

International experts in Finland Survey results 2024

Insinööriliitto, The Union of Professional Engineers in Finland www.ilry.fi/en

TEK, Academic Engineers and Architects www.tek.fi/en



About the survey

- Survey examines the situation and experiences of international experts:
 - Working and living in Finland
 - Unemployment and experiences in finding a job in Finland
 - Experiences of discrimination and prejudice
 - Future prospects
- The survey was conducted in April 2024.
 - Invitations were sent to all english speaking members of IL and TEK
 - They were also encouraged to share the survey invitation with their colleagues and acquaintances with international background.
- 1044 respondents



Summary of results 1/3

- Respondents are highly educated: 47 % have university degree in engineering, 12 % PhD
- The main reasons for moving to Finland in first place were work and studying
- Temporary, continuous residence permit for employees (A) is the most common residence permit type
- 69 % have spouse and/or children in Finland. 40 % live in own house or apartment.
- 69 % lived in Finland when they found their current or most recent workplace.
 - Most common way to find job was applying for a job that was advertised (54 %).
- 76 % have permanent employment relationship
 - Most common employers are IT service sector companies (37 %) and design or consulting companies (20 %)



Summary of results 2/3

- 41 % have experienced prejudice or discrimination when looking for a job in Finland
- However, most of the respondents feel equal in their work with employees born in Finland
- Most of the respondents (67 %) are well integrated
 - Integration is better among those who have a family in Finland or work in higher positions
- 23 % have been unemployed in Finland in the last three years
 - Insufficient Finnish language skills and lack of networks and connections are the main reasons that have hindered employment.
 - Help with job searching provided by public agencies (TE services) is considered quite ineffective.



Summary of results 3/3

- 54 % of the respondent plan to stay in Finland permanently.
 - Reasons to stay: family in Finland, work life balance, good quality of life...
- The immigration policy debate in Finland worries 89 % of respondents.
- 14 % think that in the Future Finland will be able to attract international experts better than at present.
- Only 12 % see that in five years Finland will be a better place for migrants.

