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Finland  
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# **Finland**

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## Abstract

There were 113,852 foreign citizens living in Finland at the end of the year 2005, representing some 2.2 % of the whole population. An estimated 53,000, or 47 % of these, were part of the labour force. The majority of foreigners, or 44%, live in the capital area, and 27% of them live in Helsinki. A total of 21,300 people moved to Finland in 2005. 12,300 people moved abroad from Finland. The net immigration was 10,000 people. The estimated unemployment rate of immigrants was 28% at the end of 2005 and 24.7% at the end of September 2006.

In 2005, 3,574 people sought asylum in Finland. This figure is 7% less than in 2004, in which year the number of asylum seekers was 3,861. The number of asylum seekers has remained more or less the same throughout the 2000's. The largest group was the citizens of Bulgaria with a total of 570 asylum seekers. The next largest groups came from Serbia and Montenegro, Somalia, Iraq, Afghanistan and Russia. The resettlement quota of refugees for 2005 was 750. 766 quota refugees and 368 family members of refugees who had previously entered the country arrived in Finland. The representatives of the Ministry of Labour and Directorate of Immigration interviewed most of the quota refugees in their first country of asylum before granting them a permit of residence.

The Finnish Government adopted the Migration Policy Programme in October 2006. Its main emphasis is on promoting labour migration. Other central themes include creating a guidance system for all immigrants, increasing the efficiency of the integration measures, promotion of good ethnic relations, as well as the refugee and asylum policy. The general objective of the Programme is to promote the development of a pluralistic, multi-cultural and non-discriminatory society and this way to create preconditions for increasing immigration.

In order to reinforce the interaction between expatriates and the Finnish society, the Government passed a resolution on the Expatriation Policy Programme for 2006-2011. The programme sets out the guidelines and procedures to reinforce the interaction between expatriates and Finland. The resolution complements the Government's Migration Policy Programme.

Finland will hold the Presidency of the Council of the European Union from 1 July to 31 December 2006. There are four priority areas for Finland's Presidency: the future of the EU, competitiveness, external relations, and justice and home affairs. The Presidency aims to promote a common European policy on asylum, press ahead with the fight against illegal immigration and human trafficking, enhance cooperation and exchange of information among authorities, and to develop cooperation between the EU and Russia. Furthermore, Finland aims to develop the EU's external border controls. Finland intends to finalise arrangements on the establishment of the European Gender Equality Institute in order to support the developing of gender equality policy and related research in the Member States. Finland also wants to ensure that the Institute will be operational from the beginning of 2007.

A two-year Transition Period Act which concerned the eight new EU member states, the Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia and Slovakia ended on 30 April 2006. The purpose of the Act was to apply labour political discretion to the entry at the Finnish labour market by citizens of the new member states. Citizens of these eight countries are now free of working restrictions and need no work permit in Finland. A new reporting procedure was launched in June 2006 for employees of these states. People arriving in Finland from these countries should, however, report the information on their employment to the Employment Office for registration purposes to enable monitoring.

The Integration Act (Act on the Integration of Immigrants and Reception of Asylum Seekers 493/1999) entered into force in 1999. Central tools for creating the prerequisites for integration are the Municipal Integration Programme and the Personal Integration Plan for Immigrant. More than 10,000 people were within the scope of the integration plans in 2005, and about 3,500 plans are drawn up each year for new immigrants. 93% of foreigners live in the municipalities that have an integration programme. The Amendment of the Act was prepared in 2005 and entered into force on 2 January 2006. Its aim is to accelerate the integration of immigrants and make it more efficient. The division of work and sharing responsibilities between different

authorities were clarified at all levels of administration. The Provincial State Offices take part in the promotion of integration and the services supporting it within its own scope of activities.

Immigrants want to become integrated and they see their future as being strongly linked to the Finnish society. This is shown in a regional study on integration of immigrants in the Helsinki Metropolitan Area. The findings suggest that immigrant adaptation has developed favourably. Many factors proved to be important for successful adaptation. Mental adaptation was helped by getting a job and a better economy, learning Finnish, and getting involved in social networks. The importance of finding a job and learning Finnish increased over the years, and early problems of mental adaptation made it more difficult to find work later. Yet despite all these encouraging signs, acclimatization seems to be a slow process.

The attitudes of the Finns towards immigrants have become more favourable after the recession (1993). Studies on the development of attitudes of the Finns towards immigrants have been carried out in 1987, 1993, 1998 and 2003. Highly educated people and those living in the Helsinki Metropolitan Area have more positive attitudes than others in general. Age, gender and political opinion also explain the differences in attitudes. A stable financial situation in the society has decreased the fear of immigration and foreign workers.

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## 1. Social and economic context

### 1.1. Economic situation in Finland

In 2005, the Finnish economy moved in two different directions and across many areas. Total production slowed down in comparison to the previous year, but employment increased rapidly. On average, production went up by 2%. The fastest growth occurred during the latter half of 2005. Foreign trade was buoyant; however, the exchange rate continued to be unfavourable to Finland. There was a strong increase in household expenditure, including consumption and home purchases. In contrast, production-related investments diminished. Economic growth in Finland remained faster than in the Euro zone, however, the balance of the national economy weakened. Growth in 2005 was primarily based on household consumer demand and private sector construction.

The Finnish Government has published in October 2006 the progress report for Finland's National Reform Programme. The purpose of the programme is to advance the Lisbon Strategy for growth and jobs. The main focus in Finland's reform programme is on securing sound public finances, especially in local government, on fostering and better exploiting the innovation system and on improving labour market functioning. Inter-administrative policy programmes in entrepreneurship, information society and job creation will help to achieve this goal more easily. The programme is now also tied in more closely with Finland's structural funds strategy. The Programme drawn up last year has been carried out as planned. Economic and employment growth in Finland has been robust by EU standards, and no significant changes have been required. Finland has already reached a number of the goals in the original Lisbon agenda. Employment rates among women and older workers have clearly exceeded the targets set for 2010.

### 1.1. Employment and unemployment

Both the years 2005 and 2006 were good ones on the labour market. The number of jobs increased as quickly as during the best years in the 1990s. According to the Labour Force Survey of Statistics Finland, the number of employed persons was 2,438,000 in September 2006, i.e. 38,000 higher than one year before. The employment rate stood at 68.7 per cent, while it was 68.0 per cent in September 2005. The older section of the workforce remained well employed and its employment rate showed a clear increase. Adjusted for seasonal variation, the employment rate was 69.1 per cent.

The number of unemployed persons was 179,000 in September 2006, 5,000 fewer than one year before. The rate of unemployment was 6.8 per cent, while it was 7.1 per cent one year earlier.

Table 1. Changes in the labour force 9/2005 - 9/2006, thousand persons

	<b>September 2006</b>	September 2005	<b>Change, % 9/05 - 9/06</b>
<b>Employed total</b>	<b>2,438</b>	2,400	<b>1.6</b>
<b>Employment rate, %</b>	<b>68.7</b>	68.0	<b>0.7<sup>2</sup></b>
<b>Unemployed <sup>1</sup></b>	<b>179</b>	184	<b>-2.6</b>
<b>Unemployment rate, %</b>	<b>6.8</b>	7.1	<b>-0.3<sup>2</sup></b>
<b>Labour force, total</b>	<b>2,617</b>	2,584	<b>1.3</b>
<b>Labour force participation rate, %</b>	<b>66.0</b>	65.4	<b>0.6<sup>2</sup></b>
<b>Economically inactive, total</b>	<b>1,350</b>	1,367	<b>-1.2</b>

Unrounded figures are used in the CHANGE column  
<sup>1</sup>Based on the recommendations of the International Labour Organisation (ILO) <sup>2</sup>percentage points

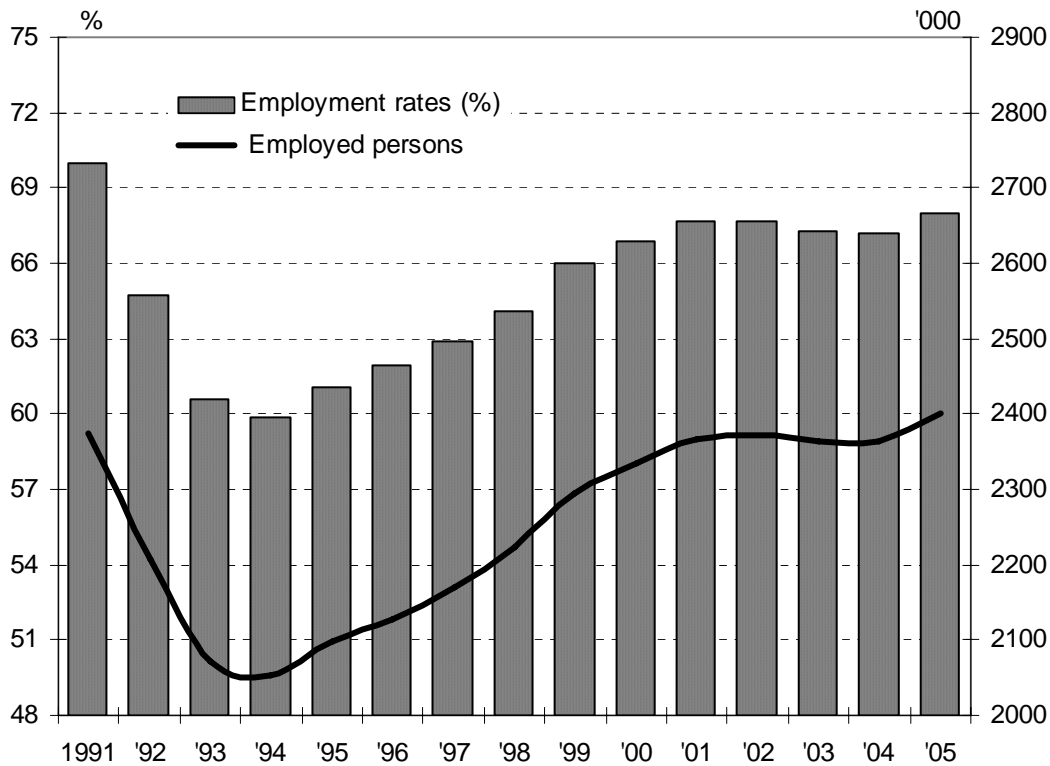
Source: Labour force survey 2006, September. Statistics Finland

The most important objective of the Government's economic and employment policy is to increase employment by 100,000 people by the end of the electoral period. The objective is to increase the employment rate and lower unemployment in the operational region of every Employment and Economic Development Centre. Regional differences in unemployment will be reduced.

The number of employed persons has significantly increased, resulting in a higher average employment rate of 69% for this year and 69.4% for next year. Nevertheless, it looks like the current administration will fall short of its target of 100,000 new jobs by about 10,000 jobs.

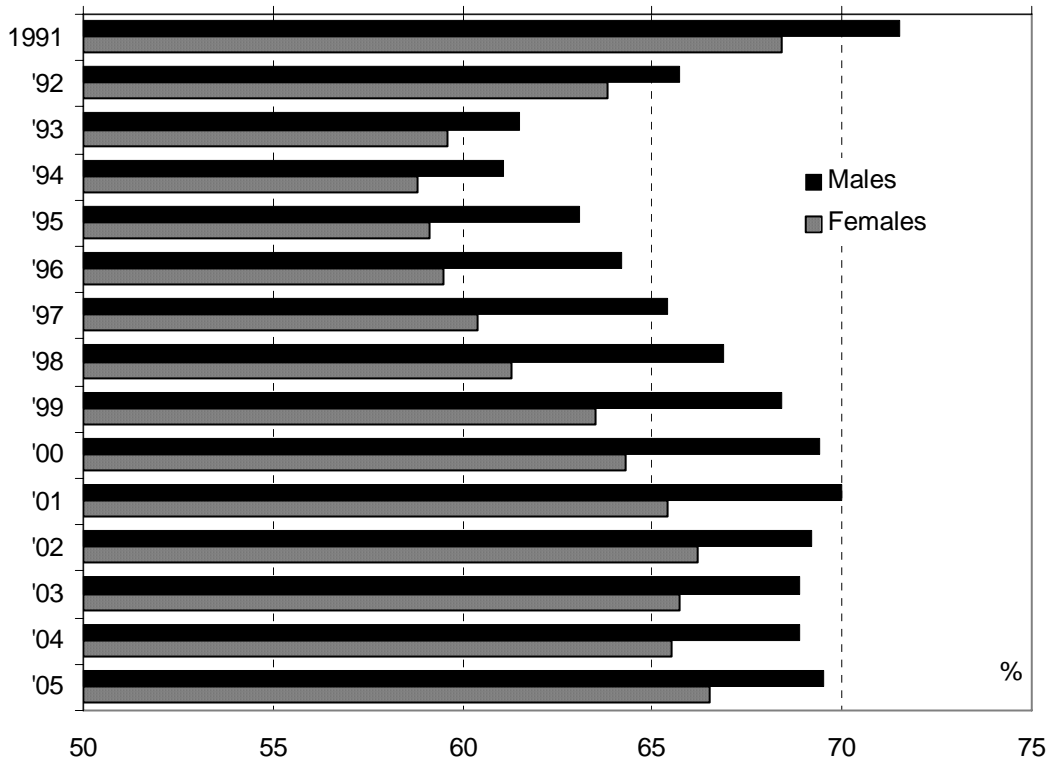
While, gratifyingly, employment is up and unemployment is down, threats to the functioning of the labour market have also escalated. It has now become even more important to break open the bottlenecks and improve the functioning of the labour market. This was reflected in the Budget for 2007 too. Moreover, collective organisations have been taking an active part in efforts to reduce structural unemployment and to promote occupational and regional mobility in the workforce.

Table 2. Employed persons and employment rates in 1991 - 2005



Source: Labour Force Survey, Statistics Finland

Table 3. Employment rates by sex in 1991 - 2005



Source: Labour Force Survey, Statistics Finland

### Differences between the Labour Force Survey and the Labour Exchange Statistics

The employment situation is monitored monthly both with the sample-based Labour Force Survey of Statistics Finland and with the register-based Labour Exchange Statistics of the Ministry of Labour. The Labour Exchange Statistics describe the situation on the last weekday of the month. The data for the Labour Force Survey are collected for every week of the month. Since the Labour Force Survey is a sample survey, its data allow for random variation. The Labour Force Survey follows the recommendations of the International Labour Organisation (ILO) and the practices required by Eurostat, the Statistical Office of the European Communities. According to them, a person is classified as unemployed if he or she is aged 15 or over, does not have a job, has actively sought employment in the past four weeks and would be available for work within two weeks. The Labour Exchange Statistics are based on legislation and administrative regulations.

