

21st Century Migration and Work: A Case Study on International Migrant Integration in the Finnish Labor Market

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Abstract

This paper provides a deeper understanding of the integration process of international migrants in the Finnish labor market and its future labor market implications. A historical overview of immigration to Finland and the effects of globalization is presented and will provide readers with a greater understanding of how Everett Lee's Push-Pull Theory plays out with Finland as a more recent destination for international migration. Utilizing the corresponding concepts of Pierre Bourdieu and Robert Putnam's similar, yet unique, explanations of social capital, along with knowledge, skills and abilities (KSAs), readers will be able to assess the variables that impact international migrant integration in the Finnish labor market along with the two benefits of successful integration including the "brain gain" related to human capital flight and remittances. Through the quantitative and qualitative responses of 205 online survey respondents who are international migrants in the Finnish labor market from 65 countries, readers will hear from a diverse array of both employed and unemployed perspectives providing a holistic overview of the labor market integration process. With the culmination of this knowledge, readers can begin to assess how and what has and has not been achieved in the past 5 years of international migrants entering the Finnish labor market and future implications on labor market integration in Finland. This paper can be a starting point for additional research aiming to enhance Finnish labor market integration.

Keywords: Migrant, migration, Finnish labor market, labor market integration, social capital, international migrants, brain gain, Lee's push-pull factors

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“We are facing the biggest refugee and displacement crisis of our time. Above all, this is not just a crisis of numbers; it is also a crisis of solidarity.”

– Ban Ki-moon, April 2016

“Despite its many strengths, Finland is in a spiral of decline. Unemployment is high. Economic growth has waned. Our competitiveness has deteriorated and is 10-15 per cent weaker than that of our key competitor countries. Exports are flagging. Our social security and job markets have been unable to reinvent themselves despite the requirements of changing forms of work, entrepreneurship and industrial structure. Expertise is not being converted into innovations, innovations are not commercialised. We are losing our expertise-based competitive edge.”

– Strategic Programme of Prime Minister Juha Sipilä’s Government, May 2015

1. Introduction

1.1 Background

The year is 2020. It is the beginning of the second decade of the 21st century and humans have been living in both a Digital Age and Age of Mobility (Papademetriou, 2007) for some time now. These two historical periods have amplified international migration in previously unimaginable ways. “The number of international migrants is estimated to be almost 272 million globally,” which is significantly higher than the 153 million international migrants three decades prior, in 1990 (McAuliffe et al., 2019, p. 2). This “estimated number and proportion of international migrants already surpasses some projections made for the year 2050” at 230 million (McAuliffe et al., 2019, p.2). This amount, equaling about 3.5% of the global population, can be attributed to various shorter-term regional events such as political instability, famine and conflict, and longer-term trends such as brain drain and the increased integration of various places, spaces and people into the world economy, commonly referred to as globalization.

There are many definitions of globalization that are not far-off from one another, but to clarify for the purpose of this paper, “globalization is not a single process but a complex mixture of processes, which often act in contradictory ways, producing conflicts, disjunctures and new forms of inequality” (Giddens, 1994, p. 5) As seen in Figure 1, globalization is often exacerbated by environmental conditions which lead to resource scarcity and other forms of inequality that result in other direct and indirect forms of migration (Richmond, 2002, p. 718). These conditions can be circular and can all lead to varying push factors for migration.

As globalization has exacerbated the movement of persons throughout the world, it has also enabled new global labor market constructs. Most commonly, “unemployment and increasing poverty have prompted many workers in developing countries to seek work elsewhere, while developed countries have increased their demand for labor, especially unskilled labor” (*International Labour Standards on Migrant workers*, n.d.). These new labor market conditions have sprung up regardless of the existence of domestic or international labor laws or global governance, leading the world into an Age of Mobility.

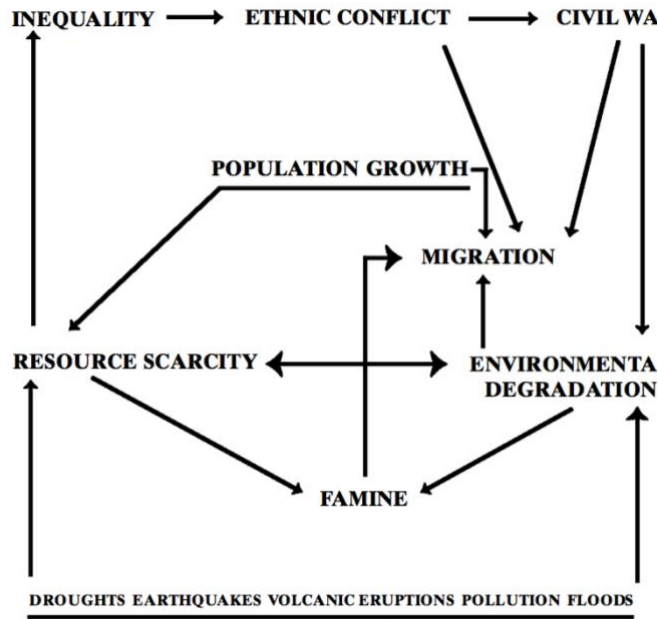


Figure 1 A model that demonstrates how environmental conditions can play a role in resource scarcity and other forms of inequality, leading to changes in migration patterns. Globalization can intensify the environmental conditions that trigger migration. Taken from Richmond (2010).

Global governance has sprung up as a necessary adaptation of law and order to address the effects of globalization, such as increased migration, and solving some of the problematic outcomes of the interconnected world we are now living in. Countries must shift away from unilateral goals and towards more multilateral measures, that are cooperatively developed and contain mutually agreed upon values (Held, 2007). One main demonstration of countries adapting for the migration outcomes of globalization is the ratification of various United Nations documents. “The ratification of United Nations legal instruments related to international migrants and migration remains uneven. As of October 2015, 36 Member States had ratified all five of the United Nations legal instruments related to international migration, while 14 Member States had ratified none of the relevant instruments” (Menozz & Hovy, 2016, p. 24). Most recently, the Global Compact for Migration of 2018 is “the first, intergovernmentally negotiated agreement, prepared under the auspices of the United Nations, to cover all dimensions of international migration in a holistic and comprehensive manner,” (*Global compact for migration*, 2017) and was ratified by

152 out of 159 voting nations¹, including Finland (*General Assembly, 60th plenary meeting, 73rd meeting, n.d.*).

Another indicator of globalization exacerbating migration is the rise in forcibly displaced persons. By the end of 2015, the United Nations High Commissioner for Refugees (UNHCR) identified 65.3 million individuals worldwide who were forcibly displaced as a result of persecution, conflict, generalized violence or human rights violations which was an increase of 5.8 million individuals from 2014 to 59.5 million individuals. Of the 65.3 million forcibly displaced individuals, 21.3 million were refugees who had fled armed conflict or persecution. This growth can be attributed to several factors including escalated conflict and regional destabilization, the growth in globalization and interdependent economies, limited resources, social stratification, inequality and other structural inadequacies. This was especially prevalent in countries such as Syrian, Burundi, Iraq, Libya, Niger, Nigeria, Afghanistan, the Central African Republic, the Democratic Republic of the Congo, South Sudan, and Yemen. The environmental factors leading to refugees and statelessness trigger outcomes that range from an increase in regional instability to inadequate access to public services (i.e. employment or health care) and basic human rights (UNHCR, 2016, p.6).

1.2 Research Questions

The largest intergovernmental organization focused on migration, the International Organization for Migration (IOM), describes international migration as, “The movement of persons away from their place of usual residence and across an international border to a country of which they are not nationals” (*Key Migration Terms, 2015*). The “how” and “why” a person moves across international borders changes with time and is dependent on a multitude of factors; these factors are what make international migration so multifaceted.

¹ Twenty-four nations did not attend the United Nations General Assembly vote for the endorsement of the Global Compact on December 19, 2018.

With this in mind, the overarching questions this paper aims to answer are more:

- 1. How are international migrants integrating in the 2020 Finnish labor market?**
- 2. What are possible implications of effective international migrant integration in the post-2020 Finnish labor market?**

The root word of “integration” is “integrate” and is defined by Merriam-Webster as “to form, coordinate, or blend into a functioning or unified whole”. This paper will emphasize the later parts of this definition, “functioning” and “unified whole” to best evaluate the “how” and the effectiveness of international migrant integration to the 2020 Finnish labor market. Any sovereign nation can allow for migrant worker schemes or can create labor market integration policy, but if these schemes cannot function or operate effectively, are they truly integrated? The research in this paper will establish and look further into the level of true integration.

Labor market integration is key to broader integration for migrants in their new country of residence. On the European Commission’s “Migration and Home Affairs” website, labor market integration is emphasized, “the inclusion of migrants in the labour market is key to ensure their effective integration into the host societies and their positive impact on the EU economy; this entails fully using their skills and realising their economic potential.” However, integration success can vary drastically between international migrant populations and the reasons they came to Finland. “In particular refugees tend to face considerable barriers to integration. This stems partially from the fact that those arriving for international protection are largely driven by push rather than pull factors, it stems partially from the fact that they have had little to no time to prepare for migration [...], partially from the health and educational consequences of their long journey to Finland, and partially from their lack of contact with Finland prior to arrival” (OECD, 2018, p.73).

International migrants “can contribute to addressing skills shortages in certain sectors at all skills levels...When effectively integrated they can help improve the functioning and performance of the labour market, as well as support fiscal sustainability” (Jaeger, 2018). With the investment of time and money in training, this paper will look at the level of effectiveness in labor market integration in several ways, including the successful obtainment of stable full-time or stable part-time employment.

1.3 Purpose

Despite having a highly skilled, educated and experienced international migrant workforce, barriers remain in harnessing this talent within the Finnish labor market. One such barrier is a lack of recognition of potential. In laying out the “Current Situation” of Finland, in the beginning of the “Strategic Programme of Prime Minister Juha Sipilä’s Government 29 May 2015”, the prime minister’s publication states the following:

“Despite its many strengths, Finland is in a spiral of decline. Unemployment is high. Economic growth has waned. Our competitiveness has deteriorated and is 10-15 per cent weaker than that of our key competitor countries. Exports are flagging. Our social security and job markets have been unable to reinvent themselves despite the requirements of changing forms of work, entrepreneurship and industrial structure. Expertise is not being converted into innovations, innovations are not commercialised. We are losing our expertise-based competitive edge” (Finland, a land of solutions: Strategic Programme of Prime Minister Juha Sipilä’s Government, 2015).

This introductory statement to the strategic program clearly expresses a dire state of affairs for the Finnish labor market and Finland on the whole. A country with high unemployment and waning competitiveness who is struggling to keep up with the “changing forms of work” is described, yet in the “Employment & Competitiveness” section of this “Strategic Programme”, nowhere is there any mention of migrant workers, refugees, foreign born workers or any type of international migrant. Certainly, international migrants bring much diversity in background, experience and expertise that the “Strategic Programme of Prime Minister Juha Sipilä’s Government 29 May 2015” is needed in a time of innovation deprivation and deteriorating competitiveness. The section describes removing barriers to employment and strengthening competitiveness, without acknowledging a substantial group within the Finnish labor market, all during the height of the largest influx of migrants Finland has ever seen. So why the oversight?

The first time migration/migrant is even mentioned is in reference to managing illegal migration. This focus on “illegal” or illegitimate could be part of the oversight; it is certainly not

the right mindset to have if hoping to improve innovation and competitiveness. The benefits of immigration are briefly mentioned in the “Justice and Home Affairs and Migration Policy” section towards the end of the “Strategic Programme”, but the limited language on strengths and possibilities is overshadowed by the more numerous language describing problems and threats. These observations leave us wondering how strategic this “Strategic Programme” truly is, and how it will be able to address the growing pains of a stagnant economy with an increasing international workforce and in an increasingly globalized world.

This paper will take a comparative approach to further understanding the different variables leading to voluntary and forced international migration to Finland through, in particular, conducting online surveys. Through Everett Lee’s Push-Pull Theory, this paper aims to assess the international migrant experience and integration in the Finnish labor market, to identify overarching themes in these experiences as well as to reveal larger implications this could have for the post-2020 Finnish labor market. The main and supplemental research questions will be presented and focus on international migrant integration in the Finnish labor market and will be followed by a review of relevant literature and key concepts within Everett Lee’s Push-Pull theoretical framework; this information will enable a better understanding of the methods and data analysis conducted and the key findings and conclusion of this research.

There are important differences among international migrants which need to be understood in order to fully grasp the realities faced by these distinct groups. To start, *refugees* are “persons fleeing armed conflict or persecution... their situation is often so perilous and intolerable that they cross national borders to seek safety in nearby countries...”, while the more generic *economic migrants* “choose to move not because of a direct threat of persecution or death, but mainly to improve their lives by finding work, or in some cases for education, family reunion, or other reasons” (Edwards, 2016). These overarching terms, for those who move out of necessity (forcibly) and those who do not (voluntarily), encompass a range of other sub-groups which are not mutually exclusive. In addition to international migrants, the term foreign resident populations will be used interchangeably to refer to this same group of people.

International migrant workers, as a sub-group of economic migrants, in particular, have more available options than refugees in determining their future as they often do not face many impediments to returning home and, if they do return, they still receive protection from their governments. “International law on asylum is still based on a firm distinction between refugees and economic migrants which in practice does not exist: many migrants are a mixture of both. Poverty, combined with lack of opportunity for self-betterment, creates its own form of desperation” (The Spectator, 2017). Additionally, this distinction is important for policy makers who create and adapt laws to address refugees and migrant workers. In terms of migrant workers, countries use their own laws and processes to facilitate their situation, but in terms of refugees, countries must also take into account international law as, “countries have specific responsibilities towards anyone seeking asylum on their territories or at their borders” (Edwards, 2016). Therefore, if a country decides that they only have migrants (even though some may be refugees) then their sovereignty might overshadow international sentiments on how they should address this situation; or if a country wants more international assistance they might define their migrants as refugees when that is not the reality.

Hence, this paper will use the term *international migrants* to include both refugees and migrants workers as the focus will lie more on the outcomes and experiences of migration and integration and less so on the triggers. This paper will look at the involvement of the state in integrating international migrants within the existing Finnish labor market and the relationships that exist between the government and relevant civil-society actors operating in this space. The focus will be on active participants in the Finnish labor market, including anyone who is or was employed in Finland or anyone who is or was seeking employment in Finland. This will not include tourists, students or anyone who has not, is not and will not be seeking work in Finland at any point. This paper will look at several environmental factors and the causes and effects they have on international migration including the most recent Covid-19 global pandemic that has disrupted the Finnish labor market. This approach will not only enable comparing various international migrant experiences, but it will also provide an opportunity to capture firsthand accounts of the integration process into the Finnish culture and workforce.

1.4 Motivation

Growing up in the United States, I was taught, among other things, how immigration and diversity made up the backbone of my home country. Throughout my life, I had neighbors, classmates, coworkers and friends with a variety of unique backgrounds and stories, many of which began outside of the United States. Having been closely impacted by some of these stories of friends and their families who have fled conflict regions and who have experienced many challenges in their new homes, I have long felt an obligation to contribute to a greater understanding of realities faced by a variety of international migrant groups. Ongoing destabilization and conflict-engulfed regions have only perpetuated the most recent spike in international migration. One friend in particular, who has had her family torn apart due to conflict in The Gambia, has driven me to conduct research and add to a narrative that will hopefully be useful in creating a greater understanding of our increasingly interconnected world. Her story is one of many voices whose unfortunate circumstances can be heard around the world and people move across borders and cultures. In addition to these stories, I have been an international migrant to both further my education and advance my career, and since arriving in the EU, I have been curious about labor market integration from my experiences.

2. Literature Review

2.1 Historical Migration

Migration is a natural part of human history and present life. In its most literal meaning, migration is the movement of animals or humans from one place to another. “From prehistoric times, people have moved in search of better hunting grounds or more suitable farmland, or owing to competition and conflict with other groups” (Lillie et al., 2013, 221). At first, this movement was bound only by the laws of nature and physical geography, but later too by artificially constructed boundaries, or borders; constructs of human nature. These borders then determined how to live, work and exist within an evolving culturally hegemonic social order.