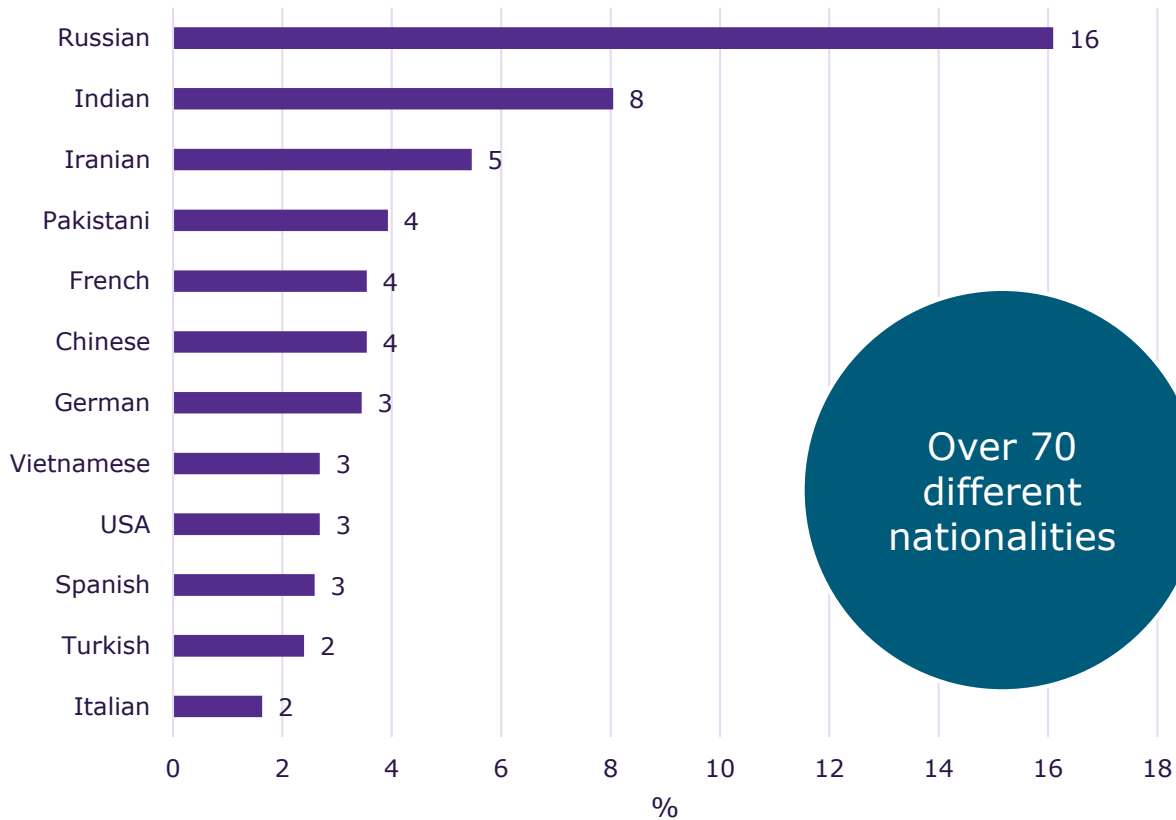


International experts

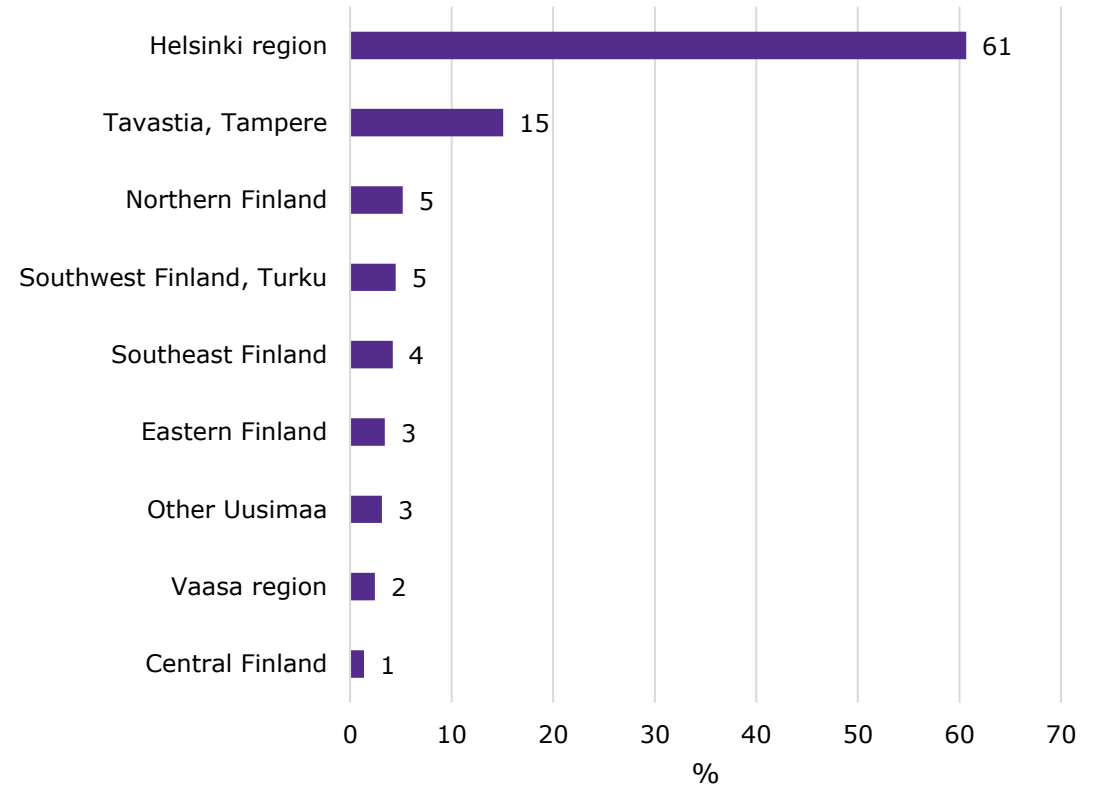


Nationality and place of residence

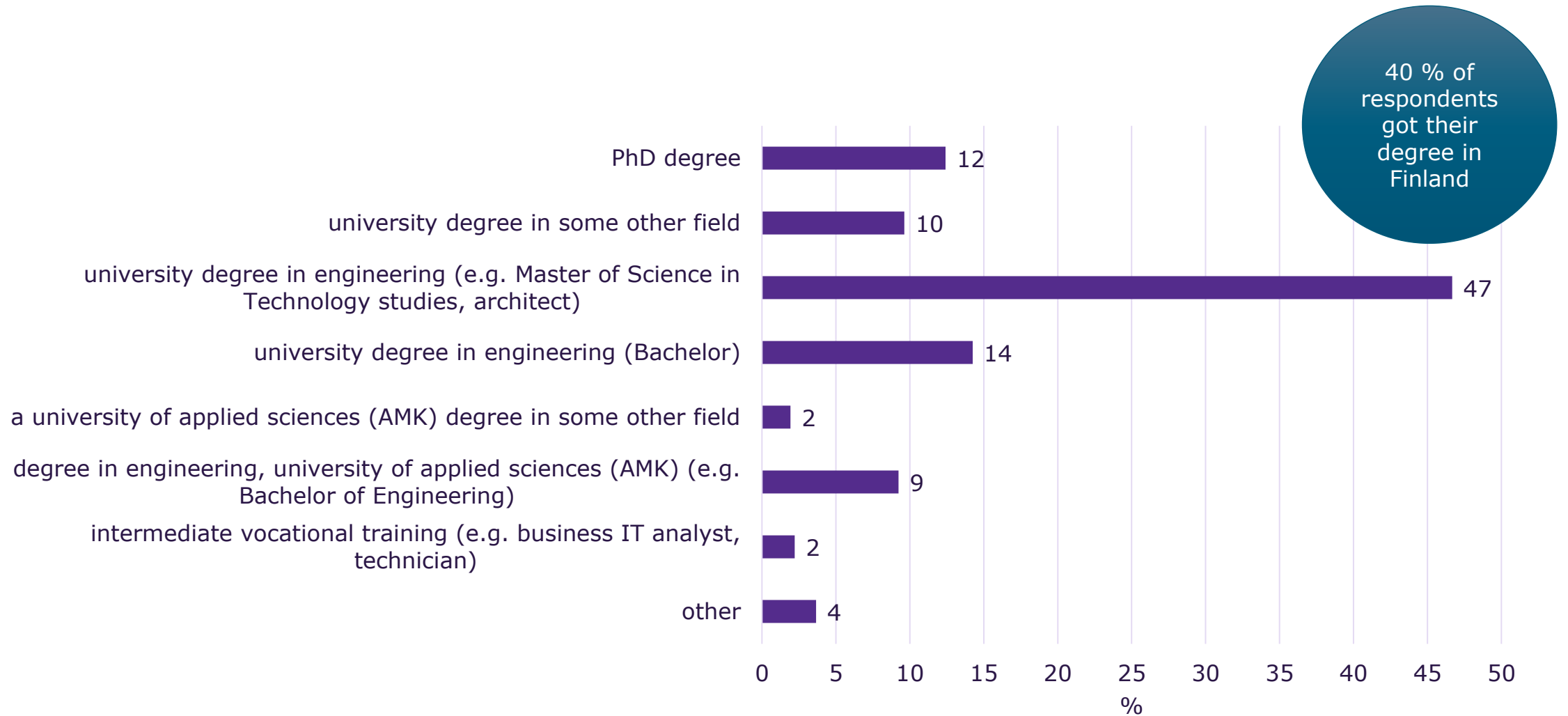
Most common nationalities



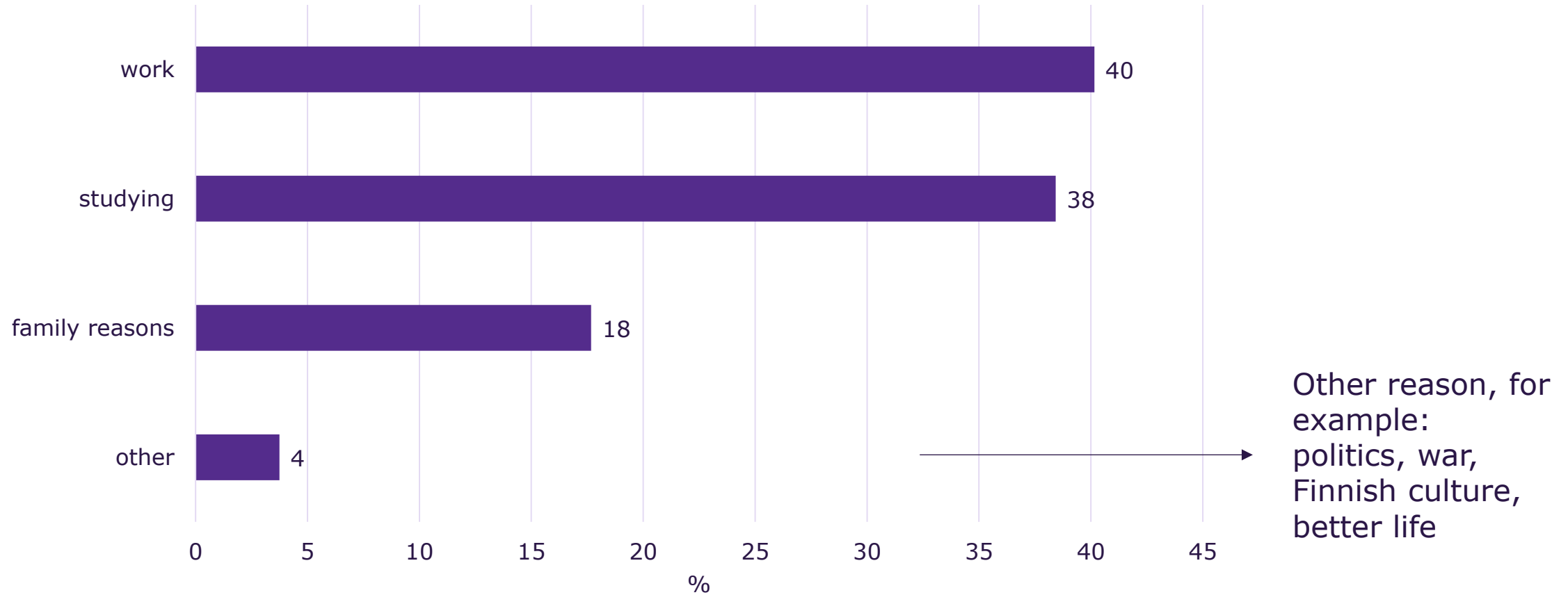
Place of residence



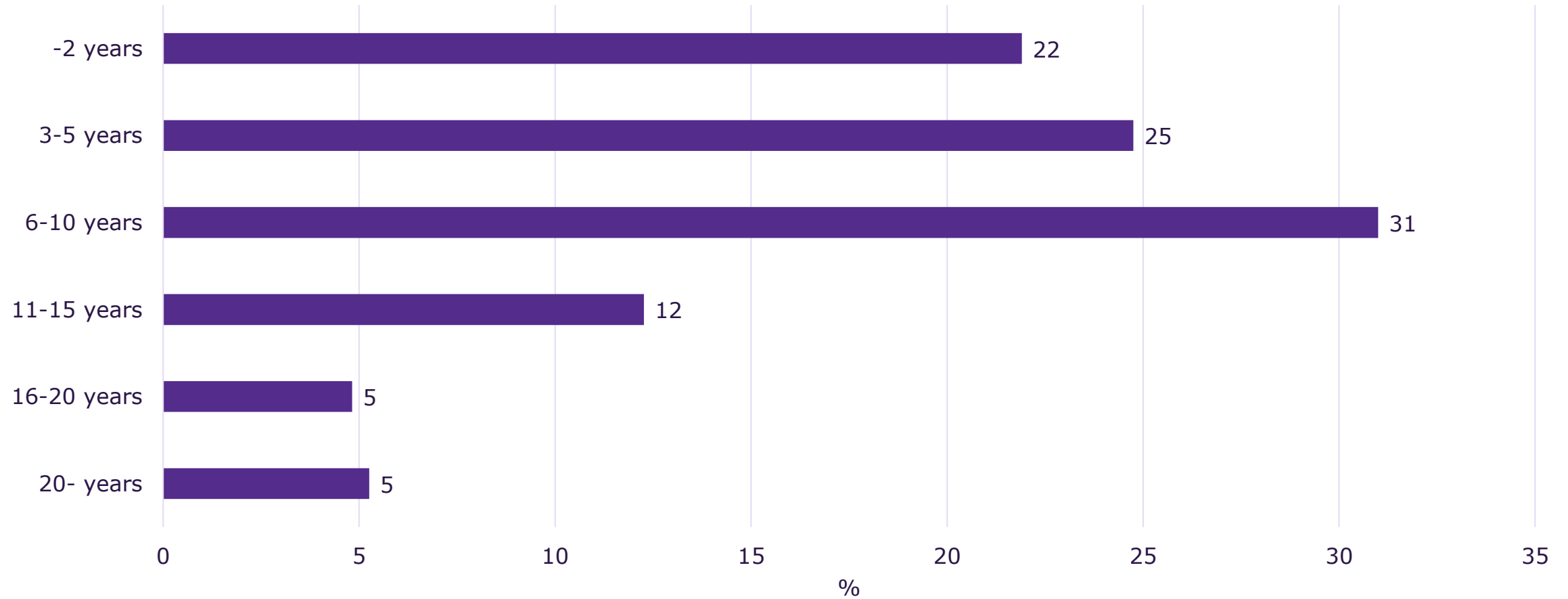
What is the level of your most recent degree?



