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Highly educated female migrants' experiences of discrimination during the job search process

Highly educated migrants face discriminatory treatment, from everyday encounters to the job search phase and working life. Using qualitative research, this article examines the experiences of discrimination and racism that emerged from the data and the strategies described by the interviewees when they faced discrimination and racism. The research is located in the fields of Gender Studies and Working Life Studies. The 12 study participants represent a wide range of migrants from within and outside the EU. Thematic interviews were conducted and the findings were analysed with content analysis. The results of the study show that experiences of discrimination complicated and prolonged the job search process. Discrimination and racism were present even before the actual job search process. The strategies employed in the face of discrimination and racism varied individually and from situation to situation. The protracted job search process and the discriminatory treatment that made it difficult had negative consequences for the individual's well-being, employment, and career development. The article concludes with suggestions for development through which discrimination in the recruitment phase can be reduced.