The early modernist period of humanity, “from about 1500 to 1800 was characterized by migrant flows around Europe’s initial period of colonial expansion. Europeans moved to North and South American colonies fleeing religious persecution, often with the intention of settling and farming new land, usually after pushing out, exterminating or enslaving the previous occupants. Africans were brought by slave traders to work in plantations, mines, industry and as servants to the wealthy in the New World. Areas such as South Africa and Australia were also settled by Europeans in this time period. Immigration was often forcibly resisted by people living in the colonized areas. Europeans who immigrated in this period usually did so as part of a colonial project, not integrating, but rather supplanting and/or dominating the native societies they encountered in their new homes” (Lillie et al., 2013, 222). This period of movement was dominated by imagined communities and constructs of space. “Western imperialist self-movement into the construction of ‘a world space’ has adopted three orderings of the modern world-system. Firstly, all land space has been converted into a potentially malleable open space for the production of value. Secondly, appropriated space must be planned and managed to facilitate the circulation of commodities. And thirdly, historical space is to be re-imaged and experienced as a national community of equal and loyal citizens” (Davies & Jardine, 2003, p. 152). These orderings of modern space have left the world with mostly mutually agreed upon borders with rules surrounding who, what and how to move across them.

2.2. Recent Migration

Despite having a relatively small number of foreign-born migrants, Finland has, per capita, been one of the faster growing countries, and is one of the smallest countries in the Organisation for Economic Co-operation and Development (OECD). In the past 25 years, Finland's foreign born population grew at an annual compound rate of 6.8%². From 1990 to 2016, Finland's foreign born population grew from making up 1% of the total Finnish population to nearly 6.5% of the total Finnish population (Immigration Department, 2017). Most recently, In 2018, "there were 402,619 persons with foreign background living in Finland, which was 7.3% of the entire population, according to the latest figures on population structure produced by Statistics Finland" (Fi, 2019), which is higher than ever before in Finnish history. In the 102 years of Finnish independence, the country has seen only two periods of notable immigration prior to 2015. The first, following the Russian Revolution in the 1910s and the second following the collapse of Yugoslavia (and later Soviet Union) in the 1980s/1990s that led to new migration of asylum seekers to western and northern Europe, including Finland (Van Mol & de Valk, 2016). Therefore, Finland has only recently, for the first time, truly been considered a destination country for international migration.

As visible in Figure 2, throughout the second half of the 20th century, Finland consistently had the lowest proportion of foreign resident populations (FRPs) of any western European country (Fassmann & Muenz, 1994). Despite the onset of migrants following the collapse of Yugoslavia, there was a marginal increase of foreign residents living in Finland, from 0.4% of the total population in 1989, to 0.5% in 1990 and 0.6% in 1991-1992. The roughly 30,000 FRPs living in Finland in 1991-1992 is dwarfed in comparison to "the exceptional number of asylum seekers in 2015, when a total of 32,477 people applied for asylum in Finland" (Immigration Department, 2017, p. 32); this is limited only to asylum seekers and not all migrants or foreign resident populations.

² A person who is foreign born is someone who is born in another country (other than Finland). If a person who is foreign born (e.g. an international migrant) has a child in Finland, that child is not considered foreign born.

	1950		1970-71		1982		1989		1990		1991-92	
	FRP	%	FRP	%	FRP	%	FRP	%	FRP	%	FRP	%
Germany ^a	568	1.1	2,976	4.9	4,667	7.6	4,846	7.9	5,338	8.2	6,800	8.4
France	1,765	4.1	2,621	5.3	3,660	6.8	3,752	6.8	3,534	6.4	3,600	6.3
UK	*	*	*	*	2,137	3.9	1,894	3.3	1,904	3.3	1,930	3.3
Switzerland ^b	285	6.1	1,080	17.2	926	14.7	1,040	16.0	1,127	16.7	1,190	17.6
Belgium	368	4.3	696	7.2	886	9.0	881	8.9	903	9.1	918	9.2
Italy	47	0.1	*	*	312	0.5	407	0.7	781	1.4	*	*
Netherlands	104	1.1	255	2.0	547	3.9	642	4.3	692	4.6	728	4.8
Austria	323	4.7	212	2.8	303	4.0	323	4.3	482	6.2	560	7.1
Spain	93	0.3	148	0.4	183	0.5	335	0.9	407	1.0	505	0.3
Sweden	124	1.8	411	5.1	406	4.9	456	5.4	484	5.6	494	5.7
Denmark	*	*	*	*	102	2.0	136	2.6	161	3.1	169	3.3
Norway	16	0.5	76	2.0	91	2.2	140	3.3	143	3.4	148	3.5
Luxembourg	29	9.9	63	18.4	96	26.4	104	27.7	109	28.0	115	29.6
Portugal	21	0.3	32	0.4	64	0.6	94	0.9	108	1.0	114	1.2
Ireland	*	*	137	4.6	232	6.7	84	2.4	80	2.3	90	2.5
Greece	31	0.4	15	0.2	60	0.7	*	*	173	1.7	210	2.0
Finland	11	0.3	6	0.1	13	0.3	21	0.4	26	0.5	30	0.6
Liechtenstein	3	19.6	7	36.0	9	36.1	10	38.5	10	38.5	10	38.5
Western Europe total ^c	5,100	1.3	10,900	2.3	14,700	3.1	15,600	3.2	16,600	4.5	18,400	4.9

^aThe German figures for 1950-90 do not include the former GDR.

^bThe Swiss figures do not include so-called seasonal workers.

^cInterpolated figures were substituted for the missing data (*). Therefore the number of foreign residents in Western Europe is partly based on estimates (see Maillat 1987: 40).

Note: Figures for Austria, Germany, and Finland are national estimates for 1989-92. The German figures for 1991-92 include the former GDR. As a rule, stateless persons are recorded as foreigners but stationed foreign troops are not included in this table.

Sources: For 1950, 1970, and 1982 see Maillat (1987: 40), Council of Europe (1993); for 1990, OECD/SOPEMI (1992).

Figure 2 A summary of foreign resident populations (FRPs) in Western Europe from 1950 to 1991/2, recorded both in thousands and as a share of the total population. This shows that Finland typically had the lowest proportion of FRPs in western Europe, a stark contrast to the massive increase of FRPs in Finland beginning in 2015. Taken from Fassmann and Muenz (1994).

According to the World Bank Migration and Development Report, in 2015 there were 228.7 million international migrants in addition to 16.1 million refugees which is a significant increase when compared to only 5 years earlier (2010) when there were 206.2 international migrants and 10.5 million refugees or even compared to 10 years earlier (2005) when there were 178.4 million and 8.7 million respectively (Ratha et al., 2016). This persistent increase in international migrants has also been seen in Finland since 2015 and can be attributed to globalization which both facilitates international communication and travel and exacerbates the ongoing refugee crises around the world. “Presently, climate change and weather shocks exert only a minor effect on international migration, compared with labor market factors such as wage gaps. However, increased drought and desertification, rising sea levels, repeated crop failures, and more intense and frequent storms are likely to increase internal migration and, to a lesser extent, international migration” (Ratha et al., 2016, p. x). Climate experts are anticipating additional migration and displacement due to the worsening of these factors and at greatest risk are communities “living in coastal megacities, in extreme drylands, and deserts or on atolls in the Pacific and Indian Oceans” (De Bruijne et al., 2017, p. 6).

Additional challenges to consider are market recessions on the labor market that could limit the demand for labor. “Given Finland's limited experience with integration, the development of an integration system that is sufficiently flexible to respond to temporarily augmented numbers, while nonetheless operating within tight budget constraints, is now of paramount importance. Careful reconsideration of integration policy design and implementation is required. If integration is not prioritised, new arrivals risk falling into inactivity, presenting a permanent drain on the economy and portraying a poor image of the productive potential of migrants – both to future migrants, and to the Finnish population...While employment among Finland’s native born population has returned to its pre-crisis levels, the employment rates among Finland's foreign born population still lag seven percentage points behind their 2007 levels” (OECD, 2018, p. 52). One example of such a recession was the worldwide financial crisis of 2008.

This economic crisis increased unemployment for both native born Finns and foreign resident populations alike. Since then, Finland has taken “tentative steps towards a recovery – GDP grew by 0.9% in 2016 and 3% in 2017 – [yet] unemployment, at 8.4% in Q1 2018, remains stubbornly high. Furthermore, the number of individuals in ‘disguised unemployment’ (individuals who could and would accept work, but did not actively seek it) has been increasing. In 2016 these numbers reached the highest levels since 1997, when such statistics were first compiled and the consistent increase since 2010 suggests that, in the face of the elevated unemployment rates of the last seven years, some workers are becoming increasingly discouraged from seeking work” (OECD, 2018, p. 51).

Considering the comparatively and proportionally large quantities of asylum seekers applying to Finland and the large number who are admitted, Finland’s migration policies should address all potential issues that may arise not just in employment, but variables that impact employment such as housing, transportation language and childcare. Not only does employment provide international migrants with money and a sense of security but it provides them with a sense of identity and stability.

Over the past few centuries, tracking migration and conducting research on migration in particular has been somewhat common. There are studies that span the spectrums of geography, time and theory, however, since the major influx of refugees into Finland starting in 2015, there has been a limited amount of studies (due to how quickly recent developments have been evolving) on the current refugee crisis, and even fewer studies on labor market integration of international migrants. More recently, there has been an OECD report released on the “Skills and Labour Market Integration of Immigrants and their Children in Finland”, only the second of its kind, that looks into labor market integration and the government’s integration policies. One such policy is Finland’s Social Impact Bond which aims to integrate international migrants into the Finnish labor market within 4 months utilizing a training model and model of private funding (OECD, 2018, p. 60).

Overall, employers have been viewing migrants as “useful either because less skilled migrants are less expensive than locals, or because they possess scarce skills, as in the case of highly skilled migrants. National migration policies tend to favour highly skilled migrants. Many countries make use of guest-worker policies, which allow migrants access to that country’s labour market, but only in restricted ways, and seek to prevent the migrant from settling” (Lillie et al., 2013, p. 235). While refugees and lower-skilled migrant workers often remain in the less stable employment, their working conditions will continue to be worse than that of Finnish nationals and labor market competition will continue to be stunted if they are excluded.

3. Concepts & Theoretical Framework

There are several thematic concepts that will be examined in the labor market integration context and referred to throughout this paper. This paper will look at the effectiveness of current Finnish governance at easing the integration process for new international migrants from the international migrant perspective. In particular, this paper will look at how easy or difficult has it been for international migrants to search, apply, interview, onboard and retain employment and other variables impacting these processes; including those who are currently employed and unemployed, both full-time and part-time employment, and stable and unstable employment. This paper will look at the intersectionality and differences in age, language, religion and country of origin when looking into the labor market integration of international migrants and will see if a pattern exists beyond the network connections that have partly established current formal and informal contracts.

3.1 Social Capital

At its core, Britannica defines social capital as, “concept in social science that involves the potential of individuals to secure benefits and invent solutions to problems through membership in social networks” (Poteyeva, 2018). As we think about social capital in terms of labor market integration, it can be one of the most powerful determinants of being able to apply, interview, onboard and retain stable employment, especially for international migrant workers who likely have less social networks in Finland compared to native-born Finns.

Two widely understood interpretations of social capital come from French sociologist Pierre Bourdieu’s individual level perspective (or pool of resources) on social capital, and American political scientist Robert Putnam’s collective level perspective (or networks of civic engagement) on social capital. Both interpretations view social capital as an outcome of individual and group interactions and dynamics.

Pierre Bourdieu describes social capital as “the aggregate of the actual and potential resources which are linked to possession of a durable network of more or less institutionalized relationships of mutual acquaintance and recognition - or in other words, to membership in a group

- which provides each of its members with the backing of collectively-owned capital, a ‘credential’ which entitles them to credit, in the various senses of the word” (Bourdieu, 1986, pgs. 248-249) and he equates its significance in society to the significance of an ace in a game of cards. With this individualistic take on social capital comes opportunity and power and without it, despite having other forms of capital, one can and often is disadvantaged; like having the skills and experience to work but not knowing where to look or how to apply for said work. Social capital “has proven to be relevant and useful in explaining unequal access to information and influence in the job attainment process” (Behtoui, 2015, p. 57) especially in migrant communities.

Oftentimes, the social capital of a child is dependent on those closest in their network; their parents. Think about the preferential treatment a child might get from someone with close network ties, such as a parent or teacher, who can “vouch for” the child and be referenced to help get them their first job. This tangible use of social capital leave may not be available to those from another geography. “If social capital consists of the resources embedded in an individual’s networks, and if people of native parentage and if members of disadvantaged migrant groups have typically different resources, then contacts with people of native heritage generate a different form of social capital compared with contacts with stigmatised migrants” (Behtoui, 2015, p. 58). Of course, there are other critical connections to social capital through friends, teachers and other influential persons in one’s life that can benefit a job seeker’s search for employment. “...social networks can be effective in other ways as well, such as receiving help with job applications, providing references or negotiating wages” (Lancee, 2012, p. 19) and I would include indirect benefits such as providing childcare, transportation, housing and other forms of stability than enhances the process of the job search and gaining employment.

Robert Putnam takes a more positive and collective-focuses perspective in describing social capital as, “the social norms and networks that enhance people’s ability to collaborate on common endeavors” and he goes on to say that, “these social norms and networks have important consequences, both for the people who share and participate in them and for those who do not. All things being equal, social capital makes individuals - and communities - healthier, wealthier, wiser, happier, more productive and better able to govern themselves peaceably and effectively” (Putnam, 2001, pgs. 135-136). These individuals and communities makeup networks with varying

degrees of network closure. Individuals or communities with a high degree of network closure might be a family or sailors on a submarine as they interact and rely on one another as a uniquely similar group. Whereas, people who ride the bus to work together have a low degree of network closure as they might partake in a shared activity, but this alone does not make them a separate and uniquely similar group. “A group is then defined by its similarity and not by the relations people have, per se. The idea is that those who are similar have a higher degree of network closure than those who are not” and this level of network closure benefits its members; especially those in overlapping networks. Some people who belong to multiple networks, and in doing so, the network becomes larger and more resources are potentially available (Lancee, 2012).

A job seeker’s network ties, with all of their knowledge and other connections, can be immeasurably helpful in not just finding advertised jobs and knowing where to apply, but knowing who is hiring, even if it’s not advertised, and other information to gain a competitive advantage when being considered for employment. For instance, workplace culture can be difficult to explain in a job advertisement, but if a job seeker has access to that information, they might learn about similarities or shared values that would help give them an edge; like discovering that most of your coworkers have a sweet tooth and you are a master baker, or most of your coworkers have children, as do you, and that they are very involved in their children’s extracurricular activities, as are you. Speaking from personal experience, I was selected for a job interview from a large pool of candidates because I listed “strategy board games” as an interest on my CV and little did I know that my interviewer was a life-long strategy gamer. Social capital can be more subtle than in my personal experience example, as demonstrated later by international migrant experiences in the Finnish labor market.

3.2 Competencies & KSAs (Knowledge, Skills & Abilities)

Labor market integration for international migrants can be dependent on a variety of universal and job, industry, or I would argue culturally-specific competencies and KSAs (Knowledge, Skills & Abilities). The Society for Human Resources Management (SHRM) describes a competency as “a cluster of highly interrelated attributes, including knowledge, skills, and abilities (KSAs) that give rise to the behaviors needed to perform a given job effectively” (*Competencies Overview*, n.d.). Finnish language comprehension and/or a higher education degree

from a Finnish university can be viewed as critical competencies for successful Finnish labor market integration. Even when the Finnish language is not required or needed in the workplace, much emphasis is placed on this knowledge by employers, as we will see later according to international migrants

3.3 Brain Gain

Initially coined, “return of innovation” in 1974, and today’s equivalent, “brain gain” is a valuable long-term benefit of having international migrants integrating into a country’s labor market (Sørensen & Van Hear, 2003). The concept of brain gain, which is defined as, “an increase in the number of highly trained, foreign-born professionals entering a country to live and work where greater opportunities are offered” (*Definition of brain gain / Dictionary.com*, n.d.) is evident when looking at the diverse array of international migrants who took the online survey. As we will see in the online survey later, many of the international migrants in Finland have brought much professionalism and innovation through their relevant experiences and skill and higher education backgrounds, enhancing the Finnish labor market.

And in the reverse, while in Finland, international migrants are often exposed to a variety of experiences, ideas and other variables that increase their knowledge, linguistic, cultural and economic competence that can benefit their countries of origin if returning or through regular contact. Several international organizations have tried to set up programs to facilitate the brain gain (or reverse brain gain) including the International Organization for Migration (IOM), the European Union, the United Nations Development Program on the Transfer of Knowledge Through Expatriate Nationals [TOKTEN] and Finnish bilateral programs (Sørensen & Van Hear, 2003). This paper will look into the level of brain gain Finland’s labor market has received through a subset of online surveyed international migrants. This paper will look at how prevalent brain gain is within online surveyed international migrants in the Finnish labor market and how much value is placed on it by employers.