The Labour Force Survey and the Labour Exchange Statistics apply two basically different statistical criteria to how actively a person seeks work and makes him/herself available on the labour market. Due to statistical differences, the number of unemployed job seekers may not agree with the number of unemployed calculated in accordance with the ILO recommendations.

According to the Labour Exchange Statistics of Ministry of Labour there were at the end of September 2006 228,000 unemployed job applicants registered at the Employment Offices, i.e. 29,500 less than a year ago. Compared with August, the number of unemployed job applicants decreased by 15,100. Women's unemployment decreased by 9,300, and that of men by 5,800 since August. Unemployment decreased from the previous year in the areas of all Employment and Economic Development Centres, as well as in all occupational categories. The number of placements through the training and subsidized measures of the labour administration increased by 3,700 since September the previous year.

During September, 36,100 new vacancies were reported to the Employment Offices, i.e. 6,200 more than in September the previous year. In all, the number of open vacancies amounted to 63,800 in September. Of the vacancies, 36,100 were filled during September, 13,300 of them through the Employment Offices. At the end of September, there were still 28,900 open vacancies, up 4,200 on the previous year.

Of the unemployed job applicants, 114,800 (50%) were men and 113,300 (50%) women. Since August 2006 the number of unemployed men decreased by 5,800, and unemployed women by 9,300. Compared with September a year ago, the number of unemployed men decreased by 16,300 (-12%) and women by 13,200 (-10%).

At the end of September, the number of unemployed job applicants under 25 years of age amounted to 23,700. This is 4,100 less than in September a year ago. Youth unemployment decreased by 3,900 since August. Unemployed job applicants under 20 years of age numbered 5,700. Unemployed job applicants over 50 years of age amounted to 90,700, down 6,700 on the previous year. Unemployed job applicants over 55 years of age numbered 64,500, down 3,100 on the previous year. The number of long-term unemployed who had been unemployed without interruption for more than a year amounted to 61,700, down 9,300 on the previous year. Of these, persons unemployed without interruption for more than two years numbered 28,100, down 2,700 on the previous year.

### ***1.2. The future labour market challenges***

The Finnish labour market has seen a number of significant changes in recent years. Employment has noticeably improved and unemployment has been further reduced. Still, there are important new challenges ahead, like those posed by globalisation and by the ageing population. Other factors affecting the labour market include the labour force participation rate, the commuting radius, regional and occupational mobility, willingness to participate in formal education and other characteristics of the labour force.

During the ongoing Finland's EU Presidency employment, social affairs and health ministers discussed in July on the challenges arising from globalisation and changes to the population's age structure. The sub-themes of these working groups were the productivity and quality of work, workplace health promotion and the prolonging of the careers of men and women using social policy. The informal ministerial meeting was selected as the Finnish Presidency's example meeting in gender mainstreaming. It is for this reason that all issues were dealt with from the point of view of equality between women and men. Equality mainstreaming must be speeded up, so that the impact on men and women are taken into account in the decisions taken in different sectors. Salary level values also have to be promoted.

The public discussion on the demographic challenge in Finland has started in the previous years. The rise in the average age of the working force will lead to labour force availability problems in the coming years. The main reason for the development is the retirement of the post-war generation and the continuation of the low birth rate trend. The demographic path will lead to problems both in quantitative and in qualitative terms. These problems can be overcome by raising both the rate of employment and the level of competence in the labour force, through increased productivity and actions promoting population policy and increasing the labour immigration. By 2030, the number of working-age adults will decrease by 300,000. For example, half of the 430,000 employees of Finnish municipalities will retire within 20 years. The domestic labour force will not cover the need for labour force in municipalities or in the private sector.

Connecting activated immigration policy measures with the future demographic challenge is made very sensitive by the fact that there are a great number of unemployed persons in Finland. According to a new study of Ministry of Labour concerning employment and productivity there may be spontaneous adaptation in the labour market in the future – in fact, this has already occurred. Therefore, the rising average age may, for its part, lead to an automatic and significant decrease in long-term unemployment which, to a certain extent, would compensate for the general negative impact of the weak population trend. Compared to last year, the number of long-term unemployed indeed decreased by 5.3% in the first quarter of 2006 and by 8.8% in the second quarter.

Investments in the language education of immigrants and in procedures to facilitate the entry into the labour market are important in terms of tackling the labour force issues as well. Due to various supporting services and the increased demand for labour force, entering the labour market has become significantly easier for immigrants, particularly in Southern Finland. Annually, Finland receives some 3,500 immigrants who qualify for the integration plan. The unemployment rate of immigrants is still very high especially among women. In September 2006 the unemployment rate of men was 19,4% and of women 29,3%.

One general problem is the competence level of the available labour. The construction industry and some sectors of the metal industry have had difficulty in filling jobs. The future situation requires that employers be able to forecast their need for new employees sufficiently far in advance. The labour administration has developed agreement-based tailored solutions for employer services to help ensure the availability of labour. The reputation of employers in the eyes of jobseekers also plays an increasingly important role in obtaining labour. The basic rule is that a good employer finds the best employees. The Labour Administration's Workplace Development Programme (Tykes) has focused strongly on developing its competence in working atmosphere development products that promote job productivity.

One of the strategic guidelines of the Labour Policy Strategy is creating preconditions for an active labour immigration policy. The same target is written in the new Migration Policy Programme of the Government.

## **2. Government adopted the Migration Policy Programme**

The Finnish Government adopted the new Migration Policy Programme in October 2006. The programme includes a total of 34 policy guidelines and measures. Many of the policy guidelines presented in the programme require further preparation. These preparations will be carried out in cooperation with different administrative branches and social partners.

The purpose of the Programme is to actively promote labour migration. As the Finnish population ages over the upcoming years, the labour force decrease. In Finland, the availability of employees is expected to become a problem more rapidly than in many other European countries. The Programme particularly focuses on immigration to Finland from outside the EU and EEA region. Labour migration can also help to enhance the expertise base in Finland, which is threatened by the ageing of the population in various regions of the country. Greater diversity and multiculturalisation in the society is often reflected as increased entrepreneurship and innovativeness. Utilisation of the existing labour force should also be enhanced in conjunction with the development of labour migration policy.

Other key focuses of the Programme include the developing of the immigrant integration system and promotion of good ethnic relations. The general objective of the Programme is to promote the development of a pluralistic, multicultural and non-discriminatory society. Another target is to promote the immigration of students and researchers. The programme emphasises the attractions of Finland and communicating them. According to various reports, these attractions include clean nature, general stability and safety, well-functioning public services, the recognition of international companies and a reasonable wage level.

For the present, the Government wants to retain consideration of labour availability in sectors that have a lot of jobseekers. Such consideration will not apply to persons in the upper or middle management of a company, various experts, professional athletes and coaches, professional artists, professional journalists, seasonal workers in agriculture, working for international organisations or workers on a short-term postings to Finland.

### ***2.1. Cooperation with countries of labour departure increases***

The need for more cooperation with countries of labour departure will grow in the future. In addition to providing information about open jobs and work in Finland, it is also possible to link early language studies and possible further training to the activities. Training in the country of departure can be arranged by the Finnish authorities or in cooperation with the employers.

Immigrant labour will also be provided with a guidance system in Finland that takes individual needs into consideration, and which can include, for example, language studies and training about Finnish working life and society.

### 3. Priorities of Finland's EU Presidency for home affairs

Finland will hold the Presidency of the Council of the European Union from 1 July to 31 December 2006. The Presidency aims to promote a common European policy on asylum, press ahead with the fight against illegal immigration and human trafficking, enhance cooperation and exchange of information among authorities, and to improve cooperation between the EU and Russia. A further objective is to develop the EU's external border controls.

In late 2004, the European Council adopted The Hague Programme, the multi-annual justice and home affairs programme. This is a continuation of the Tampere Programme adopted in 1999 as the first multi-annual programme in freedom, security and justice. The purpose of the programme is to strengthen the EU as an area of freedom, security and justice, for example, by improving the ability of EU and its member states to integrate immigrants, to provide protection to those who need it, to regulate immigration, to control the external borders of the union and to tackle cross-border crime. The objectives of The Hague Programme are outlined in the 2005 action plan of the Commission. The progress is monitored with the annual report of the Commission to the Council. The mid-term review of the programme will take place in 2006 during Finland's presidency.

Finland will also push ahead with implementation of the Gender Equality Pact adopted by the European Council in March 2006 and will raise the issue of gender-equality policy and reconciling work and family life, particularly in relation to the role of men. Finland intends to finalise arrangements on the setting up of a European Gender Equality Institute to support gender-equality work and research in the Member States; it wants to ensure that the Institute will be operational from the start of 2007. Issues relating to legal immigration as a way of ensuring the availability of labour in an ageing Europe will be discussed as part of the demographic debate.

### 4. Changes in legislation and procedures

In 2005, a proposal was prepared for the **amendment of the Act on the Integration of Immigrants and Reception of Asylum Seekers**. This amendment (1215/2005) was adopted in December, and it entered into force on 2 January 2006. The amendment aims to respond to the problems experienced in the field of integration and to accelerate and make more efficient the integration of immigrants. The division of labour and sharing of responsibility between the authorities were made more clear-cut at all levels of administration. The Provincial Government takes part in the promotion of integration and the services supporting it within its own scope of activities. An advisory body will be set up in connection with the Ministry of Labour to improve the opportunities of involvement and co-operation between the Ministries, municipalities and NGO's. At the local level, co-operation between the municipalities and Employment Offices will be made more efficient both generally and as regards the integration of individual immigrants. It is also considered necessary to reinforce the role of the municipalities in the integration work. Immigrants' needs should be taken into account in mainstream services where possible.

The new Act will include the possibility to extend the integration plan period from three up to five years in the case of special circumstances. The extension can be provided for acquiring literacy or the syllabus of basic education. In addition, such factors as the immigrant's age, disability, illness, child protection measures, maternity or paternity leave can justify the extension. The authorities involved in composing the integration plan negotiate about the extension together with the immigrant. The decision is made by an Employment Office.

**The Transition Period Act which concerned the eight new EU member states, the Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia and Slovakia ended on 30 April 2006.** The purpose of Act was to apply labour political discretion to the entry at the Finnish labour market by citizens of the new member states. Citizens of these eight countries are now free of working restrictions and need no work permit in Finland. A new reporting procedure was launched in June 2006 for employees of these states. Persons arriving in Finland from these countries should, however, report the information on their employment to the Employment Office for registration purposes to make monitoring possible.

Foreign students are an important resource and in the future their expertise may assist Finnish society and they can fill the gap in the labour force. Foreigners whose integration in Finland begins during their education and who finish their studies here are more likely to establish themselves in the Finnish labour market than those foreigners who are looking for work but do not have any links to Finland. **The Aliens Act was amended in 2006 in order to promote the entry of students from the so-called third countries in the Finnish labour market.** Foreign students who earn a degree in Finland can apply for a work permit for a maximum of six months. After finding a job, the person can apply for a residence permit. The application is processed without the consideration of the availability of labour. The Government's Migration Policy Programme proposes that the job seekers permit be granted for 10 months instead of the current 6 months. Another proposal is to increase the number of traineeship positions and courses in Finnish and Swedish to those who have earned their degree in Finland. The number of applications for residence permits submitted by foreign students increased in 2005. Most of the applications submitted by foreign students came from Russia and China. The majority of students obtained the right to study in Finland. The main reason for turning down an application was lack of a student place or insufficient income. In addition to universities, polytechnics and vocational institutes also receive foreign students.

The purpose of the **EU's family reunification directive** is to approximate the laws of the member states on the entry and residence of the families of third country citizens. **Law amendments in Finland are in compliance with the key provisions of the directive and certain parts are even more favourable.** A nine-month maximum period was stipulated for processing applications for residence permit on the basis of family ties. For example, amendments were made to the general requirements for family member residence permits and the definition of family member. In addition, family members were granted the right to gainful employment.

**With the European Mobility Directive,** the Union aims to simplify the formalities associated with the right for union citizens and their families to reside in a member state. **The legislative proposal on the implementation of the directive** presents that union citizens can still reside in Finland for a maximum of three months with no other requirements than a valid identity card or passport. After that, the person must apply for the right of residence. In the future, family members of union citizens would be granted a family member residence card instead of the current residence permit card.

**Finland will start issuing residence permit stickers with photo.** The photo applied to the sticker must be of high quality. The new procedure will be introduced gradually. All residence permits issued following an application lodged after 30 November 2006 will have a photo. Anyone applying for a residence permit, or their representative, must provide a photo for the photo sticker conforming to the Passport photo guidelines issued by the police in June 2005. A photo must be submitted with the application as of 1 October 2006. Introducing the photo sticker will increase general security, as it will be easier to ascertain the identity of the permit holder. It will also be more difficult to forge a residence permit with photo. Photo stickers have already been introduced on visas.

## 5. Immigration and emigration

### 5.1. Numbers and structures

A total of 21,355 people moved to Finland in 2005. 12,369 people moved abroad from Finland. Table 4 presents immigration and emigration in Finland in 2005 by nationality. Foreign nationalities are grouped into EU countries and OECD countries. The table shows that there is clearly more immigration to Finland from countries other than EU and OECD countries. The total net immigration was +8,986 people. Net migration of Finnish citizens was in 2005 -1,126 (last year - 648). The net migration of foreign citizens rised to +10,112. During January-September 2006, 17,050 persons moved to Finland from abroad and 9,050 persons left Finland for another country.

Table 4. Immigration and emigration in 2005

Nationality	Immigration to Finland	Emigration from Finland	Net migration
<b>Total</b>	<b>21,355</b>	<b>12,369</b>	<b>8,986</b>
• <b>Finnish citizens</b>	<b>8,611</b>	<b>9,737</b>	<b>-1,126</b>
• <b>Foreign citizens:</b>	<b>12,744</b>	<b>2,632</b>	<b>10,112</b>
- EU countries	4,490	1,458	3,032
- Non-EU countries	8,254	1,174	7,080
- OECD countries	3,519	1,584	1,935
- Non-OECD countries	9,225	1,048	8,177
- Nordic countries	895	586	309

Source: Statistics Finland

No essential change in the volumes of labour force from the new EU countries was observed in Finland. Last year, the Employment Offices issued over 2,600 approvals. Consequently, direct employment has been insignificant, but it is estimated that the numbers of posted workers have clearly increased. This development has brought along problems such as a difficulty of supervising the working conditions and an uncertain position of the workers. Monitoring also is difficult, because in practice, the majority of workers are not registered as living or working in Finland.