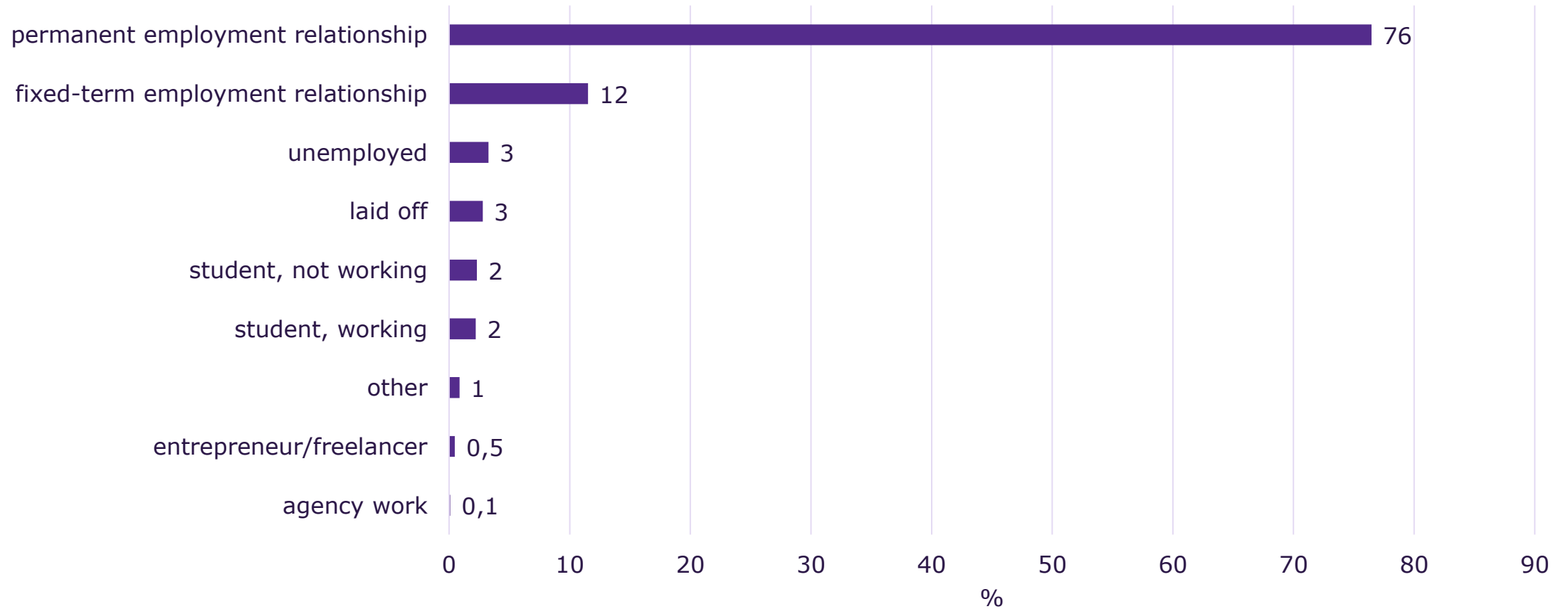
What was your main reason for moving to Finland in first the place?



How long have you lived in Finland?



