

Labour market outcomes of immigrants in Denmark: Using or losing human capital?

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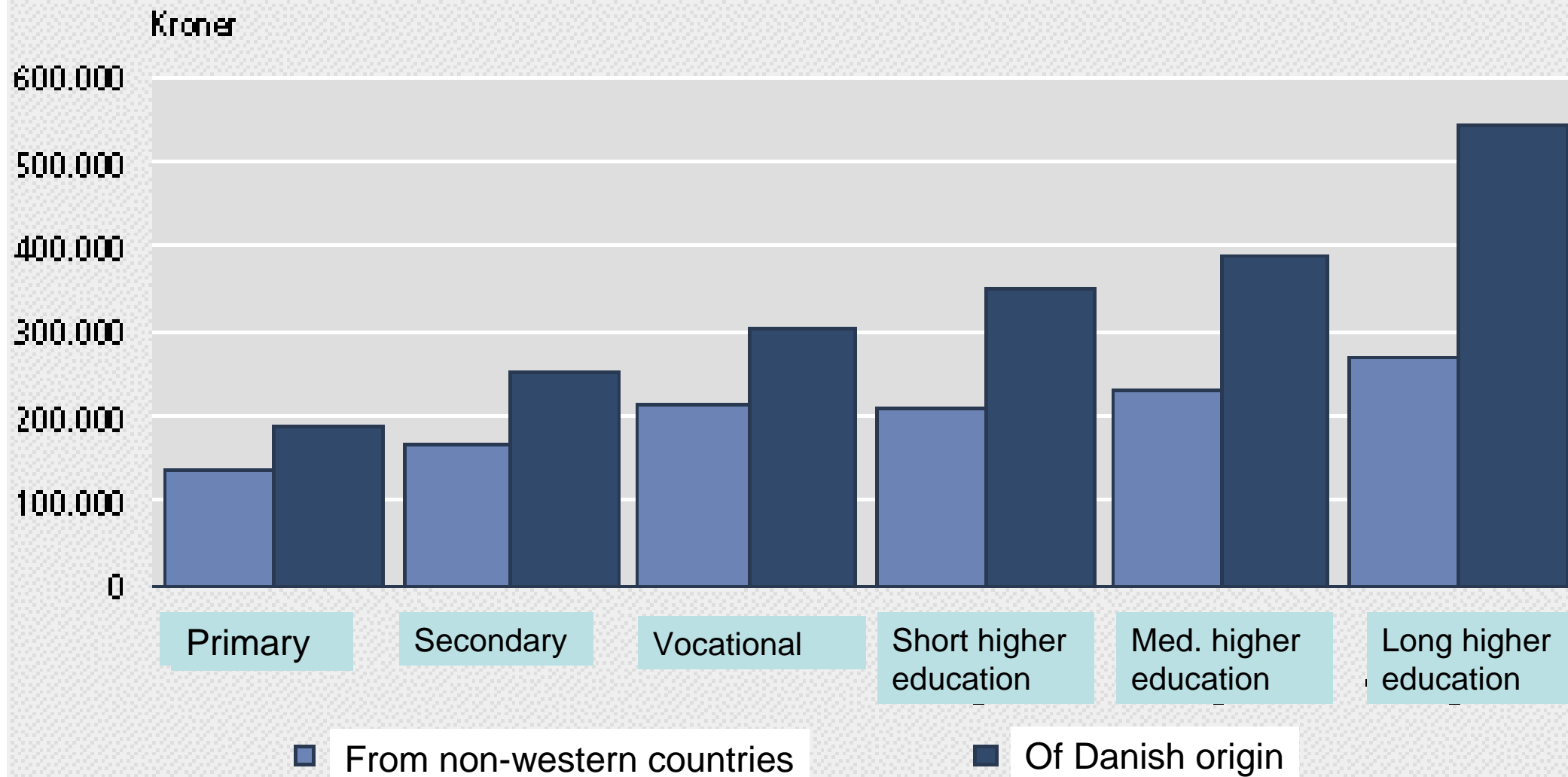
Denmark

The new Danish discourse

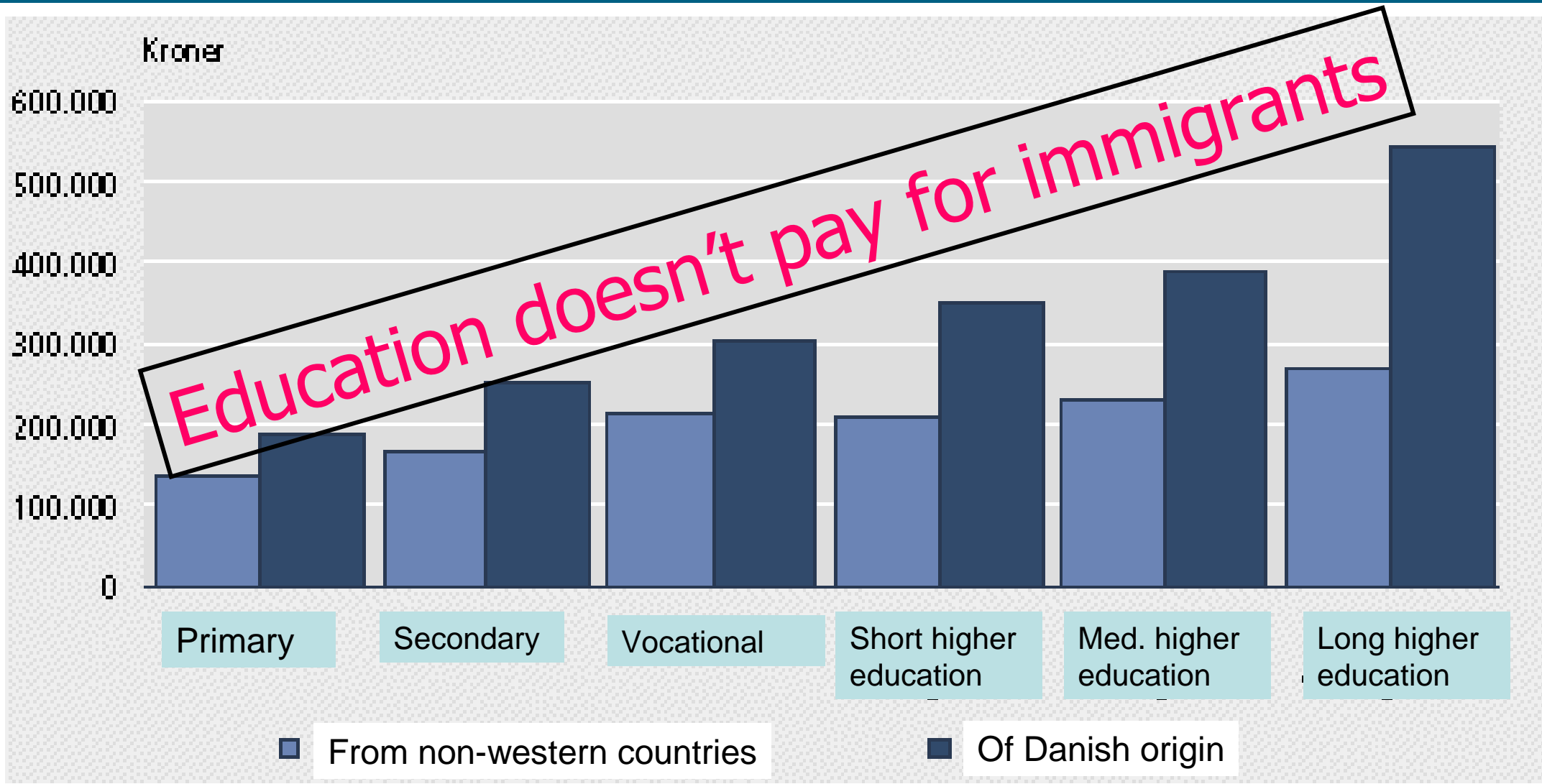
- From welfare to workfare: From rights to duties -
The shortest way to labour market.
- Massive use of economic incentives
- Reducing numbers of new immigrants (The rule of 24 years, Limit on social welfare-payments, etc.)
- Reorganizing (uniting) national and provincial labour agencies