In 2005, a total of 687 ethnic Finns remigrated to Finland from the area of the former Soviet Union, mostly from Russia and Estonia. This number does not include family members. Finland's refugee quota was 750 in the year under review. Within this quota were received refugees whom the The United Nations High Commissioner for Refugees (UNHCR) had regarded as being in need of international protection and relocation from their first country of asylum. All in all, the number of people within the scope of the reception of refugees in 2005 was 1,501 people. This includes quota refugees, asylum seekers who had received a positive decision to their applications and their family members.

The most common reasons for moving to Finland are family ties (marriage to a Finnish citizen), refugee status and remigration. However, it is difficult to determine one single factor for immigration: the reasons are usually multifold and can change over time. In addition, the stated reasons for immigration may be subject to deliberate speculations.

So far, the overall economic effects of immigration have not been studied in Finland. In 2005, The Government Institute for Economic Research carried out a study on the labour market involvement of immigrants who had arrived in Finland in the 1990s and on direct taxes paid by and income transfers received by these immigrants. According to the study, the employment situation of foreigners who had permanently moved to Finland during 1989-2000 improved significantly over time. Migrants from nearby regions such as Estonia and Russia, as well as those hailing from OECD countries, generally entered the labour market quickly. For those who entered the country for humanitarian reasons, the conditions for successful placement in jobs also

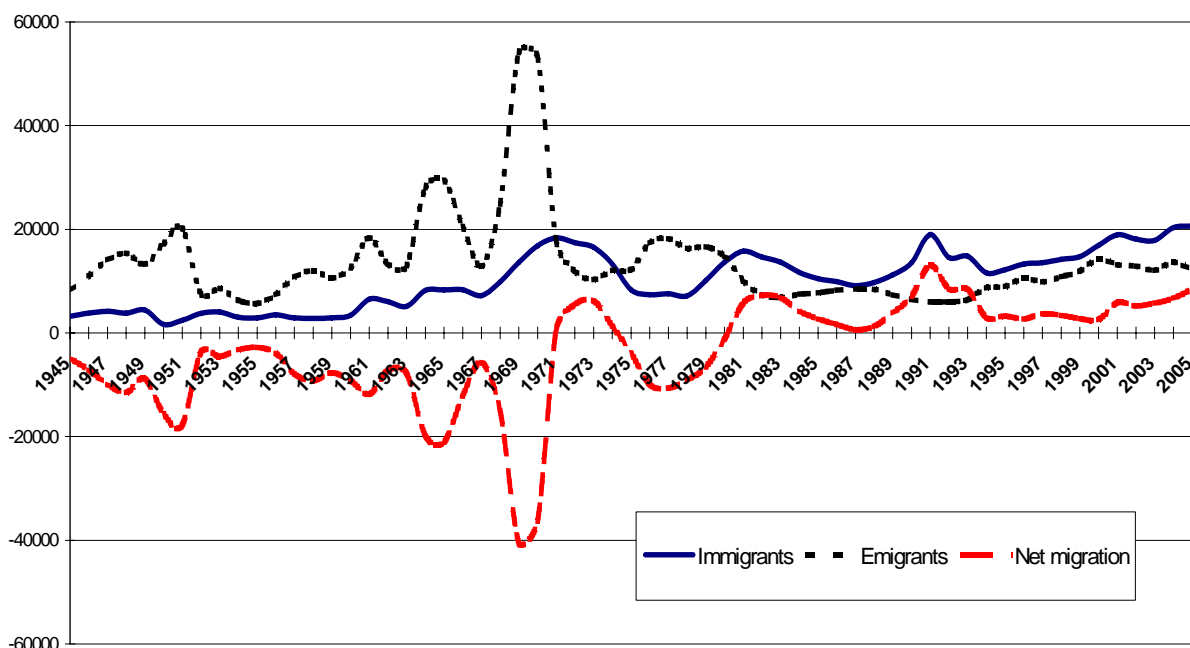
improved the longer the person stayed, although slowly. In any case, the study supports the belief that in the long term, any kind of immigration is, on average, beneficial to the society.

Traditionally, Finland has been a nation for emigration. Migrants have left Finland to seek employment in countries like Sweden, Australia and North America. As illustrated in Figure 1, in the 1960s, there was substantial emigration from Finland, mainly to Sweden, of Finns leaving in search of employment. Even in the 1970s, migration followed the employment trend in Sweden. In the 1980s, the direction of migration changed: Finland had more immigrants than emigrants.

The term “Expatriate Finn” refers to Finnish citizens of Finnish origin living abroad and their descendants, whether or not the descendants are Finnish citizens or born in Finland. However, the expatriate should consider him/herself Finnish. There are no exact statistics on the number of expatriate Finns. According to the Population Register Centre statistics, last year the number of Finnish citizens living abroad was 250,000. The number of first generation and multi-generation expatriates is estimated at 1.3 million. The majority live in the European Economic Area, mostly in Sweden and also in the United States and Canada.

In order to reinforce the interaction between expatriates and the Finnish society, the Government passed a resolution on the Expatriation Policy Programme for 2006-2011. The programme sets out the guidelines and procedures to reinforce the interaction between expatriates and Finland. The resolution complements the Government's Migration Policy Programme. The programme states that a successful expatriate policy improves the conditions for returning to Finland for expatriates who wish to do so. This requires resolving the laws that slow down the remigration process and the faults in administrative procedures. In addition, information on day-to-day life and career issues should be improved. Another key area is supporting and preserving the culture among expatriate Finns. Suomi Schools, or "Finnish Saturday Schools", have a key role in this field. The schools help teach children the Finnish and Swedish languages and Finnish culture. Programme objectives also include promoting long-term and short-term schooling, education and training of young expatriates in Finland.

Figure 1. Immigration, emigration and net migration in 1945 – 2005 (foreign and Finnish citizens)



Source: Statistics Finland. The figures are for permanent settlers and normally do not include fixed-term workers.

The immigration to Finland has increased steadily during the last decade. The top three immigrating nationalities have remained the same. Russians, Estonians and Swedes constitute approximately 40 % of the yearly foreign inflow to Finland (Table 5). In year 2005, the proportion of these three biggest immigrant nationalities was 37 % of the total foreign immigration. However, it should be noted that the top three immigrating groups include a considerable number of persons of former Finnish nationality (Swedes) or other Finnish descent (Russia, Estonia).

*Table 5. Foreign citizens immigrating to Finland, by nationality 1996-2005*

<i>Nationality</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>Total 1995-2005</i>
Russia	2,025	2,399	2,488	2,197	2,526	2,556	2,052	1,670	1,939	2,081	<b>21,933</b>
Estonia	690	629	675	587	655	1,090	1,163	1,102	1,699	1,852	<b>10,142</b>
Sweden	644	667	799	678	701	676	642	682	678	728	<b>6,895</b>
China	137	146	199	170	230	331	356	423	433	596	<b>3,021</b>
Iraq	451	530	268	330	248	263	326	136	277	127	<b>2,956</b>
Somalia	295	457	360	110	171	278	291	201	196	359	<b>2,718</b>
Serbia	98	187	134	407	304	619	197	151	219	183	<b>2,499</b>
Thailand	126	126	154	144	169	290	320	358	393	414	<b>2,494</b>
UK	193	177	178	196	246	270	315	265	296	308	<b>2,444</b>
Iran	156	323	194	319	160	256	237	257	232	215	<b>2,349</b>
USA	202	168	199	218	247	242	235	240	247	273	<b>2,271</b>
Germany	151	143	183	188	204	244	242	234	312	312	<b>2,213</b>
Turkey	149	187	135	131	140	243	269	271	249	337	<b>2,111</b>
India	68	65	111	126	179	206	205	207	334	381	<b>1,882</b>
Ukraine	154	95	92	75	143	156	139	125	121	127	<b>1,227</b>
Vietnam	59	128	192	46	85	71	93	47	80	180	<b>981</b>
Others	1,590	1,720	2,044	2,083	2,840	3,408	3,017	3,230	4,070	4,271	<b>28,604</b>
<b>Total</b>	<b>7,539</b>	<b>8,147</b>	<b>8,340</b>	<b>7,937</b>	<b>9,110</b>	<b>11,037</b>	<b>9,942</b>	<b>9,432</b>	<b>11,511</b>	<b>12,744</b>	<b>95,739</b>

Source: Statistics Finland

In 2005 the main groups of foreign citizens emigrating from Finland were of Estonian, Swedish or Russian nationalities.

*Table 6. Foreign citizens emigrating from Finland, by nationality 1996-2005*

<i>Nationality</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>Total 1995-2005</i>
Sweden	356	377	422	440	457	420	417	376	376	449	<b>4,090</b>
Russia	460	144	119	127	505	188	288	271	353	180	<b>2,635</b>
Estonia	326	148	159	152	337	131	209	171	584	272	<b>2,489</b>
USA	211	103	98	124	303	141	196	184	263	153	<b>1,776</b>
UK	152	94	91	126	209	127	168	123	268	167	<b>1,525</b>
Germany	109	62	84	138	175	127	102	118	211	131	<b>1,257</b>
China	105	32	36	72	212	48	113	38	131	96	<b>883</b>
Somalia	77	70	44	56	187	39	38	19	96	40	<b>666</b>
Turkey	31	18	20	15	49	13	26	26	30	18	<b>246</b>
Thailand	28	8	9	8	27	20	19	17	34	28	<b>198</b>
Bosnia-Herzegovina	37	18	18	4	26	8	20	22	15	7	<b>175</b>
Iraq	4	11	..	13	26	11	11	16	20	9	<b>121</b>
Serbia	18	6	9	11	9	13	..	10	26	13	<b>115</b>
Iran	13	18	..	2	23	9	..	6	18	11	<b>100</b>
Vietnam	14	4	..	7	19	3	..	13	15	13	<b>88</b>
Ukraine	2	1	..	3	18	6	..	9	15	17	<b>71</b>
Other	1,104	490	591	702	1,546	853	1,150	859	1,731	1,028	<b>10,054</b>
<b>Total</b>	<b>3,047</b>	<b>1,604</b>	<b>1,700</b>	<b>2,000</b>	<b>4,128</b>	<b>2,157</b>	<b>2,757</b>	<b>2,278</b>	<b>4,186</b>	<b>2,632</b>	<b>26,489</b>

Source: Statistics Finland

Table 7 shows the net migration for selected foreign nationalities, which formed the biggest immigration inflows to Finland in year 2005. Traditionally, migration in Finland has been to and from the neighbouring countries Sweden, Russia and Estonia. In recent years, migration to and from Asia has increased. Migrant workers come from China and India in particular. Immigrants from Thailand are generally the spouses of Finnish citizens. The net migration was positive for the most numerous immigrating nationalities. The emigration of Finns exceeded the level of immigration by 1,126 persons in 2005. The number almost doubled compared to the previous year.

Table 7. Net migration of the biggest immigrating groups in 2005, by nationality

<i>Nationality</i>	<i>Immigration</i>	<i>Emigration</i>	<i>Net migration</i>
<b>All nationalities</b>	<b>21,355</b>	<b>12,369</b>	<b>8,986</b>
<b>All foreign citizens</b>	<b>12,744</b>	<b>2,632</b>	<b>10,112</b>
Russia	2,081	180	1,901
Estonia	1,852	272	1,580
Sweden	728	449	279
China	596	96	500
Thailand	414	28	386
India	381	83	298
Somalia	359	40	319
Turkey	337	18	319
Germany	312	131	181
UK	308	167	141
USA	273	153	120
Afghanistan	264	2	262
Sudan	244	1	243
Iran	215	11	204
France	212	75	137
Serbia	183	13	170
Italy	148	41	107
Iraq	127	9	118
Ukraine	127	17	110
Poland	125	36	89
<b>Finland</b>	<b>8,611</b>	<b>9,737</b>	<b>-1,126</b>

Source: Statistics Finland

## 5.2. Migration of Finnish citizens and ethnic Finns

In 2005, a total of 9,470 Finnish citizens left the country. Most emigrants head for the EU and OECD countries. The main destination for emigrants was Sweden. Some 3,000 Finns move to Sweden every year. This relatively steady migration flow represents approximately one third of the yearly Finnish emigration. Emigration to Finland's western neighbour is today, however, considerably smaller than it was in the 1960s and 1970s. Another popular destination is Norway, for work reasons among others, although the number of emigrants to the country has decreased over the last couple of years. In the late '90s and early 2000s, there were still some 1,000 Finns moving to Norway annually.

There has been practically no emigration of Finnish citizens to the eastern and southern neighbour countries. In 2005, 281 Finnish citizens moved to Estonia and even less (69) to Russia. This migration is mainly entrepreneurial consisting of businessmen and employees of Finnish companies relocated in these countries. Emigration to Estonia is, however, gradually rising as Estonia has become part of EU and the economic and other relations are developing. Table 8 shows the main target countries of Finnish emigration in the years 1995-2005. The table includes also naturalized persons.