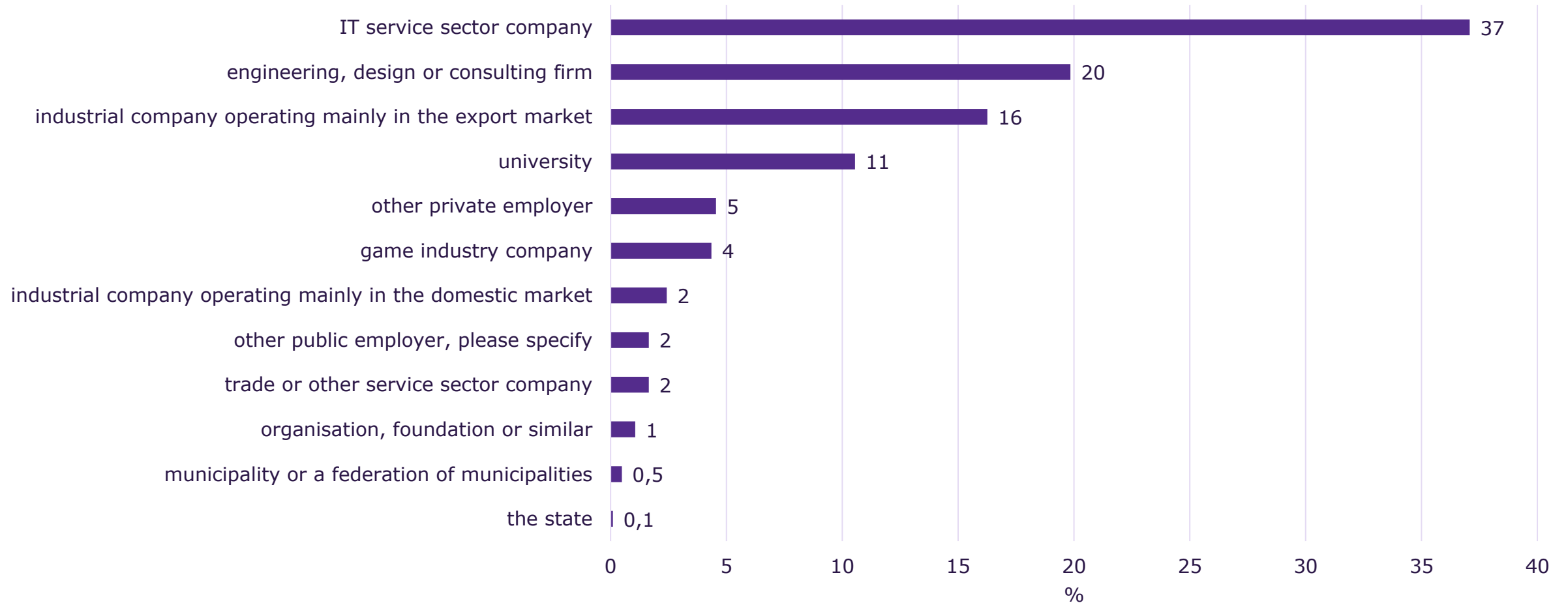
Work situation



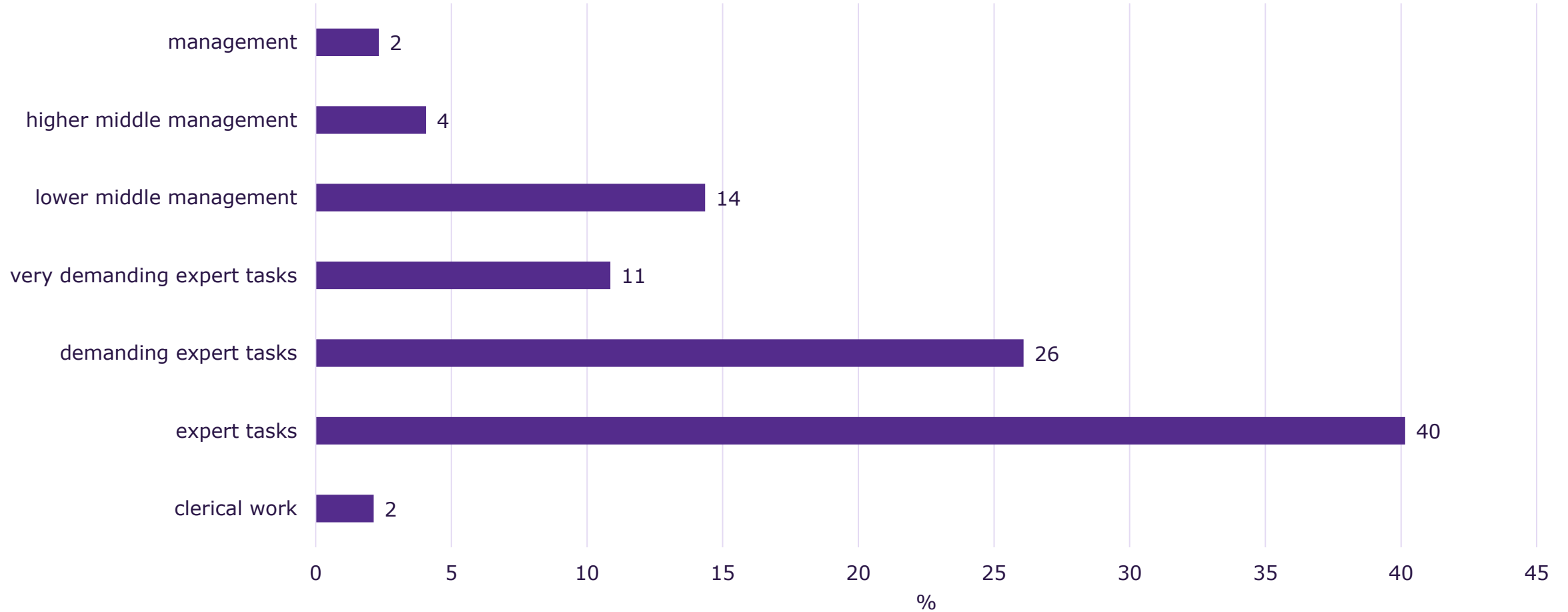
Workplace



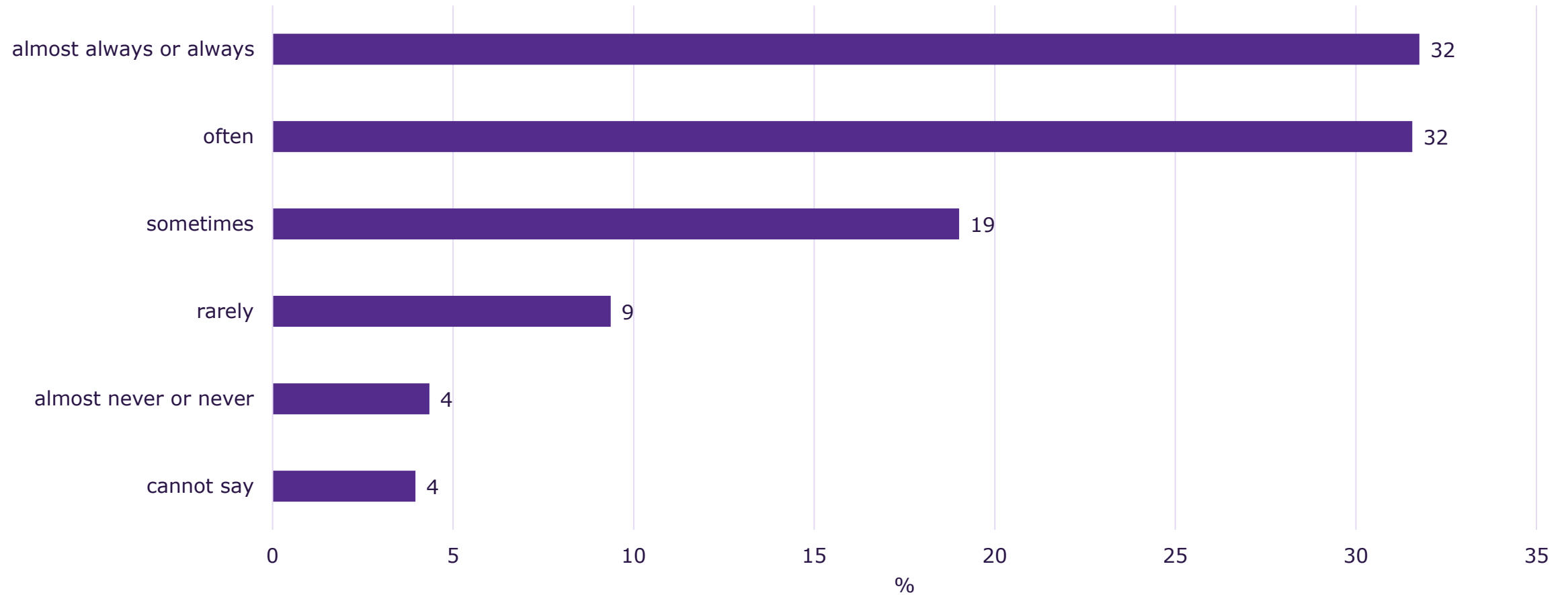
Current or most recent employer



Current or most recent position



Do you feel equal in your work with employees born in Finland?



Do you feel equal in your work with employees born in Finland?

Rarely / almost never or never, open text answers

"Employees born in Finland usually have higher job title/position, even having less responsibilities."

"Even though my job description says that Finnish is not required, important information is never given in any other language than Finnish."

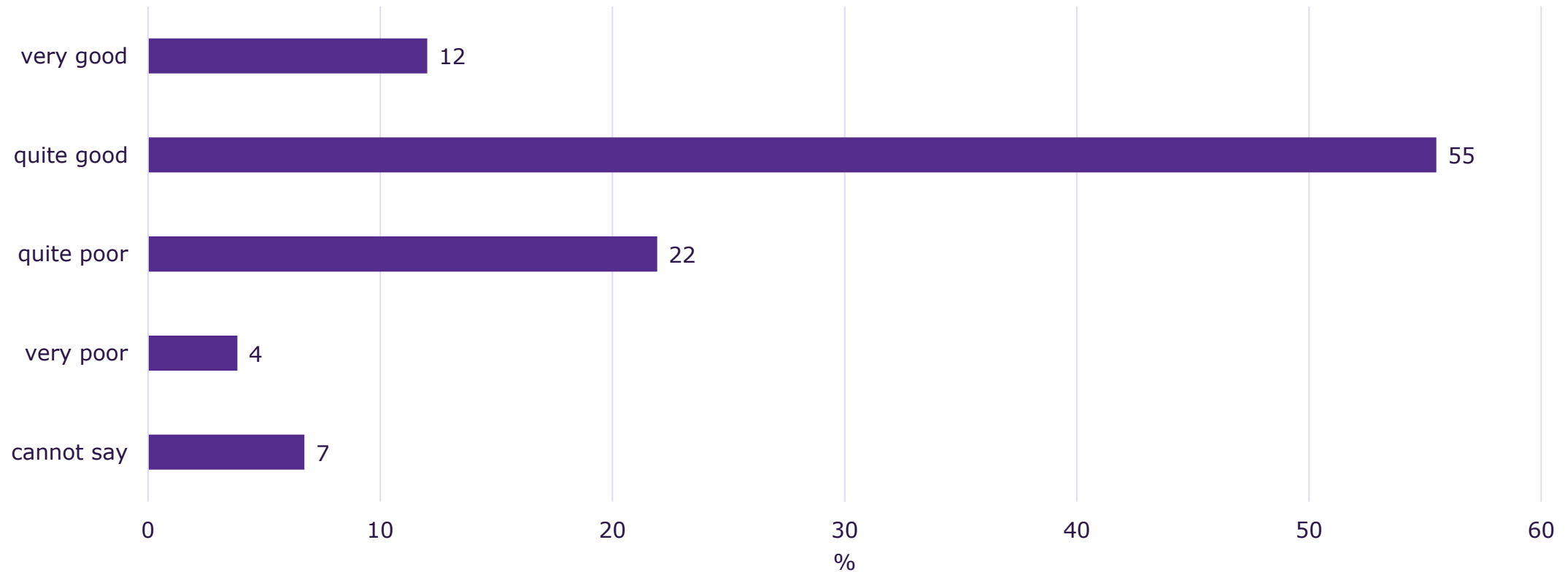
"Employees born in Finland have opportunities for more extensive networking, language opportunities and do not face hardships with residence permit."