3.4 Remittances

In addition to brain gain, remittances are a highly important, short-term and long-term pull factor for migrant workers and their families. Remittances are the sums of money transferred sent

by a foreign worker to someone, often a family member, in their country of origin. They represent one of the top international financial resources that can at times surpass the flows of international aid and foreign direct investment as they can benefit health, education and gender equality. Personal remittances comprise personal transfers and compensation of employees. Personal transfers consist of all current transfers in cash or in kind made or received by resident households to or from nonresident households (Ratha et al., 2016). Personal transfers thus include all current transfers between resident and nonresident individuals. In both cases, international migrants use remittances and have negative and positive development implications in their country of origin. International migrants can deprive their homelands of labor and skills but they also create the possibility of remittances if refugees and migrant workers can find employment sufficiently remunerative to allow surpluses to be sent home (Sørensen & Van Hear, 2003).

In 2017, an estimated \$625 billion USD in remittances was sent worldwide and was a 7% increase (\$586 billion USD) from 2016. In Finland in 2017, remittances totaling \$944 million USD were sent primarily to Sweden (\$287 million), Estonia (\$101 million), China (\$57 million), Thailand (\$57 million) and Russia (\$53 million) (*Remittance flows worldwide in 2017*, 2019). With three of the top 5 receiving countries of remittances from Finland being neighboring countries, historic and cultural ties are evident within their interconnected economies. As “Estonian and Russian migrants move into employment more easily” (OECD, 2018, p.85), employment disparities are smaller than other migrant groups, enabling more money earned. Estonian and Russian women in particular have relatively small employment disparity and over time, the disparity lessens (OECD, 2018, p.86), which means they could send remittances more quickly. Despite integrating into the labor market more quickly, many online survey respondents complained about unequal pay to their Finnish counterparts. Respondent #205 found their current job within 1 week of job searching but said, “I work for an international accounting firm. It’s common knowledge that they pay foreigners, myself included, around three quarters of what they pay local staff for the exact job grade and performance. Before relocating here I asked their HR staff if I am getting the local salary. They told me otherwise. Even a respectable accounting firm is happy to make an extra buck off foreigners where they can.” Depending on the international migrant and their salary, a one-quarter reduction like this could severely impact the remittance size one’s family in a receiving country needs for basic living needs to survey.

The impact of remittances can and often goes beyond supporting basic living needs, especially when the country of origin is within a conflict zone. For example, during a conflict or refugee crisis, “many contemporary wars are sustained by regional and global linkages through which local resources are sold and arms and other essential supplies are bought. Diasporas are crucial in the flow of money and resources on which warring parties depend, helping to market commodities extracted from war-torn areas, or more indirectly supplying the finance or lubricating the connections needed to effect such transactions” (Sørensen & Van Hear, 2003, p. 27).

Repatriation and policy restrictions on immigration for refugees and migrant workers can play a consequential role for development as “the possibility that a diminution of remittances may lead to hardship, instability, socio-economic or political upheaval, and even the resumption or provocation of conflict – and then quite likely renewed out-migration” (Sørensen & Van Hear, 2003, p. 28). Policies that limit human movement, according to Sørensen and Van Hear, imperil “human security” and the political and economic security that asylum countries and the international community aims to protect.

3.5 Lee’s Push-Pull Factors

Everett Lee devised a model in 1966 to demonstrate that the level of migration is correlated to factors at the origin and destination, intervening obstacles, and personal factors (Lee, 1966). He also demonstrated that migration occurs in well-established streams, and that a counter-stream also exists for every stream (Lee, 1966). Today, these streams are commonly described as push and pull factors (Lee, 1966). Push factors are difficulties at home which create an incentive to leave, such as war, persecution and famine. Pull factors are incentives to go to a new location, such as good jobs, free farmland or the discovery of valuable resources such as gold. Lee postulates that the pull factors which may lead someone away from their origin must be strong enough to overcome the intervening obstacles that may be in the way (Lee, 1966), as shown in Figure 3. “Labour migration can help to alleviate poverty and unemployment in depressed regions, while providing a source of manpower and skills for employers in regions of labour shortage... Migration is the territorial movement of people, both temporary and permanent” (Lillie et al., 2013, p. 220). Lee’s model was selected for use in this paper because it provides a structurally transactional way

to analyze the factors that have led the online survey respondents participating in this paper to migrate to Finland. In particular, this paper will focus more so on Lee's Pull Factors that have attracted refugees and migrant workers to Finland.

Finland has become an increasing attractive destination country to work and settle down in due to a variety of factors. For instance, Finland offers over 400 attractive bachelor and master degree programs taught in English that encourage many individuals to study in Finland (Finnish National Agency for Education, n.d.). Upon completing a degree program, Finnish study visas can be converted to work permits (Finnish Immigration Service, n.d.).

Some of this workforce stability can be attributed to Finland having one of the highest union density and unionization rates in the world, at over 80%. A positive outcome of high unionization for members has been, "low inflation, lower taxes and improved employment" (Becker & Schwartz, 2005, p. 106). Finland is renowned for being a very safe country, with the highest levels of happiness and PISA education outcome scores (Toepoel, 2015), which are highly attractive pull factors that would entice many people to this higher quality of life.

ORIGIN AND DESTINATION FACTORS AND INTERVENING OBSTACLES IN MIGRATION

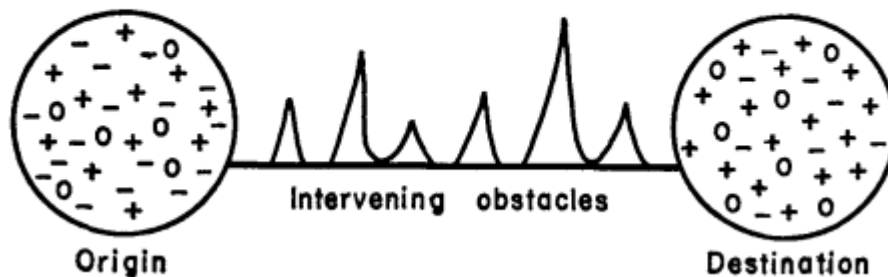


Figure 3 Lee's Push-Pull theory, which describes the relationship between push factors - circumstances that drive an individual to leave home, such as war or famine - and pull factors - incentives that draw an individual to a new location - such as an attractive job market or a good healthcare system. This thesis focuses on the pull factors that have drawn refugees and migrant workers to Finland. Taken from Lee (1966).

4. Methods

Internet online surveys, or online surveys, “are probably the most revolutionizing contemporary innovation in this field [...] Conveniences of self-administration, computerization, and Internet-based data transfer significantly broaden the potentials of online survey research” (Fielding et al., 2008), especially during a pandemic. As a highly effective, unfiltered primary research method, this online survey provided the opportunity to use advanced questionnaire features and remote online survey management in a cost-free manner. Primary research methods like online surveys provide authentic insights, directly from the source which limits the transmutations and misrepresentations that can occur from pre-filtered secondary and especially tertiary sources that can call into question the “credibility and validity of the source” (Fraleigh & Hanstein, 1999, p. 39).

Initially, I had planned to conduct in-person interviews with relevant stakeholders, thought experts and international migrants in the Finnish labor market, in addition to conducting online surveys with the latter. I had reached out to and received offers to do interviews with several stakeholders and thought experts including the International HUB Tampere, the Language Involvement Project (Oulu University), the Ministry of Economic Affairs and Employment in Finland and the Gloria Multicultural Center in Jyväskylä. The interviews were to expand upon the online survey results and to ask more involved questions, however, due to the rise of Covid-19, these interviews were canceled until further notice. At this point, my approach shifted to rely more heavily on the online surveys which would now include more open-ended questions to make up for the more qualitative data I would be losing from interviews. Utilizing knowledge from my professional experience as a human resources consultant, I decided to create an online survey inspired from a 360 Degree Feedback Model, often used in larger, more matrix-organized enterprises in the private sector. A 360 Degree Feedback Model is typically meant to be an anonymous, candid, more objective feedback process to gather information in a holistic way that covers each human contact in a workplace (or network) (Wilkie, 2016). This feedback process was created as and is often used as a performance management tool, but can easily be adapted to gain well-rounded information about labor market integration from the eyes of international migrants.

Using the 360 Degree Feedback Model for inspiration, I decided to conduct a cross-sectional study using an online survey with a range of questions directly and indirectly relating to employment in the Finnish labor market. In particular, I took a holistic approach to better understand the international migrant experience from the beginning of the job search, through the application, interview and onboarding process to the everyday work experience. A range of closed-ended questions were used to measure and quantify attitudes and experiences, while a range of open-ended questions were used to enable employed and unemployed international migrants to more clearly explain their experiences in the Finnish labor market. This balanced approach provided copious information about both employed and unemployed international migrants in the Finnish labor market and the impact of their social capital.

The online survey was created using Google Forms with an introduction to myself and my research in the forefront to show transparency, to build trust and most importantly, to explain the significance of the online survey respondent's participation. It was free to create and was distributed using a social media marketing strategy I created. First, I assembled a list of social media platforms that I could create a free account to communicate and share the online survey through. Second, I researched the best groups and pages within each social media platform to share the online survey. By prioritizing groups and pages that were employment focused and where English was the primary language used, I was able to target the individuals most applicable and likely to participate in the online survey. Third, I selected several times of day to post and share the online survey on the social media groups and pages and additional times of day for additional promotion by liking and/or commenting on the post or following up with the group or page owner about the urgency of distribution within a certain timeframe to ensure international migrants' voices will be heard.

The primary online social media platforms utilized, included Facebook, LinkedIn and Craigslist. The online survey was also distributed utilizing several individuals I know across Finland who have larger networks of international migrants to tap into. The first half of the online survey included 19 background questions starting with demographic information and going into language knowledge, educational background, prior work experience, work authorization and current employment status. Anyone who selected the answer, "I am not and have never looked for work in Finland" and who were clearly not employed, unemployed or having any direct interaction

with the Finnish labor market, were automatically filtered out of the online survey. The second half of the online survey included 15 questions for employed online survey respondents or 13 questions for unemployed online survey respondents about their overall job search and application approach and overall satisfaction/dissatisfaction with a variety of employment-process and work-life balance specific sub-questions.

In March, 2020, a total of 216 online survey responses were submitted within a 2.5 week timeframe from Helsinki, Oulu and other cities to small towns and rural areas; and a majority (110) of online survey responses were submitted within the first 48 hours of online survey distribution. Upon organizing the data for analysis, I realized that only 205 of the 216 online survey responses were usable. The remaining 11 unusable online survey responses were removed from this research for various reasons including: people who have not worked and who will never look for work in Finland, duplicate submissions, someone who was living and working in another country, and respondents with feedback that is literally impossible and respondents who described their current alcohol consumption while taking the online survey. online survey responses with minor feedback issues were not removed from this research and are, thus included in the findings, made up of 205 total online survey responses.

Anonymity was and is important for this research. Informed consent was established in the survey introduction where potential participants were informed about the research and language such as, “anonymous survey...confidentiality is of the utmost importance” was used; and anonymity was emphasized during distribution. Online survey respondents were not asked to submit their names or any proprietary information; only at the end of the survey was it optional for respondents to leave an email to be contacted further. Once the online survey responses were collected, randomized numbers titles were assigned to maintain privacy; Respondent #1, Respondent #2, Respondent #3 and so on). These ethical considerations enabled continued integrity of the research and assurances of anonymity (Toepoel, 2015).

5. Findings

The online survey results revealed many insights into the perspectives and experiences of international migrants from across the world within the Finnish labor market. Starting with a demographic breakdown and followed by an education and employment breakdown, these findings highlight information that was both expected like the variety of reasons for migrating to Finland, and information that was not expected, like the gender and geographic distribution as seen below.

5.1. Demographic Breakdown

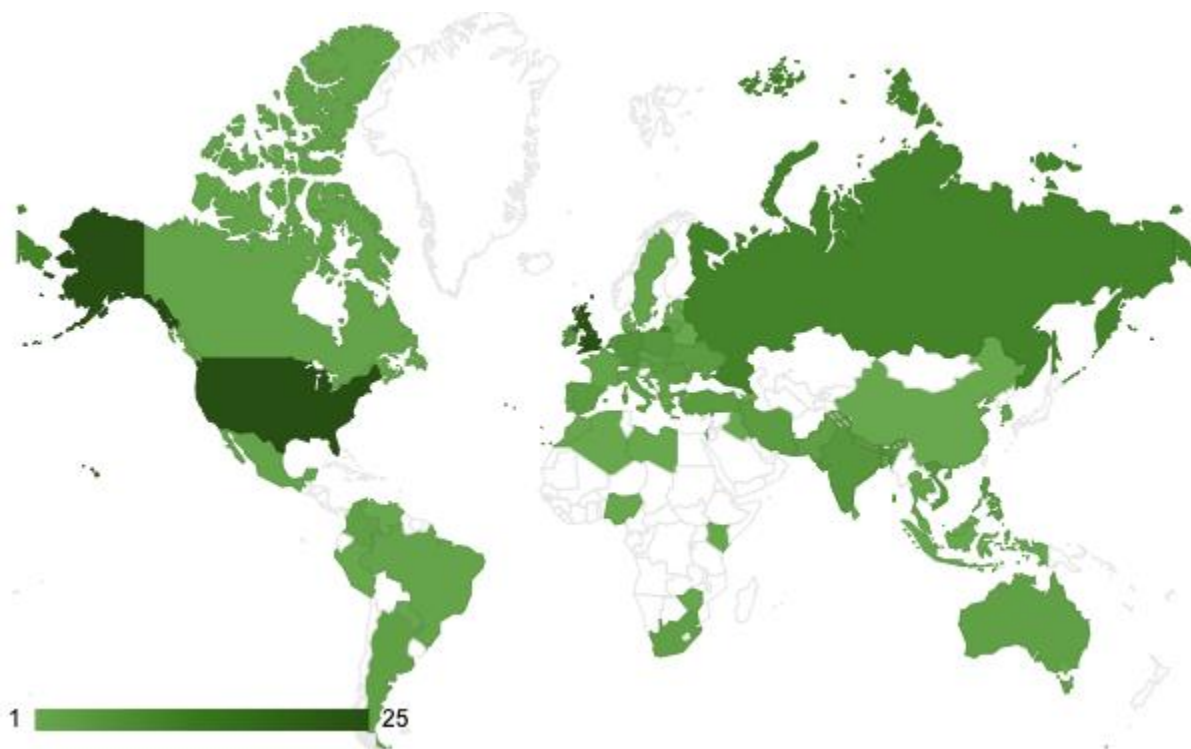


Figure 4 A World Heat Map illustrating the origin countries of the 205 survey respondents. The shade of green reflects the percentage of participants from a given country. It is evident that the majority of migrants come from the U.S. and the U.K. (12% each). The map was created using formulas in Google Sheets.

As illustrated in the World Heat Map in Figure 4, the U.S. (12%) and the U.K. (12%) were the most prevalent of the 65 countries represented in the online survey. A majority of the 205 online survey respondents listed their country of origin as being in Europe (53%), followed by Asia (21%), North America (14%), South America (5%), Africa (4%) and Oceania (1%). This is a

good representation of the proportion of international migrants coming to Europe on the whole. Most recently, “over 82 million international migrants lived in Europe in 2019, an increase of nearly 10 per cent since 2015, when 75 million international migrants resided in the region. A little over half of these (42 million) were born in Europe but were living elsewhere in the region; while this number has only moderately increased since 2015, it was much lower in 1990, at around 28 million” (McAuliffe et al., 2019); and 1990 was the last time migration spiked within Europe, heavily due to the collapse of the Iron Curtain with the fall of the Berlin Wall (November 1989), dissolution of Yugoslavia (January 1990) and other reforms across Eastern Europe that allowed for freer movement of people.

Out of the 47 native languages represented in the online survey, a plurality of online survey respondents listed English (34%) as their native language followed by Russian (7%), Spanish (7%) and German (4%). The prevalence of online survey respondents whose native language is English can be explained by the survey language and its main distribution channels being English-speaking. The reasons for this demographic distribution as well as its implications for the survey results are discussed in detail in section (results).

A majority of the 205 online survey respondents identify as female (56%) relative to male (39%), not accurately representing the 50% split by gender commonly seen across the world (Central Intelligence Agency, 2006), while 5% of online survey respondents preferred not to answer. In total, only 9% of all online survey respondents are LGBTQIA³, accurately representing the contested ~10% worldwide representation (Spiegelhalter, 2015); 100% of them have a higher education degree; 95% reside in a city; 84% are Millennials.

