing with this topic. Majority of the sources is also written in Finnish therefore less

accessible for people that do not speak fluent Finnish. Rajkumar Sabanadesha (Yle 2020) brings up that racism in Finland has existed for a long time, going back to times when the Finnish population treated native Saami people unjustly; where they were subjected to humiliating interrogations and forced to move away from regions. Other Nordic countries that participated in these acts (Sweden and Norway) have apologized but Finland has not.

Systemic racism is a pervasive issue that transcends national boundaries, affecting societies worldwide. While the bulk of literature on systemic racism often focuses on the United States, primarily due to the dominance of English-based research, it can still serve as a valuable resource to shed light on the potential existence of systemic racism within Finland's society. This topic aims to explore how literature rooted in the American context can be utilized to identify the presence of systemic racism in Finland, despite the contextual and cultural differences between the two countries.

2.1 Understanding Systemic Racism

In the daily newspaper *Turun Sanomat* (Valkama 2020) Michaela Moua said: "The most dangerous form of racism is systemic racism". This rings true as outward racism, such as name calling and hate messages, isn't the only form of racism. Racism imbedded in bureaucratic structures is much harder to identify and it puts stress on the affected people in Finland. According to Shadia Rask, the research director at the Finnish Institute for Health and Welfare (Valkama, 2023), systemic racism makes it difficult for many to make a living, find an apartment and experience inclusion, which causes the accumulation of disadvantage and burdens mental health. Structural racism can follow a person through life's turning points. Then the chances of success are worse than those unaffected by such conditions.

Systemic racism refers to the way in which racist attitudes and practices are embedded in the policies, procedures, and practices of institutions and systems, such as housing, finance, education, and employment. Unlike overt acts of

racism, systemic racism operates at a structural level and is often more difficult to identify and challenge. Systemic racism is embedded in the structures and systems of society, rather than being solely based on individual actions or beliefs. It refers to the ways in which institutions, policies, and practices work together to create and maintain racial inequality.

2.2 Systemic Racism in Finland: A Comparative Analysis

In exploring systemic racism within the Finnish context, this study draws upon American literature to provide both theoretical content and a comparative perspective. Given the extensive research on systemic racism in the United States, American case studies offer valuable insights into its operation within institutions and society at large. This comparative analysis serves to illuminate the unique and shared aspects of systemic racism in Finland, acknowledging that while the manifestations and historical contexts may differ, the underlying structures and effects bear significant similarities. This approach not only broadens the understanding of systemic racism but also enriches the analysis of Finnish society through a global lens.

Critical Race Theory (CRT) can serve as a powerful framework for understanding and combating systemic racism in Finnish society. By acknowledging racism as an endemic problem and examining historical and political precedents, CRT provides concrete examples of how racial privilege and oppression operate (Young, 2011).

Young's research revealed a disconcerting pattern among educators who predominantly viewed racism as acts of individual pathology rather than a systemic problem. This finding is relevant to Finland, where similar misconceptions about racism and its systemic nature may exist. By recognizing the prevalence of unconscious bias among educators and society at large, Finland can begin to address the systemic racism that influences educational outcomes and opportunities for marginalized communities.

The study highlighted how educators in the United States often misconstrued the concept of social justice education. Similarly, in Finland, there may be a tendency to equate multicultural education, cultural relevance, and celebrating diversity with social justice, while neglecting the need to address underlying social and racial inequalities. This demonstrates a crucial gap in Finnish educational practices and calls for a more comprehensive understanding of social justice that acknowledges the systemic nature of racism (Young 2011).

Evelyn Y. Young's research provides valuable insights into the existence of systemic racism within Finnish society, particularly in urban schools. By applying her findings, Finnish authorities can recognize and address unconscious racism that affects educational opportunities for marginalized communities, including children of first-generation immigrants. Embracing CRT and reevaluating social justice education can help Finnish educators confront the systemic nature of racism, challenge unconscious biases, and promote a more inclusive and equitable educational environment. By actively engaging in critical dialogue and collaborative efforts, Finland can strive towards a society that dismantles systemic racism and embraces diversity and equality.

Currently documented systemic racism can be seen with Saamelaiskäräjälain, in English, the Sámi Assembly Act. This has not been progressing at all as it should. The Assembly Act's purpose is to have Saami people participate in elections and run for the office. Mikko Kärnä (Paukkeri, 2022) remarked that law cannot be implemented in its current form, meaning Saami people cannot be representatives. Saami people have been forgotten by Finnish society and they have been denied in practicing their culture, such as language, customs, and awareness about Saami people in the education system. This is systemic racism in action (Suoninen, 2021).

This systemic racism can be particularly challenging for those who are not fluent in Finnish or whose names and backgrounds are not traditionally Finnish. For example, immigrants or refugees may face additional obstacles when it comes to

accessing education, employment, and housing. This can lead to perceptions of isolation, exclusion, and marginalization (Al-Kharsani, 2022: 11).

Additionally, the Finnish government has been criticized for not acknowledging or addressing issues related to systemic racism. This lack of recognition can make it difficult for those affected by racism to seek help and support. The lack of discussion around the issue can also contribute to a culture of silence and denial, which can perpetuate racist attitudes and practices. According to EU reports "Being black in the EU" (EU, 2018; Rinne, 2019) Finland is considered one of the most racist countries in Europe, which may come as a surprise to Finnish society as Finland is considered a peaceful and fair country.

Eduardo Bonilla-Silva's article "What Makes Systemic Racism Systemic?" (Bonilla-Silva 2021) provides a theoretical framework for understanding systemic racism and argues that all individuals, including those who may not identify as racist, participate in and contribute to the perpetuation of systemic racism. To investigate systemic racism in Finnish society using the concepts and arguments presented in the article, one could adopt a critical lens and apply the following analytical approach:

- Recognize the existence of systemic racism. Accept that systemic racism exists in Finnish society, acknowledging that racial inequalities and discrimination are not solely based on individual prejudices but are deeply embedded in societal structures and practices.
- Afterwards, identify racialized social systems in Finland. Examine how social, political, economic, cultural, and psychological rewards are distributed along racial lines in Finnish society. Investigate whether racialization processes occur, such as the extension of racial meanings to actors and practices, contributing to the reproduction of racial order.
- Also examine racial discrimination. Go beyond documenting individual instances of discrimination and explore the systemic nature of racial

discrimination in Finland. Investigate studies, research, and experiences that highlight differential treatment of non-Finnish individuals in areas such as employment discrimination. Analyze the impact of these discriminatory practices on racial stratification.

- Then investigate unconscious biases and racial choices. Explore the presence of unconscious biases and examine how they influence decision-making processes in Finnish society. Investigate studies that reveal racial biases in areas like jury selection, criminal justice, etc. Analyze how these biases contribute to racial disparities and perpetuate systemic racism.
- Then assess racial segregation and access to resources. Investigate residential patterns and segregation in Finland. Examine whether there are disparities in access to quality education, healthcare, employment opportunities, and other resources based on racial background. Analyze how these factors contribute to the reproduction of racial inequality and perpetuation of systemic racism.
- Thereafter consider the role of white (Finnish) individuals in systemic racism. Emphasize that systemic racism incorporates individuals from various ideological backgrounds, including conservatives, moderates, liberals, and progressives. Investigate how white individuals in Finland, regardless of their political leanings, may contribute to systemic racism through their actions, attitudes, and support for policies that maintain racial hierarchies.
- Finally, engage in dialogue and collective action. Use the analysis of systemic racism in Finnish society as a basis for fostering dialogue, raising awareness, and promoting collective action for racial justice. Encourage the involvement of diverse stakeholders, including marginalized communities, scholars, policymakers, and activists, to address systemic racism and work towards dismantling racial inequalities.

2.3 Manifestations of Systemic Racism in Finnish Society

In Finland, unconscious racism can manifest in various ways, particularly within urban schools. Children of first-generation immigrants may be subjected to limited expectations based on their ethnicity and race, perpetuating stereotypes and denying them equal opportunities. For example, non-Finnish girls may be directed toward careers traditionally associated with their ethnic background, such as being nurses, while non-Finnish boys may face expectations of working in manual labor. Additionally, Finnish-born individuals with immigrant parents may experience discrimination by being relegated to learning Finnish as a second language, despite being born and raised in Finland.

Systemic racism in Finland manifests in various forms, impacting marginalized communities, particularly immigrants, non-Finnish speakers, and the Sámi indigenous people. This section reviews literature and studies that document discriminatory practices and policies in employment, education, housing, and law enforcement. The experiences of these communities highlight the barriers to integration and equality, including language exclusion, racial profiling, and unequal access to services and opportunities. By examining these manifestations, this thesis aims to provide a comprehensive overview of how systemic racism operates within Finnish society, affecting the daily lives and socio-economic conditions of marginalized individuals.

This study "Systemic racism: the hidden barrier to educational success for Indigenous school students" by Loretta de Plevitz, explores the role of systemic racism in perpetuating educational disadvantages for Indigenous students in Australia (de Plevitz, 2007). Her analysis focuses on the legislation prohibiting indirect racial discrimination and argues that seemingly benign and race-neutral policies and practices may unintentionally have a detrimental impact on Indigenous students' education.

The article begins by discussing the definitions of race and ethnicity within the legislation and highlights the cultural differences between Indigenous and non-Indigenous people. It emphasizes that Indigenous students are considered culturally different and are covered by the provisions of anti-discrimination laws. The paper then delves into the concept of systemic discrimination, which occurs when apparently neutral treatment disproportionately affects individuals based on their racial or ethnic origin (de Plevitz, 2007).

De Plevitz further explores hidden barriers in educational policies and practices. She criticizes the Eurocentric model of teaching that fails to recognize and accommodate the cultural differences of Indigenous students. The policies, often developed by individuals who share similar backgrounds and experiences, are assumed to be neutral and universally applicable, overlooking the discriminatory impact on marginalized groups.

The implications of systemic racism on Indigenous education are discussed, emphasizing that failure to conform to the norms of the dominant group is attributed to natural forces rather than recognizing the artificial, systemic barriers in place. The article highlights the acceptance of the stereotype that Indigenous students are inherently less capable, perpetuating the cycle of educational disadvantage. It suggests that uncovering systemic issues can provide a starting point for addressing the complex causes of poor educational outcomes for Indigenous students.

The relevance of this literature review extends beyond Australia, as it prompts a comparative analysis with the situation of the Saami people in Finland. The erasure of their culture and the enactment of laws that do not consider the interests of native people parallel the experiences of Indigenous students in Australia. This comparative analysis aims to shed light on the similarities and draw attention to the systemic issues faced by marginalized communities.

Overall, de Plevitz highlights the presence of systemic racism in the educational system and its profound impact on Indigenous students. By examining the

legislative framework, hidden barriers, and implications of systemic racism, this research contributes to a better understanding of the factors contributing to educational disparities and provides a basis for addressing these issues in Australia and potentially in other contexts, such as the situation of the Saami people in Finland.

Another example is also based on American studies and American experience. It demonstrates how racism can be within someone's psychology. The article "Systemic racism: individuals and interactions, institutions and society" (Banaji, Fiske, and Massey 2021) explores the persistence of segregation and racial bias in America, focusing on the individual, interpersonal, and institutional levels. The authors discuss unconscious inference, motivated reasoning, and the role of implicit bias in perpetuating systemic racism. The review also addresses the question of why modern segregation persists despite reported improvements in racial attitudes among the Finnish population.