"Less opportunities to apply, less jobs available, less pay than Finns."

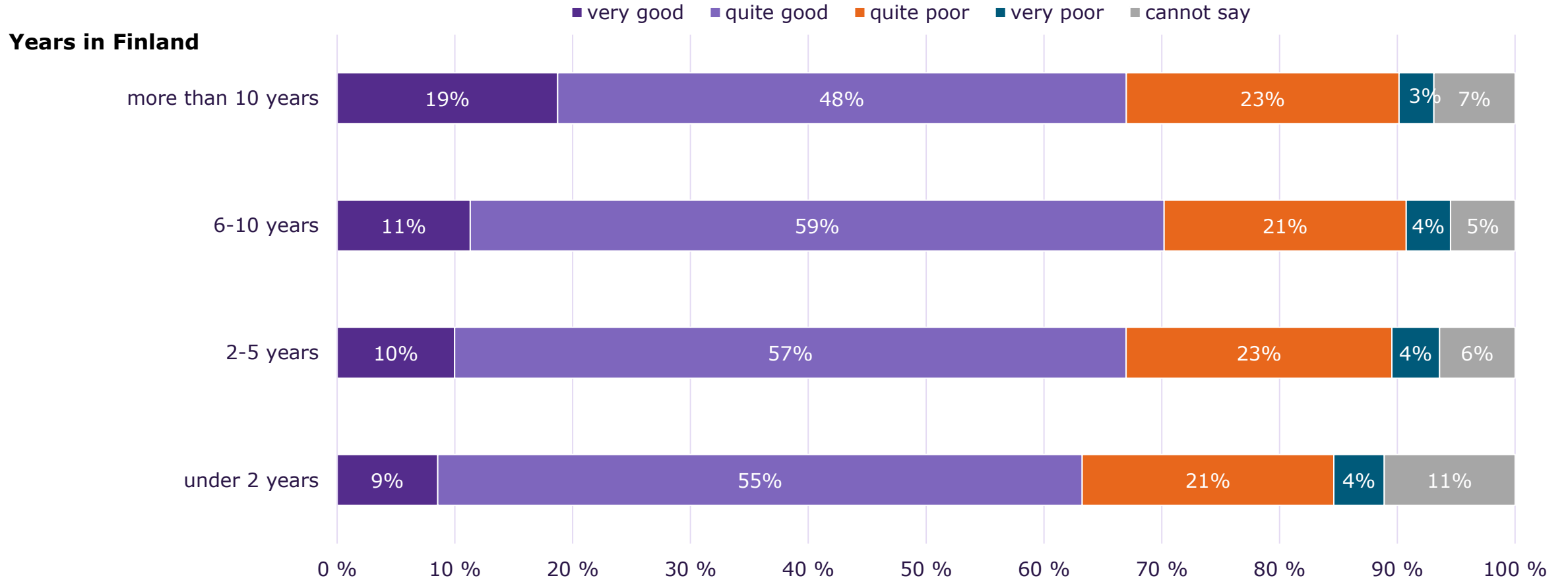
"My salary is lower than my co-workers with the same expertise and I have more work pressure and they control and check my work much more."



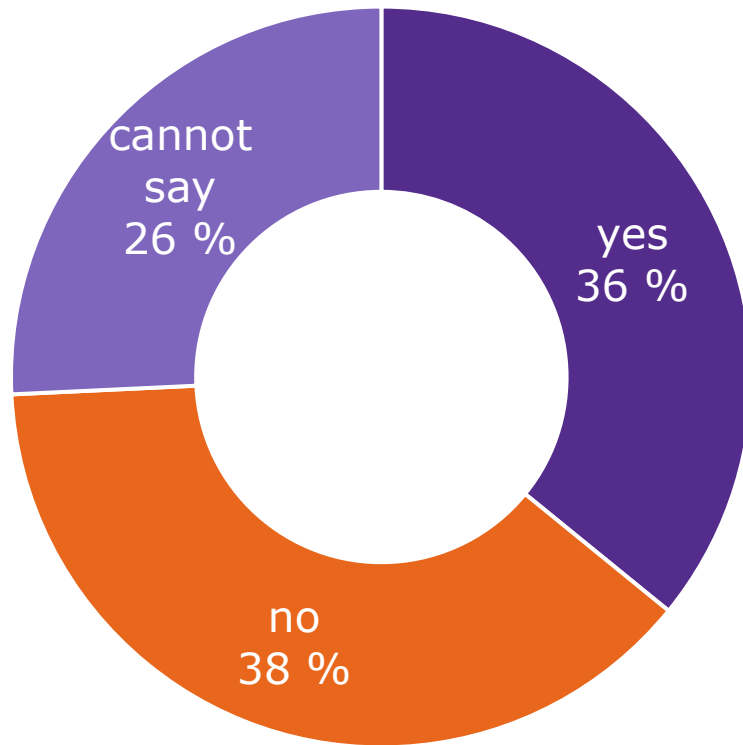
How would you rate your integration into Finland?



How would you rate your integration into Finland?



Has your employer supported your integration?



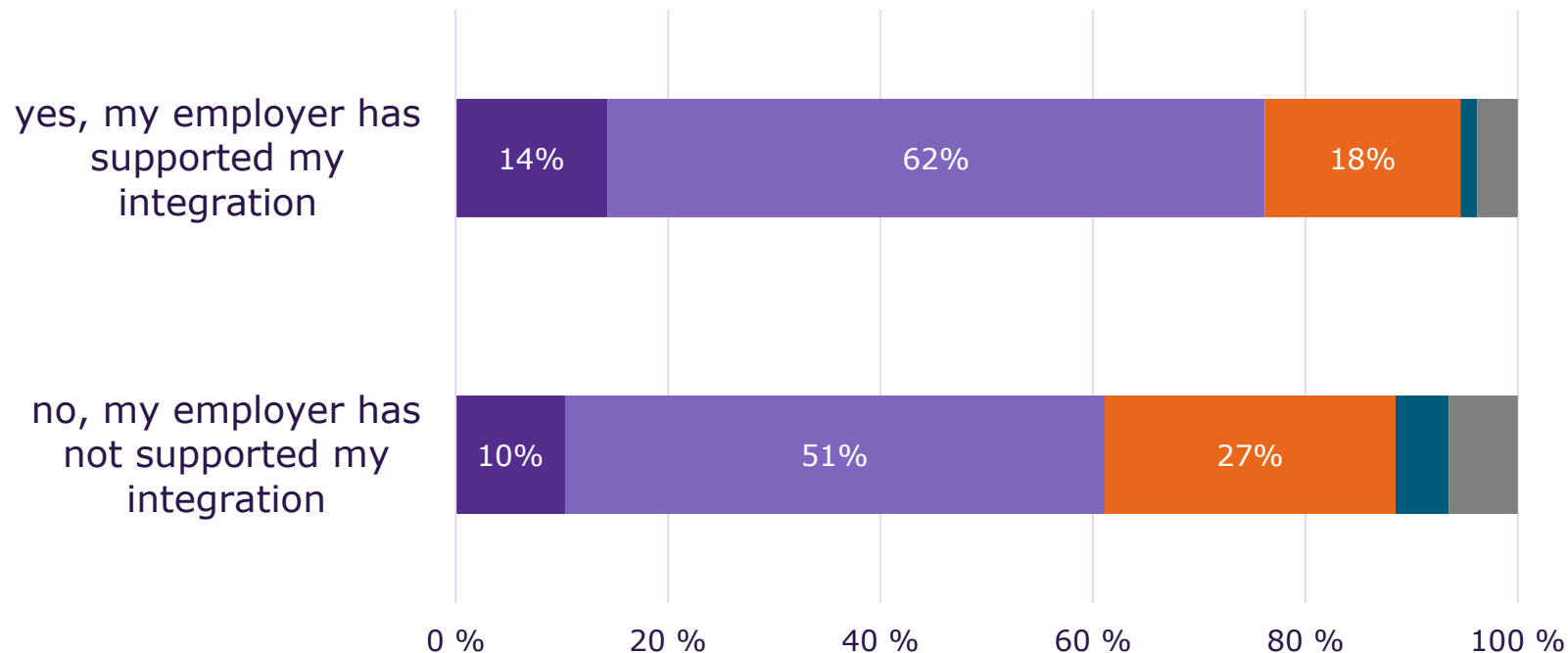
Yes, how? For example:

- **Finnish language courses**
- Familiarizing with Finnish culture
- English as working language
- Relocation services
- Help with finding an apartment

Integration and employer support

How would you rate your integration?