³ LGBTQIA+ is defined as lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual and other.

Question #1 - Please select your age range:

205 responses

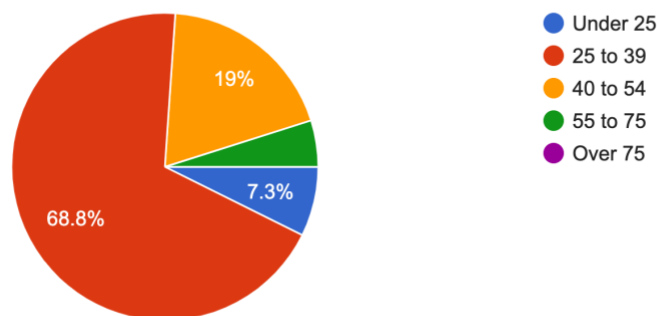


Figure 5 A chart demonstrating the age range of survey respondents for this thesis. The large majority of respondents are from the 25 to 39 age range (68.8%) and the 40 to 54 age range (19%), together making 87.8% of the total survey respondents.

As is apparent in Figure 5, a majority of online survey respondents are “Millennials”, age 25 to 49 (69%), followed by “Gen X”, age 40 to 54 (19%), “Gen Z”, under the age of 25 (7%) and “Baby Boomers”, age 55 to 75 (5%); although listed as a possible category, there were no online survey respondents of the “Silent Generation”, over the age of 75. The latter is unsurprising, since international migrants and native Finnish people alike, rarely seek employment in the Finnish retirement age. In fact, Finland’s workforce is aging rapidly and is expected to shrink, which means Finland requires immigration and longer careers in order to continue strong economic growth (Becker & Schwartz, 2005).

Generation Z is the youngest generation online surveyed and represented 7% of all online survey respondents. 100% of Generation Z lived in a city, 93% had 3 or less years of relevant working experience, 80% were employed, 80% listed “To Further My Education” as their primary reason for coming to Finland, 60% said that they knew 0 Finnish people prior to arriving in Finland and 53% did not have a higher education degree.

The online survey’s largest generation cohort (69%) were Millennials (age 25-39), 94% live in a city, 91% have a higher education degree and 60% have some comprehension of the Swedish language (the highest of any age cohort).

Generation X represented 19% of all online survey respondents and 82% of them are employed. Furthermore, Generation X represented the most (40%) online survey respondents living in a small town or rural area which may explain why they also represented the most (60%) online survey respondents who chose not to list their gender identity and sexual orientation. Anonymity and privacy could be especially important in small towns and rural areas with smaller social networks, and depending upon the answers listed, could make these anonymous online survey respondents more easy to identify.

On the oldest end of the generational spectrum represented in the online survey, Baby Boomers, represent only 5% of all online survey respondents and 100% of them have a higher education degree, 90% are employed, 90% are “Expert” in English, 80% are from Europe and 60% knew 5+ Finnish people prior to arriving in Finland.

Older generations (Generation X and Baby Boomers) represented 24% of all online survey respondents, yet they represented 38% of online survey respondents who knew 5+ Finnish people prior to arriving in Finland. This could be a result of generational differences. Younger generations may have an easier time moving to a country where they don’t know the native population due to more recent technological advances enabling stronger connections to friends and family. Communication is also likely a factor as the English language has become more prevalent in Finland over the years, making the country more attractive to international migrants who have a far better understanding of English than of Finnish.

As shown in Figure 6, the majority of respondents (74%) reside in a city: Helsinki (24%), “Other City” (14%), Jyvaskyla (13%), Tampere (11%), Turku (8%) and Oulu (4%), while 19% reside in the greater Helsinki area (suburban area) and 7% reside in a small town or rural area. The 74% of online survey respondents who live in a city, roughly correlate to the, “85 percent of Finns, or 4,542,020 persons, [who] lived in urban settlements at the end of 2012”(Rapo, 2013). At the same time, a plurality of these respondents have been in Finland for 5+ years (47%) and 10% have been in Finland for less than 1 year.

Question #3 - In what geographic area do you reside?

205 responses

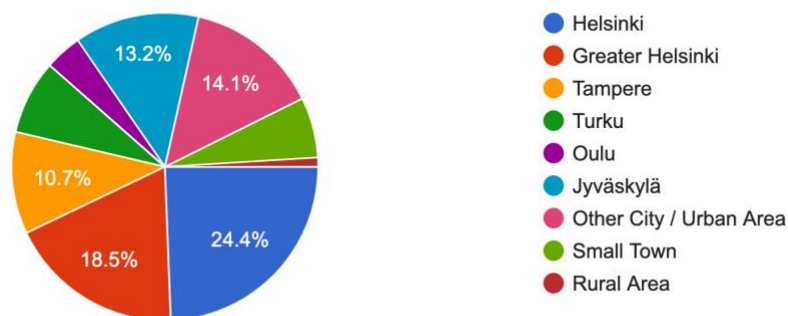


Figure 6 A chart demonstrating the areas in Finland where survey respondents resided. Most respondents were from the Helsinki area (42.9%), but Tampere (10.7%) and Turku (8%) were also represented.

5.2. Education Breakdown

As demonstrated in Figure 7, 14% of the 205 online survey respondents do not have a higher education degree, listing their highest level of education as “Primary School / Comprehensive School”, “Secondary School / Lukio / Gymnasium” or “Some Higher Education (no degree)” and 86% of online survey respondents said that they one of the following higher education degrees: “Associate Degree / Technical Degree”, “Bachelor Degree”, “Master Degree”, “PhD” or “Postdoctorate”.

As illustrated in Figure 8, using the Common European Framework of Reference for Languages [CEFRL], online survey respondents were asked to identify their Finnish, Swedish & English comprehension as “None” [Blue], “A1 (beginner)” [Red], “A2 (elementary)” [Orange], “B1 (intermediate)” [Green], “B2 (upper intermediate)” [Purple], “C1 (advanced)” [Turquoise Blue] or “C2 (expert)” [Pink].

Question #7 - What is your highest level of education completed:

205 responses

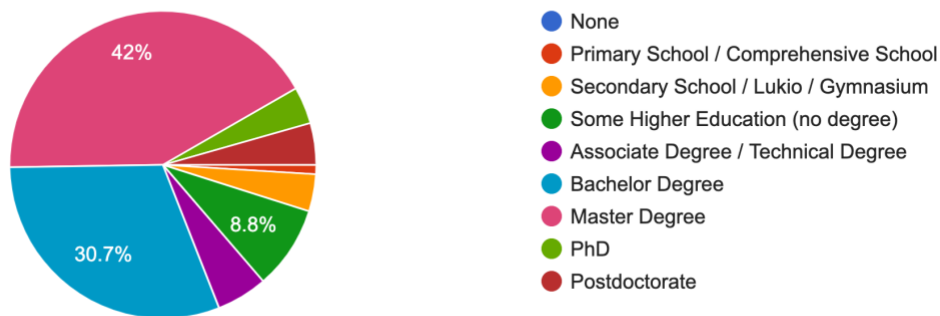


Figure 7 A chart demonstrating the highest level of education held by respondents. The vast majority of respondents (86%) indicated that they held a college degree in the form of an Associate, Bachelor, or Master degree, or a PhD.

Question #6 - What is your overall level of comprehension (speaking, listening, reading, writing) in the following languages (Common European Framework of Reference for Languages [CEFR])?

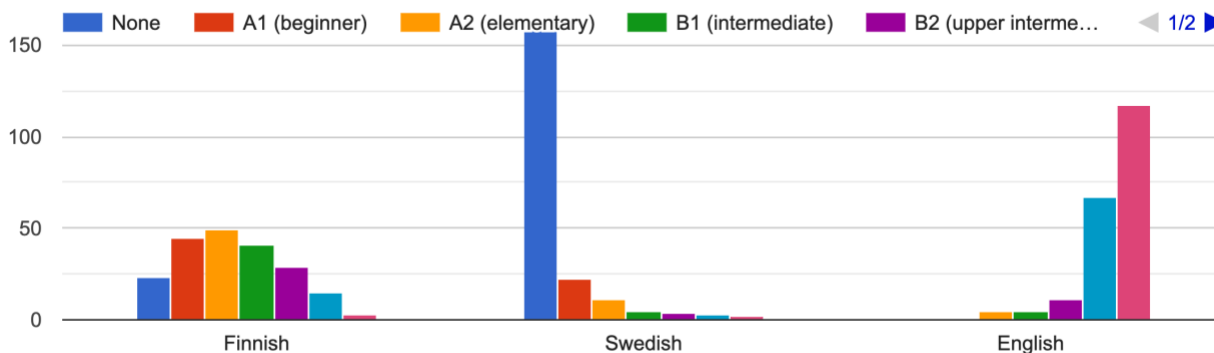


Figure 8 A chart demonstrating the respondents' level of comprehension in Finnish, Swedish, and English. For Finnish, most respondents (66%) fell in the beginner to intermediate range (none to B2). The vast majority of respondents had no Swedish comprehension (77%), but a significant number were at an advanced or expert level in English (86%). Key - Blue: None, Red: A1 (beginner), Orange: A2 (elementary), Green: B1 (intermediate), Purple: B2 (upper intermediate), Turquoise Blue: C1 (advanced), Pink: C2 (expert)

Using the Common European Framework of Reference for Languages (CEFR), a plurality of online survey respondents listed their Finnish language comprehension as “Elementary” (24%), followed by “Beginner” (22%) and “Intermediate” (20%), whereas only 1% listed their level of comprehension as “Expert”. A majority of online survey respondents said they

have no comprehension of the Swedish language (77%), but a majority said that they are “Expert” in English (57%).

Among online survey respondents who do not have a higher education degree, 0% are “Advanced” or “Expert” in Finnish, 0% are “Advanced” or “Expert” in Swedish, yet 86% are “Advanced” or “Expert” in English. There is a disproportionately higher representation of online survey respondents who do not have a higher education degree, compared to all online survey respondents, within the following demographics: western Europeans, (67% rather than 22%); straight men (54% rather than 33%); online survey respondents who did not know any Finnish people prior to arriving in Finland (79% rather than 64%); unemployed persons (39% rather than 30%), Generation X (25% rather than 19%), and of residents of Helsinki (36% rather than 24%) or an “Other City” (21% rather than 14%).

Among those who have a higher education degree, 10% of them are “Advanced” or “Expert” in Finnish, 3% of them are “Advanced” or “Expert” in Swedish, and 90% of them are “Advanced” or “Expert” in English. The need to know Swedish is non-existent for most international migrants in Finland and it has even declined in interest among Finnish students where, in “the last ten years or so in Finland have seen an almost 50 percent drop in the number of upper secondary school pupils who sign up for a Swedish language exam as part of their end-of-school matriculation testing” (Yle, 2018). Whereas, Finnish language comprehension remains critical to successful labor market integration in Finland, despite English language comprehension. When asked how easy / difficult it was to find their current job, Respondent #80 said, “Language barrier. Not many offers accepting or considering English speaking workers. I would say that more than 90% of the applications state that only Finnish fluent speakers can apply.” Language limitations will be expanded upon further in the discussion section below.

5.3. Employment Breakdown

Question #19 - What is your current employment status? (Please select the closest that applies)

205 responses

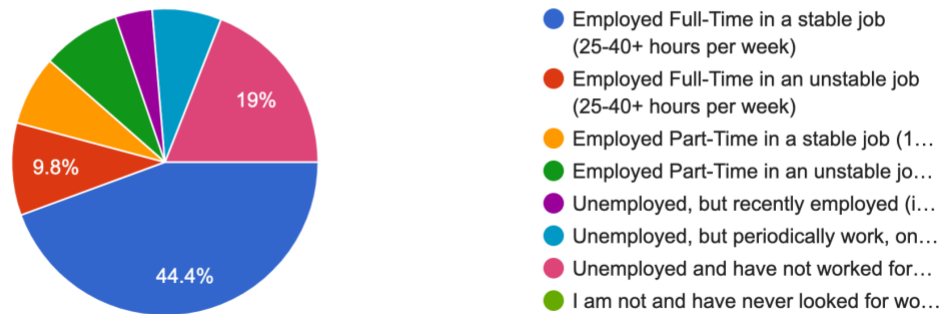


Figure 9 A chart demonstrating the employment status of respondents. The majority of respondents were employed full-time (54.2%) while a significant number were unemployed (30%). Additionally, of all respondents in a full-time or part-time employed capacity, about one-fourth of them viewed their employment status as unstable (26%).

As shown in Figure 9, 111 (54%) online survey respondents were employed full-time in Finland, 32 (16%) online survey respondents were employed part-time in Finland and 62 (30%) online survey respondents were unemployed in Finland at the time of taking the online survey. Among those respondents who were employed, 37 (26%) identified their current employment as “unstable” and among online survey respondents who were unemployed, 39 (63%) said that they have “not worked in over 3 months”. Online survey respondents residing in a “Small Town” or in Tampere had the lowest percentage of “unstable” employment at 8% and 9% respectively while online survey respondents residing in Oulu had the highest percentage of “unstable” employment at 38%. Lastly,

Among all online survey respondents, on average, people had 1 job within the last year and 2.1 jobs within the last 5 years. However, both men residing in “Other City” and men from Asia held 3.1 jobs within the last 5 years and women residing in Jyväskylä have held 1.6 jobs within the last 5 years. Language is also statistically significant. Online survey respondents who have an “Expert” or “Advanced” level of comprehension of the Finnish language had 2.9 jobs on average within the last 5 years while online survey respondents who have no comprehension of the Finnish language had 1.3 jobs within the last year.

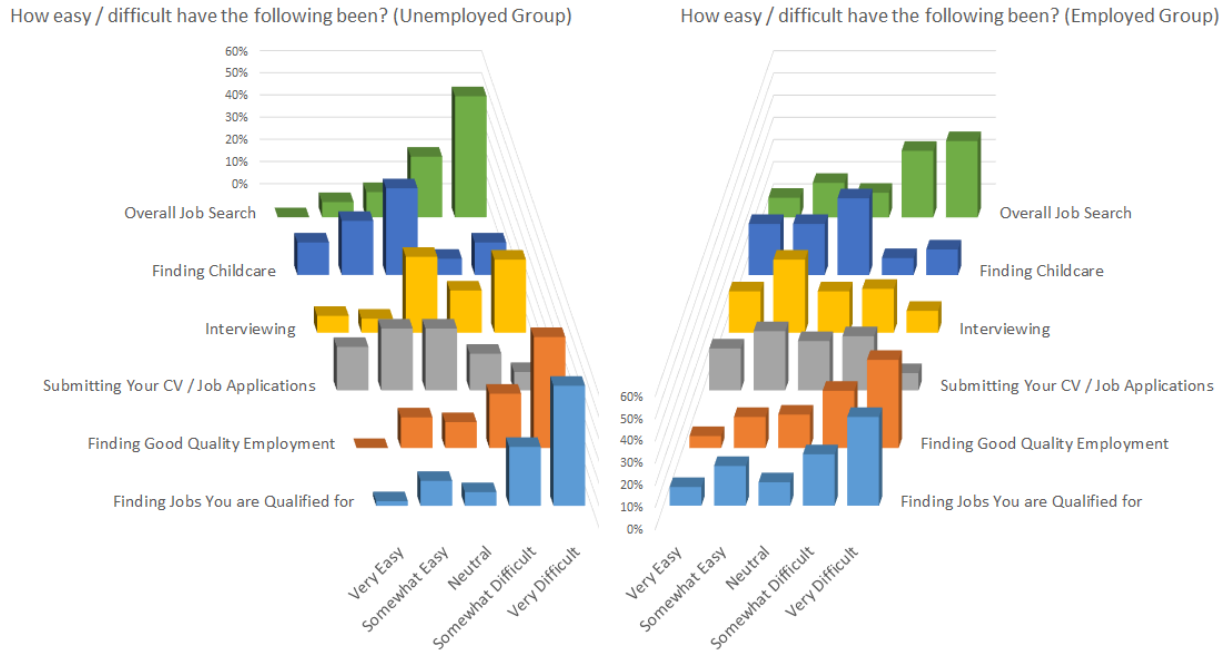


Figure 10 A chart, separated by unemployed (left) and employed (right) online survey respondents, demonstrating the respondents' perceived easiness or difficulty for key job search categories. Using normalized data, this figure shows that a significant number of both unemployed and employed online survey respondents experienced a high level of difficulty, in finding good quality employment, in finding jobs for which they are qualified and the overall job search. Respondents were also able to select "N/A" and "Prefer not to answer" but these are not pictured to emphasize the relevant data.