- Recent income data from Statistics Denmark
 - Income gaps between immigrants and natives
 - Gaps increase with the level of education

Annual income by level of education, males 2004



Annual income by level of education, males 2004



Why the large income gap?

1. Comparing apples and pears

Labour market participation rates

Unemployment rates

Age distributions

Years of experience in the Danish labour market

Etc.

Labour force attachment in 2004

1st generation immigrants and Danes aged 16-64

	Western countries		Non-western countries	
1st generation Immigrants	Men	Women	Men	Women
Labour force participation rate	69%	61%	61%	46%
Employment rate	64%	57%	52%	43%
Unemployment	6%	7%	15%	17%
Danes	Men	Women		
Labour force participation rate	83%	78%		
Employment rate	79%	74%		
Unemployment	5%	5%		

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Why the large income gap?

2. Underutilisation of formal education

If well-educated immigrants can't obtain jobs that match their formal levels of education, they may:

- accept jobs they are formally overqualified for, or
- become self-employed

-> lower earnings

1. Wage earners: Chantal

2. Self-employed: Shahamak

1. Wage earners: Chantal

On-going research project at AKF – please do not cite!

2. Self-employed: Shahamak

Overeducated wage earners

- An individual possesses more education than is strictly required for the job
- Is this a problem?
 - ▶ For the individual: Underlying reason, temporary or permanent, job satisfaction, productivity, wage penalty or reward, etc.
 - ▶ For the macroeconomy: Skill-related underemployment, inefficient allocation of human capital, productivity and economic growth

Educational attainment of Danes and 1st gen. immigrants, 1995-2003

Males aged 30-57, at least 2 months full-time wage-employment

%	Primary	Secondary	Vocational	Higher educ. short	Higher educ. med.	Higher educ. long	All	N
Danes	22.7	4.3	46.4	5.4	12.8	8.4	100	700,793
Immigrants	21.3	8.1	35.9	7.7	14.2	12.8	100	288,730
Turkey	64.9	3.9	19.6	3.3	6.3	1.9	100	26,871
Pakistan	37.6	20.1	26.6	4.7	6.2	4.8	100	9,810
Vietnam	33.5	3.8	40.2	7.8	10.7	4.1	100	8,111
Iran	7.5	8.3	26.3	12.3	27.7	17.9	100	11,631
Irak	17.1	11.8	25.1	8.8	19.8	17.4	100	5,260
ExJugoslavia	22.2	8.1	49.1	5.7	8.6	6.2	100	30,108
Somalia	21.6	22.9	28.1	7.2	12.5	7.8	100	2,319
Stateless	31.0	12.5	29.8	7.1	10.6	9.0	100	4,694
OthNonWest	23.9	11.4	31.3	9.5	12.6	11.3	100	51,064
Western	10.8	6.5	39.9	8.2	17.2	17.5	100	138,862

Educational attainment of Danes and immigrants, 1995-2003, per cent

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Defining overeducation

Reference point for each occupational category:

Educational attainment of native Danish wage earners with at least 2 months full-time employment.

ID	Year	Educ.	ISCO	Median	LowLimit	UpLimit	Match
1	2001	16.0	51	13.0	10.9	15.1	O
1	2002	16.0	51	13.0	10.9	15.1	O
1	2003	16.0	23	16.0	12.1	16.0	A
2	1995	9.0	74	13.6	10.4	14.9	U
2	1996	9.0	74	13.6	10.4	14.9	U
...					

Defining overeducation

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1	2002	16.0	51	13.0	10.9	15.1	O
1	2003	16.0	23	16.0	12.1	16.0	A
2	1995	9.0	74	13.6	10.4	14.9	U
2	1996	9.0	74	13.6	10.4	14.9	U

... ..

Incidence of overeducation

Occupation-to-skill match, 1995-2003, percent

Males aged 30-57, with at least 2 months full-time wage-employment in a given year

%	Overeducated	Adequately educated	Undereducated
Native Danes	12.2	69.4	18.4
Immigrants, total	37.3	46.3	16.4
- Immigrants with Danish education	35.9	53.1	11.0
- Immigrants with foreign education*	38.5	46.0	15.5

Incidence of overeducation by ethnic group

%	Overeducated	Adequately educated	Undereducated
Native Danes	12.2	69.4	18.4
Immigrants, total	37.3	46.3	16.4
Turkey	20.1	32.5	47.4
Pakistan	27.2	48.0	24.8
Vietnam	30.2	49.8	20.0
Iran	44.3	47.7	8.0
Irak	37.1	46.7	16.2
Ex-Jugoslavia	41.0	41.2	17.8
Somalia	26.6	49.0	24.3
Stateless	29.6	47.2	23.2
Other Non-Western	36.2	48.5	15.3
Western	41.2	48.8	10.0

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Stateless	29.6	47.2	23.2
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Consequences of overeducation on earnings

Regression		Native	Immigrants		
	Ln(wage)	Danes	Total		
Adequate		0.051*** (0.000)	0.011*** (0.000)		
Overeduc		0.023*** (0.002)	0.009*** (0.002)		
Undereduc		-0.000 (0.001)	-0.003 (0.001)		
Foreign educ.			-0.072*** (0.003)		
Danish-1			-0.097*** (0.010)		
Danish-2			-0.061*** (0.006)		
Danish-missing			0.023*** (0.005)		
R ²		0.14	0.14		
Obs.		700,793	288,730		

Years of:

Consequences of overeducation on earnings

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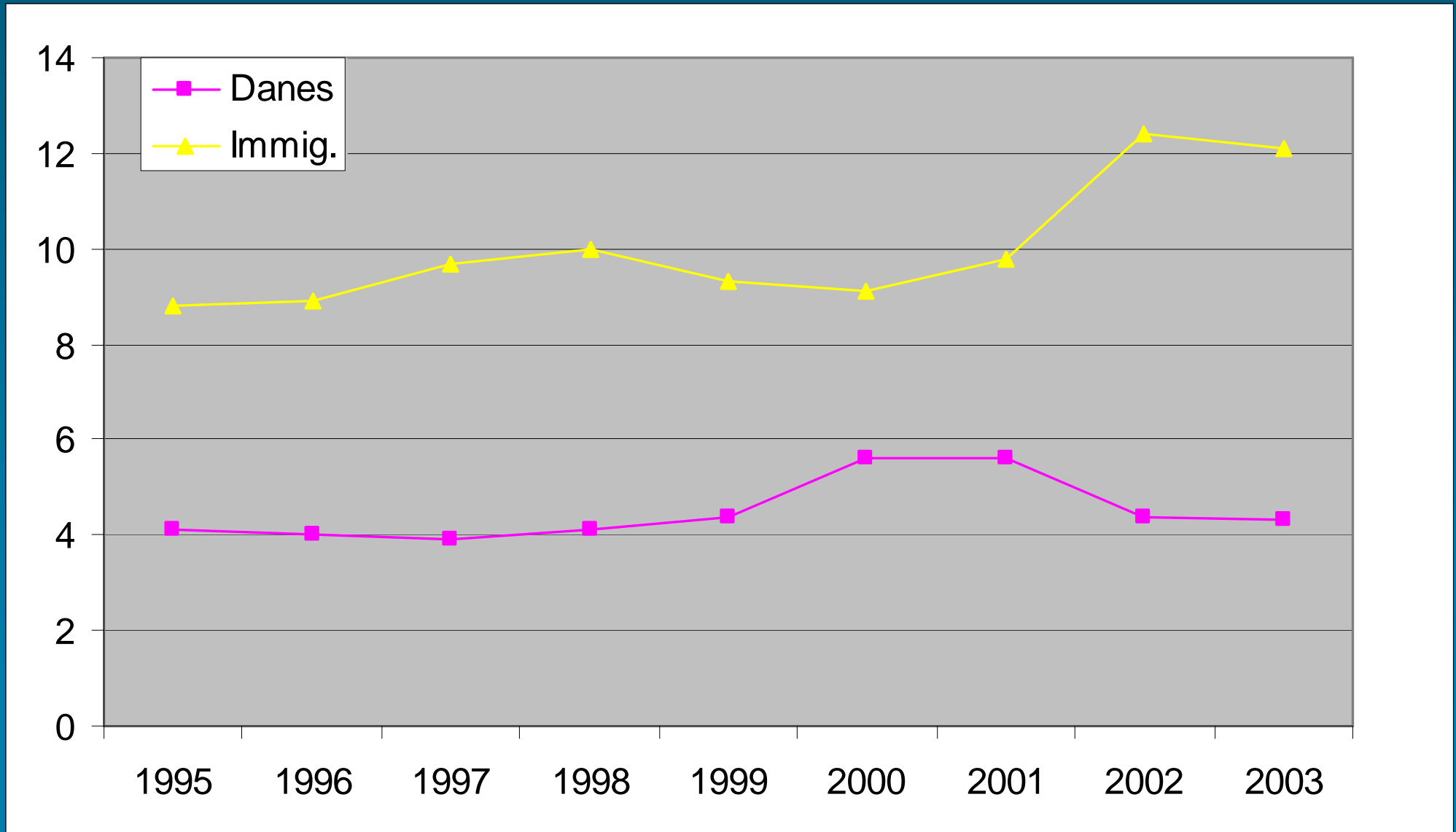
Ln(wage)		Native	Immigrants	Immigrants	Immigrants
		Danes	Total	Danish education	Foreign education
Adequate		0.051*** (0.000)	0.011*** (0.000)	0.059*** (0.001)	0.049*** (0.001)
Overeduc		0.023*** (0.002)	0.009*** (0.002)	0.014*** (0.003)	-0.009** (0.003)
Undereduc		-0.000 (0.001)	-0.003 (0.001)	0.009*** (0.003)	0.013*** (0.002)
Foreign educ.			-0.072*** (0.003)		
Danish-1			-0.097*** (0.010)	-0.022 (0.033)	-0.044*** (0.013)
Danish-2			-0.061*** (0.006)	0.037 (0.026)	-0.024** (0.007)
Danish-missing			0.023*** (0.005)	0.068*** (0.013)	0.040*** (0.006)
R ²		0.14	0.14	0.21	0.19
Obs.		700,793	288,730	94,925	106,678

Temporary or permanent situation?

- Yet to be investigated for the case of Denmark
- Studies from other European countries such as Germany show that OE individuals do not acquire better matches within a reasonable time frame.
- If this is true there is a risk that human capital is not only being underutilised, but also depreciated. This makes it even more difficult to obtain an adequate match later on.

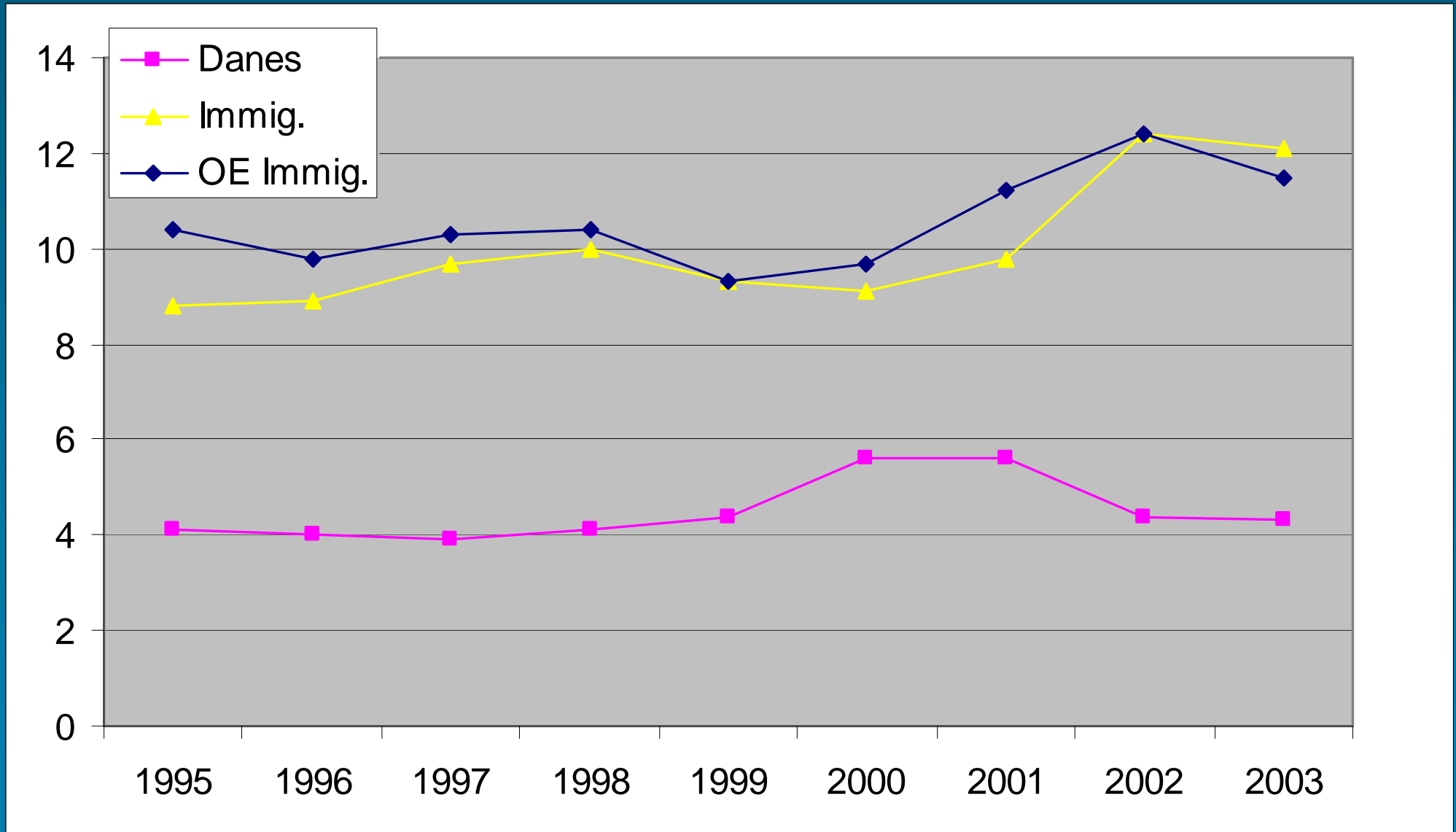
Are the overeducated (relatively) poor?