The authors highlight the problem of systemic racism resulting from implicit bias, even among "good people" who do not explicitly express racism. Negative racial stereotypes held by Whites (American) limit their tolerance for integration, leading to opposition to government efforts to enforce Black (American) civil rights. Implicit bias, rooted in systemic racism, influences decision-making in areas such as housing, lending, employment, and healthcare. The article emphasizes the importance of addressing implicit bias to tackle systemic racism effectively. The similarities can be applied to Finnish society where non-Finnish people experience discrimination and Finnish people have biases that can put many non-Finnish people at disadvantage (Banaji, et al. 2021).

The concept of unconscious inference, introduced by Hermann von Helmholtz, is discussed as a key element contributing to systemic racism. Humans' limited sensory, perceptual, learning, and memory systems, combined with societal complexity, create built-in blindness and automatic inferences that perpetuate racial biases. The article highlights the discrepancy between factual knowledge

about systemic racism and the automatic biases that individuals unknowingly hold, leading to the persistence of racial disparities.

The reviewed article emphasizes that systemic racism exists at both individual/interpersonal and institutional/societal levels, often going unrecognized by those perpetuating it. It is noted that in America segregated housing plays a significant role in sustaining racial bias, as limited exposure to Black Americans leads to biased cultural caricatures. The article highlights the influence of unconscious inference, motivated reasoning, and implicit bias in maintaining systemic racism. Understanding and addressing these cognitive and motivational mechanisms are crucial for combating systemic racism effectively. The concept of implicit bias has gained significant attention in the social sciences as a potential explanation for persistent racial disparities despite changing self-reported attitudes.

This concept can be applied to current Finnish society. Non-Finnish populations in Helsinki are segregated in neighborhoods simply based on their names, for example. It is not a coincidence that certain neighborhoods in Helsinki can be found with specific populations resident there. For example, East Helsinki has a large population identifying as first-generation immigrants and immigrants tend to populate there. The more central the area, the more indigenous Finns live there with less diversity to be found. As reported by state broadcaster Yle (Metsäjoki, 2016), Nafisa Yeasmin and Ismail Khayre highlight that it is important that both the Finnish and non-Finnish populations should be mixed in the neighborhood to decrease the chances of biases and for both populations to actively seek to understand each other by being mixed together. When there is segregation, it is harder for non-Finnish persons to adapt to Finnish society and it creates a bubble where indigenous Finns are unaware of anyone besides other indigenous Finns existing in their neighborhoods, thereby increasing the chances of ignorance and misunderstanding.

B. Keith Payne and Jason W. Hannay in "Implicit bias reflects systemic racism" argue that implicit bias should be viewed as a cognitive reflection of systemic

racism rather than a stable individual attitude. They propose a reconceptualization of implicit bias to enhance our understanding of its role in perpetuating racial disparities and suggest new avenues for research (Payne & Hannay 2021).

The article begins by highlighting that traditional research on implicit bias has predominantly focused on treating it as an individual attitude. However, the authors contend that this approach overlooks the influence of systemic racism as a cause of persistent disparities. They argue that implicit bias should be viewed as an ongoing set of associations that reflect inequalities and stereotypes in the environment. According to this perspective, implicit bias is not a fixed individual characteristic but rather a dynamic reflection of the social context (Payne & Hannay 2021).

The authors further emphasize that while self-reported racial attitudes have become more egalitarian over time, actual racial disparities have remained largely unchanged. Implicit bias was initially introduced as a concept to bridge this gap. However, the authors assert that considering implicit bias solely as a static individual attitude impedes progress in understanding its underlying mechanisms. By redefining implicit bias as a cognitive reflection of systemic bias, researchers can shift their focus towards investigating the environmental factors that trigger biases, the social structures that sustain biases over time, and potential strategies for reducing bias through environmental interventions (Payne & Hannay 2021).

Payne and Hannay's article challenges the conventional understanding of implicit bias by reconceptualizing it as a cognitive reflection of systemic racism. This shift in perspective offers valuable insights into the role of environmental factors in shaping biases and opens up new research directions. While the article could benefit from more empirical evidence and a deeper examination of systemic racism, it serves as a thought-provoking contribution to the literature on implicit bias and highlights the need to consider broader social contexts when studying and addressing biases.

"Surviving While Black: Systemic Racism and Psychological Resilience" by James M. Jones (2023) explores the author's personal experiences and provides a comprehensive overview of systemic racism, its mechanisms, and its impact on individuals and society. Jones argues for the integration of antiracism efforts into diversity science and proposes various approaches for psychological research to address systemic racism effectively.

Jones begins by discussing the mechanisms through which everyday behaviors and interactions reinforce and rationalize a racialized hierarchy. He highlights problematization, marginalization, containment, and storytelling as sustaining mechanisms of racism. These mechanisms perpetuate racial discrimination and inequality by defining certain racial groups as problems, marginalizing them outside of normative status, rejecting their pursuit of equality and justice, and reinforcing narratives that reinforce racism.

The article presents a model that illustrates the interconnectedness of individuals, institutions, and culture in the perpetuation of racism. It emphasizes the bidirectional influences among these elements over time and how race is implicated both top-down and bottom-up. Jones explores the concepts of racialism and racialization, highlighting how racial beliefs are given meaning and applied to racial groups (Jones, 2023).

"Miksi rasismien kokemuksista on niin vaikea puhua?" (Why is it so difficult to talk about experiences of racism?) by Anna Rastas (2007) explores the complex and often overlooked issue of discussing racism experiences, particularly among children and young adults in Finnish society. This insightful article delves into the multifaceted barriers that inhibit open dialogue about racism, analyzing the profound impact that cultural, educational, and social environments have on the ability of individuals to articulate their experiences. By examining personal narratives and societal structures, Rastas provides a critical examination of how silence perpetuates racial biases and marginalization, emphasizing the urgent need for proactive strategies to encourage and facilitate discussions about racism.

in various social settings. This introductory exploration sets the stage for a deeper understanding of the societal challenges and individual struggles associated with confronting racism in contemporary Finland.

Many children and youths who face racism find it difficult to express their experiences. This difficulty not only affects their well-being but also hinders societal progress in combating racism, as it prevents the open discussion necessary for broader awareness and action. Rastas highlights how the ability to talk about racism is significantly shaped by cultural and social contexts. These contexts can either provide the tools necessary to articulate experiences of racism or suppress the expression by promoting a culture of silence (Rastas, 2007).

Rastas points out that remaining silent about racism can lead to a more profound sense of sadness and isolation. Those affected may become more somber, reflecting a resignation to their marginalized status. Individuals pull from available "social story reservoirs" to make sense of their experiences. These are culturally and socially established narratives that help people frame and understand their experiences, including those of racism. Environments like home, school, and public spaces each have unique barriers that can inhibit discussing racism. For instance, in schools, there may be a lack of willingness or preparedness among educators to handle discussions about racism effectively. The article also explores how age influences the understanding and articulation of racism. Younger children might not have the vocabulary or conceptual understanding to describe their experiences as racism, whereas older children and adults might recognize and articulate their experiences more clearly (Rastas, 2007).

The issue of systemic racism in educational settings is profoundly illustrated by experiences shared by minority students, highlighting discriminatory practices and racial prejudices prevalent in schools. These narratives, provided in the chapter under analysis, offer a poignant glimpse into the everyday realities faced by students from diverse backgrounds. This essay critically examines these

experiences to understand the depth of institutional racism and suggests potential pathways for reform (Henttonen & Kareinen, 2023).

The text brings to light the widespread occurrence of racial discrimination within educational institutions. Students recount experiences where teachers exhibited overtly racist behavior or failed to intervene in cases of racial abuse and discriminatory language used in the classroom. This negligence and active participation in discrimination by educational authorities not only violate the ethical standards expected of educators but also perpetuate an environment where racism is normalized and tacitly endorsed (Henttonen & Kareinen, 2023).

A particularly disturbing aspect highlighted in the dialogues is the systemic steering of minority students towards educational tracks and careers that do not align with their interests or aspirations. This practice is deeply rooted in racial and ethnic stereotypes, suggesting a structural bias within the guidance and counseling processes in schools. Such steering not only limits the professional and academic growth of these students but also reinforces societal divisions and inequalities (Henttonen & Kareinen, 2023).

The firsthand accounts of racist treatment by teachers underscore a significant breach of trust and duty. These experiences range from teachers who diminish minority students' participation in class to those who criticize their Finnish language skills. This differential treatment based on ethnicity directly impacts students' motivation and their sense of belonging within the educational system, often leading to academic disengagement and high dropout rates (Henttonen & Kareinen, 2023).

The responses to reported incidents of racism as described in the text reveal a profound inadequacy in addressing such issues. The often-dismissive attitude of educational administrators suggests a systemic reluctance to confront and resolve instances of racism. This inaction can be attributed to a lack of proper policies, training, or perhaps a pervasive underestimation of racism's impact within educational settings (Henttonen & Kareinen, 2023).

The career guidance provided to minority students typically channels them into stereotypical fields, which is a clear manifestation of systemic racism. This not only curtails students' potential but also perpetuates socioeconomic disparities by reinforcing traditional racial hierarchies in the labor market (Henttonen & Kareinen, 2023).

The analysis of the chapter reveals a disturbing panorama of systemic racism embedded within the Finnish educational system. It is imperative that educational policies and practices be scrutinized and reformed to foster an inclusive environment that genuinely respects and promotes diversity. Training programs for teachers, robust anti-racism policies, and a reevaluation of counseling practices are crucial steps towards dismantling racial prejudices and ensuring equitable educational opportunities for all students. By addressing these systemic issues, we can pave the way for a more just and equal society (Henttonen & Kareinen, 2023).

2.4 Limitations of Existing Literature

While the body of literature on systemic racism is growing, research specifically addressing the Finnish context is limited. One significant limitation is the predominance of studies focused on the United States and other English-speaking countries, which may not fully capture the nuances of the Finnish experience. Furthermore, much of the Finnish research is conducted in Finnish, posing accessibility issues for international scholars. The existing literature also tends to overlook the intersectionality of race with other factors such as gender, class, and immigration status, which are crucial for understanding the full impact of systemic racism. Additionally, there is a need for more empirical studies that provide qualitative and quantitative data on the experiences of those affected by systemic racism in Finland. Acknowledging these limitations is essential for identifying gaps in knowledge and paving the way for future research that addresses these challenges.

While the articles provided offer valuable insights into the topic of systemic racism and its impact on various aspects of society, including the economy, it is important to acknowledge certain limitations that may be associated with them. These limitations include:

- **Generalizability.** The articles primarily focus on specific contexts, such as the United States or Finland. Therefore, the findings and conclusions drawn from these studies may not be directly applicable to other countries or regions with different sociopolitical and cultural landscapes. It is essential to consider the specific context in which systemic racism operates when interpreting the results.
- **Subjectivity and bias.** The articles rely on subjective experiences, narratives, and interpretations to highlight the existence of systemic racism. While these personal accounts provide valuable qualitative insights, they may be influenced by individual perspectives, beliefs, and biases. It is important to recognize the subjective nature of such data and consider alternative viewpoints and counterarguments.
- **Sample representativeness.** The articles may have limitations regarding the representativeness of the samples used for interviews or surveys. The participants interviewed or surveyed may not fully represent the diversity of experiences within the population affected by systemic racism. This limitation could impact the generalizability of the findings and the ability to capture the full range of perspectives on the topic.
- **Publication bias.** The articles selected for analysis may have been subjected to publication bias, as there is a possibility that studies with conflicting or null findings were not included. Publication bias can introduce a skewed representation of the research literature and may limit the comprehensive understanding of the topic.