As presented in the above stacked column chart shown in Figure 10, the question, "How easy / difficult were the following for you?" was posed for six job search categories: Overall Job Search, Finding Childcare White You Job Search, Interview or Work, Interviewing, Submitting Your CV / Job Applications, Finding Good Quality Employment and Finding Jobs You are Qualified for. These responses are separated by response type of unemployed and employed online survey respondents, and are shown as percentages. Respondents provided answers to each category by rating their perceived level of difficulty on a five point scale, from "Very Easy" to "Very Difficult". For the "Overall Job Search" category, the online survey response type "Very Difficult" was the most common response for both unemployed (55%) and employed (34%) online survey respondents, followed by "Somewhat Difficult" for both unemployed (27%) and employed (15%) online survey respondents. Unemployed respondents also experienced significant difficulty in the "Finding Good Quality Employment" and "Finding Jobs You are Qualified for" categories, making up 50% and 54%, respectively. Employed respondents also experienced difficulty in these categories, each making up 40%.

6. Analysis

In this section, an analysis of the data is presented. This section especially emphasizes the differences between unemployed and employed online survey respondents.

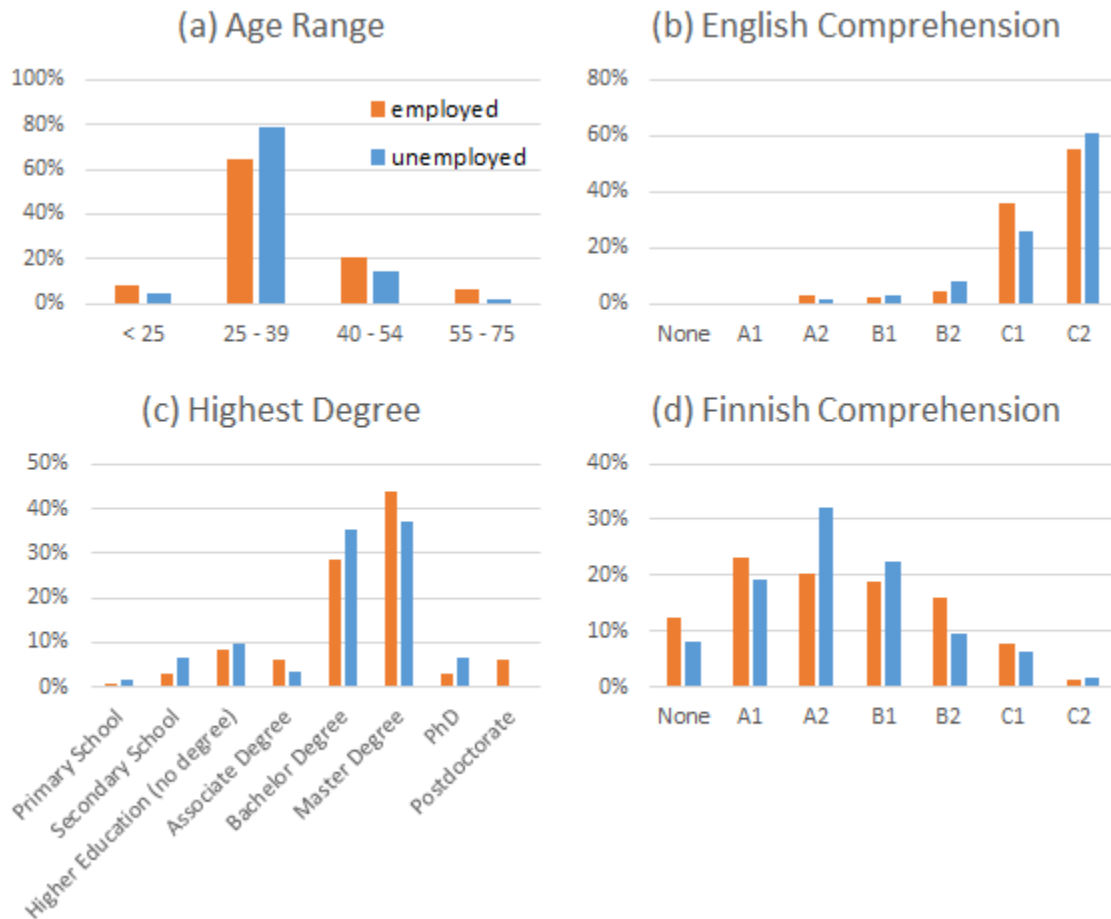


Figure 11 A comparison of employed and unemployed respondents regarding age range (a), English comprehension (b), highest level of education (c), and Finnish comprehension (d). These comparisons show relatively little difference between employed and unemployed respondents.

As seen in Figures 11 and 12, there are many data points with little variance between unemployed and employed international migrant online survey respondents. Some of the biggest areas they differ are in Figure (d) 11 (Finnish Comprehension) Figure (c) 12 (Time in Finland) and Figure (d) 12 (Years of relevant work experience). Here is where we see that unemployed online survey respondents are represented at a higher proportion in the A2 Finnish language comprehension level (Elementary) and <1 year relevant work experience; this is due to younger generations that are more prevalent in these response types who have had less time to gain work

experience and enhance their Finnish language skills. We also see here that employed online survey respondents are represented at a higher proportion in the B2 Finnish language comprehension level (Upper Intermediate), 5+ years in Finland response type and 1-3 years, 3-5 years and 5-10 years relevant work experience response type. This is not surprising as these response types had higher proportions of older generations represented.

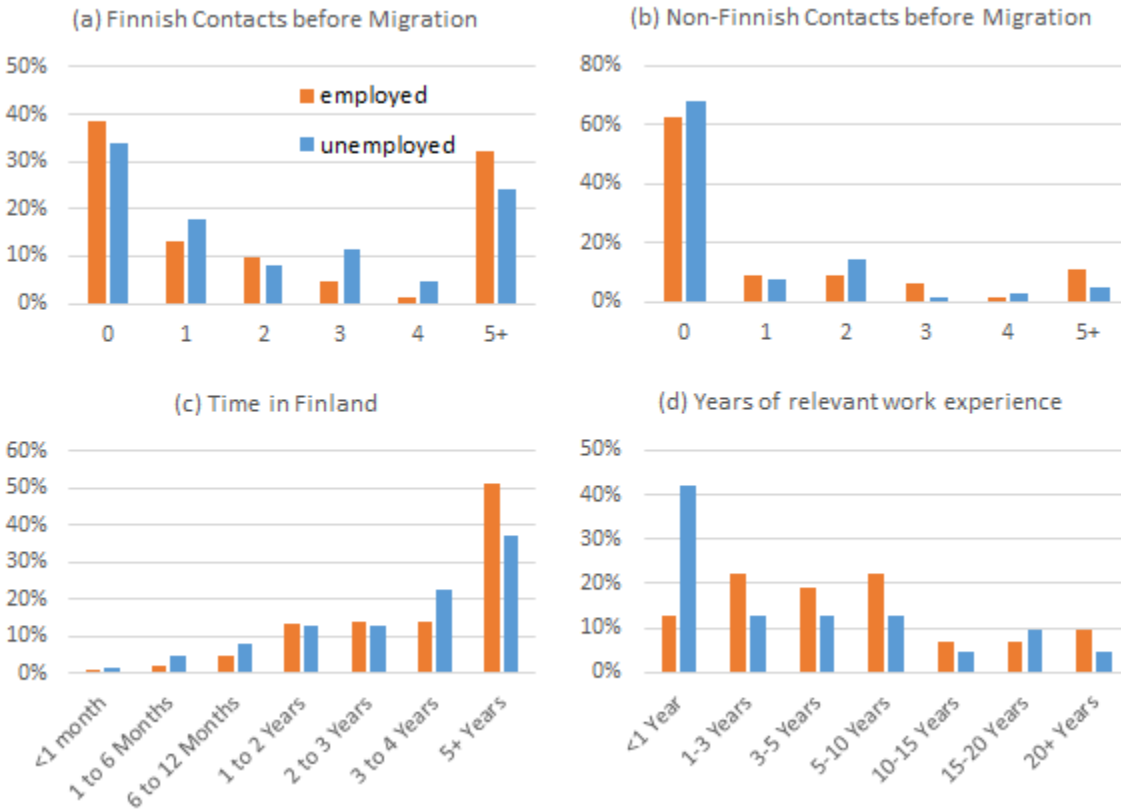


Figure 12 A comparison of employed and unemployed online survey respondents regarding their social capital, specifically the number of Finnish contacts they had prior to coming to Finland (a) and the number of non-Finnish contacts in Finland they had prior to coming to Finland (b). This chart also compares how long they have been in Finland (c) and the years of relevant work experience they had (d).

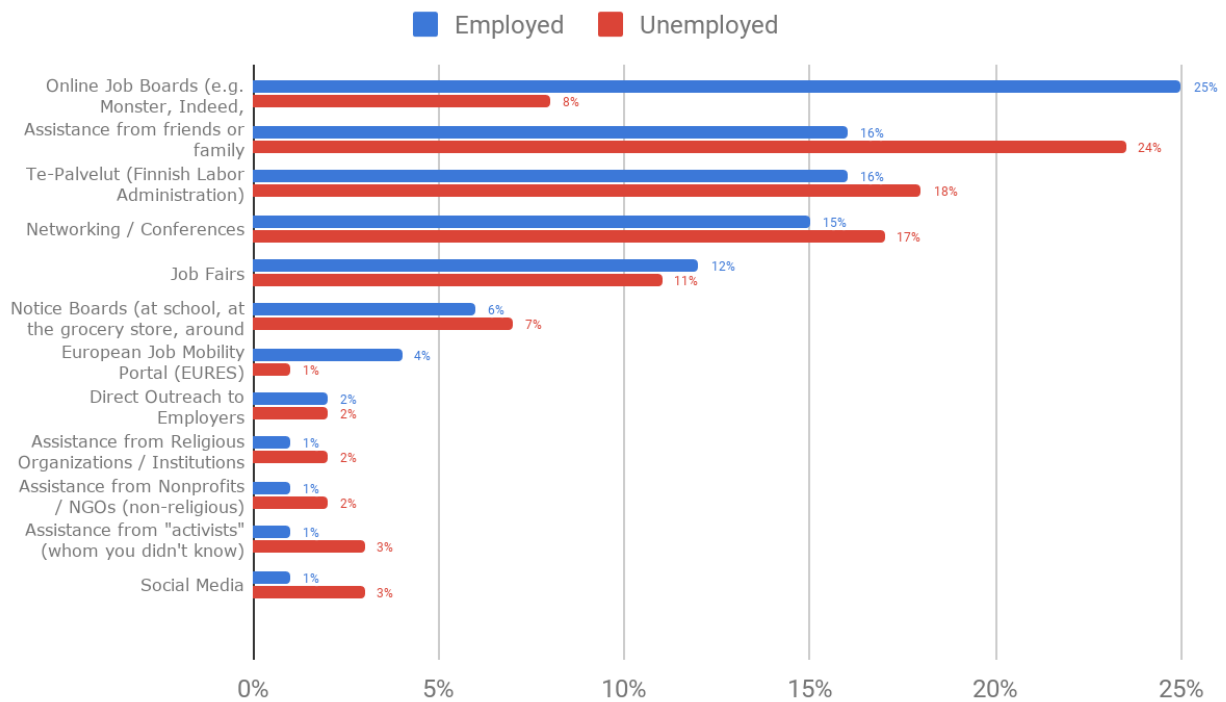


Figure 13 A chart demonstrating the most helpful methods used by the online survey respondents in their job search in Finland. For employed respondents, the three most significant methods were online job boards, assistance from friends or family, and the Finnish Labor Administration. For unemployed respondents, the three most significant methods were assistance from friends and family, the Finnish Labor Administration, and networking/conferences.

As shown in Figure 13, when asked, “Which 3 methods have been the most helpful in your current job search?”, 24% of unemployed online survey respondents selected, “Assistance from friends and family”, 18% selected, “Te-Palvelut (Finnish Labor Administration)” and 17% selected, “Networking / Conferences”. Alternatively, when asked a similar question, employed online survey respondents, 25% listed “Online Job Boards (e.g. Monster, Indeed, Glassdoor, LinkedIn)”, 16% listed “Assistance from friends or family” and 16% listed “Te-Palvelut (Finnish Labor Administration)”.

6.1 Unemployed

Online survey respondents who were unemployed have several characteristics in common: They tend to be younger (Generation Z and Millennials), from the Global South and have less Finnish language comprehension as seen in the earlier chart comparing unemployed and employed online survey respondents. Despite representing 4.9% of all online survey respondents, Baby

Boomers made up only 1.6% of those who are unemployed (the age group with the lowest unemployment rate), whereas Millennials, who made up 68.8% of all online survey respondents, made up over 79% of those who are unemployed (the age group with the highest unemployment rate). This is consistent with worldwide trends of higher unemployment rates for Millennials, while many Baby Boomers have already entered retirement (Bosley et al., 2020).

Furthermore, 43% of employed online survey respondents have a “Beginner” or “Elementary” level of comprehension of the Finnish language, whereas the percentage of “Beginner” or “Elementary” Finnish language comprehension among unemployed online survey respondents is 9 percentage points higher at 52%. Having higher rates of limited Finnish language comprehension among unemployed online survey respondents is not surprising as ample knowledge of the language is key to labor market integration in Finland. As demonstrated by the “heavy emphasis placed on [Finnish] language training which accounts for close to two thirds [the majority] of the maximum 2100 hours of integration training for new arrivals” (OECD, 2018, p. 14), the Finnish government prioritizes Finnish language training above all else. However, not all international migrants know of or are able to participate in integration or language programs. When asked, “What could Finnish authorities have done to better assist you in finding this job?” Respondent #62, who is currently employed mentioned, “An intensive advanced Finnish language course. If I would have had it, I would have started working as social worker much earlier.”

Lastly, online survey respondents from South America and Africa represent 5% and 4%, respectively of all online survey respondents, but they make up 11.3% and 6.5%, respectively, of those who are unemployed; this is despite 100% of them having a higher education degree 80% are fluent in English (C1 or C2). However, 70% of online survey respondents from South America and Africa didn’t know any Non-Finnish people and 60% didn’t know any Finnish people, prior to arriving in Finland and only 15% are fluent in Finnish (C1 or C2). It is often more difficult for these and other non-EU international migrants to obtain employment in Finland and having limited Finnish language comprehension and limited social capital only make it more difficult. This was the case with these online survey respondents as 65% of them said their overall job search was “very difficult” or “somewhat difficult”, which could also include lengthy hiring processes and visa application processes that EU nationals are not required to go through. With stronger social

ties and networks, things get easier as expressed by Respondent #92: “It is relatively easy because now I have Finnish friends and my husband supports me a lot”.

The majority (63%) of unemployed online survey respondents are “unemployed and have not worked for more than 3 months”, whereas 13% were “recently employed (in the last 3 months) full-time or part-time in Finland” and for the remaining 24%, occasional unemployment was more standard as they, “periodically work, on and off, a variety of jobs”. When later asked, “How long have you been unemployed in Finland?”, the majority (56%) of unemployed online survey respondents selected “1+ Year”. Yet, many of these respondents clearly want to work as 77% of them have applied for at least 1 job in the last 4 weeks, however, nearly three-quarters (71%) said that they have had 0 interviews in the past 4 weeks. There is no wonder why unemployed online survey respondents are not optimistic about their job search prospects with the alarmingly high number of individuals who have not been able to get an interview in the past month. When asked, “How optimistic are you about finding work within the next month?”, with 1 being “Not Very Optimistic” and 10 being “Very Optimistic”, on average, unemployed online survey respondents were at 3.4 out of 10. This lack of optimism or apathy in the job search process can be quite defeating.

this survey) and 12% were from a county in South America (over twice as many than the 5% that are represented in this survey).

6.2 Employed

Among the 143 employed online survey respondents, 65% said that their current job is not their first job and 20% said it took them 1+ years to find their current job, another 20% said it took them 3-6 months to find their current job, yet 17% said it took them less than 1 week to find their current job. This could be attributed to both prior relevant work and perhaps a bit of luck as seen with Respondent #196: “I was the only option, as I was the only one available with the necessary expertise”. This relatively quick period of labor market integration could be an indicator of the effectiveness of Finland’s social impact bond as not only are international migrants entering the workforce, but they’re retaining their jobs for 1+ years. A majority (52%) of employed online survey respondents indicated that they entered employment within 3 months, well early of the social impact bond’s aim of entering employment within 4 months, (OCED 2018), and 73% indicated that they entered employment within 6 months. However, this shorter job search process is not indicative of the lengthier process of many unemployed online survey respondents. This relatively quickly labor market integration also appears to be sustainable as 58% employed online survey respondents said that they have had their current job 1+ years.