Share of Danes and Immigrants below the relative low-income line
(75% of median disposable income)



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Does education for immigrants pay?

Yes – but not as much as it could!

Current policies focus on increasing employment rate

Also important to pay attention to job-to-education matches

Need to know more about transferability (or lack thereof) of foreign education and foreign labour market experience

Self-employment: Challenges to the dominant discourse

- The holistic perspective
- The empowerment perspective
- Innovative projects
- The EU-sponsored projects
- The dynamics of immigrant's societies
- The institutional deficiency

Numbers of enterprises owned by immigrants, by type and level of education & business line 1997

Level/Type of Highest Achieved Education		Country of Education	Business Line	Supermarkets, kiosks etc.	Food retailers	Special retailers	Cafeteria, grillbars	Manufacturing	Trade, agencies etc.	Taxi Driving	Other transport	Construction/ Craftmanship	Auto repair service	Real Estate Trading	IT Research	Lawyers, Accountants, Advisors	Architects/ designers	Advertising	Translation	Hairdressers/ Grooming	Other services	Entertainment/ Culture	Other Enterprises	Total	
Further Education - Medium Term	Teachers	Denmark		1 2,5%	1 2,5%	8 20,0%	4 10,0%	2 5,0%	7 17,5%			1 2,5%				2 5,0%			2 5,0%	1 2,5%	3 7,5%		8 20,0%	40 100,0%	
		Abroad		7 5,3%	12 9,1%	22 16,7%	21 15,9%	3 2,3%	15 11,4%			3 2,3%	1 0,8%		1 0,8%	5 3,8%	3 2,3%	2 1,5%	8 6,1%	6 4,5%	5 3,8%		18 13,6%	132 100,0%	
	Language/ Arts/ Humanities	Denmark				2 8,3%				3 12,5%								4 16,7%		6 25,0%		1 4,2%	1 4,2%	7 29,2%	24 100,0%
		Abroad		2 2,0%	2 2,0%	10 10,0%	6 6,0%	7 7,0%	8 8,0%			1 1,0%			1 1,0%	5 5,0%	8 8,0%	4 4,0%	15 15,0%	5 5,0%	14 14,0%	3 3,0%	9 9,0%	100 100,0%	
	Social Science	Denmark			1 2,7%				1 2,7%	7 18,9%						3 8,1%	12 32,4%						8 21,6%	2 5,4%	37 100,0%
		Abroad		8 7,3%	4 3,7%	16 14,7%	11 10,1%	2 1,8%	17 15,6%			1 0,9%	1 0,9%	2 1,8%	2 1,8%	12 11,0%	1 0,9%	2 1,8%	4 3,7%	2 1,8%	12 11,0%	1 0,9%	1 0,9%	11 10,1%	109 100,0%
	Science	Denmark		5 3,8%	5 3,8%	9 6,8%	16 12,0%	4 3,0%	19 14,3%			1 0,8%	9 6,8%		1 0,8%	7 5,3%	32 24,1%	3 2,3%	4 3,0%	1 0,8%		11 8,3%		6 4,5%	133 100,0%
		Abroad		2 1,6%	12 9,8%	7 5,7%	20 16,3%	4 3,3%	17 13,8%			3 2,4%	1 0,8%	2 1,6%		4 3,3%	4 3,3%	3 2,4%	3 2,4%	2 1,6%	2 1,6%	17 13,8%	2 1,6%	18 14,6%	123 100,0%
	Health- and Social Services	Denmark				3 15,0%	2 10,0%			3 15,0%					1 5,0%				1 5,0%	4 20,0%	1 5,0%	3 15,0%		2 10,0%	20 100,0%
		Abroad		2 8,3%	1 4,2%	2 8,3%	2 8,3%	3 12,5%	6 25,0%								1 4,2%		1 4,2%	1 4,2%	2 8,3%		1 4,2%	2 8,3%	24 100,0%
	Further Education - Long Term	Arts/ Humanities	Denmark			1 1,7%	4 6,8%	2 3,4%		2 3,4%						1 1,7%	3 5,1%		2 3,4%	26 44,1%		18 30,5%			59 100,0%
			Abroad		5 4,8%	4 3,8%	10 9,6%	12 11,5%	2 1,9%	15 14,4%		1 1,0%	2 1,9%	2 1,9%		3 2,9%	4 3,8%	2 1,9%	1 1,0%	13 12,5%	3 2,9%	15 14,4%	2 1,9%	8 7,7%	104 100,0%
Science		Denmark		2 1,8%	1 0,9%	5 4,4%	3 2,6%	7 6,1%	5 4,4%			3 2,6%			1 0,9%	5 4,4%	20 17,5%	38 33,3%		3 2,6%		5 4,4%		16 14,0%	114 100,0%
		Abroad		9 4,8%	18 9,6%	17 9,1%	22 11,8%	6 3,2%	26 13,9%		3 1,6%	13 7,0%	2 1,1%	3 1,6%	3 3,7%	7 4,3%	8 4,8%	9 2,1%	4 4,3%	8 2,7%	5 5,9%	11 0,5%	1 8,0%	15 8,0%	187 100,0%
Social Science		Denmark				6 7,4%	3 3,7%	2 2,5%	12 14,8%		1 1,2%				3 3,7%	4 4,9%	28 34,6%		2 2,5%	9 11,1%		9 11,1%		2 2,5%	81 100,0%
		Abroad		1 1,3%	8 10,1%	15 19,0%	9 11,4%	4 5,1%	12 15,2%				1 1,3%	1 1,3%			1 1,3%	9 11,4%		3 3,8%		1 1,3%	10 12,7%	4 5,1%	79 100,0%
Medicine		Denmark		1 8,3%		2 16,7%				5 41,7%					1 8,3%		1 8,3%						1 8,3%	1 8,3%	12 100,0%
		Abroad		1 3,2%	2 6,5%	2 6,5%	8 25,8%	1 3,2%	4 12,9%				4 12,9%	1 3,2%			1 3,2%						2 6,5%	1 3,2%	4 12,9%
NA (Abroad)				69 6,7%	100 9,8%	90 8,8%	271 26,4%	52 5,1%	79 7,7%		12 1,2%	19 1,9%	35 3,4%	2 0,2%	11 1,1%	18 1,8%	12 1,2%	16 1,6%	14 1,4%	32 3,1%	66 6,4%	6 0,6%	121 11,8%	1025 100,0%	
Total		Denmark		161 6,1%	165 6,3%	255 9,7%	401 15,2%	141 5,4%	261 9,9%	1 0,0%	28 1,1%	133 5,1%	54 2,1%	18 0,7%	65 2,5%	150 5,7%	81 3,1%	40 1,5%	101 3,8%	86 3,3%	202 7,7%	9 0,3%	279 10,6%	2631 100,0%	
	Abroad		424 7,7%	489 8,9%	557 10,1%	1.090 19,7%	251 4,5%	585 10,6%	1 0,0%	54 1,0%	136 2,5%	120 2,2%	14 0,3%	70 1,3%	133 2,4%	72 1,3%	77 1,4%	145 2,6%	198 3,6%	429 7,8%	27 0,5%	652 11,8%	5524 100,0%		
		585 7,2%	654 8,0%	812 10,0%	1.491 18,3%	392 4,8%	846 10,4%	2 0,0%	82 1,0%	269 3,3%	174 2,1%	32 0,4%	135 1,7%	283 3,5%	153 1,9%	117 1,4%	246 3,0%	284 3,5%	631 7,7%	36 0,4%	931 11,4%	8.155 100,0%			