Table 8. Emigration of Finnish citizens 1995-2005, by target country

Target country	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	Total 1995-2005
Sweden	2,775	2,667	2,759	2,896	3,239	3,349	3,234	3,156	3,017	2,693	2,823	<b>32,608</b>
Norway	495	505	946	1,277	1,321	1,236	1,145	1,122	862	573	506	<b>9,988</b>
UK	377	472	528	660	812	770	984	810	941	964	1133	<b>8,451</b>
USA	507	584	516	585	658	793	865	787	783	800	844	<b>7,722</b>
Germany	615	630	621	613	699	695	825	623	630	605	577	<b>7,133</b>
Spain	385	438	527	669	597	734	758	679	731	621	584	<b>6,723</b>
Denmark	338	322	328	337	379	304	324	313	338	326	303	<b>3,612</b>
Belgium	192	261	290	241	217	211	226	203	222	224	189	<b>2,476</b>
France	166	178	157	188	210	202	253	262	226	284	218	<b>2,344</b>
Switzerland	119	144	133	144	189	224	285	214	243	195	262	<b>2,152</b>
Netherlands	116	97	133	164	186	234	214	235	180	188	159	<b>1,906</b>
Italy	131	136	133	108	153	144	192	136	179	179	165	<b>1,656</b>
Estonia	94	81	92	107	103	109	123	152	117	255	281	<b>1,514</b>
Canada	101	88	92	99	76	87	126	147	125	125	136	<b>1,202</b>
Australia	95	70	76	70	112	65	96	119	102	172	140	<b>1,117</b>
Other	935	905	941	968	1,015	1,026	1,346	1,176	1,109	1,266	1,417	<b>12,104</b>
<b>Total</b>	<b>7,441</b>	<b>7,578</b>	<b>8,272</b>	<b>9,126</b>	<b>9,966</b>	<b>10,183</b>	<b>10,996</b>	<b>10,134</b>	<b>9,805</b>	<b>9,470</b>	<b>9,737</b>	<b>102,708</b>
<b>To EU countries</b>												<b>6,937</b>
<b>To OECD countries</b>												<b>8,676</b>

Source: Statistics Finland

Over the recent years the main returning flows of Finnish citizens originate from Sweden. Many Finns who emigrated to Sweden in the previous decades are returning back to Finland. This flow represents almost 40% of the all immigration of Finns in the period of 1995-2005. In 2005, there was an increase of nearly 400 persons who remigrated from Sweden compared to the previous year. Table 9 shows the main source countries of the return migration of Finnish citizens. The figures in the table contain also naturalized Finns.

It can be noted that Nordic countries and other EU –countries, as well as the old big migration countries of the United States, Canada and Australia, form the main target and source countries for the migration of Finnish citizens.

Table 9. Remigration of Finnish citizens 1995-2005, by source country

Source country	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	Total 1995-2005
Sweden	2,603	2,876	2,607	2,717	2,541	2,510	2,780	2,067	2,764	2,863	3,207	<b>29,535</b>
Norway	285	346	308	548	876	958	1,023	976	911	900	661	<b>7,792</b>
Germany	308	434	371	418	427	461	469	572	557	561	600	<b>5,178</b>
UK	128	201	243	239	390	381	537	550	621	590	607	<b>4,487</b>
USA	157	340	279	313	287	325	450	585	545	550	542	<b>4,373</b>
Spain	155	140	166	196	237	252	348	440	486	511	482	<b>3,413</b>
Denmark	273	267	288	270	294	329	293	269	292	295	257	<b>3,127</b>
France	82	67	83	102	128	120	123	170	177	167	176	<b>1,395</b>
Netherlands	63	50	53	84	79	120	149	149	154	158	152	<b>1,211</b>
Belgium	46	71	55	60	111	134	152	125	147	154	148	<b>1,203</b>
Switzerland	56	65	79	80	100	87	115	112	160	172	172	<b>1,198</b>
Italy	67	87	58	59	82	78	90	138	99	109	87	<b>954</b>
Russia	68	106	71	61	78	92	70	68	81	130	89	<b>914</b>
Estonia	67	52	53	61	70	101	86	87	90	119	133	<b>919</b>
Canada	37	85	64	70	58	74	68	92	99	115	112	<b>874</b>
Australia	29	65	93	51	75	55	59	54	76	91	118	<b>766</b>
Other	453	503	519	523	974	1,708	1,106	1,687	1,147	1,337	1,067	<b>11,024</b>
<b>Total</b>	<b>4,877</b>	<b>5,755</b>	<b>5,390</b>	<b>5,852</b>	<b>6,807</b>	<b>7,785</b>	<b>7,918</b>	<b>8,141</b>	<b>8,406</b>	<b>8,822</b>	<b>8,610</b>	<b>78,363</b>
<b>From EU countries</b>											<b>6,198</b>	
<b>From OECD countries</b>											<b>7,750</b>	

Source: Statistics Finland

### 5.2.1. Return migration from the former Soviet Union

A returnee is an expatriate Finn who returns to Finland. The definition applies to former citizens of Finland and their descendants, as well as Ingrian Finns from the ex-Soviet area, who are ethnic Finns but not descendants of Finnish citizens. In accordance with the Aliens Act, returning Ingrian Finns are required to complete re-entry orientation prior to their arrival in Finland and to have proficiency in Finnish or Swedish equal to the A2 level (basic ability) of the Council of Europe's Common European Framework. In addition, returnees must have prearranged living accommodation in Finland. Language proficiency tests take place in Russia and Estonia. 1,132 Ingrian Finns have taken the test since 2004. 80% of applicants passed the test. In 2005, a total of 400 people completed the re-entry orientation course. In addition, some 600 people queuing for a returnee's permit of residence learnt Finnish in beginner's courses organised by Ingrian associations.

In 2005, the number of Ingrians immigrating to Finland was 687 (Table 10.). The number of working age people aged 15-64 was 460. This number does not include family members. In October 2006, there were 12,000-13,000 persons (including family members) queuing for the returnee's permit in Russia. There were approx. 3,000-4,000 families. The Directorate of Immigration completed the Finnish ancestry investigation of those waiting for a returnee's permit in Estonia in autumn 2006, and the separate queue was shut down.

Ingrians who are planning to move to Finland are in prime working age. Approximately 30% hold a degree. Finnish enterprises have shown a growing interest in employing Finnish-speaking Ingrians in fields where there is shortage of workers and in various positions in Finnish-Russian trade.

Table 10. Immigration of Ingrians 1998 – Aug 2006

Country	1998	1999	2000	2001	2002	2003	2004	2005	Jan-Aug 2006	Total 1998-Aug 2006
Russia	739	1,004	974	902	874	656	412	525	317	<b>6,403</b>
Estonia	426	300	171	150	190	116	106	162	40	<b>1,661</b>
<b>Total</b>	<b>1,165</b>	<b>1,304</b>	<b>1,145</b>	<b>1,052</b>	<b>1,064</b>	<b>772</b>	<b>518</b>	<b>687</b>	<b>357</b>	<b>8,064</b>

Source: Ministry of Labour

The new Migration Policy Programme addresses the remigration of Ingrians. According to the policy, remigration of Ingrians should be directed to meet the needs of the Finnish labour market. New applications will no longer be accepted for the remigration queue. However, the applications of those already signed up will be processed according to the current law. The special status of Ingrians would, thus, be gradually faded off and the immigration of Ingrians would be dealt according to normal labour migration policies.

### 5.3. Humanitarian immigration

#### 5.3.1. Refugees

Over twenty years Finland has been offering refugee resettlement programmes in partnership with UNHCR. The Finnish Resettlement Programme consists of the selection process carried out in co-operation with the UNHCR, pre-arrival training and information sharing, transfer from the 1<sup>st</sup> country of asylum to Finland and integration programmes carried out by the local municipalities in Finland. Resettlement is the selection of the refugees and transfer from a country in which they have sought refuge to a safe host country, which has agreed to admit them. Resettled refugees are accorded permanent protection guarantees, including legal residence, allowing them to integrate in the national community. The representatives of the Ministry of Labour and Directorate of Immigration interviewed most of the refugees in their first country of asylum before granting them a permit of residence.

The Finnish Parliament decides the size of the annual resettlement quota. The annual quotas have gradually grown in Finland after the mid-1990's (Table 11). In 2005 the resettlement quota was 750. The quota reflects the amount of decisions made on refugee arrivals. All the decisions do not lead to actual arrivals in the same year. The procedure takes time and often the actual resettlement takes place in the following years.

Table 11. Resettlement quotas and refugees arrived within the quotas 1995 – 31.8.2006

Year	Resettlement quota	Refugees arriving to Finland												
		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	1.1.-31.8.06	Total
1994	500	259	3											262
1995	500	136	314	4		2	1							457
1996	500		209	288	5									502
Extra quotas *)	1000	267	314	13	5									599
1997	500			323	169									492
1998	600				124	409	8	10						551
1999	650					132	499		6					637
2000	700						248	443						691
2001	750							286	360					646
2002	750								203	489				692
2003	750									73	661			734
2004	750										74	606		680
2005	750											160	433	593
2006	750												49	49

Source: Ministry of Labour.

\*) Extra quota 1995 and 1996 (500/year) for refugees from the Former Yugoslavia.

In 2005 the largest groups among the 766 refugees who arrived in Finland through the Resettlement Programme came from Sudan, Afghanistan and Iran. As in previous years, authorities visited Turkey and Iran to select refugees for resettlement (Iranians from Turkey and Afghans from Iran). Thailand was a new destination. Authorities made two trips and selected a total of 327 Myanmar refugees for resettlement.

Table 12. Resettlement of quota refugees in 2005 - Aug 2006, by country of origin

Country of origin	Resettled refugees 2005 - Aug 2006
Afghanistan	319
Myanmar	238
Sudan	236
Iran	234
Vietnam	70
Others	151

Source: Ministry of Labour.

In addition to the Resettlement Programme, Finland receives other refugees. These include asylum seekers who have been granted asylum or residence permit on the need of protection or on the basis of other humanitarian reasons, their family members and family members of quota refugees. The largest refugee groups in 2005 came from Somalia, Sudan, Afghanistan and Iran (Table 13). The number of refugees who received financial assistance for voluntary return to home country has been very modest in recent years.

Table 13. Refugees received by Finland, by country of origin 1995 – Aug 2006

Country of origin	1998	1999	2000	2001	2002	2003	2004	2005	Jan-Aug 2006	YHT.
Afghanistan	11	68	222	331	359	242	260	224	175	<b>1,892</b>
Somalia	256	83	123	250	263	169	157	340	100	<b>1,741</b>
Iraq	323	288	227	188	245	85	199	45	35	<b>1,635</b>
Iran	142	241	130	218	220	221	180	139	127	<b>1,618</b>
Serbia	19	380	244	502	171	38	115	69	58	<b>1,596</b>
Sudan	3	3		113		137	298	240	6	<b>800</b>
Myanmar			94	7	2			74	171	<b>348</b>
Turkey	14	8	8	55	55	36	37	28	28	<b>269</b>
Russia	6	1		9	10	70	38	72	10	<b>216</b>
Congo dem.rep.	30	7	6	9	18	27	38	27	46	<b>208</b>
Bosnia-Herzegovina +former Yug.	36	36	8	18	28	11	39	7	4	<b>187</b>
Croatia	7	18	100	51	3					<b>179</b>
Angola	17	8		3	10	15	57	8	7	<b>125</b>
Other	94	48	50	103	174	151	244	228	73	<b>1,165</b>
<b>Total</b>	<b>958</b>	<b>1,189</b>	<b>1,212</b>	<b>1,857</b>	<b>1,558</b>	<b>1,202</b>	<b>1,662</b>	<b>1,501</b>	<b>840</b>	<b>11,979</b>

The statistics include persons within range of the reception of refugees:

- quota refugees (resettlement program)
- asylum seekers who have received a positive decision
- persons received through the family reunification programme

Source: Ministry of Labour

### 5.3.2. Asylum seekers

There were 3,574 asylum seekers in Finland in 2005, and 3,439 received a decision on their application. 12 applicants were granted asylum and 585 received residence permits. The Directorate of Immigration granted temporary residence permits for 259 asylum seekers, most of whom were citizens of Afghanistan, Iraq and Somalia. 2,472 applicants had their application refused. The number of persons seeking asylum decreased by 7% in comparison with 2004, when the number of asylum seekers was 3,861. According to the Directorate of Immigration, 57% of the asylum seekers were so-called Dublin cases who had already sought asylum in another EU country. The largest groups of asylum seekers in 2005 were citizens of Bulgaria, Serbia and Somalia. The next largest groups came from Iraq, Afghanistan and Russia. In early 2006, the largest groups arrived from Bulgaria, Serbia and Iraq (Table 14). The number of Roma applicants increased in 2005. They were mainly Bulgarian nationals. Their applications were fast-tracked and all had their application refused.

During the year 2005, fifteen reception centres were operating, of which three were maintained by the state, ten by municipalities and two by the Finnish Red Cross. The reception activities provided some 2,300 beds. In 2005, 218 under-aged asylum seekers entered the country without a guardian, the majority of whom were aged between 15 and 17. The corresponding figure for the year before was 139. Their reception was arranged in group homes and supported housing facilities that operated in connection with the reception centres.

During Finland's EU Presidency, a debate will be launched on how to develop the asylum system now that the first round of legislation has been adopted. Finland will try to ensure that the minimum rules are turned into genuinely common rules and that the asylum rules are broadened out to include secondary protection. Practical cooperation between the Member States' asylum authorities should also be developed at the same time.

Table 14. The biggest groups of asylum seekers 1997-September 2006, by country of origin

Country of origin	1997	1998	1999	2000	2001	2002	2003	2004	2005	-Sep 06	Total 1997-Sep 2006
Slovakia		41	1,516	377	88	421	85	341	7	5	<b>2,881</b>
Serbia	184	348	127	262	98	223	226	693	360	177	<b>2,698</b>
Russia	70	65	189	289	289	272	289	215	233	116	<b>2,027</b>
Bulgaria	3	3	3	13		287	287	238	570	353	<b>1,757</b>
Poland			324	1,210	3	23	11	2	0	0	<b>1,573</b>
Turkey	47	98	115	76	94	197	185	140	97	25	<b>1,074</b>
Iraq	102	84	97	62	103	115	150	123	289	170	<b>1,295</b>
Somalia	184	135	73	28	18	54	91	253	321	82	<b>1,239</b>
Romania	11	2	36	29	36	596	109	132	56	13	<b>1,020</b>
Afghanistan	7	55	24	31	25	27	51	166	237	75	<b>698</b>
Macedonia	11	3	2		16	15	80	279	191	23	<b>620</b>
Iran	23	46	50	50	56	41	47	99	79	65	<b>556</b>
Bangladesh	5	13	26	22	60	81	12	31	26	25	<b>301</b>
Congo dem. rep.	10	18	5	27	23	53	38	46	37	28	<b>285</b>
<b>Total</b>	<b>973</b>	<b>1,272</b>	<b>3,106</b>	<b>3,170</b>	<b>1,651</b>	<b>3,443</b>	<b>3,221</b>	<b>3,861</b>	<b>3,574</b>	<b>1,757</b>	<b>26,028</b>

Source: Directorate of Immigration.