Having a stable, full-time job can lead to larger integration into the culture and further assimilation. 64% of employed online survey respondents said that they will settle down in Finland, which is significantly higher than the 47% of unemployed online survey respondents who said that they will settle down in Finland; and the number is even higher (68%) for employed online survey respondents who are in a “stable” job. This higher interest in settling down clearly shows that stable employment brings stability and creates another tie to Finland that unemployed survey respondents do not have.

On a scale of 1 to 10 with 1 being “Very Unhappy” and 10 being “Very Happy”, when asked, “How happy are you in general?”, on average, employed survey respondents were a 7 and unemployed online survey respondents were a 5. Additionally, when asked, “How happy are you

at work?”, the employed survey respondents were also a 7 on average. This is further demonstrated as a histogram in Figure 15.

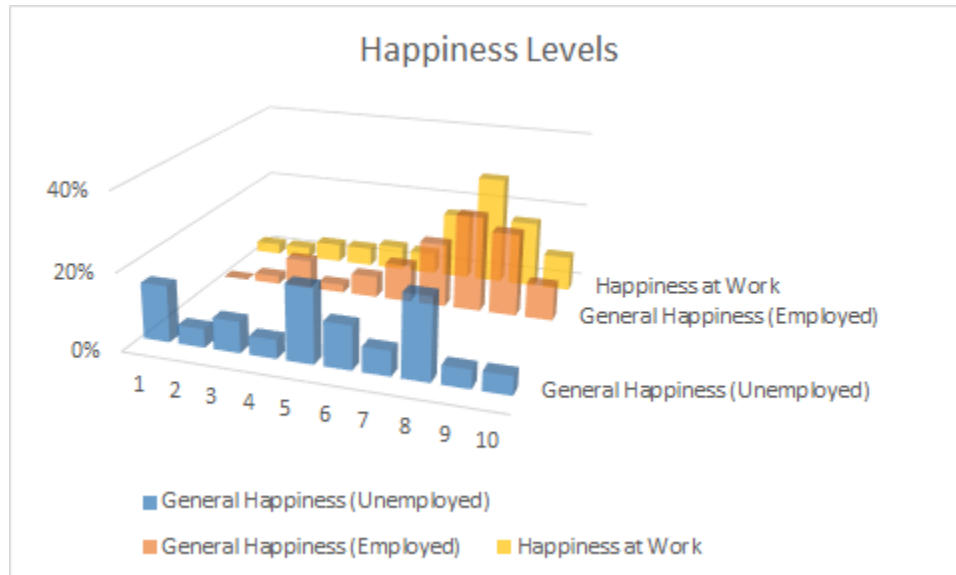


Figure 15 A normalized histogram comparing how happy employed and unemployed online survey respondents are in general, as well as how happy employed online survey respondents are at work. This suggests that employed respondents are generally very happy at work and in life, though there are several notable cases of employed people who are generally happy in life, though unhappy at work.

According to the World Happiness Report 2020, Finland has consistently been ranked the happiest country in the world for the past three years and has a significant lead over the other countries ranked in the top ten (Helliwell et al., 2020). When looking at online survey respondents who have the highest self-disclosed happiness, a high level of job satisfaction is evident. These respondents said they feel satisfied, have good compensation and that they enjoy flexibility at work.

There is evidence that some individuals are generally happy in life, but are unhappy at work. According to online survey respondents, unhappiness at work stems from a poor working culture, unsatisfactory compensation, not feeling appreciated at work, or because the work does not match the degree that was required, as in Respondent 85’s case: “I absolutely didn't have to study at university to do this job.” Five respondents said they experienced discrimination at work, but this did not have a noticeable effect on their level of happiness in life or at work. Seven individuals stated they did not feel respected at work, and reported lower happiness levels at work.

These individuals were all educated - five held a master degree, one was a postdoctoral researcher, and one held an associate degree. Thus, their level of education could not be a cause of not feeling respected at work. However, there was not enough data to definitively determine that not feeling respected at work was a cause of unhappiness among employed online survey respondents in Finland.

Method that Led to Employment

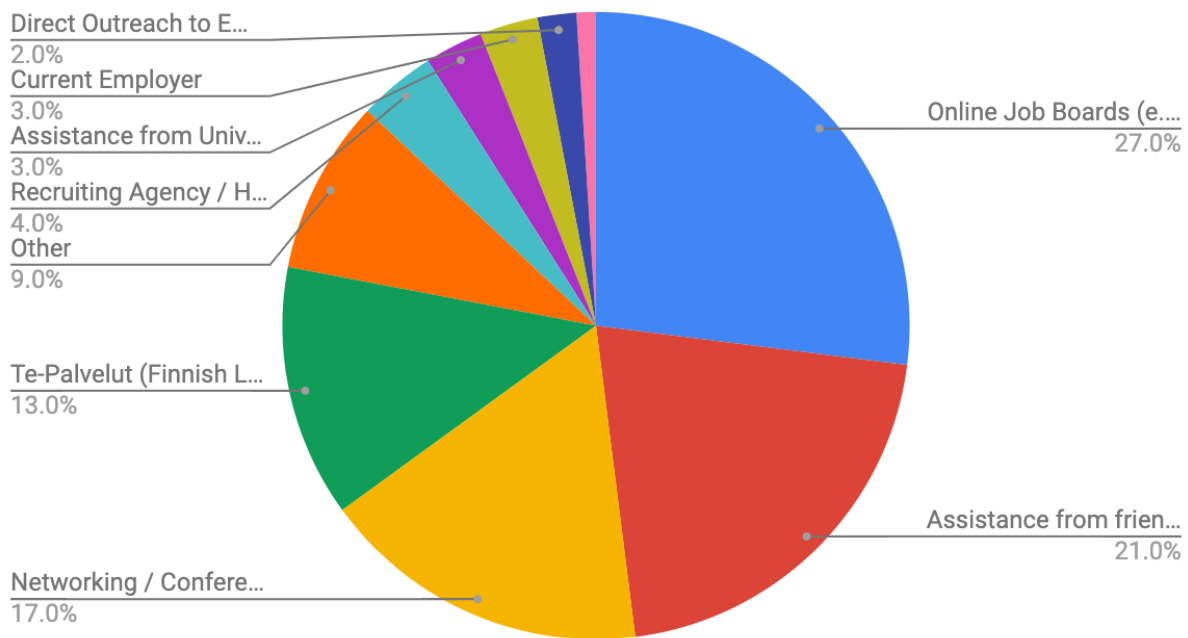


Figure 16 A pie chart demonstrating the single most important method that led to employment, as cited by online survey respondents. The top three methods - online job boards, assistance from friends and family, and networking/conferences - outperform assistance from the Finnish Labor Administration.

As depicted in the Method that Led to Employment pie, Figure 16, when asked, “Ultimately, WHICH METHOD led to your current job? (Please select the closest that applies)”, most employed online survey respondents selected “Online Job Boards” (27%), “Assistance from friends or family” (21%), “Networking / Conferences” (17%) or “Te-Palvelut (Finnish Labor Administration)” (13%).

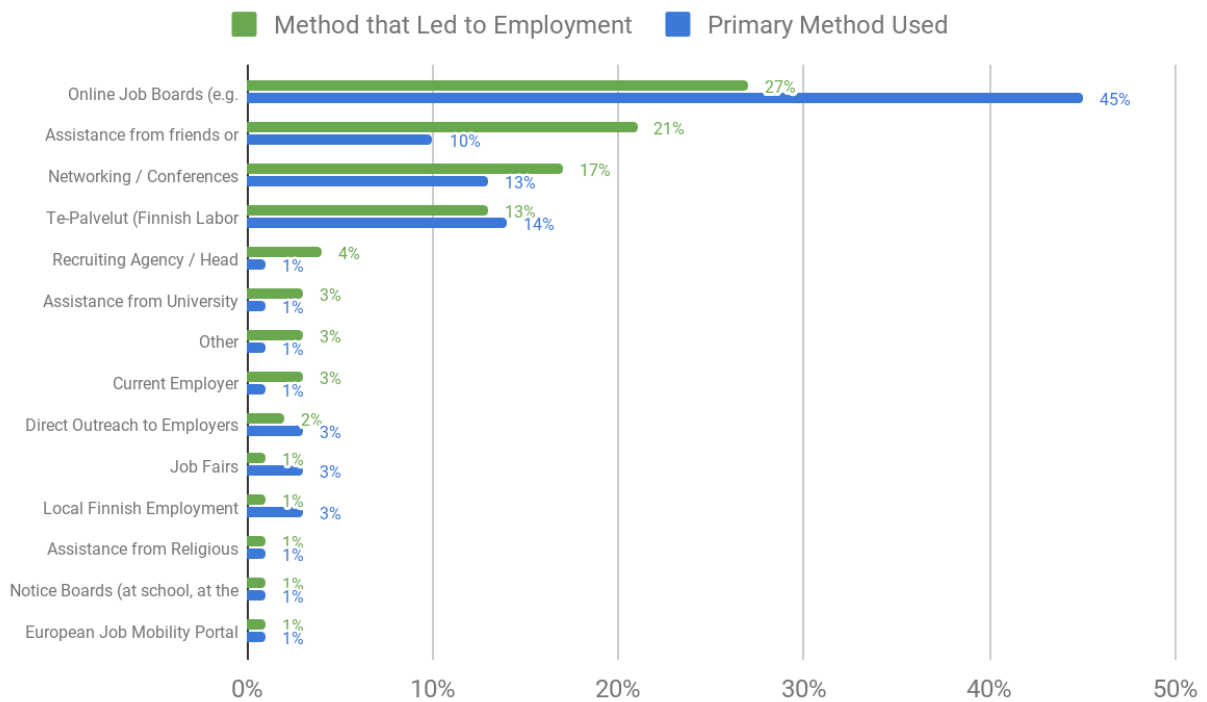


Figure 17 A comparison of the method that ultimately led to employment and the primary method used to search for jobs. This shows a possible disconnect from the search method and the obtainment method, since 45% attempted to gain employment using online search boards, but only 27% were successful. Instead, 21% of online survey respondents cited assistance from friends or family as the ultimate method that led to employment, even though only 10% attempted to use that method.

As apparent in the comparative Job Search Methods, Figure 17, when asked, “Ultimately, WHICH METHOD led to your current job? (Please select the closest that applies)”, the top 2 responses: “Online Job Boards” (27%) and “Assistance from friends or family” (21%) varied significantly from the Primary job search method used by employed online survey respondents. Significantly more employed online survey respondents selected “Online Job Boards” (45%) as their Primary job search method compared to the 27% of respondents who actually found their job through online job boards such as Indeed or LinkedIn. Alternatively, significantly fewer employed respondents selected “Assistance from friends or family” (10%) as their Primary job search method compared to the 21% of employed online survey respondents who ultimately found their job through friends or family.

Considering the digital age we live in, the prevalence of technology and the fact that the majority of employed online survey respondents are under the age of 40, it is not surprising to see

such a large number of people primarily utilizing the internet in their job search. Online job boards, such as LinkedIn come with a widely available “Easy Apply” function that prioritize the ease of applying to jobs; with just a couple clicks, job seekers can submit preselected CV’s, cover letters, employment status questions, etc. to any employer who has enabled this job application function. Yet simplification does not translate to success. Despite the ease of applying through online job boards, far fewer people found their current job through this method than actually utilized this method. Perhaps the ease of online job boards led to an increase in job seekers using this method, but not to an increase in employers to advertise their jobs that way, but this may not be likely as use of social media recruiting is growing as it enhances access to passive candidates and decreases the time to fill positions (SHRM, 2017). So perhaps the screening one does to prioritize which jobs to apply, reducing the total amount. Job seekers may be more willing to apply through online job boards, regardless of how well they fit into the sought after criteria (e.g. education, skills, language, experience) due to the ease of application; why not apply, it only takes a couple clicks.

Nearly as many people utilized their friends and family (21%) as they did online job boards (27%), yet the percentage of people who ultimately found their current job through friends or family (21%) was double the percentage of people who listed friends or family (10%) as their Primary method of job search. Furthermore, “Networking / Conferences” was the third largest method that led to employment (17%) and it too was not listed by as many employed online survey respondents as their primary method of job search (13%). This underutilization of more traditional or “offline” social networks could represent an underappreciation for the value they bring. Employment centers could encourage social networking and teach how to utilize one’s network with international migrants.

Several employed online survey respondents mentioned how they’re underemployed and undervalued. For instance, Respondent #202 says, “One can only find work in cleaning companies or unqualified work - low payment.” Underemployment is not a Finnish labor market specific issue. The European Commission warns, “among highly educated third-country nationals in employment, more than 40% work below their qualification levels (i.e. in medium or even low skills occupations)”, warranting the launch of “Employers Together for Integration” in 2017 aiming “to give visibility at European level to what employers are doing to support the integration

Finnish language comprehension can be critical not only labor market integration but for cultural integration and assimilation, “...the most important thing about language is its capacity for generating imagined communities, building in effect particular solidarities” (Benedict Richard & Anderson, 1991). If international migrants do not know the native language certain migrant groups can be disproportionately disadvantaged as “some of Finland's established migrants are struggling to integrate and have become quite distant from the labour force. Notably the labour market outcomes of certain groups – particularly women, and the children of immigrants – are poor in international comparison” (OECD, 2018, p. 47). To reduce these disparities, opportunities to learn the Finnish language should be expanded for these groups, which will enable them to interact with and learn from more native Finnish populations.

In principle, “language is not an instrument of exclusion: anyone can learn any language...The only question mark standing over language...is whether the administrative and educational systems, particularly the latter, can generate a politically sufficient diffusion of bilingualism” (Benedict Richard & Anderson, 1991). This was emphasized by several online survey respondents, including one of whom (Respondent #186) that stated, “Information about training programs in English would have been helpful (they exist, but I've had to track them down myself).”

6.3 Summary

As evidenced in Figure 19, prior to arriving in Finland, 76 (37%) of the 205 online survey respondents said they knew “0” Finnish people in Finland while 61 (30%) said they knew “5+” Finnish people in Finland. Whereas 132 (64%) of online survey respondents said they knew “0” Non-Finnish people in Finland and 19 (9%) said they knew “5+” prior to their arrival.

Question #10 - Prior to arriving in Finland, how many...

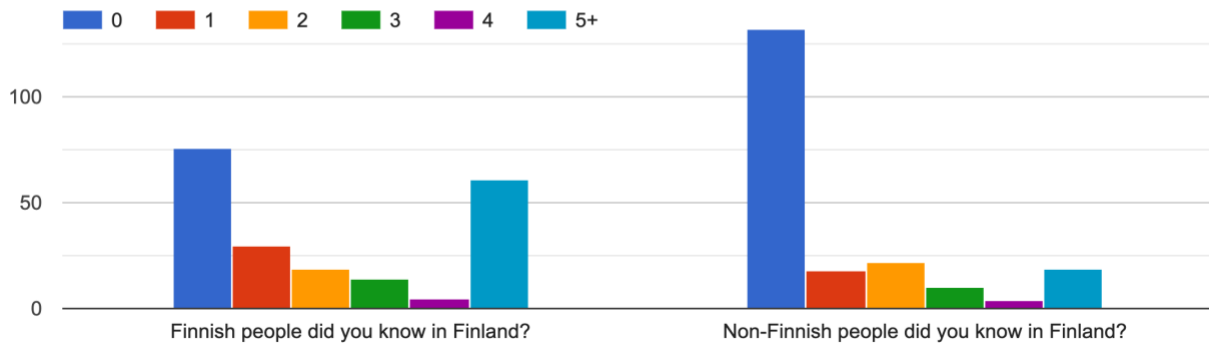


Figure 19 A chart demonstrating respondents’ familiarity with natives and non-natives living in Finland before they arrived in Finland. More than 85 respondents knew at least 1 Finnish person in Finland prior to moving but most respondents (132) were not acquainted with non-Finnish people living in Finland.

When asked to select “all reasons for coming to Finland”, the most common selections were: “To Further My Education” (23%), “To Join Family / Close Friends” (21%) and “To Find A Job” (19%), but when asked to select one “primary reason for coming to Finland”, the most common selections were: “To Join Family / Close Friends” (31%), “To further My Education” (27%) and “To Find Love / Create a Family” (20%). The latter is depicted in Figure 20. Despite the variance in primary reasoning, these are all variations of pull factors.