Numbers of enterprises owned by immigrants, by type and level of education & business line 2001

Level/Type of Highest Achieved Education		Country of Education	Business Line	Supermarkets, kiosks etc.	Food retailers	Special retailers	Cafeteria, grillbars	Manufacturing	Trade, agencies etc.	Taxi Driving	Other transport	Construction/ Craftmanship	Auto repair service	Real Estate Trading	IT/Research	Lawyers, Accountants, Advisors	Architects/ designers	Advertising	Translation	Hairdressers/ Grooming	Other services	Entertainment/ Culture	Other Enterprises	Total			
Further Education Medium Term	Teachers	Denmark		5	2	13	9	5	5	1				2	2	3	1		12	1	6	1	23	91			
		Abroad		5,5%	2,2%	14,3%	9,9%	5,5%	5,5%	1,1%					2,2%	2,2%	3,3%	1,1%		13,2%	1,1%	6,6%	1,1%	25,3%	100,0%		
	Language/ Arts/ Humanities	Denmark					1		3	2					2	2			4	6		3	4	11	38		
		Abroad					2,6%		7,9%	5,3%					5,3%	5,3%			10,5%	15,8%		7,9%	10,5%	28,9%	100,0%		
	Social Science	Denmark					4		1	5						3	13	2	2			6		5	41		
		Abroad					9,8%		2,4%	12,2%						7,3%	31,7%	4,9%	4,9%			14,6%		12,2%	100,0%		
	Science	Denmark					10	10	17	15	4	21	1	2	3	2	4	6	9	1	2	8	2	16	4	38	175
		Abroad					5,7%	5,7%	9,7%	8,6%	2,3%	12,0%	0,6%	1,1%	1,7%	1,1%	2,3%	3,4%	5,1%	0,6%	1,1%	4,6%	1,1%	9,1%	2,3%	21,7%	100,0%
	Health- and Social Services	Denmark					12	6	14	8	3	16			9	7	24	4	2	10		19		28	170		
		Abroad					7,1%	3,5%	8,2%	4,7%	1,8%	9,4%			5,3%	4,1%	14,1%	2,4%	1,2%	5,9%		11,2%		16,5%	100,0%		
	Arts/ Humanities	Denmark					6	14	15	14	10	16	4	2	5	1	8	10	4	2	9	3	17	4	76	220	
		Abroad					2,7%	6,4%	6,8%	6,4%	4,5%	7,3%	1,8%	0,9%	2,3%	0,5%	3,6%	4,5%	1,8%	0,9%	4,1%	1,4%	7,7%	1,8%	34,5%	100,0%	
	Social Science	Denmark					1	4	1	2					3	1	1		1	8	1	2		39	64		
		Abroad					1,6%	6,3%	1,6%	3,1%					4,7%	1,6%	1,6%		1,6%	12,5%	1,6%	3,1%		60,9%	100,0%		
	Arts/ Humanities	Denmark					2	3	5	1	2	5								1	2	2	1	1	17	42	
		Abroad					4,8%	7,1%	11,9%	2,4%	4,8%	11,9%								2,4%	4,8%	4,8%	2,4%	2,4%	40,5%	100,0%	
	Further Education - Long Term	Arts/ Humanities	Denmark				1	1		2	2				1		2	6	5	3	3	49		24	14	17	130
			Abroad					0,8%	0,8%		1,5%	1,5%				0,8%		1,5%	4,6%	3,8%	2,3%	2,3%	37,7%		18,5%	10,8%	13,1%
Science		Denmark					12	6	14	14	4	11		1	3	10	3	10	5	2	17	5	20	6	26	161	
		Abroad					7,5%	3,7%	8,7%	8,7%	2,5%	6,8%		0,6%	1,9%	6,2%	3,1%	3,1%	1,2%	10,6%	3,1%	12,4%	3,7%	16,1%	100,0%		
Social Science		Denmark					2	7	3	5	7	2		1		4	10	20	36		6		14	2	28	147	
		Abroad					1,4%	4,8%	2,0%	3,4%	4,8%	1,4%		0,7%		2,7%	6,8%	13,6%	24,5%		4,1%		9,5%	1,4%	19,0%	100,0%	
Social Science		Denmark					12	20	19	20	5	20	3	2	9	1	8	13	13	8	1	11	7	21	2	47	242
		Abroad					5,0%	8,3%	7,9%	8,3%	2,1%	8,3%	1,2%	0,8%	3,7%	0,4%	3,3%	5,4%	5,4%	3,3%	0,4%	4,5%	2,9%	8,7%	0,8%	19,4%	100,0%
Medicine		Denmark					5	6	2	4	10		1	1		3	16	34			7		14	1	26	130	
		Abroad					3,8%	4,6%	1,5%	3,1%	7,7%		0,8%	0,8%		2,3%	12,3%	26,2%			5,4%		10,8%	0,8%	20,0%	100,0%	
Medicine		Denmark					2	5	9	5	4	15		1	4	1	4	14		4	4	2	16		13	104	
		Abroad					1,9%	4,8%	8,7%	4,8%	3,8%	14,4%		1,0%	3,8%	1,0%	3,8%	13,5%		3,8%	3,8%	1,9%	15,4%		12,5%	100,0%	
Medicine	Denmark					1		6		2				6	1	5			2		1		148	172			
	Abroad					0,6%		3,5%		1,2%				3,5%	0,6%	2,9%			1,2%		0,6%		86,0%	100,0%			
Total	Denmark					2	1	4	7	1	4	1	1						1		5	1	43	73			
	Abroad					2,7%	1,4%	5,5%	9,6%	1,4%	5,5%	1,4%		2,7%	1,4%				1,4%		6,8%	1,4%	58,9%	100,0%			
NA (Abroad)				88	99	87	308	40	85	13	13	39	29	24	31	30	24	13	33	49	109	10	287	1.411			
				6,2%	7,0%	6,2%	21,8%	2,8%	6,0%	0,9%	0,9%	2,8%	2,1%	1,7%	2,2%	2,1%	1,7%	0,9%	2,3%	3,5%	7,7%	0,7%	20,3%	100,0%			
Total	Denmark					184	193	289	540	153	230	87	65	141	67	86	125	166	77	39	178	123	320	53	817	3.933	
		Abroad				4,7%	4,9%	7,3%	13,7%	3,9%	5,8%	2,2%	1,7%	3,6%	1,7%	2,2%	3,2%	4,2%	2,0%	1,0%	4,5%	3,1%	8,1%	1,3%	20,8%	100,0%	
	Abroad					556	618	668	1.624	272	599	276	127	229	131	82	145	181	105	75	273	300	755	104	2.084	9.204	
		Abroad				6,0%	6,7%	7,3%	17,6%	3,0%	6,5%	3,0%	1,4%	2,5%	1,4%	0,9%	1,6%	2,0%	1,1%	0,8%	3,0%	3,3%	8,2%	1,1%	22,6%	100,0%	
				740	811	957	2.164	425	829	363	192	370	198	168	270	347	182	114	451	423	1.075	157	2.901	13.137			
				5,6%	6,2%	7,3%	16,5%	3,2%	6,3%	2,8%	1,5%	2,8%	1,5%	1,3%	2,1%	2,6%	1,4%	0,9%	3,4%	3,2%	8,2%	1,2%	22,1%	100,0%			

