

## Work-based migration - FINLAND

- Work was the most common reason for positive decisions on first residence permit applications (2022: 16,081, 2021: 11,428)
- There are different types of work-based residence permits, depending on the work undertaken in Finland. Almost half of all positive decisions regarding first work permits concerned residence permits for an employed person, which entail **labour market testing** by the Employment and Economic Development Office before the Finnish Immigration Service makes its decision (2022: 9,671, 2021: 5,929).
- Specialists, such as IT experts, received a total of 2,358 positive residence permit decisions (2021: 1,293) from Russia, India and Türkiye. Finnish companies withdrew from Russia, which was reflected in the increase in the number of permits issued to Russian specialists (2022: 874, 2021: 191).

## Work-based migration - FINLAND

- Russia's attack on Ukraine also had an impact on the number of seasonal workers. A majority of seasonal farm workers are Ukrainians who come to Finland every year with a certificate for seasonal work. In 2022, a total of 5,264 seasonal work certificates were issued, compared with 13,870 in 2021. This figure cannot be taken as a complete account of the number of seasonal farm workers, however, as Ukrainian beneficiaries of temporary protection have an unrestricted right to work.
- Other common reasons for moving to Finland include family (2022: 15,457 positive decisions, 2021: 9,821) and studies (2022: 8,383, 2021: 5,837).
- <https://tilastot.migri.fi/#decisions?l=en>

## Worked-based migration in the HSS sector

Statistics from year 2018

Health care professionals:

- 19521 who were born in some other country than Finland (4,9%)
- 8793 foreign citizens (2,2%)

Nurses: 2195 (Estonia, Sweden, Spain, Germany)

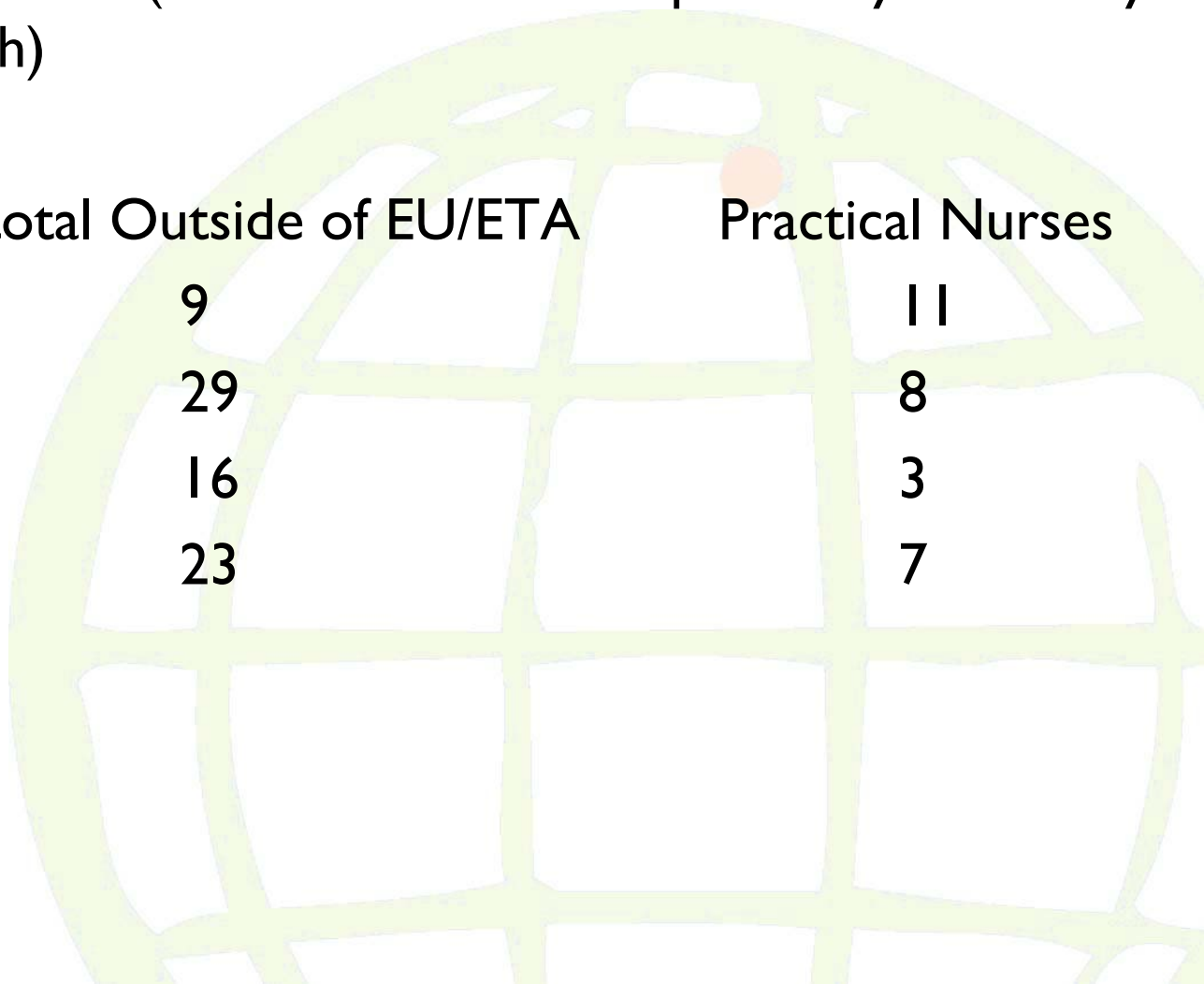
Practical Nurses 619 (Sweden, Estonia)