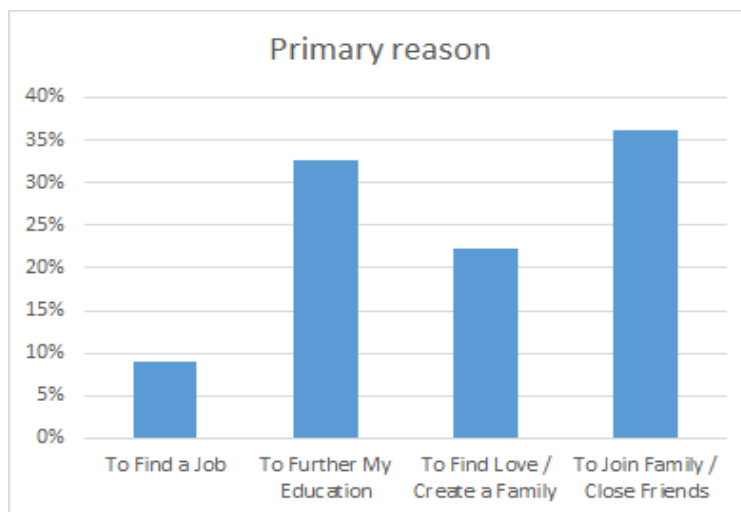


Figure 20 A chart comparing the primary reasons online survey respondents came to Finland. Seeking employment was significantly lower than other reasons, such as quality education, friends, and family. This suggests that Finland’s pull factors pertain more to quality education and quality of life than good jobs.

The benefits of social capital are evident when looking at the number of Finnish and Non-Finnish people that employed and unemployed international migrants knew prior to arriving in Finland. As you can see in Figure 21, nearly a third (32%) of employed online survey respondents indicated that they knew 5+ Finnish people prior to arriving in Finland and 11% new 5+ Non-Finnish people. As you can see in Figure 18, this is significantly more than the 24% of unemployed online survey respondents who knew 5+ Finnish people prior to arriving in Finland and 5% who knew 5+ Non-Finnish people. In both cases, employed international migrants knew more people prior to arriving which is an indicator of higher social capital. As we know from Lancee, “An individual’s social capital consists of ‘the collection of resources owned by the members of an individual’s personal social network, which may become available to the individual as a result of the history of these relationships’” (Lancee, 2012, p. 22). By having a larger network, and therefore higher social capital, an international migrant increases their chances at successful labor market integration, which was the case for online survey respondent #35 who said, “It’s been 3 years of intensive job searching, which has resulted in only 2 interviews from around 80 job applications, and at the end I landed a job totally out of my field through know a friend that new a friend”. This is a case in point example highlighting the power and advantage social capital can provide a job seeker as evidenced in Figure 21 which shows overall, currently employed online survey respondents knew more people prior to arriving in Finland than currently unemployed survey respondents.

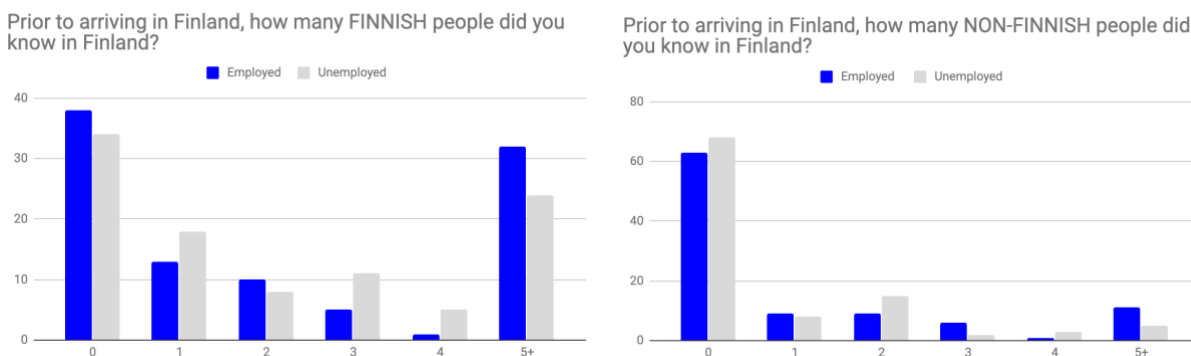


Figure 21 A demonstration of online survey respondents’ social capital prior to arriving in Finland. The first chart (left) shows how many Finnish people online survey respondents were acquainted with, while the second (right) shows how many non-Finnish people online survey respondents were acquainted with. The number of employed respondents who knew 5+ Finnish was higher than the number of unemployed people who knew 5+ Finnish people, pointing to the benefit of high social capital.

7. Conclusion

7.1 Research Summary / Discussion

Depending on your definition of labor market integration, international migrants either clearly have or possibly have not been integrated. If defined as purely entering the workforce, then this is very much occurring. If defined as entering the workforce into a stable, full-time job, then this is somewhat occurring. If defined as entering the workforce into a stable, full-time job. The digital age and growing demand for work-life balance have been changing labor market norms in recent years. This includes the rise of shared work arrangements, multiple part-time jobs, hybrid job descriptions and four-day work weeks.

The prevalence of online survey respondents whose native language is English can be explained as follows: The online survey was written in English and distributed primarily through English speaking channels (e.g. shared with English speaking groups online or emailed to NGOs and Finnish government officials, in English). Additionally, English is a widely spoken language throughout Europe and in the Nordic countries, including Finland, in particular. While this does not have a direct negative impact on the distribution of the online survey among non-English-speaking groups, it certainly enhances its spread among English-speakers. As the number of online survey participants was capped at 205, this favored circulation of the survey among English-speaking groups in Finland influences the survey sample to contain mainly members of these groups. Additionally, although attempts were made to include non-English speakers, e.g. by contacting Migration Centers or publishing the survey link in non-English speaking social media groups, the language barrier likely prevented many of such group members from taking part in the survey when offered the chance. In the future, I could redistribute the survey, but translated into the top 5 migrant's languages utilize a social media marketing strategy (and in-person at migrant centers and employment offices, once the world adapts to Covid-19) targeting distribution to those international migrant groups.

Finland is known for being a worldwide leader in education since some 50 years ago when the country transformed their education system (Hancock, 2011). However, while studying in

Finland's higher education system, international migrants often do not learn Finnish in their degree programs which can lead to later difficulties in labor market integration as Finnish language comprehension is a highly valued ability. "Finland provides the largest number of international degree programs in English language in Europe after Great Britain. [...] However, students who study in the degree programs do not necessarily study the Finnish language at all. Unable to find a job, most of them continue their careers in the global labour market after receiving an international degree. [...] This can be considered a waste of resources, because their skills and knowledge are not used in the Finnish labour market, however the state money has been spent" (Kangaspunta, 2011, p. 11). The importance of Finnish language fluency was further expressed by many online survey respondents including, Respondent #172 who when asked, why finding their job was easy / difficult, said, "Not enough jobs for 1) high skilled professionals 2) who happen to also be graduates from Finnish universities. Fluent Finnish is required in the ad even for jobs where it is not needed, it is a convenient reason to reject an applicant. From 100+ applications sent, I got only one interview - through a personal connection, for a job for which I was very overqualified. For high quality jobs I was not "eligible" on the ground that I don't speak Finnish and because I just graduated from Turku University, and for lower quality jobs I was overqualified because I had 6 years of experience before Turku University." If Finnish language fluency is critical to working in Finland, opportunities to study Finnish should be prioritized by the Finnish government, civil society actors and/or employers, to make access to learning easier, more available and more affordable. More training programs like the one mentioned by Respondent #83, who is in an integration program provided through the TE office to study Finnish full-time, could help reduce this gap.

7.2 Limitations, Considerations & Knowledge Gaps

There were several expected and unexpected limitations when conducting research. Among the expected limitations, this research was limited by many of the universal constraints researchers face such as time, money and communication ability. First, by having so many answers to questions to review and with the possibility of human error, some correlations may have been overlooked. This is a pitfall of having collected so much information. Questions were formulated with much thought and vetting to determine what best will inform this research about international migrant integration in the Finnish labor market, but this was likely not narrow enough of a lens to

provide more complete findings for analysis. Allowing for anonymity among online survey respondents also increased the likelihood of possible malintent, deceptions and hoaxes that could create ethical issues involving the results (Toepoel, 2015). To limit the potential for this problem, timestamps of when surveys were submitted were reviewed along with patterns of obscure commonalities in response type. As previously mentioned, the initial 216 online survey respondents was reduced to 205 online survey respondents after further investigation that uncovered the need to remove 11 online survey respondents.

This paper and the focus of its research changed several times since commencing in 2017. These changes created a very short window of opportunity to collect data (2.5 weeks) in March of 2020, in order to provide for enough time for analysis and summarization before submission. Fortunately, no monetary costs or funding was needed to complete this research; only the cost and value of time. This research could have benefitted from an enhanced social media marketing strategy through a paid promotion scheme of the online survey (e.g. Facebook or Google Ads) to capture more respondents, but 216 total respondents and 205 valid respondents was a satisfying sample size.

Furthermore, being able to conduct research and communicate with research participants was always of concern. I am a native English speaker and am not fluent in any other language, which gave me two primary concerns. First, to what degree would I need to adapt my use of the English language, especially when it comes to word choice, in order to create research materials (e.g. online survey) that were as clear as possible for research participants. Many international migrants have a working knowledge of the English language, so I didn't have too difficult of a time communicating when conducting research and collecting data. I studied Finnish at university for a period of time which should help expand my network for collecting data and to enable me to conduct better research, but I relied on the copious amounts of research and Finnish policy that is in the English language, to successfully complete this thesis. Second, whether I could effectively conduct research in a country where I have limited comprehension of the native languages (Finnish and Swedish) and languages spoken by the majority of the research participants. Ultimately, I was able to ascertain two individuals who were not native English speakers to review the online survey questions and they provided me with feedback on a few areas where online survey language needed

to be modified for clarity. Their assistance along with my targeting of international migrants who knew English to participate in the online survey was a crucial detail that enabled this research to commence.

The biggest unexpected limitation to my research has been the ongoing Covid-19 pandemic. When distribution of the online survey began in the beginning of March and key stakeholders and thought-leaders were contacted the Covid-19 global pandemic did not significantly impact everyday life in Finland. Students still had in-person classes, those who were employed were still going to their physical workplace and public transportation schedules were not altered. After a week or so, the disruptions began, limiting the possibility to conduct research in the ways initially intended for this paper. In-person interviews were no longer an option and due to unexpected priorities, no one was able to do a video call interview. Therefore, the significance of conducting an online survey had become much more profound as it was the only viable method of collecting data at the time.

Only 1% of online survey respondents mentioned the Covid-19 global pandemic as being a reason for losing their employment or the reason for their job search difficulty. All of these online survey respondents were recently employed (within the last three months), if the online survey remained open for even a few days longer, the number of respondents, and the status of their employment could likely grow. The online survey began being distributed starting on March 3, 2020 and was open until March 25, 2020. A very significant spike in the number of daily job losses and temporary layoffs in the Finnish labor market occurred on March 23, 2020 (Statista Research Department, 2020), which was only two days prior to the closing of the online survey, as seen in Figure 22.

With this pandemic causing much chaos in people's lives, the total number of possible online survey respondents could likely have been limited as well. People react in many different ways (Daley, 2020), but with the immediate changes in many people's lives, some might not have had the time or interest in participating in an online survey. Additionally, the level of difficulty in reaching refugee and more vulnerable populations was not anticipated. It was understood that reaching these populations online could be difficult due to access to technology and/or due to

English language comprehension limitations. After reaching out, not a single migration center (where refugees are supported) has responded, however, the civil society organizations that did respond, stated that they could not assist due to the Covid-19 global pandemic. Ultimately, 6% of online survey respondents indicated that they could gain status as a refugee. This was determined by their selection of “To Avoid Conflict / War” or “To Flee Persecution / Discrimination” as a response for why they came to Finland. Among them, 58% were employed full-time or part-time, which is somewhat less than the 70% among all online survey respondents who were employed full-time or part-time. This is in line with previous research that found “migrants moving for international protection tend to have lower employment rates” (OECD, 2018, p. 74), but with them being a relatively small subgroup (6% of all online survey respondents), this conclusion is not definitive.

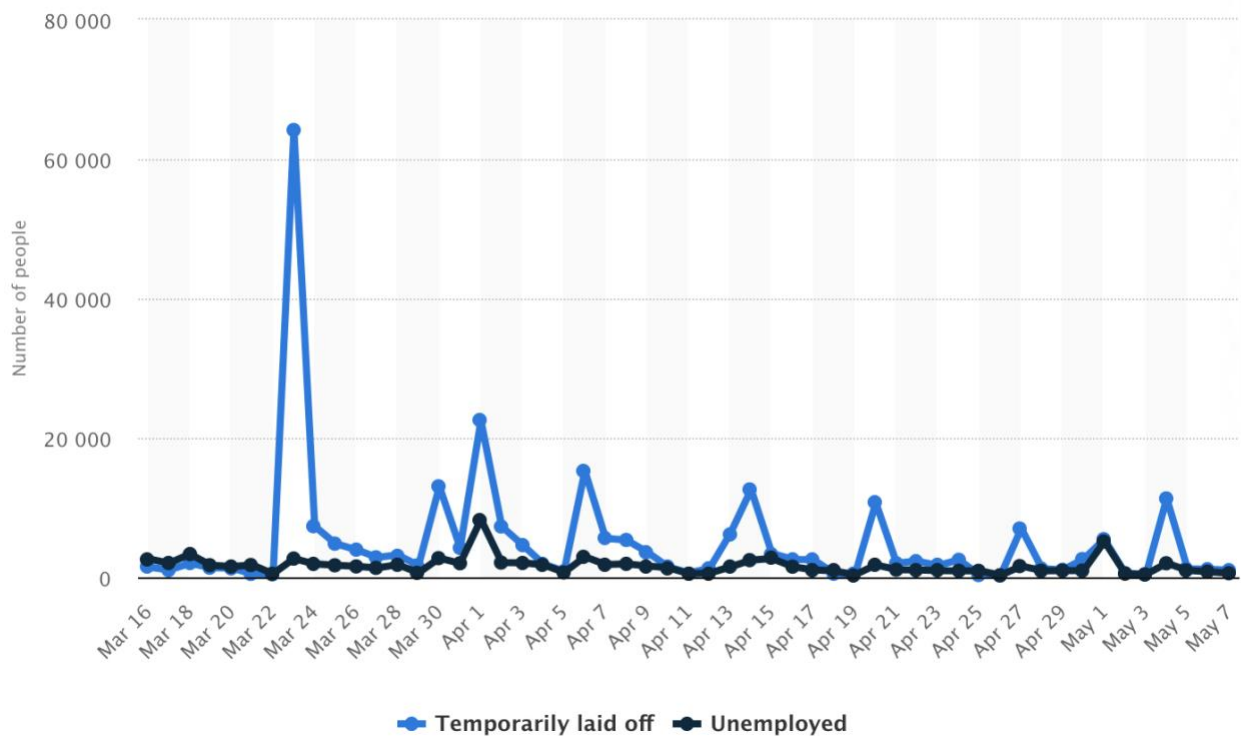


Figure 22 A graph demonstrating the unemployment and layoff rates in Finland due to the Covid-19 pandemic between March 16 to May 7, 2020, taken from the Statista Research Department (2020). This shows a significant jump in the number of job losses two days before the survey for this thesis closed. One percent of respondents indicated that Covid-19 was a cause of their loss of employment or difficulty in job searching.

In Question #17, “How easy / difficult was it to obtain a work permit or visa that allows you to work in Finland?” one of the available answers to online survey respondents was, “N/A

(Not Applicable) - I do not have authorization to work in Finland.” I did not fully realize until later that “N/A (Not Applicable)” and “I do not have authorization to work in Finland” are two very different responses than “N/A (Not Applicable)”, and it doesn’t necessarily mean that an international migrant doesn’t have work authorization; in fact, it could mean several things including how someone is an EU citizens and does not need a work visa, as was expressed to me by Respondent #4. Although this did not have an impact on my overall results, further specificity is critical in ensuring accuracy.