Immigrant enterprise owners, by educational level and whether they believe they can use their educational merits in their businesses (2003)

	Yes, very much so	Yes, but limited	Don't know	No, almost not	No, not at all	Total
Further Education	2 6,5%	0 0,0%	5 16,1%	1 3,2%	23 74,2%	31 100,0%
Vocational Training	0 0,0%	1 1,7%	20 34,5%	0 0,0%	37 63,8%	58 100,0%
Secondary Education	0 0,0%	0 0,0%	2 18,2%	1 9,1%	8 72,7%	11 100,0%
Courses e.a.	0 0,0%	1 4,2%	11 45,8%	0 0,0%	12 50,0%	24 100,0%
Primary Education	0 0,0%	0 0,0%	2 20,0%	1 10,0%	7 70,0%	10 100,0%
No Education	0 0,0%	0 0,0%	0 0,0%	0 0,0%	1 100,0%	1 100,0%
Total	2 1,5%	2 1,5%	40 29,6%	3 2,2%	88 65,2%	135 100,0%

Source: Survey 1998, 2003

Immigrant enterprise owners, by educational level and whether they believe they can use their educational merits in their businesses (1998)

	Yes, very much so	Yes, but limited	Don't know	No, almost not	No, not at all	Total
Further Education	9 29,0%	4 12,9%	0 0,0%	2 6,5%	16 51,6%	31 100,0%
Vocational Training	18 31,6%	8 14,0%	0 0,0%	5 8,8%	26 45,6%	57 100,0%
Secondary Education	0 0,0%	2 18,2%	0 0,0%	2 18,2%	7 63,6%	11 100,0%
Courses e.a.	3 13,6%	9 40,9%	0 0,0%	3 13,6%	7 31,8%	22 100,0%
Primary Education	3 23,1%	0 0,0%	0 0,0%	0 0,0%	10 76,9%	13 100,0%
No Education	0 0,0%	0 0,0%	1 100,0%	0 0,0%	0 0,0%	1 100,0%
Total	33 24,4%	23 17,0%	1 0,7%	12 8,9%	66 48,9%	135 100,0%

Source: Survey 1998, 2003

Status

In 1997 there were 4.817 enterprises owned by immigrants, who had middle or higher educations. 1.602 (33,3 percent) of these enterprises were located in the so called "Traditional immigrant businesses branches (e.g. groceries & Kiosks, Special-shops, cafeteria, fast-food / grill bars and Taxi). In 2001 the number of enterprises was grown to 8.153 enterprises of which 2.488 (or 30,5 pct.) were located ion the same business areas.

Looking at the comparable pattern among businesses owned by individuals of Danish national origin (natives) we had in 1997, 96.980 and in 2002, 157.930 enterprises where the owners had middle or higher educations. The percentage of businesses located in the so called "traditional immigrant business areas" were 20,2 percent in 1997, fallen to 12 pct. in 2001.

Average gross income (1997 (N= 3,311,310) and 2002 (N=3,242,290) by level of education, Socioeconomic group for individuals (age 18 – 65) of Danish national origin

1997:

Level of Education	Self Employed		Wage Earner		Unemployed		Student		Outside the Labour Force		Total	
	mean	n	mean	n	mean	n	mean	n	mean	n	mean	n
Primary/Secondary Education	230.001,70	67.400	183.026,11	827.870	123.571,47	101.430	45.635,54	55.610	102.730,94	307.260	157.153,14	1.359.570
Vocational Training	277.039,66	87.540	235.582,72	974.270	150.720,63	64.250	71.177,88	8.870	128.842,54	150.160	220.556,82	1.285.090
Further Education - Short Term	284.340,29	7.210	265.504,04	97.750	152.536,09	6.080	67.685,86	880	149.572,34	10.440	249.686,43	122.360
Further Education - Medium Term	285.369,20	11.200	281.495,45	284.320	154.766,26	8.910	75.381,31	650	168.970,71	29.740	267.857,59	334.820
Further Education - Long Term	482.038,65	16.320	348.579,45	134.190	144.516,67	6.630	65.436,88	4.120	188.472,85	7.750	339.217,54	169.010
NA	261.800,65	2.470	228.898,62	19.810	116.841,18	4.650	39.925,39	920	105.360,10	12.610	175.228,94	40.460
Total	278.515,21	192.140	230.236,45	2.338.210	135.584,78	191.950	50.443,81	71.050	116.395,25	517.960	205.886,10	3.311.310

2002:

Level of Education	Self Employed		Wage Earner		Unemployed		Student		Outside the Labour Force		Total	
	mean	n	mean	n	mean	n	mean	n	mean	n	mean	n
Primary/Secondary Education	265.523,01	51.120	212.986,75	736.650	134.555,91	78.110	54.658,72	56.560	118.887,61	266.240	181.482,42	1.188.680
Vocational Training	308.460,40	82.750	271.272,11	999.850	177.029,02	49.530	79.606,49	11.630	145.239,72	150.180	253.692,36	1.293.940
Further Education - Short Term	325.690,99	7.760	311.662,78	110.790	180.583,74	5.200	76.135,34	1.100	161.956,75	11.670	292.772,50	136.520
Further Education - Medium Term	304.016,62	11.360	317.374,50	320.950	188.648,88	8.350	80.451,30	1.150	192.377,55	35.020	301.780,04	376.830
Further Education - Long Term	511.130,34	16.920	387.913,57	168.530	164.518,30	6.890	67.668,04	6.550	197.733,09	11.040	370.519,36	209.930
NA	276.934,03	1.850	253.196,34	17.410	125.342,04	3.660	45.299,23	1.000	122.626,79	12.470	191.087,75	36.390
Total	315.791,09	171.760	269.436,40	2.354.180	154.111,94	151.740	60.034,79	77.990	135.226,59	486.620	241.314,96	3.242.290

Average gross income (1997 (N= 26,014) and 2002 (N=32,406) by level of education, Socioeconomic group for individuals (age 18 – 65) of Turkish national origin (The lowest educated among immigrants)

1997:

Primary/Secondary Education	Denmark	118.770,26	408	143.153,78	2907	109.823,12	1443	33.268,12	581	81.906,56	1410	112.297,84	6749
	Abroad	120.240,77	732	174.789,95	3360	111.498,25	3314	53.854,80	15	64.930,57	2867	119.729,73	10288
		119.714,48	1.140	160.115,25	6.267	110.990,11	4.757	33.786,24	596	70.527,05	4.277	116.785,68	17.037
Vocational Training	Denmark	153.015,96	76	170.847,91	498	122.688,08	169	49.416,96	23	99.553,05	103	148.258,13	869
	Abroad	127.714,81	221	176.634,97	793	117.095,80	551	21.832,50	4	61.910,69	439	129.523,11	2008
		134.189,18	297	174.402,62	1291	118.408,43	720	45.330,37	27	69.064,13	542	135.182,04	2877
Further Education - Short Term	Denmark	206.761,75	4	198.399,34	35	99.258,40	10	55.022,67	3	107.704,88	8	163.171,92	60
	Abroad	131.091,77	35	190.939,02	148	119.160,69	97	67.524,80	5	50.282,97	78	134.064,65	363
		138.852,80	39	192.365,85	183	117.300,66	107	62.836,38	8	55.624,55	86	138.193,34	423
Further Education - Medium Term	Denmark	193.165,27	11	231.315,71	155	136.355,28	18	21.438,00	1	131.417,88	17	211.330,15	202
	Abroad	137.673,00	28	187.655,75	105	115.065,01	76	86.282,00	3	77.265,98	59	136.978,52	271
		153.324,67	39	213.683,81	260	119.141,87	94	70.071,00	4	89.378,91	76	168.731,22	473
Further Education - Long Term	Denmark	122.186,38	8	212.649,92	51	150.039,20	5	52.236,00	11	137.942,50	10	170.904,17	85
	Abroad	92.962,89	9	190.784,42	40	110.833,04	25	8.316,00	1	70.959,08	12	139.065,45	87
		106.715,12	17	203.038,72	91	117.367,40	30	48.576,00	12	101.406,09	22	154.799,70	172
NA	Abroad	121.548,37	249	168.654,87	1233	108.363,85	1669	32.330,00	9	62.708,14	1872	106.668,69	5032
Total	Denmark	126.265,94	507	152.186,88	3646	111.493,15	1645	34.291,55	619	84.119,76	1548	119.741,40	7965
	Abroad	122.281,38	1.274	174.486,96	5.679	111.297,73	5.732	48.402,89	37	63.836,43	5.327	117.818,39	18.049
		123.415,67	1.781	165.767,81	9.325	111.341,31	7.377	35.087,47	656	68.403,50	6.875	118.407,18	26.014

2002:

Level of Education	Country of Education	Self Employed		Wage Earner		Unemployed		Student		Outside the Labour Force		Total	
		mean	n	mean	n	mean	n	mean	n	mean	n	mean	n
Primary/Secondary Education	Denmark	156.251,53	616	170.870,30	4567	122.611,31	1387	45.153,94	737	94.373,25	1568	138.358,67	8875
	Abroad	165.475,87	1033	205.099,33	4780	126.804,08	2451	87.927,14	29	93.136,48	3511	151.784,16	11804
		162.030,03	1.649	188.374,82	9.347	125.288,87	3.838	46.773,29	766	93.518,30	5.079	146.022,22	20.679
Vocational Training	Denmark	154.131,29	117	207.728,50	1391	151.772,37	238	69.014,36	106	120.571,11	200	182.522,06	2052
	Abroad	172.198,24	294	219.790,03	1066	134.352,22	408	63.798,18	11	102.531,62	548	170.445,75	2327
		167.055,09	411	212.961,54	2457	140.770,17	646	68.523,95	117	107.355,01	748	176.104,71	4379
Further Education - Short Term	Denmark	218.308,22	9	243.991,05	93	148.667,71	17	67.179,50	4	118.130,19	16	211.094,20	139
	Abroad	176.179,43	46	230.341,26	195	129.340,35	69	68.152,00	2	110.818,47	95	178.401,33	407
		183.073,23	55	234.749,00	288	133.160,87	86	67.503,67	6	111.872,41	111	186.724,24	546
Further Education - Medium Term	Denmark	266.305,20	15	274.093,75	344	159.083,47	34	103.256,60	5	139.601,24	29	253.527,83	427
	Abroad	206.779,68	31	239.467,73	156	117.363,11	38	38.124,00	3	88.011,33	77	180.715,34	305
		226.190,17	46	263.290,43	500	137.064,39	72	78.831,88	8	102.125,55	106	223.189,29	732
Further Education - Long Term	Denmark	190.171,50	8	273.941,06	140	189.370,58	12	61.823,16	18	95.441,45	11	234.435,13	189
	Abroad	89.251,17	6	257.554,11	53	124.975,17	18	74.043,75	4	93.017,50	18	185.918,36	99
		146.919,93	14	269.441,02	193	150.733,33	30	64.045,09	22	93.936,93	29	217.757,49	288
NA	Abroad	164.875,04	324	185.942,20	1982	115.433,28	1121	39.225,53	34	67.710,26	2321	122.768,39	5782
Total	Denmark	159.169,97	765	187.398,04	6535	128.194,52	1688	48.841,14	870	98.179,74	1824	152.745,69	11682
	Abroad	167.262,00	1.734	203.976,22	8.232	124.396,36	4.105	61.833,57	83	85.133,02	6.570	146.895,76	20.724
		164.784,85	2.499	196.639,70	14.767	125.503,09	5.793	49.972,69	953	87.968,05	8.394	149.004,60	32.406