- Lack of longitudinal data. The articles predominantly rely on cross-sectional data, which limits the ability to establish causal relationships or examine the long-term effects of systemic racism on the economy. Longitudinal studies tracking changes over time would provide a more robust understanding of the dynamics and impact of systemic racism on various economic indicators.
- Limited focus on intersectionality. While the articles address systemic racism, they may not extensively explore the intersecting identities and forms of discrimination that individuals may experience. Intersectionality, which considers how different social categories intersect and interact, is crucial in understanding the complex nature of systemic racism and its effects on individuals with multiple marginalized identities.

It is important to consider these limitations when interpreting and applying the findings from the articles, as they may influence the overall understanding of systemic racism and its implications on the economy. Further research is needed to address these limitations and provide a more comprehensive understanding of the topic.

3. Research Methodology

This research is designed to explore systemic racism in Finland, with a particular focus on experiences of discrimination (*syrijintä* in Finnish) among immigrants. To investigate this complex issue, the study will employ a mixed-methods approach, combining secondary data analysis with a qualitative case study. This methodology allows for a comprehensive understanding of systemic racism from both a broad perspective and through individual experiences.

The analysis will employ a mixed-methods approach, integrating quantitative data analysis to identify trends and prevalence rates, and thematic analysis for

qualitative data to explore personal experiences and systemic patterns. This dual approach allows for a comprehensive understanding of systemic racism in Finland.

The chosen analytical methods are suitable due to the multifaceted nature of systemic racism, which requires both statistical evidence of disparities and qualitative insights into individual and systemic experiences. This approach enables the study to capture the complexity of discrimination in Finland.

The research adheres to ethical standards, respecting the privacy and confidentiality of data subjects. All existing data are used in compliance with their original collection purposes, and proper citations are provided to acknowledge sources.

The study compares findings from the selected datasets with international research on systemic racism, where applicable, to contextualize Finland's situation within a global framework. This comparative analysis highlights unique aspects of the Finnish context and contributes to a broader understanding of systemic racism.

3.1 Secondary Data Analysis

The foundation of the research is built on analyzing existing data sources that provide insight into discrimination in Finland. These sources have been selected for their credibility, relevance, and depth of analysis on the topic.

Perusoikeusbarometri by Tellervo Nenonen, Juha Kivelä, Eetu Ervasti, Mikko Joronen, Susan Villa (“The Fundamental Rights Barometer”), conducted by the Ministry of Justice and the Human Rights Centre, explored the perspectives and experiences of individuals with disabilities or functional limitations, as well as those belonging to linguistic minorities (Russian, Arabic, and Swedish speakers) on fundamental rights. The research, based on an online survey developed by the European Union Agency for Fundamental Rights, was carried out by

Taloustutkimus (an opinion survey firm), with the Finnish Institute for Health and Welfare (THL) responsible for the statistics. However, the results are not fully generalizable due to low response rates among some groups.

The final data set is from "Vain valkoisille, nuorille, hyvinvoiville naisille?" (Only for white, young, healthy women?) by Molander and Souto (2024). This publication provides an in-depth look at discrimination from a feminist perspective, offering comprehensive surveys that shed light on the nuanced experiences of women in Finland, particularly focusing on how race, age, and well-being intersect with gender to shape experiences of discrimination.

The decision to include this source is based on its unique contribution to the understanding of intersectional discrimination in Finland. The feminist viewpoint enriches the study by highlighting aspects of discrimination that may not be fully captured by other sources, particularly in relation to gender and other intersecting identities.

The insights from Molander and Souto's work enable an intersectional analysis of systemic racism, showing how gender, along with race and other identity markers, contributes to complex forms of discrimination.

The feminist perspective provided by this source complements CRT emphasizing the importance of examining intersecting identities in the analysis of systemic discrimination. This dual theoretical approach enriches the research by providing a more comprehensive understanding of how systemic racism is experienced and manifested.

The statistical data and surveys presented by Molander and Souto (2024) will be analyzed to uncover patterns and themes of discrimination that intersect with gender. This approach will highlight the specific ways in which systemic racism impacts women of different backgrounds in Finland.

The findings from this source are compared with data from other selected sources to draw broader conclusions about the nature of systemic racism and

intersectional discrimination in Finland. This comparative analysis underscores the multifaceted experiences of discrimination across different demographic groups.

Utilizing existing data is particularly suited to this research for several reasons. Firstly, the comprehensive nature of the datasets selected—spanning detailed government reports and specialized websites—covers a broad spectrum of discrimination experiences in Finland, making new data collection redundant for the scope of this study. Additionally, the practical constraints of time and resources make primary data collection infeasible. Furthermore, existing datasets offer the opportunity for new analyses, allowing for the examination of trends over time and the identification of patterns that have not been previously explored.

The datasets were selected based on their relevance to the research question, credibility, and comprehensive coverage of the topic. The criteria included the source's authority (governmental publications and official bodies), specificity to Finland's context of discrimination, and the recentness of data, ensuring the study's findings are applicable to the current state of systemic racism in Finland.

3.2 Qualitative Case Study: Story of Petros

In addition to secondary data analysis, this research includes a qualitative case study based on a personal narrative of immigrant integration in Finland. This case study offers an intimate look into the lived experiences of an individual immigrant, shedding light on the mechanisms of integration and the role of systemic racism.

The selection of the individual for this case study originated from a serendipitous encounter during my advocacy work. As an advocate, I came across various individuals, each with their own story of navigating through the complexities of systemic structures in Finland. The decision to include this particular individual's narrative in my research was driven by the depth and relevance of his experiences, especially given his status as an immigrant living in Finland. His

story, marked by encounters with systemic racism, offers critical insights into the lived realities of marginalized communities within Finnish society.

The individual was not chosen through a conventional recruitment process but was identified based on the compelling nature of his journey and the challenges he faced due to systemic barriers. His status as an immigrant provided a unique perspective on the systemic racism embedded within Finnish institutions, making his narrative an invaluable addition to the research. The encounter through advocacy work highlighted the importance of his story, prompting a deeper exploration of his experiences as part of this study.

Informed consent was a pivotal aspect of this case study. Prior to the interview, a detailed discussion was held with the individual to explain the purpose of the research, how his story would be used, and the measures in place to protect his anonymity and confidentiality. It was emphasized that his identity would remain hidden to safeguard his privacy and prevent any potential repercussions.

The individual was assured that his participation was entirely voluntary and that he had the right to withdraw from the study at any point without any adverse effects. He was also informed that he could skip any questions he was not comfortable answering. After understanding the scope of the research and the confidentiality measures, the individual gave his informed consent, agreeing to share his story to illuminate the systemic racism issues in Finland. This consent was verbal, respecting the informal nature of our initial advocacy interactions, and was conducted with his permission at the beginning of the interview session.

By securing informed consent and emphasizing the anonymity and confidentiality of the individual's narrative, the research adheres to ethical standards, ensuring that the participant's rights and dignity are respected throughout the study. This approach underscores the importance of ethical consideration in conducting sensitive research that involves personal and potentially traumatic experiences. To keep anonymity documents are not provided as it is a sensitive issue.

Conducted through interviews and analysis of governmental documents related to one immigrant's experience, this case study provides unique insights into the challenges and systemic barriers faced by immigrants in Finland. The individual's story illustrates the nuanced and often hidden aspects of systemic racism, adding depth and personal perspective to the research findings.

3.3 The Method Used for Qualitative Case Study

The case study was conducted face-to-face, allowing for a direct and personal engagement with the participant. This format facilitated a deeper understanding of the participant's experiences and emotional nuances, which might not have been as palpable through remote methods.

The case study spanned over three days, allowing ample time to explore the participant's experiences in depth. This duration provided the flexibility to delve into detailed discussions, review documents, and revisit any aspects of the narrative that required further clarification, ensuring a comprehensive capture of the participant's story.

Prior to and during the interview process, an extensive review of the participant's documents related to his interactions with various institutions was conducted. This step was crucial for verifying the claims of discrimination and understanding the legal and systemic context of his experiences. The document review, initially part of the advocacy efforts, served as a foundational element for the case study, lending credibility and context to the participant's narrative.

The participant was asked to share his life story over the past five years in Finland, focusing on his experiences with the Finnish system and instances of discrimination. This narrative approach allowed for a chronological understanding of his journey, highlighting the systemic challenges encountered.

The use of legal analysis in both advocacy and research provided a dual perspective on the participant's case. It helped in understanding the wrongful

decisions made by institutions and offered a framework for interpreting the participant's experiences within the broader context of Finnish law and systemic practices.

It emerged that the participant was initially unaware of the discriminatory nature of certain institutional actions. The case study, therefore, also captures the process of realization and acknowledgment of discrimination, underscoring the insidious nature of systemic racism.

The interview was conducted with a focus on empathy and active listening. Allowing the participant to speak uninterruptedly ensured that his narrative was heard and valued, creating a safe space for him to share sensitive and potentially traumatic experiences.

The review of documents and the use of legal guidance to frame the conversation underscored the seriousness with which the participant's claims were treated. This approach not only validated his experiences but also provided a structured pathway to explore the nuances of his interactions with the Finnish system.

Part of the interaction involved helping the participant understand the Finnish system and the wrongful nature of the discrimination he faced. This educational component was essential for the participant's awareness and empowerment.

3.4 Limitations

While this methodology provides a robust framework for exploring systemic racism in Finland, there are inherent limitations to acknowledge. Despite the thoroughness of the chosen data sources, there may still be gaps in the data that limit the ability to fully answer the research question. The scope of available data may not cover all aspects of systemic racism or may lack detail in certain areas of interest.

The qualitative case study, while offering valuable insights, is subject to biases due to its reliance on a single individual's experiences. This limitation is acknowledged, and findings from the case study will be considered within the broader context of the secondary data analysis to mitigate potential biases.

The reliance on a single personal case study, while providing in-depth insights, inherently limits the generalizability of the findings. The intimate setting and the unique background of the individual may introduce biases in how the interview responses were framed and interpreted. While this case study offers valuable perspectives on systemic racism in Finland, it represents a singular narrative that cannot encapsulate the full spectrum of experiences among immigrants facing discrimination.

The difficulty in recruiting participants for such sensitive research topics is a significant limitation. The traumatic nature of the experiences being investigated may deter potential participants from coming forward, thus restricting the breadth of perspectives and experiences that could be included. This limitation is compounded by the fact that many individuals, like the case study participant, may not be aware of the injustices they face, particularly if there are language barriers that hinder their understanding of the Finnish institutional system.

The datasets and literature utilized in the research, while informative, may carry inherent biases. These could stem from the methodologies employed in their creation, the contexts in which they were collected, or the perspectives of the researchers who compiled them. Such biases can affect the interpretation and application of this data within your study, influencing the conclusions drawn.

A critical limitation is the assumption that many individuals experiencing systemic racism may not recognize it as such, especially among those who lack proficiency in Finnish. This language barrier not only affects their interaction with Finnish institutions but also their ability to report or even understand injustices. The case where the researcher identifies injustices not recognized by the participant

highlights a significant challenge in uncovering and documenting experiences of systemic racism.

One of the most profound limitations observed in this study stems from the general lack of awareness among individuals regarding the discrimination they face, which significantly impacts the accuracy and comprehensiveness of the data collected. This phenomenon was vividly illustrated in the personal case study, where the participant was initially unaware of the systemic injustices being inflicted upon the individual. This lack of awareness is not an isolated incident but a systemic issue that potentially affects a wide swath of the population, particularly among immigrants and non-Finnish speakers.