Table 15. Decisions to asylum applications 2000-2005

Year	Applicants	Favourable decisions				Total negative	Annulment
		A	B	C	Total		
2000	3,170	9	248	210	<b>467</b>	2,121	1,049
2001	1,651	4	346	463	<b>813</b>	1,045	307
2002	3,443	14	250	327	<b>591</b>	2,312	431
2003	3,221	7	142	345	<b>494</b>	2,443	383
2004	3,861	29	206	565	<b>800</b>	3,418	546
2005	3,574	12	141	444	<b>597</b>	2,472	370

Source: Directorate of Immigration. A Asylum, B Residence permit for need of protection, C Residence permit for other reasons, for example, family member. The decisions are 1st instance decisions and do not include decisions by the Helsinki Administrative Court.

Table 16 shows the favourable decisions on asylum applications received by different nationalities in 1999-September 2006. Those asylum seekers who were granted asylum in 2005 and 2006 came mainly from Russia, Iraq and Somalia.

Table 16. Decisions on asylum applications 1999 - September 2006, by nationality

Nationality	1999		2000		2001		2002		2003		2004		2005		Jan-Sep 2006		Total
	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	Asylum	Residence permit	
Yugoslavia rep.	11	250	1	146		289		38		44		43		2			<b>813</b>
Somalia		67		99		89	1	56		75		85	4	154		131	<b>761</b>
Iraq	5	64	4	32		76		90		21		207		95	6	81	<b>676</b>
Turkey		11	1	19		89		56	1	55	1	35	1	31	1	6	<b>307</b>
Afghanistan	8	9	1	44	2	37		20		17	2	31		100		119	<b>382</b>
Russia				4		10		84		14	10	51	3	36	17	4	<b>233</b>
Iran	1	11		13		19	4	23	3	36		37	1	16		21	<b>184</b>
Angola		5		7		6		23		23		48		23		9	<b>144</b>
Bosnia-Herzegovina		11		9		17		17		28		19				4	<b>105</b>
Serbia												30		45		27	<b>102</b>
Congo dem. rep.		1		6		5		11		19		25		16		6	<b>89</b>
Sri Lanka		2	1	7	1	13	1	9		6	1	3		7			<b>51</b>
Azerbaijan			1	2		11		1		8	6	15				1	<b>45</b>
Other	4	27		57	1	131	8	191	3	121	9	166	3	60	2	41	<b>820</b>
<b>Total</b>	<b>29</b>	<b>458</b>	<b>9</b>	<b>445</b>	<b>4</b>	<b>792</b>	<b>14</b>	<b>619</b>	<b>7</b>	<b>467</b>	<b>29</b>	<b>795</b>	<b>12</b>	<b>585</b>	<b>26</b>	<b>450</b>	<b>4,712</b>

Source: Directorate of Immigration.

Asylum seekers who receive a negative decision on their asylum application are requested to leave the country voluntarily or they are expelled. A decision on the refusal of entry or on deportation is made concerning the applicant, unless there are special grounds for not making such a decision. A temporary residence permit may be granted if the applicant cannot be returned to his or her home country or country of permanent residence for health reasons or if his or her deportation is not possible in practice. In conjunction with the refusal of entry or deportation, the applicant may be prohibited from entering Finland again. The entry prohibition may be valid for a fixed term or until further notice, and it may apply to one or several Schengen States. The decision on the asylum application is issued by the Directorate of Immigration and forwarded to the local police, who will notify the applicant of the decision and carry out the expulsion, if necessary.

There was a lot of public debate on the Directorate of Immigration's decision to grant temporary residence permits to 259 asylum seekers who could not be refused entry. In accordance with the guideline, asylum seekers could not be returned to Afghanistan, Iraq or Somalia, even though the Aliens Act and international treaties do not prohibit sending persons back to these states. Problems arose from the fact that the Aliens Act does not allow a temporary residence permit holder to work in Finland. In addition, there were problems with the placement of these persons in Finland after the permits were granted. The majority of them stayed in reception centres. If the length of temporary residence continues for a long time and returning to the home country is not possible, the integration measures may also suffer from delays. This creates new challenges for integration processes.

## 5.4. Labour migration

In the Government's Migration Policy Programme, one of the future policies is promoting work-related immigration. The immigration of persons coming to Finland for jobs should be increased in order to replace the aging population leaving the labour market. In their joint opinion, Finnish labour market organisations also endorse increasing work-related immigration. The labour market organisations believe that a growing foreign labour force and multiculturalism both in the Finnish society and working life should be considered as an enriching opportunity and not as a threat.

According to a new survey enterprises are hoping for a centralised advisory service for companies recruiting from abroad. In addition, enterprises have voiced the need for helping foreign recruits and their families to familiarise themselves with Finnish society and to learn Finnish. Help is also needed in finding accommodations. On the other hand, Finnish working communities need guidance in preparing for the arrival of foreign employees. The government is expected to invest in these support services. The needs are documented in a study carried out in the city of Vantaa as part of the EU-funded Urban II programme. The study is titled "Foreign recruitment has already begun! Enterprises' need for supporting services in the recruitment of foreign employees". Representatives from thirty businesses were interviewed during March-June 2006 in Vantaa and other metropolitan regions. In addition, the material includes the experiences of ten foreign migrants.

25 of the interviewed businesses (83%) had experiences hiring employees with a foreign background. Eight businesses had recruited from abroad. 60% of the businesses said they were likely to employ people from abroad in the future. The reason was that it is already difficult to find competent workers in Finland. Respondents believed that the situation will worsen in the future, especially in fields, which do not attract young people. The businesses expressed the need for advice on work permits, employee taxation and on the authorities with which the relocating employees are required to register. There is also a call for practical advice on recruitment. Enterprises who had already recruited from abroad were dissatisfied with the fact that information is limited and decentralised: currently, there is not a single body with comprehensive knowledge of the prerequisites in the relocation of foreign employees.

A new website ([www.mol.fi/finnwork](http://www.mol.fi/finnwork)) explaining the Finnish working life rules to foreigners was launched in September 2006. The website provides information for employers hiring foreigners as well as foreigners coming to work in Finland or already living in Finland. The website explains the rules of working life, the permits needed to work in Finland and the Finnish working culture. It includes information on such matters as concluding an employment contract, minimum wages, taxation and social security. The site provides not only basic subject-specific information but also access to more detailed information and points of contact. Information is available in four languages: Finnish, Swedish, English and Estonian. The Russian version of the website will be ready later in autumn. The site has been put together by the Ministry of Labour in cooperation with the Social Insurance Institution, the tax administration, the Ministry of Social Affairs and Health, the Ministry of the Interior, the Ministry for Foreign Affairs, the central labour market organisations and Enterprise Finland.

Directorate of Immigration has a website service (<http://www.uvi.fi/migratingtofinland>) for those who are planning to migrate to Finland or are applying for their first residence permit. The service will introduce a series of questions and based on replies provide answers concerning visa and residence permit matters.

### 5.4.1. Permit and registration matters

The permit system concerning work-based immigration is based on the Aliens Act that entered into force on 1 May 2004. At the time of the EU enlargement on 1 May 2004, a two-year Transition Period Act entered into force in Finland. The purpose of the Transition Period Act was to apply labour political discretion to the entry at the Finnish labour market by citizens of the new member states. The Transition Period Act concerned the eight new member states that joined the European Union in the beginning of May 2004 (the Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia and Slovakia). Pursuant to the Transition Period Act, for two years the citizens of these countries needed a permit to work in Finland.

In a report submitted to the Parliament on March 2006, the government of Finland proposed that after the 1st of May 2006, Finland should not extend the transition period applying to the citizens of EU countries within the scope of the Transition Period Act. The Act concerning this transition period was passed for a fixed term of two years. When passing the Act concerning the transition periods, the Parliament required that the Government should in good time before the period of validity of the Act comes to an end submit to the Parliament a report evaluating the impacts of the transition period.

Lifting the transition period is not estimated to have an essential impact on the supply of labour from the new EU countries in Finland, as the movement of workers also was possible during the transition period within the framework of provision of services. In other words, part of the pressures for mobility already has been released. It is hoped that lifting the transition period will increase direct employment instead of the use of hired-labour workers.

The total amount of decisions issued during the transition period was appr. 6,000. A majority of decisions were issued to Estonians. The next largest groups of workers came from Poland and Latvia, Hungary and Lithuania. In addition to horticultural and agricultural work, the approvals for working concerned workers in the housing construction sector, cleaners, transport work, carers of domestic animals, musicians and doctors.

No essential change in the volumes of labour force from the new EU countries was observed in Finland. Consequently, direct employment has been insignificant, but it is estimated that the numbers of posted workers have clearly increased. This development has brought along problems such as a difficulty of supervising the working conditions and an uncertain position of the workers. Monitoring also is difficult, because in practice, the majority of workers are not registered as living or working in Finland. According to a new Registration law information on their employment needs to be forwarded to the Employment Office for registration. The employment information can be forwarded for registration either by the employer or the foreign employee him/herself. The information must be made available to the Employment Office no later than within 14 days of the date the employee starts working.

An employee's permit of residence for third-country nationals is issued in two steps: it includes the partial decision of the Employment Office and the residence permit decision of the Directorate of Immigration or the Police Department of the population register district. Firstly, the Employment Office assesses the availability of suitable labour force for the work in question at the labour market within a reasonable time. In addition, the Employment Office evaluates the adequacy of the working conditions, the preconditions of the employer to act as an employer and the adequacy of the alien's livelihood, especially in case of a part-time job. After a positive partial solution has been issued, the Directorate of Immigration grants the first permit of residence and the police a continued permit, unless there are reasons for not granting a permit associated with public order and safety, or the application is regarded as an attempt to circumvent the provisions of the Aliens Act.

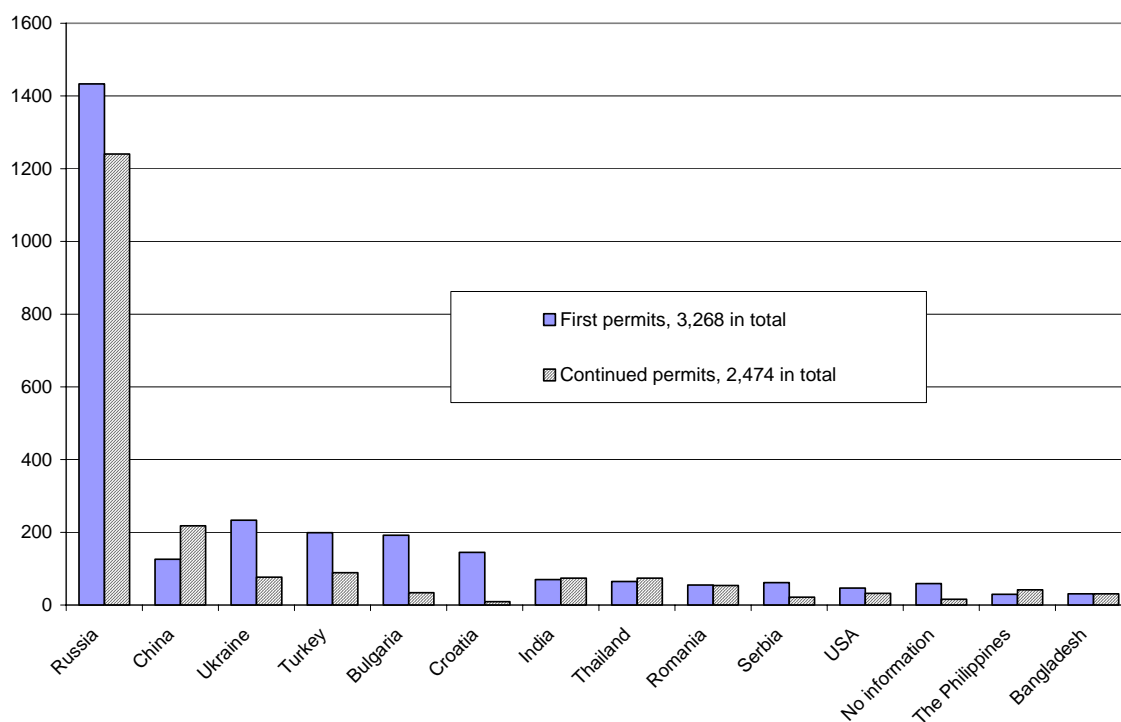
In some cases, the Aliens Act enables foreigners to work without the consideration of labour availability. The consideration of the availability of labour does not concern such as those working in the top or medium-level management of a company or as special experts, professional athletes and coaches, professional artists, professional journalists, those working for an international organisation nor seasonal workers in agriculture. The new Migration Policy Programme presents procedures that would further facilitate the immigration of foreign nationals working, for example, in research.

In 2005, the Employment Offices granted 3,268 partial decisions as regards residence permits for the citizens of third countries. Almost one half of the employees were Russian. The second largest groups were Ukrainians, Turks, Bulgarians, Croatians, Chinese and Indians (Figure 2). The highest number of partial decisions concerned workers in the transport and catering industry, horticulture and agriculture, the IT sector, cleaners and plumbers (Figure 3).