7.3 Positionality & Personal Bias

The refugee crisis and increasing flow of international migration are recent phenomena and sensitive topics for many. As explained in my introduction, I feel passionately about these issues as I have loved ones who are impacted by these issues which has given me certain attitudes and biases. For instance, I am a naturally caring person and when I see someone in need, my first thoughts are to find a way to help and love that person unconditionally. I understand that this part of me is strength, but it can also be a weakness if unchecked. For this reason, I made every effort to remove my personal bias feelings and attitude from my work so that I can remain objective and conduct research with as little bias as possible in order to achieve the best results for greater understanding and sustainable solutions. I attempted to create survey questions that were as neutral as possible and that did not lead respondents to answer in any particular way. For instance, I have heard that in some cases, international migrants faced discrimination in the job search process or in the workplace that they felt was based off of their race and ethnicity. In order to look into this phenomenon further, I asked online survey respondents if they felt that they could be their “‘whole’ self at work without facing prejudice or discrimination”. With this more neutral language and indirect phrasing, I did not specifically mention race or ethnicity (or country of origin or native language), even though I would have preferred, due to personal bias, to ask outright, “have you felt discriminated against based on your race or ethnicity at work”. Being able to use neutral language, provided opportunities for respondents to still share their experiences like employed Respondent #54 from Asia, who said “Networking made it easier; the general search neglected me just because of name and appearance” or like employed Respondent #88, who said, “Immigrants of African background are discriminated against in Job applications. We are just afraid to speak

out because of the blow back we might receive. We do not even get the opportunity to get to the interview stage. Our applications are rejected at the first stage of application since we are from Africa”.

Identity can be a major factor in understanding researcher bias and understanding positionality. I am a white, gay, Christian millennial man who is from the northeastern part of the United States and I have been an international migrant during several periods of my life. I have relatively limited experience conducting research. These characteristics and experiences have given me various perspectives that have allowed me to better understand the world, but they have also likely limited my understanding of the world. With these things in mind, I attempted to keep an open mind, not jump to conclusions and continue learning the unfamiliar. I attempted to limit the use of heterosexist bias and language in developing the online survey questions and response types while using both gender neutral and inclusive language and checking for gender assumptions. For instance, when asking online survey respondents why they came to Finland, one response type was, “To Find Love / Create a Family”. The use of this phrasing avoided gendered language (e.g. husband, wife, boyfriend, girlfriend) while including both love and family as a response type rather than just one or the other, as they could be related, but are very different concepts. The survey also provided respondents with a range of response types including the opportunity to enter their descriptor or to not respond, especially when it came to demographic information like, “How do you identify as”. This attempt at inclusivity, sensitivity and avoidance of cultural ignorance will “lead to better science [...] overcoming these biases will lead to more ethical science as researchers learn how to better respect the dignity and worth of individuals, to strive for the preservation of fundamental human rights, and to protect the welfare of research participants” (Garnets & Kimmel, 2003).

7.4 Practical Implications & Suggestions for Further Research

This paper has examined many facets about international migrant integration into the Finnish labor market, but there is still much to be examined. Finland’s social impact bond program was examined as an effective instrument in promoting labor market integration, but many more projects can and should be examined with additional data collection. I suggest reviewing the Asylum, Migration and Integration Fund’s several “transnational projects to promote labour

market integration” (The European Commission, 2017) to benchmark successes for application within the Finnish labor market; as of 2019, many projects have taken place across the 27 EU member states, but none thus far in Finland.

One international migrant subgroup that could be examined further is migrant children and unaccompanied minors who have been included in the Finnish refugee counts and as some of them may very well be integrating into the Finnish labor market, even if it is now allowed. Although not in Finland, in nearby U.K. there has been much consideration of a policy scheme that would allow 3,000 unaccompanied minors to receive asylum in the U.K. Commonly known as the Dubs Amendment (named after a parliamentarian who was a refugee during WWII) which became law in 2016 only to be abandoned by the British government in 2017 was somewhat of a policy compromise as it gave the U.K. more assurance that they were not letting in terrorists while they still provided humanitarian assistance. Ultimately, before being gutted, this policy enabled 350 children to receive U.K. asylum and received criticism for enabling human trafficking middlemen who have often parasitically benefit from smuggling children (and adults) through horrid conditions into Europe. Perhaps this policy scheme could be modeled in Finland as one part of a solution to the migrant crisis if it could more effectively limit rewarding human traffickers while still extending open arms (Addley, 2017).

Furthermore, exploring pilot programs to improve labor market integration could also be beneficial for improving labor market integration. As suggested by some of the online survey respondents, specific examples came from Respondent # 8 who suggested, “Provide Diversity and Inclusion Trainings for Employers”, from Respondent 15 who suggested, “Give a mentor? Offer opportunities to work in the field of studies after graduation as an intern or something similar” and from Respondent #147 who suggested, “Create incentives for companies to hire foreigners regardless of their Finnish language skills for temporary and permanent positions. Create mentor programs with Finns, who are working in desired companies, with the aim to bring foreigners to these companies for internships and at least temporary work contracts with market level pay. Rules that for every position where a Finn was hired, and the position did not involve communicating with customers in Finnish (like health, law or customer support), a foreigner must be hired in the same position in the same company.”

Lastly, conducting a version of this survey to ask some of these same (and similar) questions to native Finnish employed and unemployed populations would be impactful for further research. These findings could show comparable strengths and areas of opportunity to better improve not only international migrant integration into the labor market but improved labor market integration for all.

Appendices

Online Survey

Initial 19 Questions

Question #1 - Please select your age range:

- Under 25
- 25 to 39
- 40 to 54
- 55 to 75
- Over 75

Question #2 - How do you identify as:

- Straight (Heterosexual) Woman
- Straight (Heterosexual) Man
- LGBTQIA+ Woman
- LGBTQIA+ Man
- I prefer not to answer
- Other:

Question #3 - In what geographic area do you reside?

- Helsinki
- Greater Helsinki
- Tampere
- Turku
- Oulu
- Jyväskylä
- Other City / Urban Area
- Small Town
- Rural Area

Question #4 - What is your country of origin?

Question #5 - What is your native language?

Question #6 - What is your overall level of comprehension (speaking, listening, reading, writing) in the following languages (Common European Framework of Reference for Languages [CEFR])?

- None
- A1 (beginner)
- A2 (elementary)
- B1 (intermediate)
- B2 (upper intermediate)
- C1 (advanced)
- C2 (expert)

Question #7 - What is your highest level of education completed:

- None
- Primary School / Comprehensive School
- Secondary School / Lukio / Gymnasium
- Some Higher Education (no degree)
- Associate Degree / Technical Degree
- Bachelor Degree
- Master Degree
- PhD
- Postdoctorate

Question #8 - Please select all reasons for coming to Finland:

- To Find a Job
- To Further My Education
- To Avoid Conflict / War
- To Flee Persecution / Discrimination
- To Have Better Food, Water, Services, etc
- To Find Love / Create a Family
- To Join Family / Close Friends
- Other:

Question #9 - Now, select your PRIMARY reason for coming to Finland?

- To Find a Job
- To Further My Education
- To Avoid Conflict / War
- To Flee Persecution / Discrimination
- To Have Better Food, Water, Services, etc
- To Find Love / Create a Family
- To Join Family / Close Friends
- Other:

Question #10 - Prior to arriving in Finland, how many...

- Finnish people did you know in Finland? (0-5+)
- Non-Finnish people did you know in Finland? (0-5+)

Question #11 - How long have you been in Finland?

- <1 month
- 1 to 6 months
- 6 to 12 months
- 1 to 2 years
- 2 to 3 years
- 3 to 4 years
- 5+ years

Question #12 - What is your total number of years of relevant work experience (working in a field that you are currently seeking employment):

- <1 year
- 1-3 years
- 3-5 years
- 5-10 years
- 10-15 years
- 15-20 years
- 20+ years

Question #13 - In total, how many jobs have you held in Finland within the past 6 months?

Question #14 - In total, how many jobs have you held in Finland within the past year?

Question #15 - In total, how many jobs have you held in Finland within the past 3 years?

Question #16 - In total, how many jobs have you held in Finland within the past 5 years?

Question #17 - How easy / difficult was it to obtain a work permit or visa that allows you to work in Finland?

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable) - I do not have authorization to work in Finland

Question #18 - Have you ever been offered a job but Finnish authorities would not allow you to work that job?

Question #19 - What is your current employment status? (Please select the closest that applies)

- Employed Full-Time in a stable job (25-40+ hours per week)
- Employed Full-Time in an unstable job (25-40+ hours per week)
- Employed Part-Time in a stable job (18-25 hours per week)
- Employed Part-Time in an unstable job (18-25 hours per week)
- Unemployed and have not worked for more than 3 months
- Unemployed, but periodically work, on and off, a variety of jobs
- Unemployed, but recently employed (in the last 3 months) full-time or part-time in Finland
- I am not and have never looked for work in Finland

Employed Subgroup Specific Questions

Question #20 - Is this your 1st job in Finland? (Yes, No)

Question #21 - Please select all methods used in your job search:

- Te-Palvelut (Finnish Labor Administration)
- European Job Mobility Portal (EURES)
- Local Finnish Employment Office

- Notice Boards (at school, at the grocery store, around town, etc.)
- Online Job Boards (e.g. Monster, Indeed, Glassdoor, LinkedIn)
- Assistance from Religious Organizations / Institutions
- Assistance from Nonprofits / NGOs (non-religious)
- Assistance from friends or family
- Assistance from “activists” (whom you didn’t know)
- Networking / Conferences
- Job Fairs
- Other:

Question #22 - Now, select your PRIMARY method of Job Search?

- Te-Palvelut (Finnish Labor Administration)
- European Job Mobility Portal (EURES)
- Local Finnish Employment Office
- Notice Boards (at school, at the grocery store, around town, etc.)
- Online Job Boards (e.g. Monster, Indeed, Glassdoor, LinkedIn)
- Assistance from Religious Organizations / Institutions
- Assistance from Nonprofits / NGOs (non-religious)
- Assistance from friends or family
- Assistance from “activists” (whom you didn’t know)
- Networking / Conferences
- Job Fairs
- Other:

Question #23 - Ultimately, WHICH METHOD led to your current job? (Please select the closest that applies)

- Te-Palvelut (Finnish Labor Administration)
- European Job Mobility Portal (EURES)
- Local Finnish Employment Office
- Notice Boards (at school, at the grocery store, around town, etc.)
- Online Job Boards (e.g. Monster, Indeed, Glassdoor, LinkedIn)
- Assistance from Religious Organizations / Institutions
- Assistance from Nonprofits / NGOs (non-religious)
- Assistance from friends or family
- Assistance from “activists” (whom you didn’t know)
- Networking / Conferences
- Job Fairs
- Other:

Question #24 - How long did it take for you to find this job?

- Less than 1 week
- 1-4 weeks
- 4-8 weeks
- 8-12 weeks
- 3-6 months
- 9-12 months
- 1+ years

Question #25 - How long have you had this job?

- Less than 1 week
- 1-4 weeks
- 4-8 weeks
- 8-12 weeks
- 3-6 months
- 9-12 months
- 1+ years

Question #26 - How easy / difficult were the following for you? [Filling out Job Applications]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Overall Job Search]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Onboarding / Starting Your Job [1st Week]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Interviewing]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Finding Childcare While You Job Search, Interview or Work]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Finding Good Quality Jobs]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #26 - How easy / difficult were the following for you? [Finding Jobs you were Qualified for]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #27 - Why was it easy / difficult? (Pertaining to Question #26)

Question #28 - What could Finnish authorities have done to better assist you in finding this job?

Question #29 - How happy are you at work? (1-10; 1=Very Unhappy, 10=Very Happy)

Question #30 - How happy are you in general? (1-10; 1=Very Unhappy, 10=Very Happy)

Question #31 - Please list 1-3 word(s) to describe how you feel about your current job? (if listing more than 3 words, only the first 3 will be counted):

Question #32 - Do you feel... [respected at work?] (Yes, Maybe/Sometimes, No, Unsure, Prefer not to Answer)

Question #32 - Do you feel... [discriminated at work based off your perceived gender identity or sexual orientation?] (Yes, Maybe/Sometimes, No, Unsure, Prefer not to Answer)

Question #32 - Do you feel... [comfortable referring someone to work where you work?] (Yes, Maybe/Sometimes, No, Unsure, Prefer not to Answer)

Question #32 - Do you feel... [that you will be working with the same employer in 1 year from now?] (Yes, Maybe/Sometimes, No, Unsure, Prefer not to Answer)

Question #32 - Do you feel... [that you will settle down in Finland?] (Yes, Maybe/Sometimes, No, Unsure, Prefer not to Answer)

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Geographic Location of Your Job]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Ease of Getting to Work]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Feeling of Safety at Work]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Total Number of Hours Provided by Your Employer]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Ability to Request or Change the Hours Worked]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Ability to Communicate with your Manager]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Ability to Communicate with Coworkers]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Feeling like there are opportunities for advancement / promotion with your employer]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Feeling knowledgeable of your rights, benefits and workplace protections]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied

- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Feeling like you can be your "whole" self at work without facing prejudice or discrimination]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Feeling a Sense of Belonging at Work?]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #33 - How satisfied / dissatisfied are you with the following aspects of your current employment? [Overall Satisfaction with Your Current Employment]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #34 - Is there anything else we should know? Feel free to elaborate or provide feedback on this online survey.

(OPTIONAL) If you would like to be interviewed or share more detailed information about your experiences, please provide us with an email address:

Unemployed Subgroup Specific Questions

Question #20 - Which 3 methods have been the most helpful in your current job search? (if selecting more than 3, only the first 3 will be counted)

- Te-Palvelut (Finnish Labor Administration)
- European Job Mobility Portal (EURES)
- Local Finnish Employment Office

- Notice Boards (at school, at the grocery store, around town, etc.)
- Online Job Boards (e.g. Monster, Indeed, Glassdoor, LinkedIn)
- Assistance from Religious Organizations / Institutions
- Assistance from Nonprofits / NGOs (non-religious)
- Assistance from friends or family
- Assistance from “activists” (whom you didn’t know)
- Networking / Conferences
- Job Fairs
- Other:

Question #21 - How long have you been unemployed in Finland?

- Less than 1 week
- 1-4 weeks
- 4-8 weeks
- 8-12 weeks
- 3-6 months
- 9-12 months
- 1+ year

Question #22 - How many jobs have you applied to in the past 4 weeks?

Question #23 - How many interviews have you attended in the past 4 weeks?

Question #24 - How optimistic are you about finding work within the next month? (1-10; 1= Not Very Optimistic, 10=Very Optimistic)

Question #25 - How happy are you in general? (1-10; 1= Not Very Happy, 10=Very Happy)

Question #26 - Do you feel that you will settle down in Finland? (Yes, Maybe, No, Unsure, I prefer not to answer)

Question #27 - Please list 1-3 word(s) to describe how you feel about your current job search?
(if listing more than 3 words, only the first 3 will be counted)

Question #28 - How easy / difficult have the following been? [Finding Jobs You are Qualified for]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Finding Good Quality Employment]

- Very Easy
- Somewhat Easy
- Neutral

- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Submitting Your CV / Job Applications]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Interviewing]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Finding jobs located in the same city / town as you]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Finding Childcare While You Job Search or Interview]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Job searching without feeling discrimination due to your perceived gender identity or sexual orientation]

- Very Easy
- Somewhat Easy
- Neutral

- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #28 - How easy / difficult have the following been? [Overall Job Search]

- Very Easy
- Somewhat Easy
- Neutral
- Somewhat Difficult
- Very Difficult
- N/A (Not Applicable)
- I prefer not to answer

Question #29 - Why is it easy / difficult? (Pertaining to Question #26)

Question #30 - What can Finnish authorities do to better assist you in finding a good job?

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Geographic Location of Your Job]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Ease of Getting to Work]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Feeling of Safety at Work]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Total Number of Hours Provided by Your Employer]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Ability to Request or Change the Hours Worked]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Ability to Communicate with your Manager]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Ability to Communicate with Coworkers]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Feeling like there are opportunities for advancement / promotion with your employer]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied

- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Feeling knowledgeable of your rights, benefits and workplace protections]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Feeling like you can be your "whole" self at work without facing prejudice or discrimination]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Feeling a Sense of Belonging at Work?]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #31 - IF YOU EVER WORKED IN FINLAND, How satisfied / dissatisfied were you with the following: [Overall Satisfaction with Your Current Employment]

- Very Satisfied
- Somewhat Satisfied
- Neutral
- Somewhat Dissatisfied
- Very Dissatisfied
- N/A (Not Applicable)
- I prefer not to answer

Question #32 - Is there anything else we should know? Feel free to elaborate or provide feedback on this online survey.

(OPTIONAL) If you would like to be interviewed or share more detailed information about your experiences, please provide us with an email address:

References

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