This limitation extends to the secondary data utilized in this research, including statistics from the Oikeusministeriön julkaisu (Ministry of Justice publications) and the information available on the website dedicated to exploring discrimination in Finland. While these sources provide valuable insights, they inherently reflect only the instances of discrimination that are recognized and reported. Given the documented lack of awareness among individuals about their experiences of systemic racism, it is reasonable to infer that the available data may not fully capture the scope of the problem. This underreporting due to lack of awareness could lead to an underestimation of the prevalence and severity of systemic racism in Finland.

The underreporting and under recognition of systemic racism, as indicated by both the personal case study and the limitations of existing datasets, highlight a critical gap in understanding and addressing this issue. The fact that individuals may not recognize or report discriminatory experiences due to a lack of knowledge or understanding of their rights underscores the need for enhanced educational and outreach efforts. It also suggests that the true extent of systemic racism may be significantly underrepresented in current research and data.

To address this limitation, future research should aim to incorporate strategies for identifying and engaging with individuals who may not be aware that they are

experiencing systemic racism. This could involve community-based outreach, education programs, and collaborations with organizations working directly with marginalized populations. Additionally, qualitative research methods, such as in-depth interviews and participatory research, could be employed to capture a broader range of experiences and perceptions, including those of individuals who may not initially recognize their experiences as discriminatory.

By acknowledging and addressing the impact of limited awareness on the representation of systemic racism in research, this study highlights a crucial area for future investigation and intervention. Enhancing awareness and recognition of systemic racism among affected populations is essential for generating more accurate data, which in turn can inform more effective policies and practices to combat discrimination.

4. Analysis

This section of the thesis presents a detailed analysis of the findings derived from a diverse range of sources including books and other scholarly publications (as featured in the literature review above), and a personally conducted interview. Each source has been meticulously selected to provide a broad spectrum of perspectives on systemic racism and discrimination in Finland, covering both theoretical aspects and empirical data.

The books and publications included in this study offer a foundational understanding of the theoretical frameworks and previous research findings relevant to systemic racism and fundamental rights. These texts provide essential context and depth, enabling a nuanced analysis of the themes and issues at the core of this research. Specifically, they contribute insights into the historical and systemic nature of discrimination, which is critical for interpreting the empirical data collected.

In addition to the preliminary conclusions of the literature review, this section will also delve into the first-hand insights gained from a semi-structured interview.

This interview was designed to capture the lived experiences of an individual who directly encounters systemic barriers, offering an intimate perspective on the realities of navigating institutional structures in Finland. The integration of this qualitative data is vital, as it personalizes and humanizes the broader discussions drawn from written sources, thereby enriching the overall analysis.

The synthesis of these varied sources will allow for a comprehensive exploration of the extent and impact of systemic racism in Finnish society. It will enable the identification of patterns, discrepancies, and emergent themes across the theoretical and empirical dimensions of the study. This approach not only bolsters the robustness of the findings but also ensures a well-rounded analysis that addresses the complexity of the research question.

In the following sections, we will critically assess how each source contributes to our understanding of systemic racism, compare and contrast different viewpoints, and evaluate how personal experiences align with broader societal trends. This analysis aims to offer both depth and breadth in understanding the multifaceted nature of discrimination and to propose informed recommendations for addressing these enduring societal issues.

4.1 Labour Market Discrimination

Perusoikeusbarometri (The Fundamental Rights Barometer) was conducted as a supplementary initiative alongside the European Union Agency for Fundamental Rights' (FRA) Europe-wide Fundamental Rights Survey (FRA). The FRA's survey interviewed 1,049 Finns in Finnish or Swedish, while the Barometer expanded this by interviewing a total of 2,326 respondents in Finnish, Swedish, Russian, and Arabic (Nenonen et al., 2021).

The Barometer's dataset integrates data from FRA's survey (represented in figures and tables as "whole population") with additional sampling for three linguistic minorities (Swedish, Russian, and Arabic speakers) as well as for disabled and functionally limited individuals. Both surveys utilized the same

questionnaire template. While FRA's survey targeted the general population, providing insights into the mainstream population's views and experiences on fundamental and human rights, the additional samples offered perspectives from minority groups, enhancing understanding of these rights among diverse communities (Nenonen et al., 2021).

Interviews for the Barometer included three linguistic minorities and individuals receiving disability benefits from KELA, the Social Insurance Institution of Finland. The samples for these groups were randomly selected from the population register based on language, with 4,000 individuals from each minority group receiving invitations to participate. The sample for the disabled and functionally limited included 12,000 individuals, randomly selected from KELA's register of disability benefits recipients, focusing on the two highest categories of disability support (Nenonen et al., 2021).

This report uses the term "disabled and functionally limited individuals" to more comprehensively describe the diversity within the sampled group, aligning better with the UN Convention on the Rights of Persons with Disabilities. The term "persons with disabilities" in the original English version of the convention encompasses both disability and functional limitation (Nenonen et al., 2021).

The sampling for the FRA's survey, represented here as the general population group, was done from the population register using stratified random sampling for Finnish- and Swedish-speakers over 18 years old. This method used NUTS-3 regions (provinces) and urbanization levels (DEGURBA) as strata, selecting individuals proportionally to the population size. Out of the 4,800 people selected, 3,800 were randomly invited to participate, with 1,000 reserved for later invitation if needed. The survey achieved a response rate of 28%, with 6% of responses in Swedish (Nenonen et al., 2021).

The survey depicted in Figure 1 explores the prevalence of discrimination in the workplace or during the job search process over the past 12 months, categorizing responses by various demographic groups. The data reveals significant

disparities in experiences of discrimination based on linguistic and physical characteristics.

Firstly, the overall population reports a relatively balanced distribution of experiences with discrimination: 17% of respondents noted facing discrimination three or more times, while 36% experienced it once or twice, and a plurality of 47% did not encounter discrimination at all. This suggests that while a significant portion of the general populace has faced discrimination, nearly half have not had such experiences in the recent year (Nenonen et al., 2021).

In stark contrast, Arabic speakers report the highest incidence of discrimination, with over half (51%) stating they were discriminated against three or more times. This group also shows the lowest percentage (24%) of individuals who did not experience discrimination at all. This indicates a troubling trend where individuals from Arabic-speaking backgrounds are notably more likely to face recurring discrimination in professional environments (Nenonen et al., 2021).

Russian speakers present a different pattern, with equal percentages (26%) of respondents experiencing discrimination three or more times and once or twice, and a lower percentage (36%) reporting no instances of discrimination. This suggests a moderate but persistent presence of discrimination against Russian speakers.

Swedish speakers show a more moderate distribution, with 33% encountering discrimination three or more times, 27% once or twice, and 40% not experiencing discrimination. This indicates a relatively better situation compared to Arabic speakers but still points to significant challenges.

Lastly, disabled individuals report a high frequency of discrimination, with 37% facing it three or more times, which is almost identical to the Arabic speakers' pattern. Additionally, 24% encountered discrimination once or twice, while 39% did not experience it at all. This underscores the continuing challenges faced by individuals with disabilities in the labor market.

This survey highlights the complex and varied landscape of workplace discrimination, emphasizing the need for targeted interventions to address the specific challenges faced by minority and disabled groups. The data underlines the importance of developing inclusive policies and practices to ensure equitable treatment for all demographic groups in professional settings (Nenonen et al., 2021).

Kuvio 51. "Kuinka monta kertaa olet kokenut syrjintää työssä tai työnhaussa viimeisten 12 kuukauden aikana?", vastaajaryhmittäiset vastausjakaumat (%).

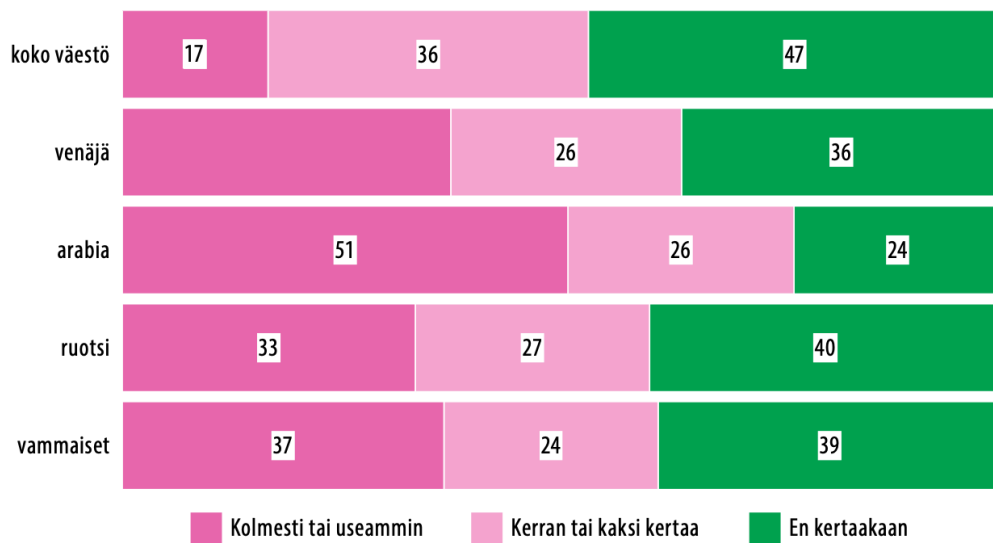


Figure 1. The chart titled "Figure 51. 'How many times have you experienced discrimination at work or in job hunting in the last 12 months?'" presents the percentage distribution of responses across different demographic groups. The data is broken down into three categories represented by colored bars:

Purple Bar ("Kolmesti tai useammin"): Represents the percentage of respondents who have experienced discrimination three or more times.

Pink Bar ("Kerran tai kaksi kertaa"): Represents the percentage of respondents who have experienced discrimination once or twice.

Green Bar ("En kertaakaan"): Represents the percentage of respondents who have not experienced discrimination at all. Source: Nenonen et al., 2021

Figure 2 offers an insightful look into the reasons individuals from various demographic groups chose not to report incidents of discrimination occurring in

public places. This analysis reflects broader societal issues related to the accessibility and perceived effectiveness of complaint systems designed to address discrimination.

Among the reasons listed, a significant proportion of all groups expressed that they believed reporting the incident would not lead to any consequential action. This sentiment was particularly pronounced among the disabled individuals, with 42% echoing this lack of faith in the outcomes of reporting processes. This highlights a critical trust gap in the mechanisms available for addressing discrimination and suggests a need for institutions to demonstrate more robust, transparent, and effective responses to complaints (Nenonen et al., 2021).

Another major issue noted was a lack of awareness about how or where to file complaints. While this was a common concern across groups, Swedish speakers reported it at the highest rate, with 27% stating they did not know how to proceed with a report. This indicates a potential gap in communication and education about available resources, especially in languages other than the dominant ones.

Additionally, many respondents opted to handle the situation themselves rather than seeking formal recourse. This was especially prevalent among disabled respondents, 26% of whom chose this route. This self-reliance could stem from previous unsatisfactory experiences with formal complaint mechanisms or from a desire for immediate resolution without external intervention.

A notable anomaly in the data is the disproportionately low percentage of Swedish speakers who reported finding it difficult to make a complaint, at only 8% compared to an average of around 18-25% in other groups. This suggests that Swedish speakers might have better access to complaint systems or find the existing mechanisms more user-friendly compared to other demographic groups. This could be due to language barriers affecting non-Swedish speakers or possibly cultural factors that influence the perceived accessibility of institutional support (Nenonen et al., 2021).