Midwives: 42

Physiotherapists, dentists, doctors, nurses, social workers and practical nurses: Estonia 3030, Sweden 1772, Russia 917, Germany 587

## Work-based migration in the HSS sector

Licences to work in Finland (Valvira – National Supervisory Authority for Welfare and Health)



	RN In total	Outside of EU/ETA	Practical Nurses
2019	50	9	11
2020	60	29	8
2021	48	16	3
2022	45	23	7

## Work-based migration

- According to statistics Finland the population of Finland will increase until the year 2034 after which it will start to decline → this increase is covered by net migration of 15000/year
- HSS-sector: by 2035 Finland would need 200 000 new workers → 10 % should be covered by migration
- Ministry of Labour study: public & private HSS employers estimate that 20 % of the future workforce must be covered by migrant wf

### Actions:

- HSS-sector: Sufficiency and availability of healthcare and social welfare personnel [Färdplan for 2022-2027](#)

### - [Talent Boost](#)

→ in 2022 Fast-track for residence permit application in two weeks for specialists, EU blue card, top or middle management or ICT specialist/manager

## Income requirement for permit on the basis of work

- If you apply for a residence permit in order to work in Finland, you need to be able to support yourself in Finland with your salary throughout the time your residence permit is valid. The minimum salary required for a residence permit may change, because the Finnish Immigration Service reviews it every year.
- If you apply for a residence permit in order to work full-time, your salary must at least correspond to the salary specified in the collective agreement that applies to your employment relationship.
- If there is no collective agreement in your sector or if you work part-time, your gross salary must be at least EUR 1,331 per month in 2023 → will be increased to min 1600 EUR/month → True Finns wanted to increase this up to EUR 3300
- Targeted workers: those who earn over 4000 EUR/month → residence permit in one week, main target EU & EEA-nationals

## Family reunification

- Family reunification refers to a residence permit granted to a foreign citizen on the basis of family ties.
- The definition of family member is laid down in the Aliens Act. The definition does not correspond to the concept of family in other countries in all cases, because the Finnish concept is narrower. A broader definition is applied to family members of EU citizens.
- A general precondition for family reunification in Finland is that sponsors are able to provide for their family members. This means that sponsors must have sufficient income. (sponsor = a family member living in Finland) Family members of Finnish or Nordic citizens have the right to enter Finland even if they do not have sufficient financial resources.
- Income requirement: You are required to have sufficient financial resources in Finland from other sources than benefits paid by the society. Your financial resources are calculated from your net income. Certain social benefits reduce the amount of financial resources required eg child benefit and housing allowance.
- For example, a family of two adults and two children under 18 years of age needs a total of EUR 2,600 per month to have sufficient financial resources (EUR 1,000+700+500+400).

## Ethical recruitment - guidelines

Ministry of Social Affairs and Health

FIPSU (JHL, Super, Tehy, Pro, Jyty)

Tehy

Employment industry Finland (Hela) – private recruitment companies

City of Helsinki





## Language requirement – HSS sector

- Health Care Professionals Act 559/1994:

Section 18 a Knowledge of languages

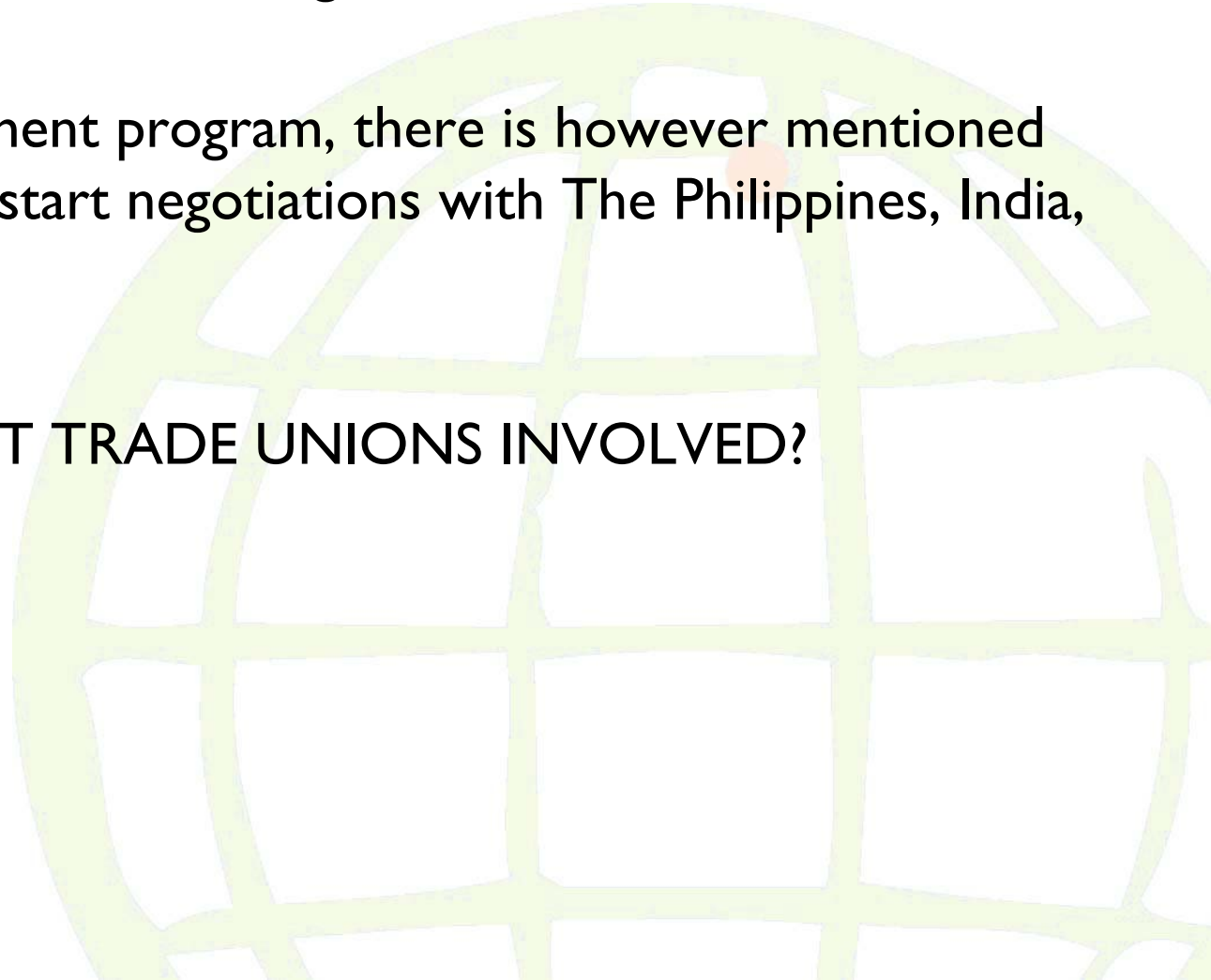
”A health care professional shall have a knowledge of languages necessary for managing his or her duties.”

Problems:

- not enough language courses and testing
  - If you study in English and you will not learn to manage in Finnish/Swedish, it is difficult to get employed
  - who defines when your languages skills are good enough? – Valvira requires the same for all HSS workers
- The employer is responsible

## Bilateral agreements

- Finland does not have bilateral agreements on international recruitment
- In the new government program, there is however mentioned that Finland would start negotiations with The Philippines, India, Vietnam and Brazil
- **HOW DO WE GET TRADE UNIONS INVOLVED?**



## Private recruitment companies

- At this moment, anybody can recruit migrant workers, no regulation nor certification system
  - Employer and industry association for private recruitment companies (Employment Industry Finland, Hela) has guidelines for international recruitment
  - Now there is discussion that there should be some kind of certification system like in the UK (NHS)
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## Preventing Labour Exploitation

- In 2011 Ministry of Economic Affairs and Employment established an Advisory Board (Leena and Sari members representing STTK)
- In 2022 A Government Resolution on a Strategy to Prevent and Combat Labour Exploitation
- På Svenska <https://julkaisut.valtioneuvosto.fi/handle/10024/164990>
- How does the new government take use of this Resolution?
- Working group nominated this autumn to prepare an Action plan by the end of the year

In the new Government programme: Labor exploitation related to immigration will be combated

## Problems in international recruitment and work-based migration

- Ethical recruitment
- Illegal recruitment fees – against the law in Finland
- Private recruitment companies control the int. recruitment business
- Human trafficking on the increase (law in 2004)
- Labour market testing (different views with TU's)
- Government programme: Work-based residence permits more tied to work – 3 months time limit to find a new job if unemployed

### HSS sector

- Registered nurses recruited as health care assistants
- Language requirements and not enough language training

## TUs and work-based migration

SUPERs utredning

TEHY – Internationell rekrytering inom social- och hälsovården

JHL

- <https://www.jhl.fi/sv/nyheter/fackforbundet-jhl-vardarbristen-hotar-finland-byrakratin-kring-den-arbetskraftsorienterade-invandringen-maste-lattas/>
- <https://www.jhl.fi/en/blog/2023/04/20/immigration-helps-solve-the-shortage-of-labour/>
- <https://www.jhl.fi/en/news/study-foreign-employees-need-more-working-life-information-they-often-see-the-trade-union-movement-as-remote/>

## Government programme

A strong and Committed Finland

<https://julkaisut.valtioneuvosto.fi/handle/10024/165044>

Ett starkt och Engagerat Finland

<https://julkaisut.valtioneuvosto.fi/handle/10024/165043>



**Ett starkt och  
engagerat  
Finland**

Regeringsprogrammet för statsminister Petteri Orpos regering  
20.6.2023