2,474 partial decisions were issued to continued applications for an employee's permit of residence. Almost one half of the employees were Russian. The second largest groups were Chinese, Ukrainians, Turks, Indi-

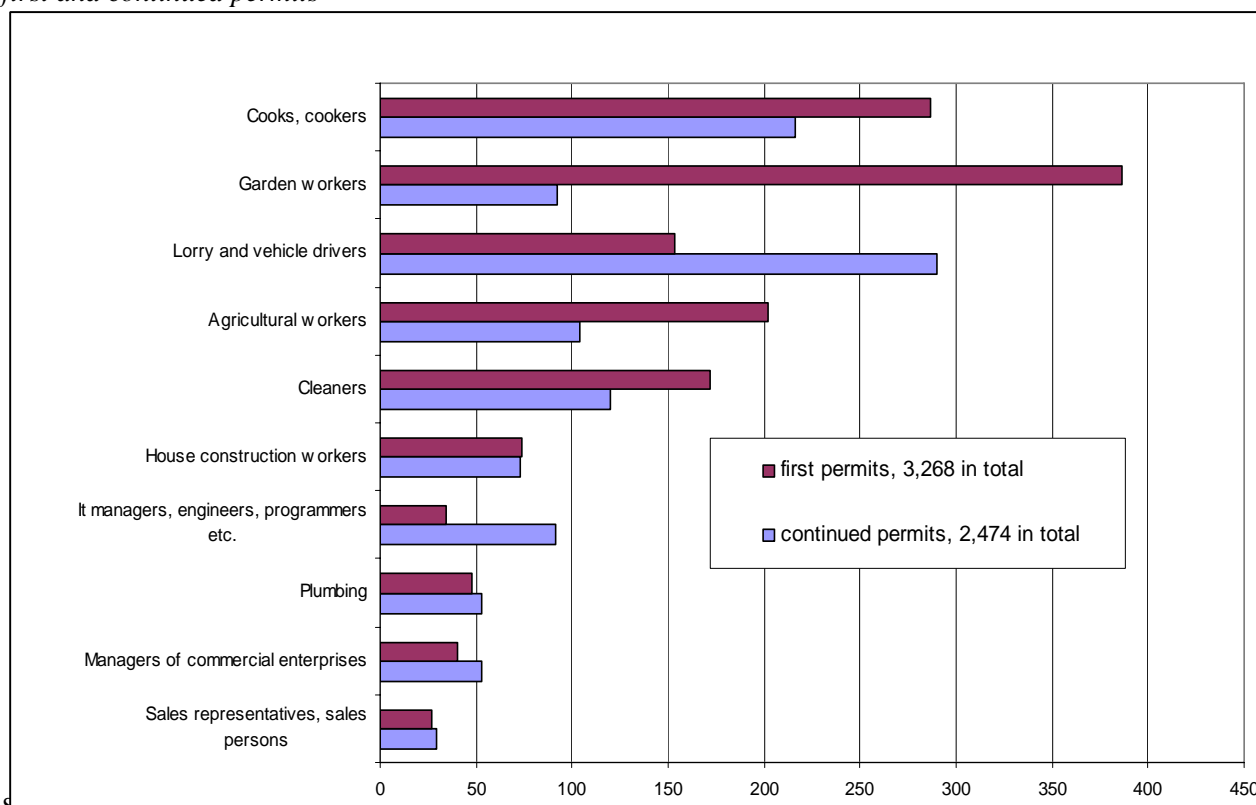
ans, Thais and Romanians (Figure 2). The highest share of these decisions concerned workers in the transport and catering industry, horticulture and agriculture, cleaners and plumbers (Figure 3).

Figure 2. Positive work permit opinions by Employment Offices in 2005, by nationality (largest groups)



Source: Ministry of Labour

Figure 3. Work permit opinions by Employment Offices in 2005, by occupational group (largest groups), first and continued permits



Source: Ministry of Labour

### **5.5. Irregular migration**

Until recently illegal immigration and illegal work by immigrants have not been considered as major problems in Finland. Reliable data of the illegal work and immigration is not available, all data is based on mere estimations which differ depending on the analyser or the source of information. Illegal immigration to Finland has so far been fairly rare but the number of illegal immigrants, as well as the number of illegal immigrants travelling through Finland, is considered to be increasing. According to some estimations there can be some thousands of third country nationals illegally residing in Finland. The Finnish working group on human trade has estimated that up to half of the illegal immigrants arrive in the country through organised trafficking. In 2005, the Directorate of Immigration made 129 decisions on deportation, the corresponding numbers for the years 2003 and 2004 were 119 and 178 respectively.

In Finland, illegal work by foreigners and illegal employment are often linked to organised activity in the grey market and in many cases, such work involves tax and duty evasion as well as violations of the minimum working conditions of foreigners. There are some different views about the extent of the grey market which includes illegal work by foreigners and illegal employment. It is estimated that the grey market amounts to 4.5% of the gross domestic product. The majority of this market does not involve foreign workers. Majority of the illegal work is done by the Finnish citizens. The government is implementing structural changes and cross-administrative cooperation to improve the control of grey market. The Migration Policy Programme also puts the focus on tackling illegal immigration and employment as one of the goals of the Hague Programme and Finland's presidency. One approach is to improve awareness about provisions on the foreign labour force.

The Transition Period Act restricted the entry of workers to Finland from new EU countries for a period of two years, however, there were no restrictions on the provision of services. The controlling of hired labour from new member states has proved problematic, especially in construction, cleaning services, transport and the hospitality industry. In construction work, according to estimates, foreigners carry out approx. 10,000 man-years of work annually. For some of the work, no tax is paid in Finland or the home country of the employees or companies. The government is proposing amendments to acts on business taxation etc. in order to prevent violations and to encourage foreign businesses to register in Finland.

In general, illegal or unacceptable treating of foreign workers has been seen as a more accurate problem than illegal immigration itself. The issue of illegal work and violation of labour contract terms has been raised up in the media and political discussion recently as a result of the Transition Period Act. The inflow of foreign workers employed by foreign employers and sent to Finland on a temporary basis has increased in 2004 and 2005. Various forms of subcontracting and labour leasing have become common especially in the construction and house-building sectors which has raised public concern about the possible violations of working contracts, tax legislation and other restrictions.

### **5.6. Action plan against human trafficking**

In August 2005, the Government adopted an action plan against human trafficking, which specifies the measures against human trafficking to be implemented in the various sectors of administration. In order to help victims of human trafficking and to bring perpetrators to justice, it is essential that victims be allowed to request a residence permit. The amendment to the Aliens Act entered into force in July 2006. The working group appointed by the Ministry of Labour has prepared a proposal on the services and aid for victims of human trafficking. The associated proposal for the amendment of the Integration Act has also been completed and will propably be accepted in the beginning of 2007. International cooperation is also in place to prevent human trafficking to or via Finland.

The activities includes the reception of customers and the necessary emergency help, arranging housing, social and health care services, advisory and legal services as well as support for integration or safe return. Ensuring the customer's safety while within the scope of the support system has also been taken in consideration, and there are separate proposals concerning special services required by minors. Outreach work and maintenance of contact channels as well as part of the other support measures associated with the system would be ensured by NGOs through project funding and operative financial assistance.

The customers will come into the system directed by the police, border control authorities, other authorities and organisations, at their own request or directed by a private person. The decision on including a customer in the system would be made by the Director of the State Reception Centre. He or she will be assisted in the decision-making and evaluation of the need for help by a multi-professional evaluation group appointed by the Employment and Economic Development Centre.

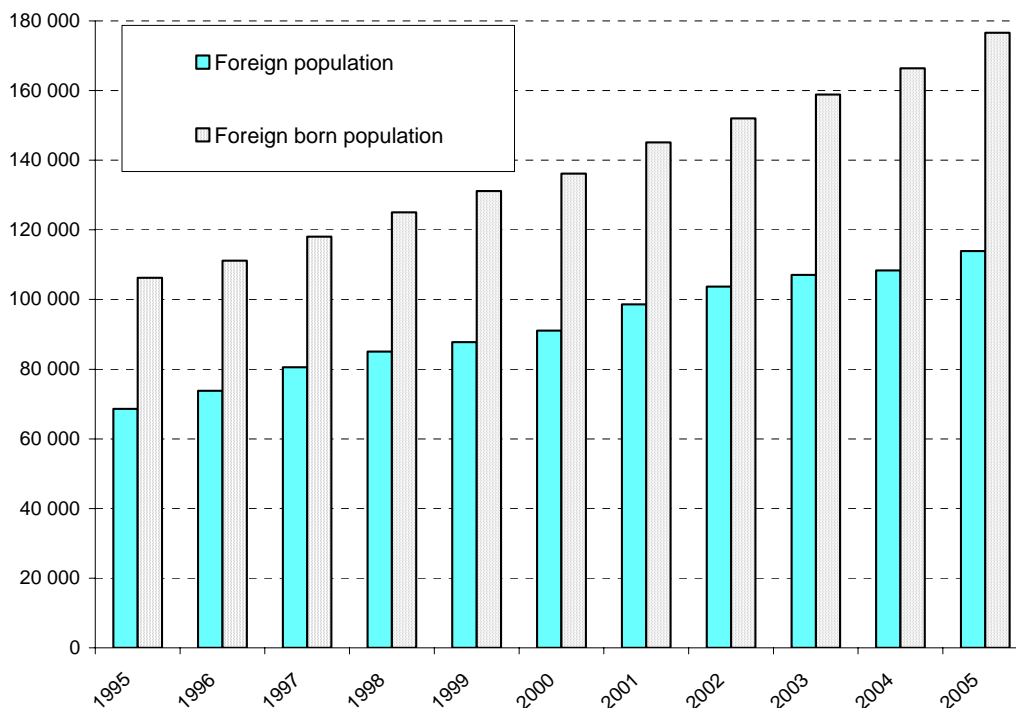
Persons entering the system through other channels than the police will immediately be brought to the attention of the police. The reception centres and organisations together will ensure that the customers will be informed of the fact that their coming within the scope of the system is reported to the police and that cooperation between authorities is considered in order to bring the criminals to justice. The necessary measures will be taken to insure that possible victims of human trafficking may be granted a reflection delay. During this reflection period, the possible victim can recover from the experience, and get appropriate guidance on what cooperation with the authorities practically means. A person within the system will be removed from the scope of the services and support measures by decision of the Director of the Reception Centre. This type of decision will be called for e.g. when no evidence of human trafficking can be found or when the customer returns to his or her home country. The ending of the legal process will not automatically result in being excluded from the support system, but in that case an attempt will be made to ensure that the person in question receives a municipality of residence or a possibility of returning safely.

## 6. Foreign residents

### 6.1. Numbers and structures

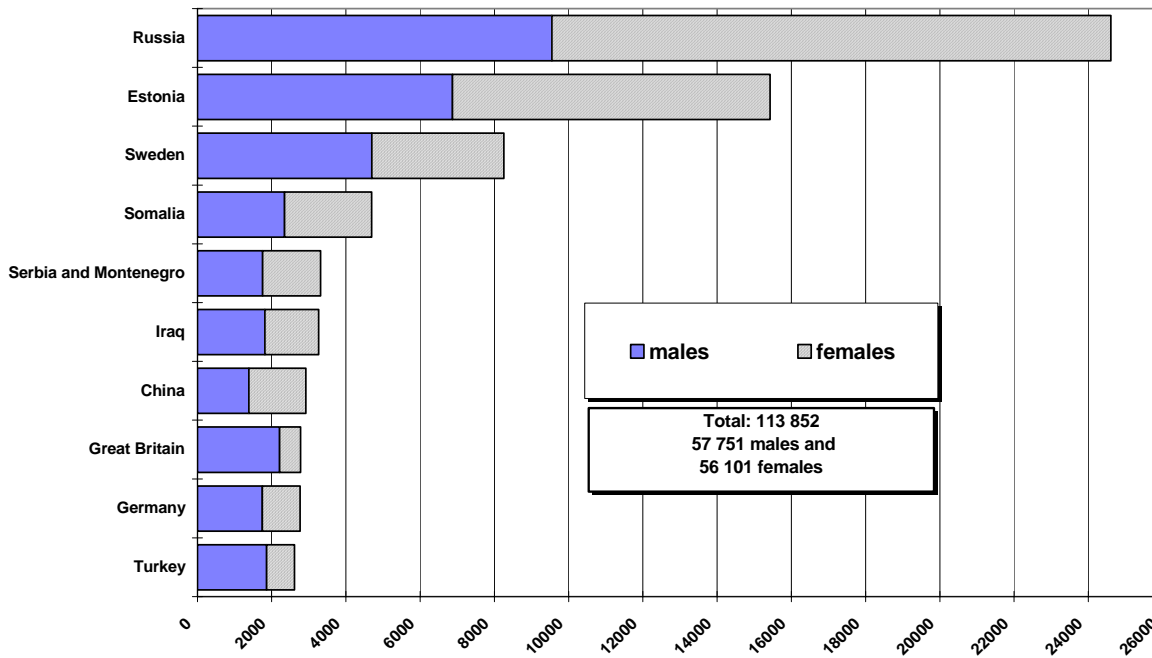
The number of foreign residents living in Finland at the end of 2005 was 113,852 which amounts to 2,2 % of the total population. 144,334 persons, i.e. 2.7% of the population, had a mother tongue other than Finnish, Swedish or Sami. The number of foreign-born individuals permanently residing in Finland was at the same time 166,361, amounting to 3,2 % of the total population.

Figure 4. Foreign population and foreign-born population in Finland 1995-2005



The number of foreigners residing in Finland remained fairly stable, at something over 10,000, for a long time. A slow increase began to take place during the 1980's. At the beginning of 1990's Finnish-speaking Ingrians from the former Soviet Union were granted the status of "returning emigrants". This led to an immediate increase in immigration. The foreign-born population in Finland has almost doubled in the last decade.

Figure 5. The largest foreign population groups by nationality in 2005

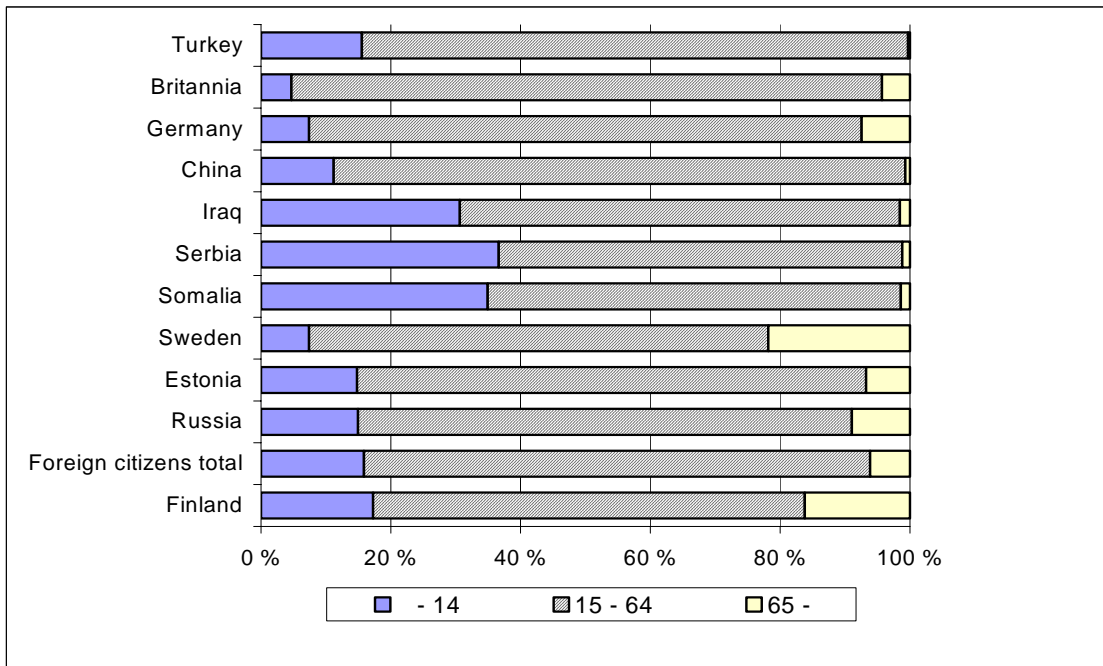


Source: Statistics Finland

Refugees and asylum-seekers who have been granted a favourable decision are placed in different municipalities around the country. Despite the official dispersal policy, many foreigners tend to move to the capital region and other bigger cities after the initial period of integration. As a result of the direct and indirect migration a vast majority of immigrants live in the southern Finland, especially in the capital region (44% of the foreign population). Helsinki, alone, is the home city for 27% of the permanent immigrant population of the country. The foreign population in Helsinki constituted 5,2% of the total population at the end of 2005.