The data also showed a considerable number of respondents who did not perceive the incident as severe enough to warrant reporting, with nearly half of the disabled group expressing this sentiment. This raises concerns about the normalization of discriminatory experiences and the thresholds of tolerance that individuals may develop based on their frequent encounters with discrimination.

Kuvio 55. "Miksi et ilmoittanut tapauksesta tai tehnyt valitusta julkisella paikalla tapahtuneesta syrjinnästä?", vastaajaryhmittäiset vastausjakaumat (%).

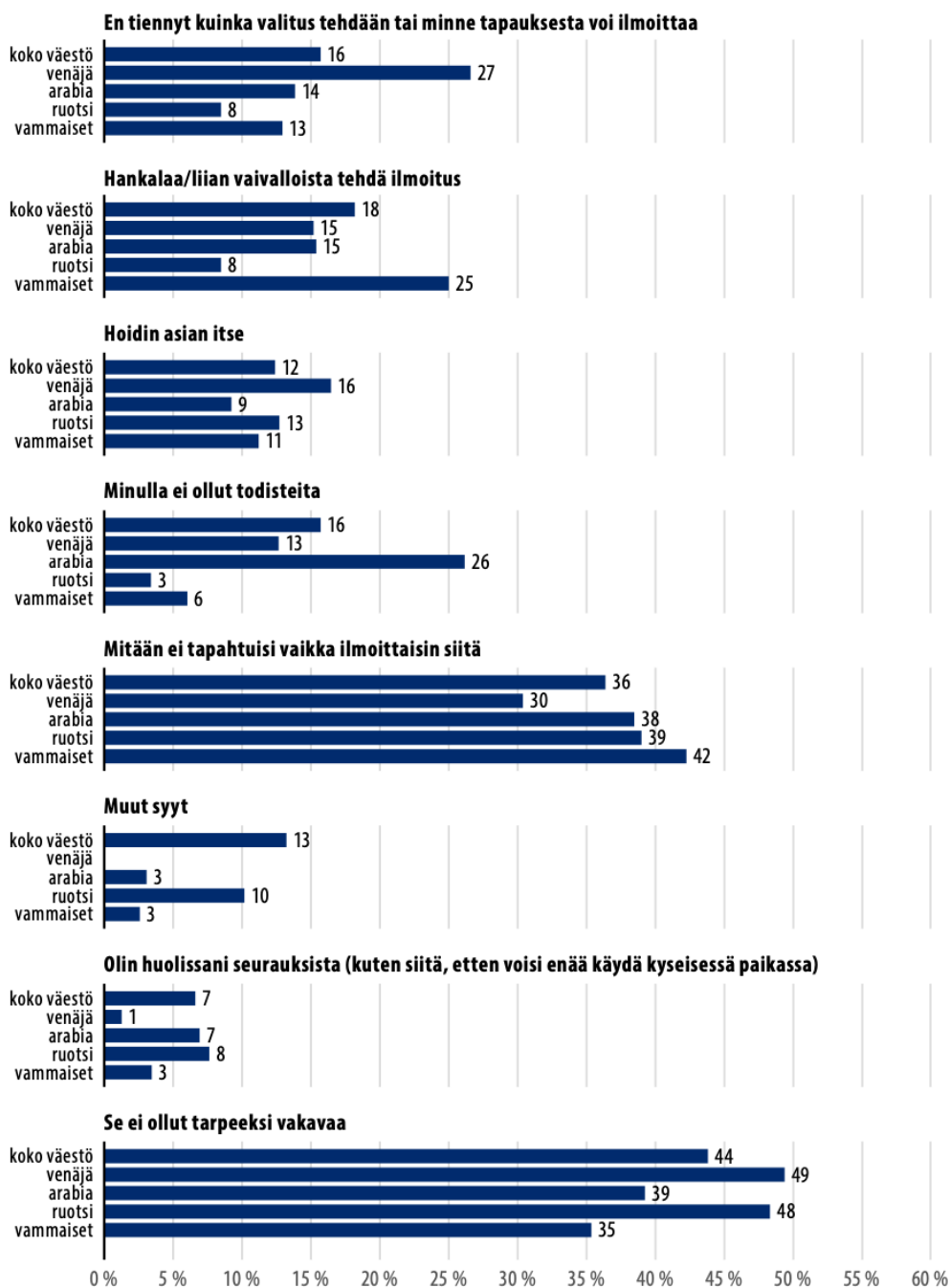


Figure 2. This chart, labeled "Figure 55. 'Why didn't you report the incident or file a complaint about discrimination in public places?'," presents the percentage distribution of reasons given by different demographic groups for not reporting discriminatory incidents. Here's the breakdown of the reasons provided: Did not know how to report or where the report could be made ("En tiennyt kuinka valitus tehdään tai minne tapauksesta voi ilmoittaa"): Participants: Overall Population, Russian Speakers, Arabic Speakers, Swedish Speakers, Disabled Individuals, Difficult to make a complaint ("Hankalaa/ilman vaikeuksia

tehdä ilmoitus"): Handled the matter personally ("Hoidin asian itse"): Did not have evidence ("Minulla ei ollut todisteita"): No action was taken despite reporting ("Mitään ei tapahtuisi vaikka ilmoitaisin siitä"): Concerned about repercussions ("Olin huolissani seurauksista (kuten siitä, etten voisi enää käydä kyseisessä paikassa)"): Did not perceive the incident as severe enough ("Se ei ollut tarpeeksi vakavaa"). Source: Nenonen et al., 2021

In the scholarly article "Mechanisms of Exclusion: Ethnic Discrimination in the Swedish Labour Market," authored by Jens Rydgren in 2006, a comprehensive analysis is presented that explores the pervasive issue of ethnic discrimination within the Swedish labor market. The study meticulously outlines various mechanisms through which discrimination manifests, categorizing them into statistical discrimination, network effects, and institutional biases. These mechanisms vividly illustrate how prejudices and stereotypical assumptions significantly hinder the employment opportunities for individuals of foreign descent. By utilizing datasets similar to those presented by Ekberg and Hammarstedt (2002), which depict the employment rates among people aged 16–64, both native and foreign-born, the research underscores a systematic disparity. This data not only benchmarks the employment rates but also reveals a trend where foreign citizens consistently experience lower employment rates compared to native Swedes, as evidenced by the decline in employment index from the 1980s to 2000 (Rydgren, J. 2004).

To draw parallels, a similar comparative analysis could be conducted regarding Finland's labor market, where issues of discrimination might mirror those in Sweden, albeit within a different socio-political context. By leveraging Finnish labor market data, one could investigate whether similar exclusion mechanisms are at play, potentially facilitated by comparable institutional structures or societal attitudes towards migrants and foreign-born workers. This juxtaposition could provide a broader Nordic perspective on ethnic discrimination in labor markets, offering insights into systemic issues and informing policy recommendations aimed at fostering more inclusive labor environments.

The data presented in figure 3 shows employment indices for people aged 16–64 born abroad and foreign citizens in Sweden relative to native Swedes from 1950 to 2000. This table allows for an analysis of labor market integration and potential discrimination over the course of half a century.

In 1960, individuals born abroad had an employment index slightly above native Swedes (104) while foreign citizens had significantly higher employment indices (120). This suggests that during this period, the labor market was relatively accessible to foreigners.

The employment indices for both groups born abroad and foreign citizens show a generally declining trend from the 1960s to the end of the century. By 2000, these indices dropped to 77 for those born abroad and 70 for foreign citizens, indicating a worsening position relative to native Swedes whose index is set at 100 for each year (Rydgren, J. 2004).

Significant drops in employment indices during specific periods (e.g., from 94 in 1978 to 90 in 1987, and from 84 in 1992 to 75 in 1994 for those born abroad) could be linked to various economic recessions, policy changes affecting migration and employment, or shifts in societal attitudes towards immigrants.

The persistent and widening gap in employment rates between the native population and foreign-born or foreign citizens, even after adjusting for human capital factors, suggests systemic barriers. This could be a result of several factors including statistical discrimination, where employers make assumptions based on nationality or ethnicity rather than individual qualifications; network effects, which might limit job opportunities for immigrants outside of ethnically homogeneous networks; and institutional discrimination, where policies and practices unconsciously favor natives (Rydgren, J. 2004).

Despite various integration and anti-discrimination policies, the consistent decline in employment indices for immigrants indicates that these measures might not have been fully effective or have had unintended consequences that reinforced existing barriers.

This statistical analysis underscores the complexity of labor market dynamics and the multifaceted nature of discrimination. It also highlights the need for targeted policies that not only aim to integrate immigrants into the labor market but also actively combat the underlying prejudices and structural barriers that persist despite legislative efforts (Rydgren, J. 2004).

Despite Sweden's focus on integration and anti-discrimination laws, the persistent decline and low indices in the later years suggest that these policies may not have been as effective as intended. The reasons could be manifold, including poor implementation, inadequate targeting of real issues (such as employer biases and inadequate support for recognizing foreign qualifications), and perhaps a lag in policy adaptation to changing economic conditions and migration patterns.

Year	Born Abroad	Foreign Citizen
1950	–	120
1960	104	105
1967	–	110
1975	100	99
1978	98	94
1987	90	83
1992	84	74
1994	75	61
1999	76	69
2000	77	70

Figure 3. Index for Employment Rate among People Aged 16–64 Born Abroad (Employment Rate for Native Swedes = 100) by Ekberg and Hammarstedt (2002).

The data from Figure 4, derived from Ekberg and Hammarstedt (2002), presents an interesting overview of the employment index for individuals born abroad and foreign citizens in Sweden, compared to native Swedes, over several decades. The index uses the employment rate of native Swedes as the benchmark (100) to compare against (Rydgren, J. 2004).

In 1960, the employment index for those born abroad was 104, suggesting that their employment rate was comparable to, if not slightly better than, that of native Swedes. This pattern holds somewhat steady until the late 1980s (Rydgren, J. 2004).

For foreign citizens, the index starts even higher in 1960 at 120, indicating a notably higher employment rate than native Swedes. However, this figure shows a more dramatic decline over the decades, dipping to 70 by the year 2000 (Rydgren, J. 2004).

From 1987 onwards, there is a noticeable decline for both groups, with the index for those born abroad dropping from 90 to 77 by 2000, and for foreign citizens from 83 to 70 in the same period. This decline is more pronounced in the 1990s, a decade marked by economic downturns which could have disproportionately affected these groups.

The more pronounced decline in employment rates among foreign citizens compared to those born abroad might suggest a deeper level of discrimination or other barriers faced by this group. This could be due to a variety of factors, including less recognition of foreign qualifications, greater language barriers, or more direct discrimination in hiring practices (Rydgren, J. 2004).

Similar to Sweden, Finland has also faced challenges related to integrating immigrants into the labor market. Non-native Finns, particularly those from non-EU countries, face higher levels of unemployment and underemployment compared to native Finns. This situation is often exacerbated by issues such as recognition of qualifications, language barriers, and discriminatory hiring practices.

The data from Sweden might mirror or contrast with specific trends in Finland, depending on the specific policies adopted by each country regarding immigration, integration, and anti-discrimination efforts. For instance, Finland's active push towards integrating Finnish language training as part of the immigration process might mitigate some of the challenges seen in Sweden. However, systemic issues such as those highlighted by "network effects" and "institutional discrimination" might still play a significant role (Kraal, Roosblad, and Wrench, 2009).