Average gross income (1997 (N= 8,620) and 2002 (N=10,019) by level of education, Socioeconomic group for individuals (age 18 – 65) of Iranian national origin (The highest educated among immigrants)

1997:

Level of Education	Country of Education	Self Employed		Wage Earner		Unemployed		Student		Outside the Labour Force		Total	
		mean	n	mean	n	mean	n	mean	n	mean	n	mean	n
Primary/Secondary Education	Denmark	108.321,50	72	117.547,44	413	84.319,31	166	38.983,86	242	69.218,51	199	85.670,17	1092
	Abroad	110.490,08	135	164.896,09	282	98.138,14	703	57.238,64	60	82.735,32	547	103.704,99	1727
		109.735,79	207	136.759,41	695	95.498,41	869	42.610,63	302	79.129,63	746	96.718,81	2.819
Vocational Training	Denmark	104.250,94	117	194.606,35	343	123.950,65	189	65.450,28	29	112.776,41	113	147.934,01	791
	Abroad	99.281,42	97	179.495,90	165	102.270,07	318	66.031,92	26	85.956,56	244	111.128,51	850
		101.998,40	214	189.698,43	508	110.352,18	507	65.725,24	55	94.445,76	357	128.869,61	1641
Further Education - Short Term	Denmark	126.333,74	43	192.075,24	172	116.051,37	100	52.103,00	8	119.021,45	47	151.581,79	370
	Abroad	123.605,53	36	167.379,89	75	101.926,51	125	61.780,75	12	84.239,11	91	112.540,51	339
		125.090,51	79	184.576,65	247	108.204,23	225	57.909,65	20	96.085,27	138	132.914,66	709
Further Education - Medium Term	Denmark	141.854,09	44	217.288,59	402	121.558,44	146	127.870,00	5	119.992,68	46	182.734,27	643
	Abroad	108.840,29	31	189.619,04	71	96.502,97	155	46.351,09	11	76.688,65	124	106.668,92	392
		128.208,38	75	213.135,23	473	108.656,12	301	71.825,75	16	88.406,21	170	153.924,98	1035
Further Education - Long Term	Denmark	159.357,29	14	274.974,06	239	119.513,03	60	40.721,38	8	100.626,89	27	224.607,13	348
	Abroad	112.237,45	31	218.310,79	68	103.458,38	106	49.114,21	14	81.231,67	112	118.056,28	331
		126.896,96	45	262.423,24	307	109.261,27	166	46.062,27	22	84.999,09	139	172.665,55	679
NA	Abroad	108.710,01	162	171.645,05	371	99.160,90	566	57.479,34	44	77.046,97	594	106.915,02	1737
Total	Denmark	116.901,52	290	192.098,68	1569	111.871,60	661	43.541,43	292	93.400,03	432	142.513,66	3244
	Abroad	108.659,94	492	175.057,57	1.032	99.494,89	1.973	57.599,22	167	80.764,38	1.712	107.572,77	5.376
		111.716,28	782	185.337,27	2.601	102.600,82	2.634	48.656,13	459	83.310,37	2.144	120.722,22	8.620

2002:

Level of Education	Country of Education	Self Employed		Wage Earner		Unemployed		Student		Outside the Labour Force		Total	
		mean	n	mean	n	mean	n	mean	n	mean	n	mean	n
Primary/Secondary Education	Denmark	144.158,64	69	131.338,87	782	82.761,93	183	44.501,83	348	73.264,00	302	98.225,50	1684
	Abroad	134.104,94	136	199.432,14	437	113.253,37	536	64.089,02	38	96.721,45	764	126.857,40	1911
		137.488,87	205	155.749,66	1.219	105.492,68	719	46.430,10	386	90.075,91	1.066	113.445,41	3.595
Vocational Training	Denmark	169.486,31	138	238.072,14	618	149.125,60	137	64.536,45	29	124.543,55	134	198.398,00	1056
	Abroad	126.686,62	99	210.890,58	197	120.003,47	231	55.782,94	16	102.217,40	305	134.286,66	848
		151.607,96	237	231.499,46	815	130.845,13	368	61.424,09	45	109.032,21	439	169.844,21	1904
Further Education - Short Term	Denmark	156.341,70	40	256.427,78	257	147.759,52	73	47.501,57	7	114.131,55	55	207.295,83	432
	Abroad	148.227,17	36	218.111,58	88	114.398,03	76	42.156,56	9	98.516,46	121	137.951,96	330
		152.497,97	76	246.654,37	345	130.742,92	149	44.495,00	16	103.396,18	176	177.265,02	762
Further Education - Medium Term	Denmark	225.496,57	49	302.797,87	647	183.727,52	75	86.797,67	3	127.548,39	65	273.289,81	839
	Abroad	166.205,73	22	227.763,83	98	114.589,47	112	62.352,09	11	94.043,77	168	134.541,67	411
		207.124,76	71	292.927,62	745	142.318,64	187	67.590,43	14	103.390,55	233	227.669,43	1250
Further Education - Long Term	Denmark	303.865,42	19	372.971,64	388	182.600,54	46	73.284,45	11	152.043,70	36	330.331,54	500
	Abroad	172.292,48	27	289.766,72	84	122.682,94	81	61.972,89	9	97.918,54	114	160.793,93	315
		226.637,83	46	358.163,99	472	144.385,38	127	68.194,25	20	110.908,58	150	264.804,73	815
NA	Abroad	150.502,83	143	219.777,38	360	115.971,67	369	46.331,42	26	60.642,95	795	113.910,85	1693
Total	Denmark	179.087,30	315	243.818,99	2692	133.348,78	514	47.128,71	398	99.418,95	592	190.407,39	4511
	Abroad	142.433,59	463	216.511,28	1.264	115.789,14	1.405	56.473,07	109	84.766,30	2.267	127.200,71	5.508
		157.274,10	778	235.093,78	3.956	120.492,45	1.919	49.137,65	507	87.800,36	2.859	155.659,17	10.019

Concluding remarks on the basis of empirical observations:

As far as the enterprise owners of Danish national origins (natives) are concerned, there are positive statistical relations between:

1. Educational level and business branch
2. Type of education and business branch
3. Educational level and income

The same pattern is not observed as far as immigrant owners of enterprises are concerned:

- No correlation between educational level and business branch
- No correlation between type of education and business branch
- No correlation between educational level and income. (Here we can, all other things equal, observe a negative relationship.)

Break-out potentials

- Enterprise owners with middle or higher educations who are displaced with regard to business branch (The mismatch – dilemma and the opportunity structure)
- Young female enterprise owners
- 2. Generation immigrants.

Policy-Recommendations

- 1. Supporting and empowering break-out potentials; Female entrepreneurs, reducing the mismatch between educational merits, business branch and income, Focus on 2. generation immigrants**
- 2. Replacing the discourse of “declaration of intentions, aid-oriented short run projects and control” by proactive tax-policy with a positive social bias.**
- 3. More use of selective migration policy.**
- 4. The role of public sector as the biggest employer, demander and supplier of goods and services.**