The demographic profile of the foreign population is often different than that of the native population. In general, foreign population tends to be younger than the native population. The share of those in working age and / or the share of the children are bigger in many immigrant groups (Figure 6.). There are also considerable differences between the foreign nationalities.

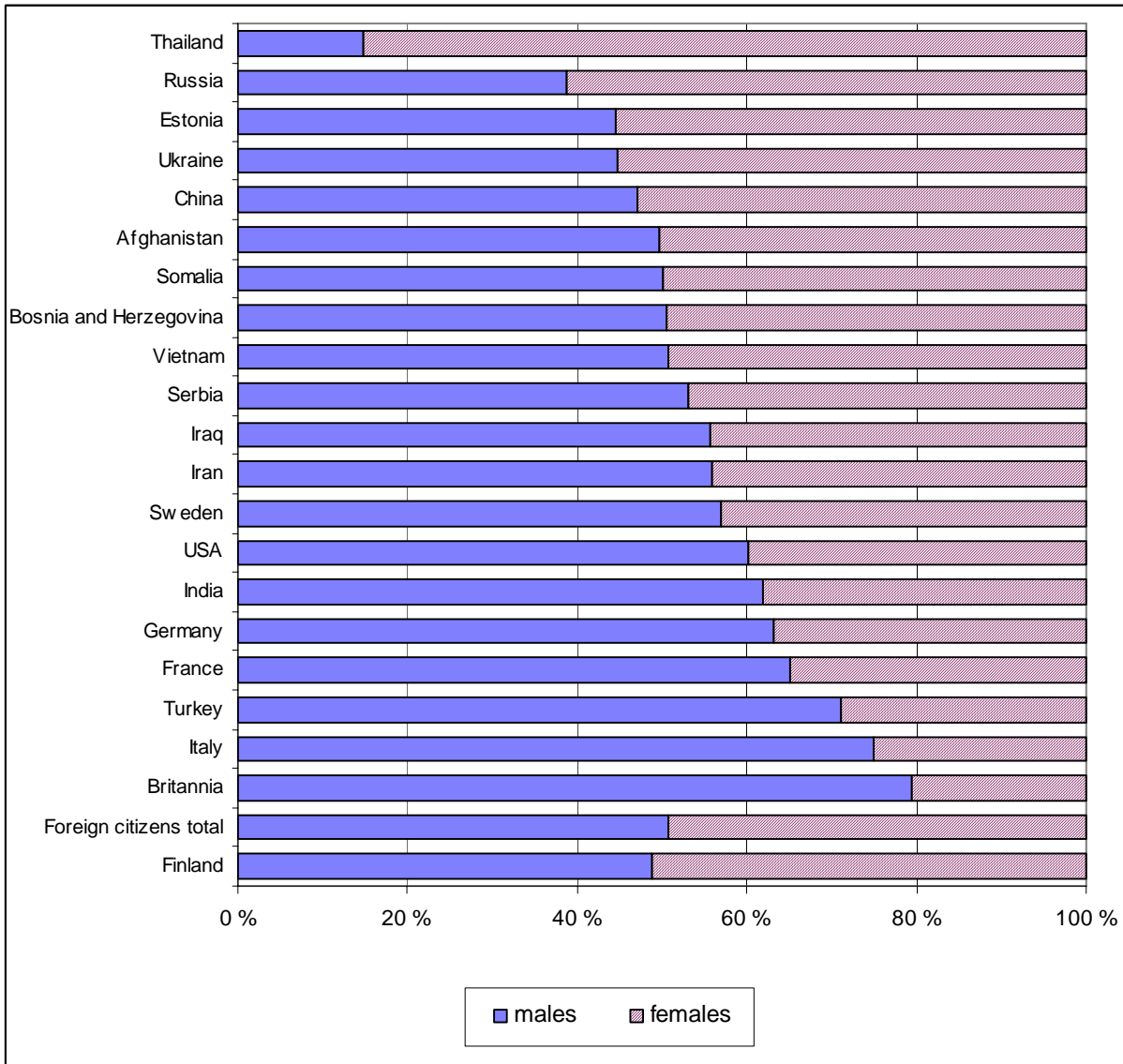
Figure 6. The biggest groups of permanent foreign residents by nationality and age in 2005



Source: Statistics Finland

In 2005 there were almost equal amount of men (57,750) and women (56,100) in the foreign population. However, there are significant differences among nationalities. There were more men among the British, Italian and Turkish. Figure 7 shows the division of men and women for some selected nationalities. It can be noted that the share of women is substantially bigger than the proportion of men amongst some nationalities, for example amongst the citizens of Thailand and Philippines. This can be explained by the different marriage patterns of Finnish men and women (Table 17.).

Figure 7 Proportion of male and female in individual national groups in 2005 (N > 1000)



Source: Statistics Finland (N > 1000)

Over 2,500 marriages are contracted every year in which one partner is a foreigner and the other Finnish citizen permanently residing in Finland. Table 17 shows the statistics for new mixed marriages in 2005. There are slightly more Finnish men than Finnish women in mixed marriages. In 2005, Finnish women married most often British, American or Turkish men. Finnish men got married to Russian, Thai and Estonian women. It can be noted that Finnish men married a foreigner slightly more often than Finnish women did in 2005, but the mixed marriages of Finnish men were less diverse. Just over half (54%) of the new mixed marriages of Finnish men were with the top three nationalities (Russians, Thai and Estonians), as for Finnish women the top three nationalities formed only 25% of all new mixed marriages.

Table 17. New mixed marriages by sex in 2005

<i>Finnish women</i>		<i>Finnish men</i>	
<i>Nationality of husband</i>		<i>Nationality of wife</i>	
Finland	27,024	Finland	28,586
UK	135	Russia	462
USA	113	Thailand	293
Turkey	107	Estonia	109
Sweden	85	Vietnam	62
Germany	66	Sweden	53
Nigeria	49	China	49
Russia	46	Ukraine	36
France	39	USA	33
Morocco	36	Philippines	30
Netherlands	34	Brazil	27
Vietnam	25	Japan	27
Other	699	Other	423
Total of mixed marriages	1,434	Total of mixed marriages	1,604
<b>Total of new marriages</b>	<b>28,458</b>	<b>Total of new marriages</b>	<b>28,982</b>

Source: Statistics Finland

Patterns for mixed marriages differ from the so called common-law relationships (cohabiting without marriage) for both Finnish men and women. The share of EU-nationals increases notably when mixed common-law relationships are observed (Table 18.). The difference between marriage patterns and other relationships patterns can be understood on the grounds of immigration laws and restrictions.

Table 18. Mixed common-law relationships by sex in 2005

<i>Finnish women</i>		<i>Finnish men</i>	
<i>Nationality of common-law husband</i>		<i>Nationality of common-law wife</i>	
Sweden	798	Estonia	625
UK	486	Sweden	513
Germany	251	Russia	427
Estonia	247	Thailand	207
Italy	172	Germany	125
Russia	163	China	69
France	145	Spain	67
Netherlands	144	UK	63
Turkey	112	USA	53
Spain	111	France	52
Other	1,463	Other	790
<b>Total</b>	<b>4,092</b>	<b>Total</b>	<b>2,991</b>

Source: Statistics Finland

Table 19 shows the number of children born to some of the biggest immigrant groups in Finland in 2005. The biggest numbers of children were born to Russian, Estonian and Somalian mothers.

*Table 19. Number of new-born children by nationality in 2005*

Nationality	
<b>Total</b>	57,745
<b>Finland</b>	56,373
<b>Foreign citizens total</b>	1,372
Russia	236
Estonia	135
Somalia	124
Iraq	105
Serbia	103
Turkey	61
Sudan	43
Afghanistan	31
Iran	31
Bosnia-Herzegovina	29
India	29
Sweden	28
Vietnam	28
China	26
Germany	14
Congo dem. rep	14
Thailand	13
Other countries	322

Source: Statistics Finland.

## **6.2. Employment and unemployment among immigrants**

During the year 2005 the Employment Offices recorded an average of 28,300 foreign job seekers, of whom 14,400 were unemployed. This corresponds to an estimated unemployment rate of 28%. The corresponding figure for the year 2004 before was 28.6%.

By nationality, the largest groups of job seekers were the citizens of Russia and Estonia, who represented approx. 43% of all foreign job seekers. The next largest groups were Iraqis, Iranians, Somalis, immigrants from area of the former Yugoslavia, Turkish, Vietnamese and Swedish job seekers. The fact that it has become easier for immigrants to find jobs in Finland has been seen especially in Uusimaa, Pirkanmaa, South-west Finland and Ostrobothnia.

The placements of foreign job seekers were divided as follows:

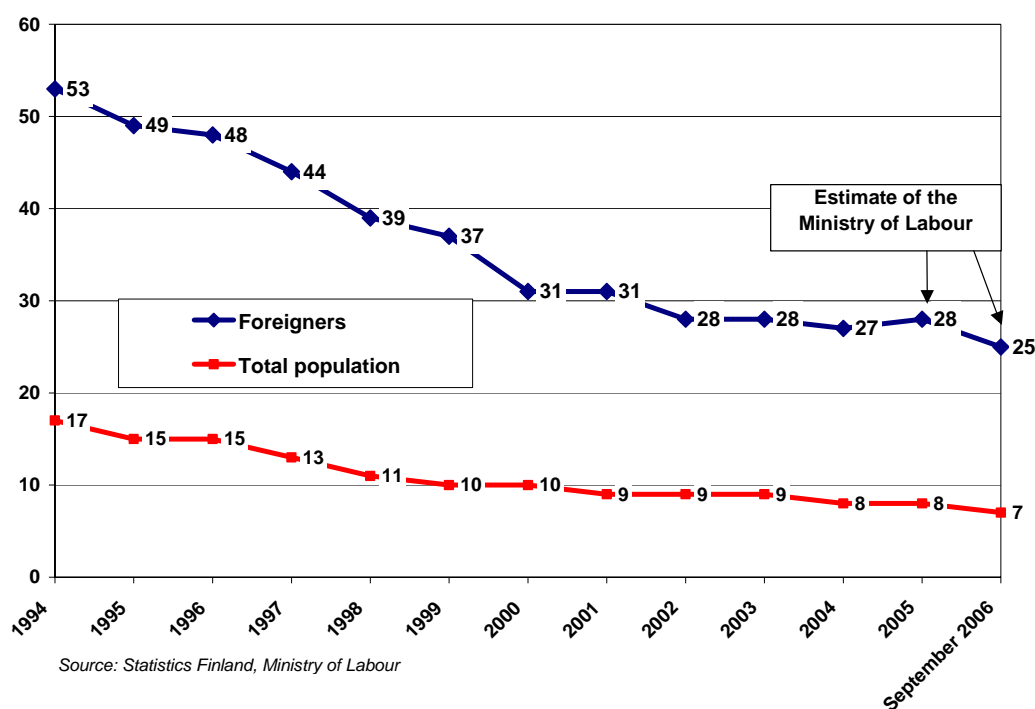
Employed at the public labour market	13,600
Placed through measures	12,200
Started in labour force training	14,200
Started in other training	2,200

During the first three (in special circumstances five) years, the newcomers are entitled to an individual Integration Plan with the precondition that are unemployed job seekers and entitled to labour market support and/or they receive social subsidies. Integration support is paid to an immigrant who follows his/her Integra-

tion Plan. The support consists of labour market support and social subsidies (basic social guarantee). During the year 2005, integration support was paid to a total of 10,600 immigrants. An Integration Plan was prepared with 3,506 newcomers, of whom slightly more than one half were women and 878 were young people less than 25 years of age. The objective is that during the integration period, newcomers can acquire language skills and other social skills needed in the Finnish working life. A total of 8,900 people being integrated are within the scope of labour political measures.

During 2006, the employment situation for immigrants has had a positive trend. In September 2006, the unemployment rate of immigrants was 24.7%, down by 2 percent unit compared to the corresponding period of the previous year. At the end of September, some 13,000 immigrants were registered with Employment Offices as unemployed job seekers. This is a reduction of 2,200 compared to the corresponding period of the previous year. From January-August 2006, some 8,500 immigrants gained employment in the active labour market. 4,900 of these immigrants were persons who had been in the country for less than three years and who were part of the integration plan programme. 7,800 immigrants found employment in job creation schemes. 9.4% of job creation schemes involved immigrants. In the same period, there were 9,345 immigrants in labour market training programmes, i.e. 22.6% of the total number of participants in labour market training. At the end of the immigration training, immigrants are advised to take part in the medium-level Finnish examination (proficiency levels 3-4 of public language examinations). In 2005, a total of 700 immigrants took part in the above-mentioned examinations, and 87% of them succeeded to achieve levels 3 or 4.

Figure 7. Unemployment rates for foreign nationals and total population in 1994 – September 2006



### 6.3. Integration of immigrants

The concept of immigrant integration became established in Finland when the Integration Act (493/1999) entered into force. The Act aims at enabling immigrants to participate in the functioning of the Finnish society just like everyone else living here. In addition to immigrants themselves, key actors in integration include municipalities, Employment Offices and non-governmental organisations. Learning Finnish or Swedish is one of the essential prerequisites of integration. The objective regarding immigrants of working age is to facilitate their access to work life and ensure that the Finnish society can benefit from their competence and

education. The Employment Office and municipal advisers specialised in immigrant services help new arrivals get off to a start.