The provided employment index over time highlights significant shifts in the labor market experiences of immigrants in Sweden, reflecting broader socio-economic changes and possibly the effectiveness or lack thereof of integration policies. A comparative analysis with Finland could reveal common challenges and differing outcomes based on varying national policies, contributing to a deeper understanding of ethnic discrimination and integration in European labor markets (Kraal, Roosblad, and Wrench, 2009).

Time in Sweden	1987	1997	1999
0–9 years	7.4	31.4	19.5
10–19 years	3.5	13.9	11.0
20 years or more	2.4	9.6	5.8
Born in Sweden	2.0	7.2	4.4

Figure 4 Unemployment rate for different immigration cohorts (per cent), Results based on sample data (N = 87,000). Source: Schröder et al. (2000: 30).

This gap is not solely explicable by variations in education or skills but suggests underlying mechanisms of discrimination that severely impact migrant integration and economic participation. The labor market scenario in Finland presents similar

challenges, where migrants face considerable employment barriers despite possessing requisite qualifications (Kraal, Roosblad, and Wrench, 2009).

In both Sweden and Finland, three critical mechanisms contribute to labor market exclusion of migrants: statistical discrimination, network effects, and institutional discrimination. Statistical discrimination in Sweden, for example, occurs when employers make assumptions based on group characteristics rather than individual capabilities, often due to stereotypes about productivity or social compatibility. Such stereotypes are not confined to Sweden; they are equally prevalent in Finland, where language barriers and 'cultural fit' are often unofficial criteria influencing hiring decisions (Kraal, Roosblad, and Wrench, 2009).

Network effects also play a substantial role, where job opportunities circulate within ethnically homogeneous networks, limiting migrant access to these opportunities. In Finland, similar network-based exclusions can be observed, where migrants are less likely to have connections that provide access to job opportunities, further exacerbating their exclusion from key economic activities (Midtbøen, 2015).

Institutional discrimination, arising from policies or practices that inadvertently disadvantage migrant groups, is evident in both countries. In Sweden, policies like the 'whole Sweden strategy' initially intended to integrate migrants across various regions inadvertently placed them in areas with poor employment prospects. Similarly, in Finland, integration policies might not adequately consider the local economic contexts, hindering migrants' employment opportunities (Kraal, Roosblad, and Wrench, 2009).

Sweden has faced criticism for institutional practices that, while not intentionally discriminatory, effectively marginalize migrant groups. An example is the historical 'whole Sweden strategy,' which dispersed migrants across various municipalities without consideration for local job opportunities. Finland faces its own institutional challenges; for instance, the rigid requirements for Finnish language proficiency in many professional fields can act as a significant barrier

for highly skilled migrants. Even though these requirements are often justified on grounds of communication and safety, they disproportionately affect migrants and can limit their employment prospects unnecessarily (Rydgren, J. 2004).

Both Sweden and Finland have robust legal and institutional frameworks aimed at promoting equality and preventing discrimination. However, both countries still experience significant gaps in labor market outcomes between native populations and migrants. This suggests that existing measures might not be fully effective or are inadequately enforced. Additionally, both countries show that despite policy efforts aimed at integration, practical barriers at the social and institutional levels continue to maintain or even exacerbate these disparities (Midtbøen, 2015).

The critical analysis reveals that while Sweden and Finland have taken various steps to integrate migrants into their respective labor markets, both face systemic issues that require more targeted interventions. Enhancing the enforcement of anti-discrimination laws, expanding and diversifying professional networks, and adjusting institutional policies to be more inclusive could mitigate some of the challenges. Furthermore, both countries could benefit from policies that not only aim to integrate migrants into the workforce but also promote intercultural understanding and cooperation within the native population, helping to dismantle stereotypes and reduce social barriers.

4.2 Representation in School Faculty

In "Vain valkoisille, nuorille, hyvinvoiville naisille?" Molander and Souto investigate a critical issue within Finnish society—the perception that social benefits disproportionately favor young, healthy, white women. This analysis offers a thorough critique of the current welfare policies, emphasizing the unintended consequences these policies may have on marginalized groups. The discussion in the paper points out several key findings and implications which

suggest that these policies could inadvertently contribute to societal divisions and reinforce existing inequalities (Molander and Souto, 2024).

The paper reveals a widespread belief that welfare benefits are tailored primarily to young, white, healthy women. This perception stems from observed privileges that this demographic seems to enjoy, particularly in accessing social services and benefits that are less accessible to other groups. This can contribute to feelings of exclusion and marginalization among those who do not fit this demographic profile.

The research highlights how certain groups, such as older women, women of color, and those with health issues, feel sidelined by welfare policies. These groups report more significant barriers in accessing the benefits that are seemingly readily available to the preferred demographic. The study suggests that these barriers are not just logistical or economic but are also deeply embedded in societal attitudes and policy frameworks (Molander and Souto, 2024).

Molander and Souto argue that such exclusivity can erode trust in public institutions and social cohesion. When entire segments of the population feel that the system is rigged against them, it can lead to disillusionment with public policies and the authorities that implement them. This is particularly detrimental in a welfare state like Finland, where social trust is a cornerstone of societal harmony and governance.

The authors recommend a series of policy reforms aimed at increasing inclusivity. These include revising policy criteria to ensure they do not inadvertently favor one group over another, increasing outreach to marginalized communities to improve their access to benefits, and fostering greater diversity in policy-making bodies to ensure that a wider array of perspectives is considered in the creation and implementation of social policies.

In interpreting these findings, it becomes clear that the issue at hand is complex and multi-faceted, involving deep-seated societal norms and policy structures. The perception of exclusivity not only affects those directly marginalized but also has broader implications for societal equity and cohesion. The recommendations provided in the paper offer a roadmap for addressing these issues, emphasizing the need for a more equitable approach to social welfare that consciously avoids perpetuating existing disparities. This analysis serves as a call to action for policymakers, social scientists, and the public to engage in a more nuanced discussion about equity, inclusion, and the true universality of welfare benefits in modern societies (Molander and Souto, 2024).

Figure 5 is categorized into the percentages of individuals identified as White, racially mixed, Asian, Black, and those with unidentified racial backgrounds (Molander and Souto, 2024). The majority of faculty across all listed institutions are White, with percentages typically ranging from around 71.4% to 100%. Itä-Suomen yliopisto (University of Eastern Finland), for instance, shows a 100% White faculty, indicating no racial diversity among its faculty members. Institutions exhibit varying percentages of racially mixed faculty members, from as low as 0% in multiple institutions to a high of 14.9% at Oulun AMK (Oulu University of Applied Sciences). This suggests some level of racial integration, though it varies significantly by institution.

Asian faculty representation is generally low across the board, with several institutions showing a 0% presence. The highest percentage noted is 14.9% at Oulun AMK, which matches the institution's high percentage of racially mixed faculty. Black faculty representation is similarly low, with many institutions reporting none. The highest percentage is 18.8% at Lapin AMK (Lapland University of Applied Sciences), which is notably higher than other institutions but still reflects a minority. The category "Unidentified racial backgrounds" highlights percentages of faculty whose racial backgrounds could not be determined or were not disclosed, ranging from 0% to 6.7%. This suggests some difficulty or reluctance in categorizing racial backgrounds at certain institutions.

The data reveals a significant underrepresentation of non-White faculty members across Finnish higher education institutions, with a predominant presence of White faculty. Racial diversity is notably lacking, which may reflect broader societal or systemic issues within the country's educational sector. Institutions like Oulun AMK and Haaga-Helia AMK show relatively higher diversity, suggesting some pockets of inclusion, but overall, the numbers indicate a need for policies to enhance diversity and inclusion within academic staffing in Finland. This underrepresentation could impact the diversity of perspectives and educational experiences offered to students, underscoring the importance of addressing these disparities to foster a more inclusive academic environment (Molander and Souto, 2024).

Institution	White (%) (f)	Racially Mixed (%) (f)	Asian (%) (f)	Black (%) (f)	Unidentified (%) (f)
University					
Itä-Suomen yliopisto	100% (27)	0% (0)	0% (0)	0% (0)	0% (0)
Jyväskylän yliopisto	94.5% (52)	3.6% (2)	1.8% (1)	1.8% (1)	1.8% (1)
Turun yliopisto	93.9% (46)	6.1% (3)	0% (0)	6.1% (3)	0% (0)
Vaasan yliopisto	90.9% (80)	5.7% (5)	3.4% (3)	2.3% (2)	3.4% (3)
Karelia AMK	90.1% (10)	9.1% (1)	9.1% (1)	0% (0)	0% (0)
LAB-AMK	89.3% (25)	10.7% (3)	10.7% (3)	0% (0)	0% (0)
LUT-yliopisto	89.1% (33)	8.1% (3)	5.3% (2)	2.7% (1)	2.7% (1)
Vaasan AMK	85.3% (64)	8.0% (6)	6.7% (5)	1.3% (1)	6.7% (5)

Institution	White (%) (f)	Racially Mixed (%) (f)	Asian (%) (f)	Black (%) (f)	Unidentified (%) (f)
Oulun AMK	85.1% (40)	14.9% (7)	14.9% (7)	0% (0)	0% (0)
Haaga-Helia AMK	82.1% (69)	14.3% (12)	13.1% (11)	1.2% (1)	3.6% (3)
Lapin AMK	81.3% (13)	0% (0)	0% (0)	18.8% (3)	0% (0)
Oulun yliopisto	71.4% (20)	14.3% (4)	14.3% (4)	14.3% (4)	14.3% (4)
Overall Universities	90.8% (258)	6.0% (17)	2.1% (6)	3.9% (11)	3.2% (9)
Overall AMK (Universities of Applied Sciences)	84.7% (221)	11.1% (29)	10.3% (27)	0.8% (2)	4.2% (11)
Total	87.9% (479)	8.4% (46)	6.1% (33)	2.4% (13)	3.7% (20)

Figure 5. Racially Mixed and Unmixed Individuals in Educational Institutions by Molander and Souto 2024

In Figure 6 the majority of the institutions listed have a higher percentage of female faculty compared to male faculty. For instance, Karelia AMK and Itä-Suomen yliopisto have notably high percentages of female faculty members, with 81.8% and 81.5% respectively. This suggests that these institutions may have more inclusive hiring practices or that fields represented at these institutions may traditionally attract more female professionals (Molander and Souto, 2024).

While female faculty predominates in most of the institutions, there are considerable percentages of male faculty members as well. Oulun AMK and Jyväskylän yliopisto, for example, show a relatively balanced gender distribution with 38.3% and 40.0% (Molander and Souto, 2024).