■ very good ■ quite good ■ quite poor ■ very poor ■ cannot say

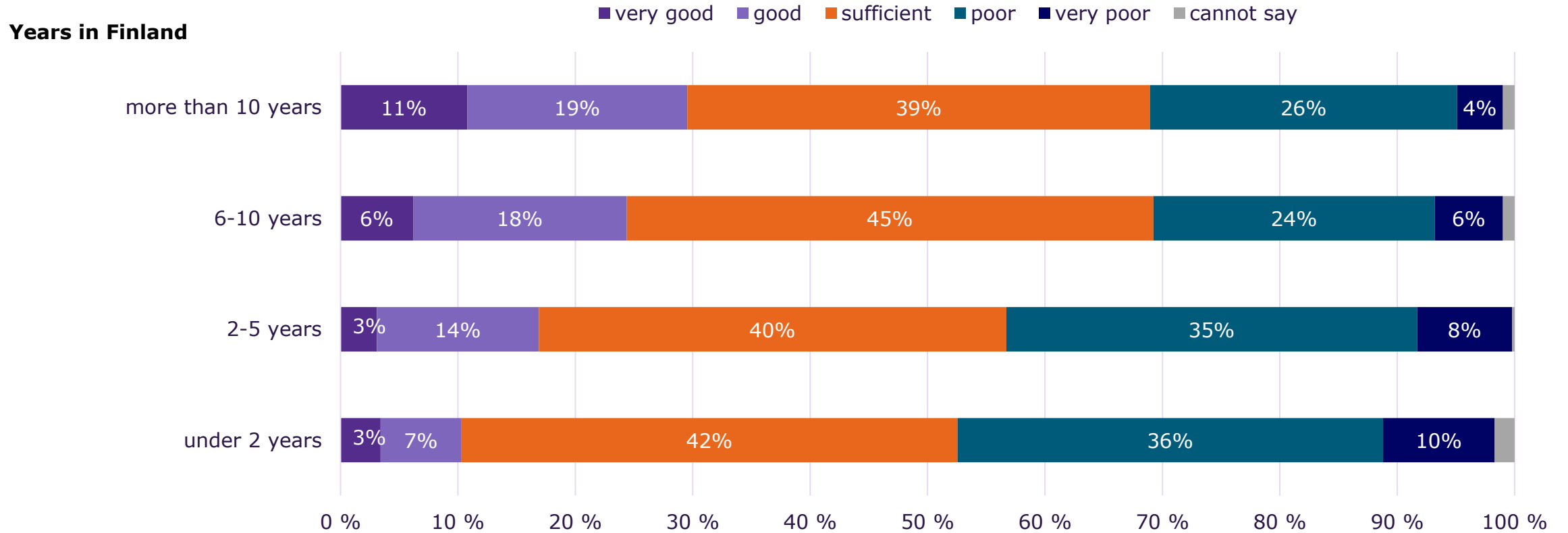


36 % of respondents have received support from their employer.

For example:

- **Finnish language courses**
- Familiarizing with Finnish culture
- English as working language
- Relocation services
- Help with finding an apartment

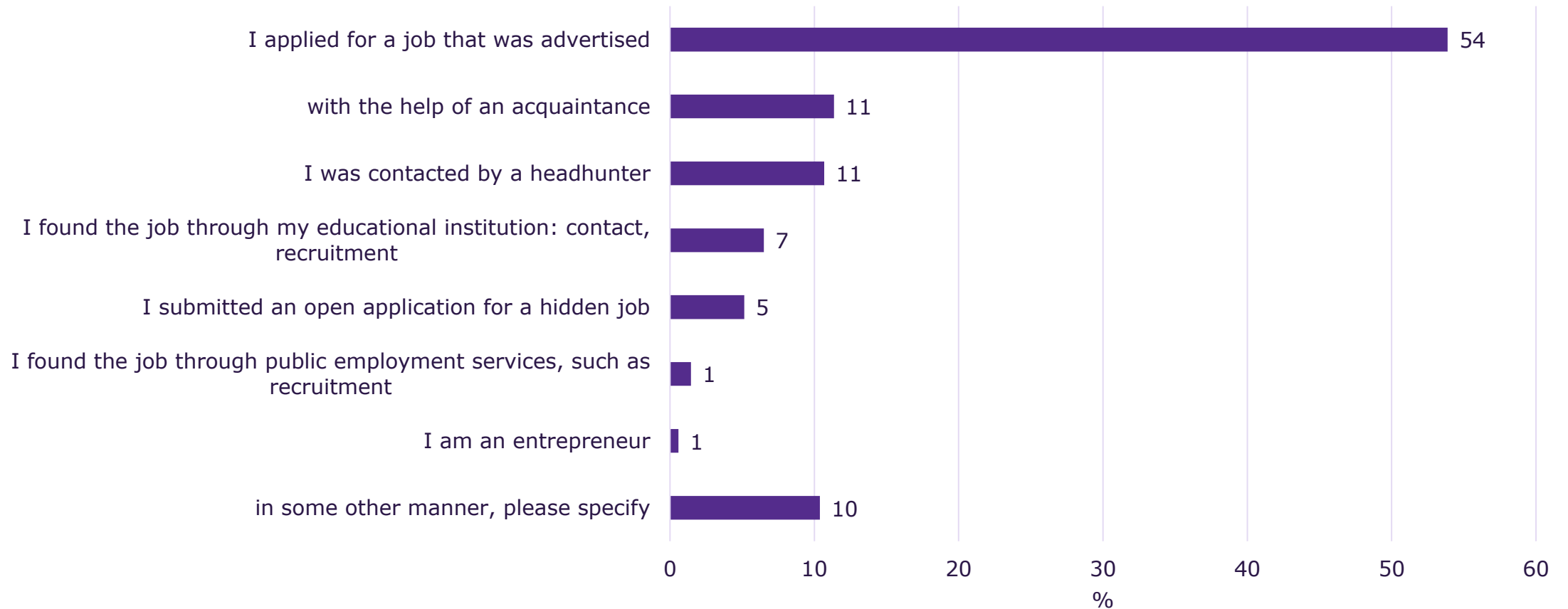
How is your knowledge of employees rights in Finland?



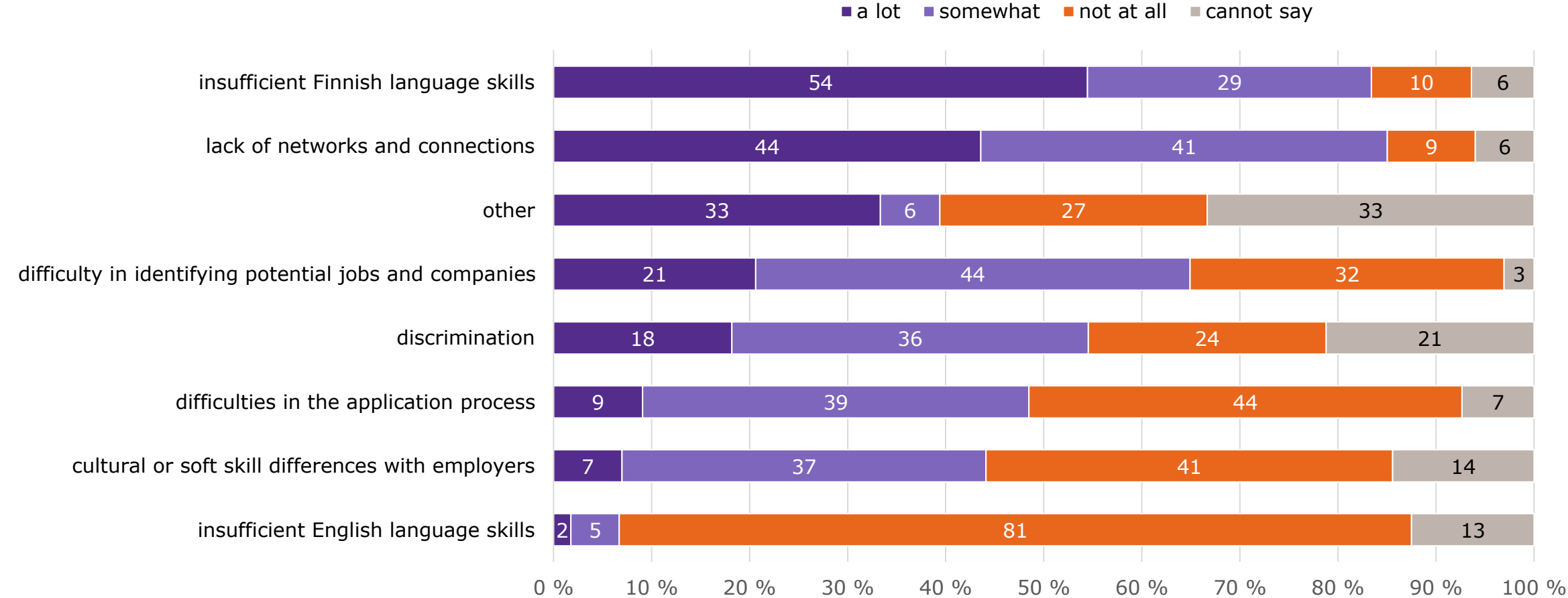
Unemployment



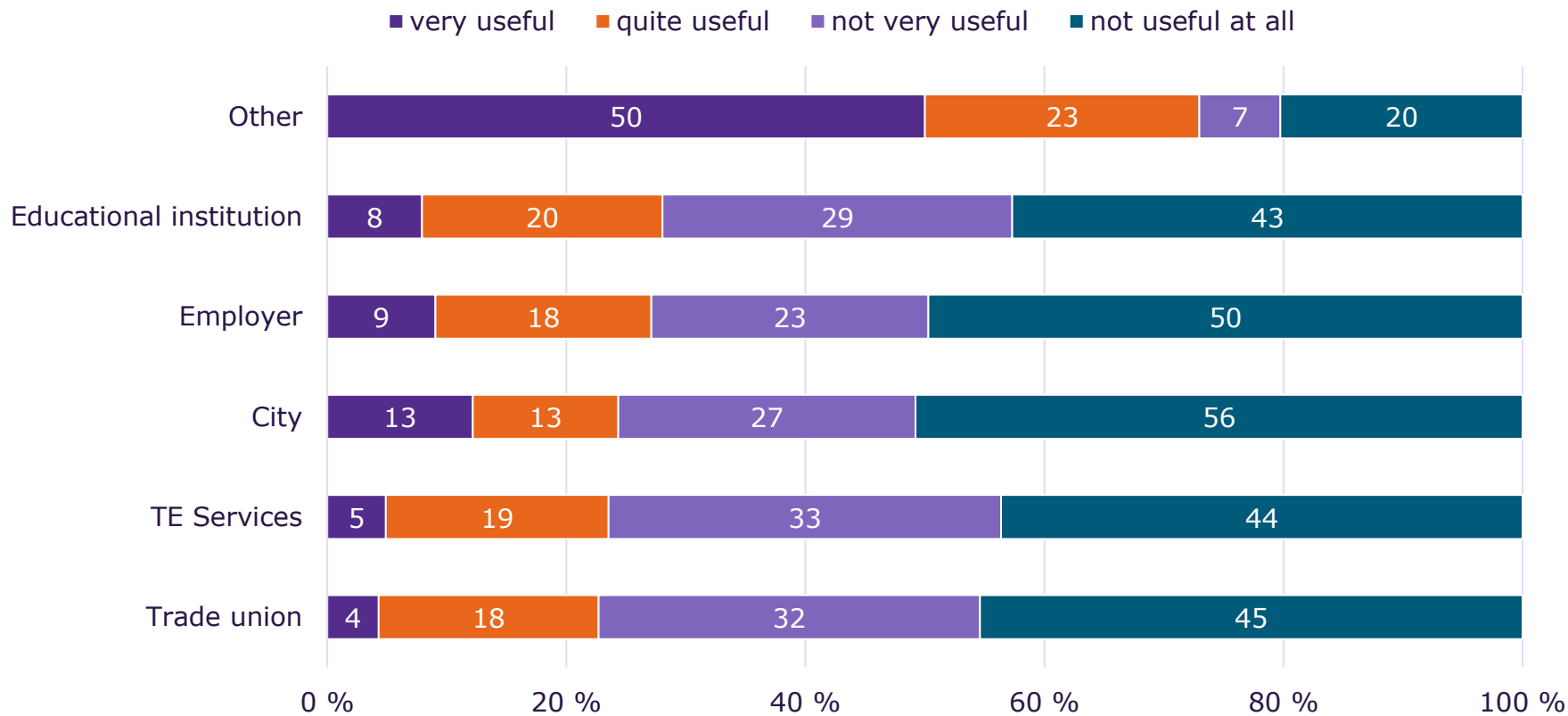
How did you find your current or most recent job?



To what extent have the following factors hindered your employment?



How helpful have you found the help you have received in your search for a job?



Other:

- Friends
- Colleagues
- LinkedIn
- Networking events
- Social media
- Spouse program



Do you feel like you have experienced prejudice or discrimination when looking for a job in Finland?

- Yes: 41 % (males 41 %, females 43 %)

"- Hidden jobs - Jobs given to Finns when the working language is English - Glass-ceiling where senior management jobs are not open to people from foreign backgrounds."

"Hard to get an interview even though my experience is quite outstanding."

"Finnish speaking is preferred without a valid reason."

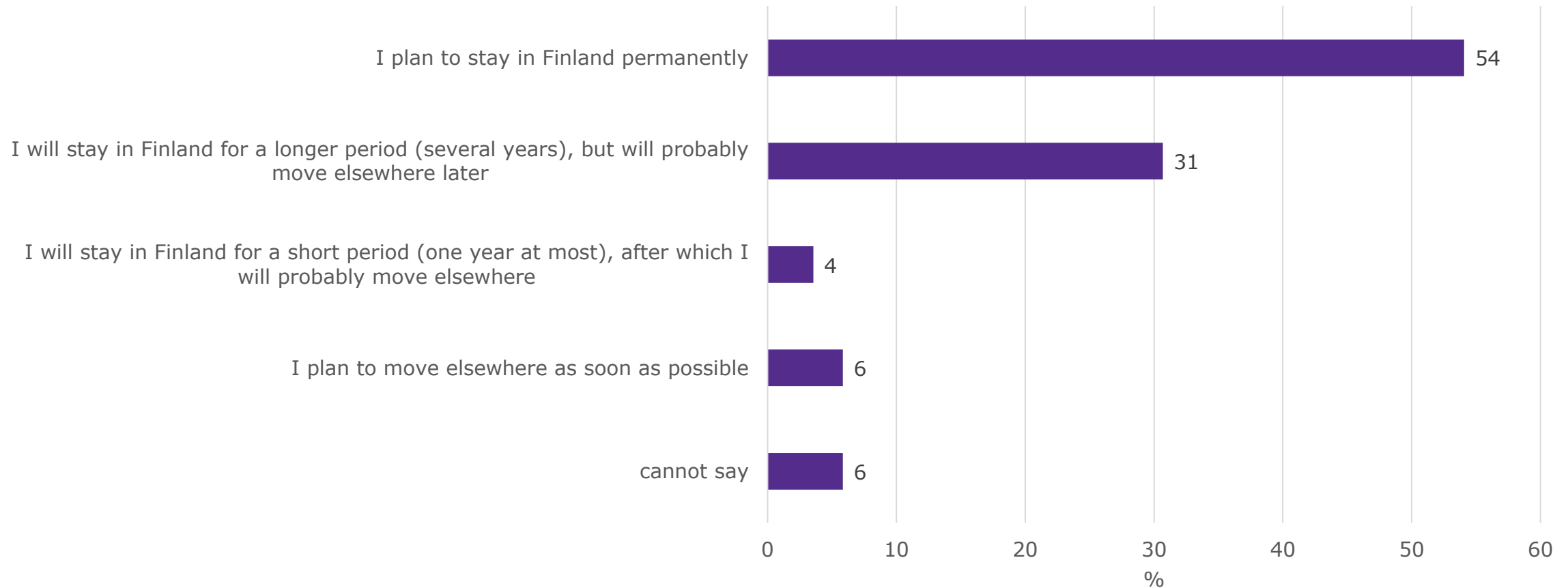
"Companies won't give proper value to work experience and education gained outside of Finland even its relevant to position they are hiring."