Institution	Women % (f)	Men % (f)	Other/Unidentified % (f)
Karelia AMK	81.8% (9)	18.1% (2)	0% (0)
Itä-Suomen yliopisto	81.5% (22)	14.8% (4)	3.7% (1)
Turun yliopisto	65.3% (32)	26.5% (13)	8.2% (4)
LAB-AMK	64.3% (18)	21.4% (6)	14.3% (4)
Oulun AMK	61.7% (29)	38.3% (18)	0% (0)
Jyväskylän yliopisto	58.2% (32)	40.0% (22)	1.8% (1)
Lapin AMK	56.3% (9)	31.3% (5)	12.5% (2)
Haaga-Helia AMK	53.6% (45)	38.1% (32)	8.3% (7)
Vaasan AMK	52.0% (39)	37.3% (28)	10.7% (8)
Oulun yliopisto	50.0% (14)	28.6% (8)	21.4% (6)
Vaasan yliopisto	48.9% (43)	48.9% (43)	2.3% (2)
LUT-yliopisto	40.4% (15)	43.2% (16)	16.2% (6)
Overall University Guides	55.6% (158)	37.3% (106)	7.1% (20)
Overall AMK Guides	57.1% (149)	34.9% (91)	8.0% (21)
Total	56.3% (307)	36.1% (197)	7.5% (41)

Figure 6. Gender Distribution among Faculty Members in Higher Education Institutions by Molander and Souto 2024

4.3 Story of Petros

Petros, a young Greek immigrant, has lived in Finland for five years. He moved when he was eighteen with the hopes of finding a job and settling down, but his journey has been fraught with challenges. During a three-day interview, Petros recounted how he struggled to fit into Finnish society and make Finnish friends. He initially arrived without any assistance or guidance. Lacking support, he turned

to the local library, where he was advised on the necessary paperwork and directed to TE-toimisto (the Finnish employment office) for additional assistance.

Despite actively working with TE-toimisto to obtain proper documentation, Petros quickly realized that finding a job was more challenging than expected. His limited knowledge of Finnish became a significant barrier. On the advice of others, he enrolled in a Finnish language course, dedicating a year to learning the language. Although he was optimistic about his job prospects afterward, his new linguistic skills were still not enough to secure employment. Undeterred, he enrolled in a Swedish language course, thinking it might improve his chances, but to no avail. Despite his best efforts, Petros could only find temporary summer jobs and grueling manual labor to sustain himself.

As his employment struggles continued, Petros relied on KELA (the Finnish Social Security Institution) for financial support. He spent most of his five years studying languages and attempting to secure stable work. However, KELA eventually decided that Petros no longer qualified for Finnish social security benefits and revoked his eligibility, leaving him in debt for thousands of euros in unemployment benefits that he had previously received. Shockingly, Petros was not aware of this decision until later. His communications with KELA were all in Finnish, a language he did not fully understand, and he received no support in English to comprehend the gravity of the situation.

Confused and lacking guidance, Petros sought help from KELA representatives, only to receive unclear responses. He eventually realized the significance of KELA's decision through university resources. This is where I stepped in to assist him. Together, we requested all his records, as is his right under EU law, and began to investigate. It became apparent that there had been a misunderstanding between TE-toimisto and KELA regarding Petros' eligibility, likely due to language barriers.

Despite Petros being actively involved in language courses and other activities, the lack of clear communication led to KELA believing he no longer resided in

Finland, resulting in the debt. Although Finnish law mandates financial planning based on an individual's ability to pay, Petros was expected to make unaffordable monthly payments, ultimately leading to debt collection. He had paid the amount diligently until one late payment resulted in severe consequences.

After analyzing the files and finding the errors, it was clear that the decision was based on incorrect information. Petros was unfairly penalized due to his immigrant status and lack of familiarity with Finnish bureaucracy. To rectify the situation, I filed an "Oikaisuvaatimus" (a request for correction) citing relevant laws, urging KELA to reopen the case and recognize the decision as wrongful, unlawful, and financially detrimental. Petros' case sheds light on how immigrants often struggle with unfair decisions, even when protected by EU law.

This story illustrates how challenging it can be for immigrants like Petros, who lack connections or understanding of Finnish bureaucracy, to navigate a system that often fails to support them adequately. His experience raises questions about whether Finland is as lawful and fair as it claims or if fairness depends on knowing how to play the game.

The story of Petros, a Greek immigrant in Finland, offers a compelling case study on systemic racism and its implications within Finnish society. This analysis will explore how systemic factors and bureaucratic challenges can exacerbate difficulties for immigrants, potentially reflecting underlying racial or ethnic biases.

Petros's struggle underscores a fundamental issue many immigrants face: language barriers. Despite efforts to learn Finnish and Swedish, Petros found that his proficiency was not sufficient to secure stable employment. The expectation for immigrants to achieve fluency rapidly can be seen as a systemic hurdle, particularly when coupled with limited support structures for learning the language and integrating it into professional settings.

The difficulties Petros faced in finding employment, despite active efforts and engagement with local employment services (TE-toimisto), highlight potential systemic biases in the job market. Immigrants often encounter subtle forms of

discrimination where employers may favor native speakers or culturally homogeneous candidates, consciously or unconsciously.

Petros's experiences with KELA and the Finnish social security system reveal complexities that can disadvantage those unfamiliar with the bureaucratic process. The lack of support in a language accessible to him (English) and the critical information being communicated only in Finnish, which he did not fully understand, point to systemic oversights. Such institutional barriers can disproportionately affect immigrants, who may not have the linguistic and cultural fluency required to navigate these systems effectively.

The systemic failure to provide adequate support for non-Finnish speakers in critical interactions with government institutions like KELA may reflect an underlying bias against immigrants. This can be perceived as a form of systemic racism, where the system implicitly assumes and enforces the idea that being a successful part of society requires fluency in Finnish, thereby marginalizing those who have not yet mastered the language.

The legal and institutional frameworks that led to Petros's wrongful debt point to systemic issues in how laws and regulations are applied to immigrants. These frameworks may not sufficiently take into account the unique challenges faced by immigrants, thus inadvertently discriminating against them.

Petros's reliance on manual labor and temporary jobs, coupled with the systemic obstacles to obtaining more stable employment, illustrates economic exclusion, a facet of systemic racism. This economic stratification ensures that immigrants remain in lower-paying jobs, perpetuating a cycle of poverty and exclusion.

Petros's story is a microcosm of the broader challenges faced by immigrants in Finland and other similarly structured societies. While not overt, the systemic racism embedded within bureaucratic and institutional practices can lead to significant disparities in the treatment and opportunities available to immigrants compared to native citizens. The lack of language support, the difficulties in navigating legal and governmental frameworks, and the barriers to employment

collectively contribute to a system that can disenfranchise and marginalize immigrants.

The challenges faced by young individuals from immigrant backgrounds in Finland, particularly in their endeavors to secure employment, the excerpt from the Ministry of Justice's publication highlights deeply ingrained systemic racism and discrimination. This analysis draws attention to the pervasive nature of ethnic and racial biases in the Finnish job market (Henttonen & Kareinen, 2023).

The testimonies provided by the participants in these dialogues underline a common perception among employers that equates Finnish identity with competency and trustworthiness. This is illustrated through instances where job seekers with foreign-sounding names experience a significant disadvantage, leading some to consider changing their names to enhance their employment prospects. Such an extreme measure underscores the perceived necessity to assimilate into Finnish societal norms at the expense of one's cultural identity, simply to access equal employment opportunities (Henttonen & Kareinen, 2023).

The participants discuss the severe implications of this discrimination, ranging from extended periods of unemployment despite active job searching, to feeling compelled to pursue further education as a means to possibly overcome these barriers. However, even higher educational attainment does not guarantee employment, suggesting a systemic undervaluation of qualifications obtained by individuals perceived as foreigners. This cycle of rejection and marginalization not only affects individual livelihoods but also perpetuates stereotypes about immigrants being unwilling to work, despite their active efforts to find employment (Henttonen & Kareinen, 2023).

Furthermore, the discrimination extends beyond hiring practices. Those who do obtain employment often continue to face prejudice in the workplace. Examples include differential treatment by customers and colleagues, and instances where immigrant workers are hidden from public view during high-visibility tasks. Such practices reinforce a hierarchical structuring within workplaces based on ethnicity

and race, where individuals from immigrant backgrounds are often relegated to roles that limit their interaction with the public and minimize their visible presence (Henttonen & Kareinen, 2023).

The impact of such discrimination is profound, affecting not only the career prospects of these young individuals but also their social integration and mental health. The state's role in supporting education for immigrants contrasts sharply with the private sector's discriminatory practices, creating a paradox where public investment in immigrant integration is undermined by private employment practices (Midtbøen, 2015), (Henttonen & Kareinen, 2023).

This situation calls for a comprehensive reevaluation of employment practices and anti-discrimination laws in Finland. It highlights the need for stronger enforcement of existing regulations, the implementation of more rigorous anti-discrimination training for employers, and the promotion of diversity and inclusion within the workplace. Moreover, there is a critical need for societal change in attitudes towards immigrants, emphasizing the value of multiculturalism and the benefits of a diverse workforce (Henttonen & Kareinen, 2023).

Finland provides educational support to immigrants, the systemic barriers that persist in the employment sector severely limit the effective integration of these individuals into society. Addressing these challenges requires a concerted effort from both the government and the private sector to foster an inclusive environment that truly values diversity and equal opportunity (Henttonen & Kareinen, 2023), (Midtbøen, 2015).

Addressing these issues requires a systemic approach that includes policy changes to improve language access in governmental interactions, training for employers on diversity and inclusion, and a re-evaluation of employment policies to ensure they do not inadvertently disadvantage individuals who are non-native speakers or culturally distinct. By addressing these systemic issues, Finland can move towards a more inclusive and equitable society (Midtbøen, 2015).

5. Discussion

In this discussion section of my thesis, I present a comprehensive analysis using CRT to understand systemic racism within Finland, particularly highlighting legislative inadequacies, language barriers, and institutional discrimination. A significant example is the Sámi Assembly Act, which has notably failed to facilitate the political participation it was meant to enhance for the Sámi people, revealing broader systemic resistance to empowering indigenous populations in Finland.

CRT offers a lens through which one can analyze Finnish society, particularly focusing on how race and ethnicity intersect with the societal structures to impact both the Finnish people and those from diverse backgrounds.

Applying CRT to the understanding of Finnish society would involve examining how legal and cultural norms, even in a society known for its welfare and community orientation, may perpetuate racial inequalities or subtly exclude non-Finnish populations. CRT would prompt questions about the representation and integration of ethnic minorities within Finnish institutions, the education system, and the labor market (Dixson & Rousseau Anderson, 2018).

For instance, in Finland, where there is a strong sense of cultural identity tied to Finnish language and heritage, CRT would explore how these nationalistic elements could create barriers for non-Finnish individuals, leading to social and economic segregation. It would scrutinize policies and practices that might marginalize minority groups and assess whether there is systemic discrimination that hinders these groups' full participation in society.

Moreover, CRT would argue that the relative homogeneity of Finnish society might mask underlying racial tensions and inequalities, making it challenging for non-Finnish individuals or those of different ethnic backgrounds to find a sense of belonging or achieve social mobility. This framework could also be used to analyze the narratives around Finnish identity and how these narratives could

exclude or otherize people who do not fit the typical Finnish profile, potentially leading to social and institutional biases (Taylor, Gillborn, & Ladson-Billings, 2023).

Ultimately, CRT helps in revealing the hidden structures that maintain racial hierarchies within ostensibly equitable systems, advocating for real systemic change to achieve true inclusivity and equality in Finnish society.

Language barriers emerge as a central theme in my findings, profoundly affecting the integration of non-Finnish speakers into society. These barriers extend beyond mere communication difficulties; they obstruct non-Finnish speakers' awareness of their rights, hinder their ability to report discrimination, and isolate them from protective legal mechanisms. This isolation is particularly detrimental in educational settings, where children of immigrants—even those born in Finland—are often unnecessarily placed in Finnish as a second language courses, marking them as outsiders from a young age.