Future prospects



How attractive do you find living and working in Finland in the future?



How attractive do you find living and working in Finland in the future?

I plan to move elsewhere as soon as possible, why? Open text answers

"Better job opportunities elsewhere."

"Job market is poor, salaries are low, companies are not encouraged to open offices in Finland."

"Current government proposals are unwelcoming for immigrants, regardless of their education and skills."

"Current government laws make me feel unwelcome here, I don't intend to spend my time in unwelcoming country since I can easily get a job in other EU member states."

"Poor economic situation, very limited career development prospects."

"Salaries are really low, with rising cost of living."



How attractive do you find living and working in Finland in the future?

I plan to stay in Finland permanently, why? Open text answers

"Good quality of life and work life balance."

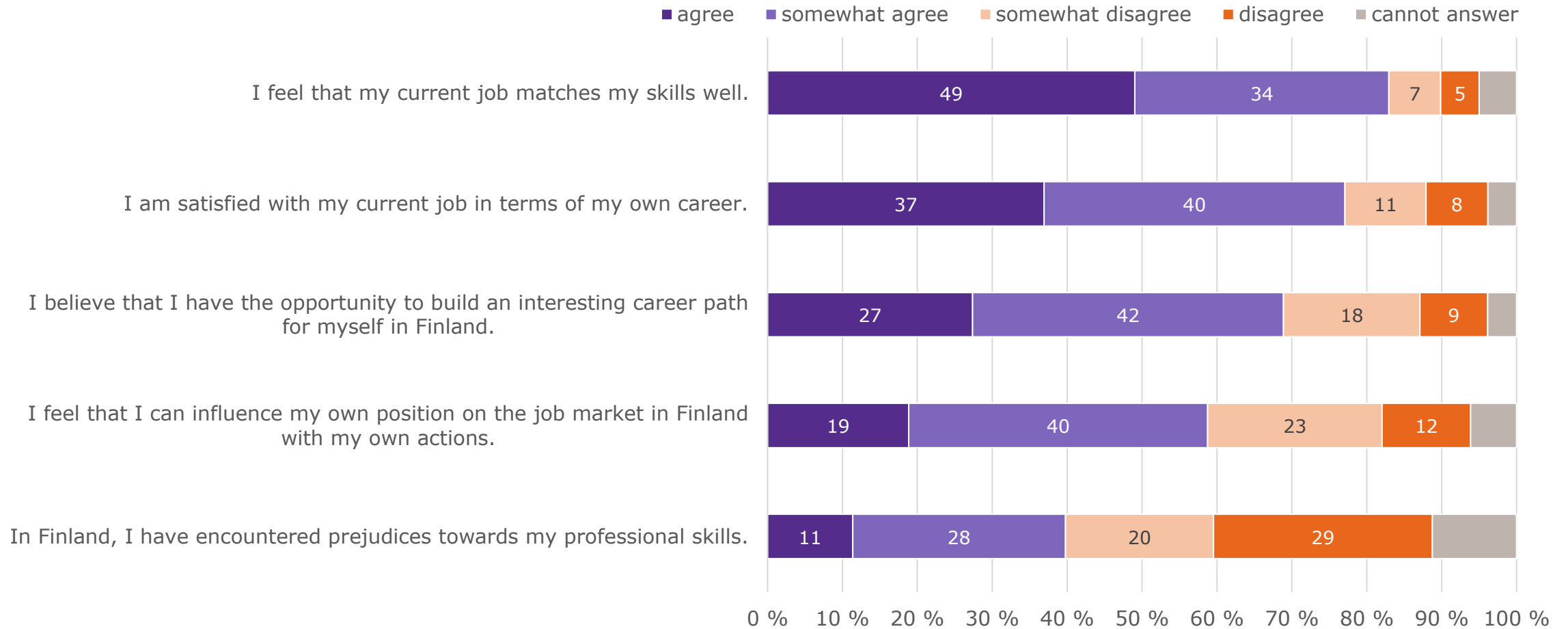
"I have a family here."

"Finland is a comfortable place to live with good social services."

"Finland offers a great environment for children in terms of safety, activities, and quality education."

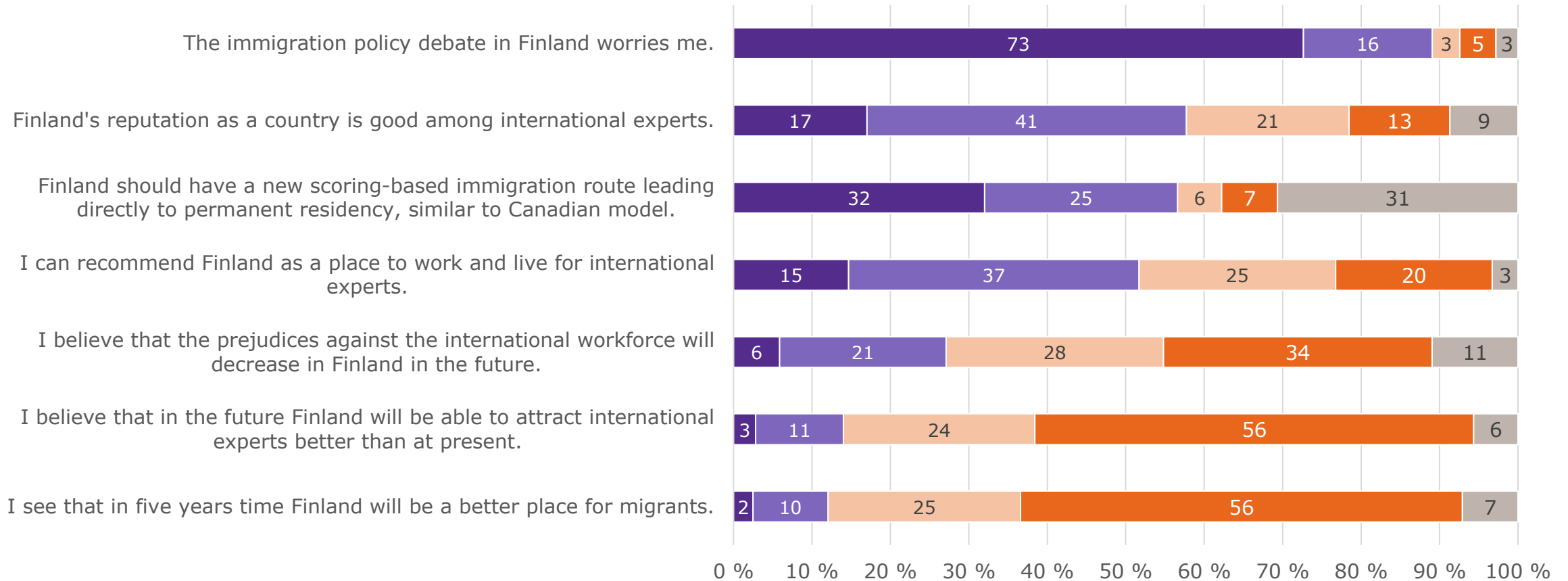
"I feel that I have the same values as people in Finland. I also value the environment, security and respect for human rights."

Personal situation and prospects



Finnish immigration policy and attitudes

■ agree ■ somewhat agree ■ somewhat disagree ■ disagree ■ cannot answer



International experts in Finland 2024

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