My research also highlights occupational stereotyping as a persistent issue. Non-Finnish children are disproportionately tracked into manual labor roles, which not only limits their future career opportunities but also perpetuates socioeconomic disparities. This early vocational tracking is part of a broader pattern of systemic bias that extends into the realms of higher education and employment, where ethnic minorities are notably underrepresented (Dixson & Rousseau Anderson, 2018).

Furthermore, the geographic segregation observed in Helsinki, with ethnic minorities concentrated in specific districts, underscores the spatial dimensions of systemic racism. This segregation perpetuates unequal access to resources, opportunities, and social mobility, reinforcing the cycle of disadvantage.

Despite efforts by immigrants to integrate, including acquiring language skills, many, like Petros, remain marginalized. The superficial benchmarks for integration, such as language proficiency, do not equate to genuine inclusion or acceptance, highlighting a deeper societal reluctance to embrace diversity. This

disconnect fosters environments where non-Finnish individuals often retreat into communities of similar backgrounds, exacerbating social divisions and limiting cross-cultural interactions.

Additionally, the pervasive belief among victims of discrimination that reporting incidents will not lead to change fosters a culture of silence and inaction, which is further compounded by the emotional and mental toll of discussing racism. This systemic issue calls for substantial reform in how discrimination is reported and addressed, ensuring that all members of society can seek redress without fear of futility or reprisal.

To address these systemic issues, I propose specific reforms, such as educational system adjustments to eliminate early vocational tracking, policies to enhance political and social participation for minorities like the Sámi, and institutional changes to improve the efficacy of discrimination reporting mechanisms. These recommendations aim not only to alleviate the symptoms of systemic racism but also to foster a more inclusive and equitable Finnish society.

5.1 Suggestion for Future Research

As highlighted in the current thesis, systemic racism is a pervasive issue with deep-rooted implications for society. While significant strides have been made in identifying and understanding systemic barriers, particularly in the context of Finland, much work remains. The following suggestions for future research aim to expand our comprehension of these complex issues and guide effective policy reforms.

Future studies could benefit from a comparative approach, examining systemic racism across different Nordic countries. This would provide a broader context to understand whether issues identified in Finland, such as legislative inertia and educational inequities, are unique or part of a wider regional trend. Such studies could reveal common challenges and successful interventions applicable across national boundaries.

There is a significant gap in longitudinal studies that track the long-term effects of specific legislation on minority populations. Future research should focus on the outcomes of laws intended to support minority groups, such as the Sámi Assembly Act. Tracking progress over time would provide valuable insights into the efficacy of such measures and help identify needed amendments or new legislative approaches.

The profound impact of language barriers on social integration warrants deeper investigation. Future studies should explore how language proficiency influences economic, social, and political integration of immigrants and minority groups in Finland. This research could guide language education policies and integration programs to better support non-Finnish speakers.

Further research is needed to understand the educational pathways and career outcomes of children from minority backgrounds. Specifically, studies could investigate the long-term effects of tracking students into vocational versus higher education streams and the subsequent impact on their career opportunities and economic mobility.

The psychological impact of experiencing or witnessing racism is a critical area that requires more focused research. Future studies should explore the mental health outcomes of individuals subjected to systemic racism, particularly in educational and workplace settings. This research could inform interventions aimed at mitigating these impacts and promoting mental well-being among affected populations.

Examining the role of community-led initiatives in combating systemic racism could provide practical insights into grassroots solutions. Future research should assess the effectiveness of community-based programs in enhancing integration, reducing segregation, and empowering minority groups.

Addressing systemic racism requires a multifaceted research approach that continually adapts to emerging trends and challenges. By focusing on these suggested areas, future studies can contribute to a more comprehensive understanding of systemic racism, ultimately leading to more effective solutions that ensure equity and justice for all members of society.

5.2 Conclusion

In conclusion, my analysis highlights that systemic racism in Finland manifests in various forms, affecting both non-Finnish individuals and ethnically diverse Finnish citizens. CRT proves instrumental in understanding these dynamics, revealing how legal frameworks and societal structures may reinforce discrimination, such as the discriminatory impact of directing non-Finnish students into stereotypical career paths. Furthermore, the social segregation between Finnish and non-Finnish populations, particularly evident in educational institutions and neighbourhoods, exacerbates feelings of isolation and perpetuates stereotypes. The challenges faced by non-Finnish individuals in employment, education, and social integration demonstrate that language barriers and lack of representation continue to hinder equal opportunities. The difficulty of discussing racism openly further complicates these issues, leaving many disheartened and mentally exhausted. Addressing systemic racism in Finland will require deliberate policy changes, widespread anti-racism education, and fostering inclusive spaces where non-Finnish voices can be heard and supported.

References

- Al-Kharsani, M. 2022. Rasismi käsitteenä ja rasismien kokemukset Suomen yhteiskunnassa poliitikkojen, kasvatustieteilijöiden sekä tulevien opettajien näkökulmasta – Rasismi, ulkomaalaistaustaisuus ja eriarvoistuminen, University of Turku, P.11. Available at <[https://www.utupub.fi/bitstream/handle/10024/154755/Pro%20gradututkielma%202022%20\(6\)_MERIM%20versio%209.6%20\(1\).pdf?sequence=1](https://www.utupub.fi/bitstream/handle/10024/154755/Pro%20gradututkielma%202022%20(6)_MERIM%20versio%209.6%20(1).pdf?sequence=1)> [Accessed 21 March 2023]
- Bonilla-Silva, E. 2021. What Makes Systemic Racism Systemic. *Sociological Inquiry* 91 (3): 513-533. DOI: 10.1111/soin.12420
- Closson, R.B., 2010. Critical race theory and adult education. *Adult Education Quarterly*. Available at: <<https://journals.sagepub.com/doi/abs/10.1177/0741713609358445>> [Accessed May 6 2024]
- Delgado, R., & Stefancic, J. (2001). *Critical Race Theory: An Introduction*. New York University Press.
- Dixson, A.D. & Rousseau Anderson, C., 2018. Where are we? Critical race theory in education 20 years later. *Peabody Journal of Education*. Available at: <<https://www.tandfonline.com/doi/abs/10.1080/0161956X.2017.1403194>> [Accessed 6 May 2024]
- EU, 2018. Being Black in the EU, European Union Agency for Fundamental Rights. Available at <<http://fra.europa.eu/en/publication/2018/being-black-eu>> [Accessed 21 March 2023]
- Henttonen, E. & Kareinen, J. 2023, Kukaan ei synny vihaamaan: Nuorten dialogit rasismista ja syrjinnästä, Oikeusministeriön julkaisuja, Selvityksiä ja ohjeita, no. 2023:34.
- Jones, J. M. 2023. Surviving While Black: Systemic Racism and Psychological Resilience. *Annual Review of Psychology*.
- Kraal, K., Roosblad, J. and Wrench, J. (eds.) 2009 *Equal Opportunities and Ethnic Inequality in European Labour Markets: Discrimination, Gender and Policies of Diversity*. Amsterdam: Amsterdam University Press.
- Ladson-Billings, G., 2021. Critical race theory—What it is not! In *Handbook of critical race theory in education*. Available at <<https://www.taylorfrancis.com/chapters/edit/10.4324/9781351032223-5/critical-race-theory%E2%80%94what-gloria-ladson-billings>> [Accessed 6 May 2024]

Mattila, M. (ed.) 2020 Eriarvoisuuden tila Suomessa 2020. Kalevi Sorsa -säätiö.

Midtbøen, A.H. 2015 'Ethnic penalties in Western labour markets: Contributions, explanations, critiques', *Nordic Journal of Migration Research*, 5(4), pp. [page range if available]. doi: 10.1515/njmr-2015-0022.

Molander, L. and Souto, A.-M., 2024. Vain valkoisille, nuorille hyvinvoiville naisille? Korkeakouluopiskelijan ideaalityyppi korkeakoulujen hakuoppaiden kuvissa. *Aikuiskasvatus*. Available at: <https://journal.fi/aikuiskasvatus/article/download/120033/71393/239183> [Accessed 15 March 2024].

Nenonen, T., Kivelä, J., Ervasti, E., Joronen, M., & Villa, S. 2021. Perusoikeusbarometri. Oikeusministeriön julkaisuja, *Selvityksiä ja ohjeita*, 2021:17

de Plevitz, L. 2007. Systemic racism: the hidden barrier to educational success for Indigenous school students. Queensland University of Technology.

Paukkeri, M. 2022. Vuosia valmisteltu saamelaiskäräjälaki jumahti taas – Ylen tiedot: keskusta pysäyttää saamelaisten oikeuksiin liittyvän lain, Yle. Available at < <https://yle.fi/a/3-12665958> > [Accessed 21 March 2023]

Payne, B. K., & Hannay, J. W. 2021. *Implicit bias reflects systemic racism*. Trends in Cognitive Sciences, Cell Press.

Raskin, S. 2022. Shadia Raskin kolumni: Hei, olen Shadia, ruskea ja suomalainen, Yle. Available at < <https://yle.fi/a/3-12363862> > [Accessed 10th of May 2023]

Rastas, A. 2007. *Rasismi lasten ja nuorten arjessa: Transnationaalit juuret ja monikulttuuristuva Suomi*. Tampere: Tampere University Press.

Rinne, M. 2019 "Suomi 12 tutkitusta EU maasta rasistisin" Matkalla kohti antirasistista kasvatusta, University of Helsinki. Available at <https://helda.helsinki.fi/bitstream/handle/10138/305309/Rinne_Marju_Pro_gradu_2019.pdf?sequence=2&isAllowed=y> [Accessed 21 March 2023]

Rydgren, J. 2004 Mechanisms of exclusion: ethnic discrimination in the Swedish labour market, *Journal of Ethnic and Migration Studies*, 30:4, 697-716, DOI: 10.1080/13691830410001699522

Suoninen, I. 2021. Rauni Mannermaalta kiellettiin äidinkielen puhuminen ja hänen piti sulautua suomalaiseen väestöön – saamelaisten syrjimisen käsittely aloitetaan nyt, Yle. Available at < <https://yle.fi/a/3-12188868> > [Accessed 21 March 2023]

Taylor, E., Gillborn, D., & Ladson-Billings, G., 2023. Foundations of critical race theory in education. Available at:

<https://books.google.fi/books?hl=en&lr=&id=rE-eEAAAQBAJ&oi=fnd&pg=PT7&dq=Critical+Race+Theory&ots=CgHRYqJ3KG&sig=QnpvROFRVGswtfYKIA6wclznPVo&redir_esc=y#v=onepage&q=Critical%20Race%20Theory&f=false> [Accessed May 6 2024]

Vuori, J. 2012. Arjen kansalaisuus, sukupuoli ja kotouttamistyö, University of Tampere, p. 240. Available at

<https://trepo.tuni.fi/bitstream/handle/10024/66346/arjen_kansalaisuus_sukupuoli_kotouttamis2012.pdf?sequence=1 > [Accessed 21 March 2023]

Yle. 2020. Rajkumar Sabanadesanin kolumni: Rasismi ei ole vain syrjintää – se on myös suvaitsevaisuudeksi verhottua erilaisuuden korostamista, Yle. Available at < <https://yle.fi/a/3-11403758> > [Accessed 21 March 2023]

Yle, 2018. Finland among most racist countries in EU, study says, Yle. Available at < <https://yle.fi/a/3-10531670> > [Accessed 21 March 2023]

Young, E. Y. 2011. The Four Personae of Racism: Educators' (Mis)Understanding of Individual Vs. Systemic Racism. *Urban Education*, 46(6), 1433–1460. DOI: 10.1177/0042085911413145