The Integration Act emphasises the immigrants' own responsibility to actively participate in the integration process, and provides the authorities with tools for supporting the integration process. One of these tools is an individual Integration Plan, an agreement between the immigrant and responsible authorities detailing the measures of support for the immigrant and his/her family. On the other hand, the Act obliges municipalities to draw up an Integration Programme and provide immigrants with different measures to promote their integration process.

The fundamental objective of Finnish immigration policy is to facilitate immigrants' integration in the society. The main responsibility for the integration of working age immigrants lies with labour administration authorities who promote the use of immigrants' skills and their entry to the labour market. The integration of immigrants who are temporarily or fully outside the labour force is primarily the responsibility of municipalities. Cooperation among municipalities, Employment Offices and educators, among others, is a crucial prerequisite for integration.

The employment of adult immigrants is a key objective in integration. In addition to education and guidance services, the employment of immigrants sets challenges for the management of diverse working communities as the number of immigrants in the work force increases and the focus shifts to the labour immigration. The European Social Fund (ESF) and especially the Equal Initiative have supported and financed many projects which have developed good practices for promoting integration of immigrants, promoted diversity policy and tackling of discrimination at the labour market and at workplaces. The ESF-funded *MoniQ programme for multicultural work environment* (2003 – 2006) developed and produced models, good practices and methods conceived in ESF projects. The experiences from the 30 projects have been modelled into good practices that are equally suitable for private businesses and the public sector, advisory and customer services, management and workplaces. In the majority of these models, multi-professionalism and cross-sectored co-operation of several parties has played a key role in developing of a multicultural working environment.

Table 20 shows the number of immigrants participating in various integration measures in 2005.

*Table 20. The number of persons in the sphere of integration in 2001 – 2005, and their participation in different labour market measures*

<b>Year</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Within the scope of integration support during the year	8,601	9,096	10,000	10,445	10,600
Integration plans prepared for the first time during the year	5,871	3,807	3,058	3,048	3,506
<b>Total of people within labour political measures:</b>	<b>6,463</b>	<b>7,152</b>	<b>8,248</b>	<b>8,727</b>	<b>8,912</b>
<b>Measures directed at them:</b>					
- labour political training	5,871	6,610	6,589	5,785	5,817
- training that corresponds to labour political training	1,344	1,526	2,522	3,571	3,851
- in measures financed by the ESF (training, rehabilitation, work practice)	671	712	617	416	488
- in work practice or working life coaching	1,185	1,478	1,743	2,166	2,217
- participating in career guidance or rehabilitation measures	73	78	54	42	34
<b>Jobs found at the open labour market</b>	<b>3,311</b>	<b>4,046</b>	<b>5,033</b>	<b>5,504</b>	<b>6,363</b>

Source: Ministry of Labour.

When a person who has permanently moved to Finland and has become a resident of a municipality is unemployed or entitled to social assistance, he or she is entitled to an Integration Plan and the associated services. The plan is drawn up for a maximum of three years at a time. Under special circumstances however, the plan can be extended by two years (e.g. illiterate individuals). Immigrants receive guidance on how their

professions or degrees received in another country can be updated to meet the requirements of the Finnish labour market and what training or education they may need. The objective is to start the integration as soon as possible after an immigrant arrives in Finland and to make efficient use of education and other services that help integration. The idea is to attend activities that facilitate the entry to the labour market for the majority of the duration of the integration period. The initial stages of the integration plan include updating the existing skills and qualifications and becoming accustomed to Finnish working life, vocations and their requirements. As outlined in the Integration Act, the integration plan can include independent studies in addition to labour market training and work orientation.

With the Employment Office's approval, the integration plan can include studies taken for a comprehensive school diploma, upper secondary school diploma or professional qualification. Individuals may need additional studies or further education in order to meet the qualification criteria in Finland. These studies can also be included in the integration plan with certain limitations. For this type of education, individuals who qualify for integration support can receive the same benefits as those in labour market training. However, individuals seeking these benefits must first apply for the Employment Office's approval before commencing their studies.

*Table 21. Integration plans 2000 – end of August 2006*

Year	Men	Women	<b>Total</b>
2000	4,950	6,646	<b>11,596</b>
2001	4,633	6,679	<b>11,312</b>
2002	3,939	6,100	<b>10,039</b>
2003	2,812	4,176	<b>6,988</b>
2004	2,203	3,220	<b>5,423</b>
2005	2,263	3,438	<b>5,701</b>
By end of August 2006	2,278	3,251	<b>5,529</b>

Source: Ministry of Labour. Note: more than one plan can be drafted for same person.

The integration of children usually takes place through the normal channels of school and day-care. Children and other family members are taken in the consideration when integration plans are drafted with the adults of the family. Municipalities can organise special tuition for immigrant children to prepare them for the basic education and provide them with teaching in their own native language and religion. Since 1999 immigrants have also been provided with preparatory training for basic vocational education. This supplementary training aims at providing the students with linguistic, cultural and other necessary abilities to move on to vocational studies.

The annual follow-up survey in 2005 concerning the implementation of the Integration Act in the municipalities showed that over 93 % of foreigners live in a municipality, which has drafted an Integration Programme. The responses given by municipalities state that the scarcity of resources continues to be the biggest problem in their integration work. The municipalities and Employment Offices still arrange the majority of services. The situation appears to be best for adults and children, while plenty of improvement in availability of services is needed for the elderly, those over the age of 64.

The municipalities have also more and more started to acknowledge their roles as employers of immigrants but labour and business actors, such as business commissions, new business centres, chambers of commerce and entrepreneur organisations, do not participate in writing the integration programmes very often. In the future, the importance of these actors will also increase while the number of foreign employees moving to Finland is expected to increase.

The survey has been conducted since 2000. Examination of results from previous years shows clear development, which has often taken place in new areas of social policy. First the legislation and mechanisms have to be created to ensure implementation. Only then can technical and abstract learning occur: programmes and plans are written according to the law and cooperation takes place between various municipal authorities. New paths are cleared and relationships with other, already established sectors are created. Social learning takes place when cooperation partners are also found outside the administration and municipality and when

changes in the mutual alliances are required. The scope of actors broadens and more cooperation is done across administrative and municipal borders. This process is also taking place in the implementation of the Integration Act.

The results of the follow-up survey show that general awareness of integration and equality has increased and the prerequisites for integration receive quite diverse support in Finnish municipalities. However, the results do not provide direct information on immigrant integration, but reflect the structures, services and measures, which appear to have diversified and increased significantly.

Immigrants want to become integrated and they see their future as being strongly linked to Finnish society. This becomes clear in a regional study on integration of immigrants in the Helsinki Metropolitan Area, which is today kind of laboratory for the multicultural Finland. Nearly half of foreign citizens (44%) live in this area. The purpose of this study was to find out how immigrants having come to Finland in the early 1990s have adapted to their new environment. This longitudinal study (1997-2004) was conducted by University of Helsinki, Department of Social Psychology (Perhoniemi, Riku & Jasinskaja-Lahti, Inga).

The study also compared the experiences reported by seven ethnic groups (Russians, Estonians, Ethnic Finns from abroad, Somalis, Arabs, Vietnamese and Turks), in order to draw an overall picture of how adaptation succeeded in various spheres of life. Ethnic groups can have partly different kinds of adaptation problems - which it would be wise to acknowledge in the future. Over the period studied, respondents had improved their skills in Finnish, and more and more of them had found a job. They had managed to make contacts with native Finns without giving up their own ethnical identity and family values. Attitudes among Finns seem to have become more favourable. Many factors proved to be important for successful adaptation. Mental adaptation was helped by getting a job and a better economy, learning Finnish and getting involved in social networks. The importance of finding a job and learning Finnish increased over the years, and early problems of mental adaptation made it more difficult to find work later. Yet despite all these encouraging signs, acclimatization seems to be a slow process. The chances for immigrants to participate should be increased and they should be included in defining what good integration is – opportunity breeds action. It is also worth remembering that the municipality to which immigrants first arrive is not the same one to which the next ones move and where second generation immigrants live.

The Ministry of Labour also manages the Finnish European Refugee Fund (2004/904/EY), which provides resources for promoting and developing the reception of asylum seekers, asylum procedures, integration and voluntary return of refugees. The first term of the European Refugee Fund began in 2000 and it ended in 2004. Currently ongoing second term began in 2005. The national guidelines for the ERF emphasise innovation and creation of new practices. An emphasis is also given to equal participation of refugees themselves in different activities co-funded by the ERF. This goal has not yet been fully achieved due to the low level of self-organisation among refugee communities. Further efforts should be made to empower refugees in order to enable their full participation as actors and project leaders within the ERF.

### *6.3.1. Integration training*

Integration training promotes and supports the integration of adult immigrants to Finnish society by providing them with the skills and information that they need to enter the labour market and to plan and organise their lives and the lives of their families. Labour administration authorities provide integration training for their clients in accordance with the recommendation on the content of integration training which has been adopted by the Ministry of Education. Based on the recommendation by the National Board of Education, the labour administration procures an orientation course worth 40 credits for those entitled to integration plans and unemployed jobseekers who are in a comparable situation. Immigrants within the sphere of integration plans have participated actively in labour market measures.

In 2005, 10,540 immigrants enrolled in labour market training (amounting to 16.4% of the total number of entrants). The majority were in language training for immigrants. Approximately €19.5 million was spent on such training. 1,320 immigrants enrolled in vocational labour market training (3.8% of all entrants).

Literacy training is widely available within the labour market preparatory schemes and literacy courses are provided in accordance with the respective recommendation. Ideally, training should be long-term and adapted to individual learning needs, and therefore it is ill-suited to be carried out as part of labour market-oriented commercial training schemes.

In addition to individuals who are within the scope of the Integration Act, students, migrant workers, individuals living in rural and remote areas and those currently living in another country who are planning to move to Finland also need training. Training should be tailored for the needs of different target groups. New methods of training are also needed. Training services should also be available at workplaces when needed (e.g. professional language). In work-related immigration for example, it would be beneficial to provide training outside of Finland, in languages as well as integration and work orientation.

Many individuals face difficulties in seeking further education after the integration training. For example, unreasonable Finnish language requirements can be an obstacle to enrolling in vocational education. Similarly, language requirements for competence-based qualifications are often very high. Institutes of higher education offer a very limited amount of courses that immigrants could use to supplement their existing qualifications in order to match requirements in Finland. Immigrants' entry in vocational training should be supported by offering, for example, Finnish courses and study guidance in vocational education programmes.

The challenges in integration guidance are growing. Employment office immigration services alone do not have sufficient resources and knowledge. Guidance and cooperation from different fields and operators is needed in the future. As of spring 2006, the Integration Act has enabled immigrants to choose vocational or higher education instead of or in addition to labour market training. With this addition, virtually the whole spectrum of education in Finland is now available to immigrants.

As language skills are a key requirement in finding employment, immigrants are directed to work-oriented integration training and other activities that increase employment opportunities as soon as possible after their arrival. Integration training for immigrants has been increased in recent years, although waiting times vary greatly in different parts of the country.

Opportunities for independent studies for the adult immigrant population have also been improved at all levels. Key measures include preparatory education for vocational education; developing and tailoring professional and further education programmes; developing higher education selection procedures, foreign-language programmes and education suitable for immigrants; upper secondary school curricula, language training in liberal adult education and integration-related education. Training programmes for teachers and other personnel will increase the skills and knowledge needed in the education of immigrants.

### *6.3.2. Interpretation and translation services*

Interpretation and translation services are an important tool to promote immigrants' integration and equal opportunities. Interpretation and translation services are mainly intended to help the immigrants at the beginning of their stay in Finland. The aim is that immigrants learn Finnish or Swedish as soon as possible and manage everyday transactions independently. In cooperation with the Employment and Economic Development Centres, the Ministry of Labour guides and develops the interpretation and translation services for immigrants. There are seven regional Interpretation Centres maintained by municipalities around Finland. Their services are intended to support public authorities dealing with immigrants. Community interpretation is usually consecutive interpretation. It takes place either face to face or as remote interpretation (telephone or video interpretation).

In addition to municipal interpretation centres, there are several private companies and freelance interpreters who offer interpreting and translating services in various languages. The Act on Administrative Procedure stipulates that the authority shall solicit and pay for interpreting services if the procedures are initiated by an authority or when it is necessary in order to resolve the matter and to secure the rights of the person concerned. For municipalities who have pledged to receive refugees, the state compensates interpreting costs arising from visits to public social and health services by persons who qualify as refugees. There is no deadline for the compensation of interpreting and translating services.

Immigrants' linguistic equality is also promoted by authorities by publishing brochures and forms related to the services and by translating them into the most common languages among the immigrant population. Infopankki ([www.infopankki.fi](http://www.infopankki.fi)) internet portal maintained by the City of Helsinki, Cultural Office, is one example on comprehensive web-based information services. The portal is available in twelve languages. In addition to Helsinki, the portal provides information of other areas, as well, respectively Kuopio, Rovaniemi, Tampere, Turku, and the Kainuu region. According to the survey made by Infopankki, the principal target group is reached properly. The immigrants look information mostly on the possibilities to study the Finnish language, to get employment, and on residence permit issues.

#### 6.4. Naturalisations

Finnish legislation accepts dual or multiple nationality. A Finn who acquires a foreign nationality will not lose his/her Finnish nationality, nor will a foreigner who acquires Finnish nationality be obliged to renounce his/her current nationality. It should be noted, however, that the nationality legislation of the country in question does not necessarily accept multiple nationality. In spite of the fact that multiple nationality is accepted a person holding dual nationality may lose his or her Finnish citizenship at the age of 22 if he or she lacks sufficiently close ties with Finland. Finnish citizenship is covered by the Nationality Act (359/2003).

The number of applications for Finnish citizenship increased sharply after the new Nationality Act came in to force in 2003. Persons who have lost Finnish citizenship or who are descendants of Finnish or former Finnish citizens can regain or acquire Finnish citizenship, until the end of May 2008, by making appropriate declaration. The number of citizenship declarations has remained the same since 2005. The transitional period has now already reached the halfway mark. In 2005, foreigners, in particular, were informed of the opportunity to acquire Finnish citizenship and advised that this transitional period is only in force for a specific period.

Table 22. Naturalized foreigners in 1996- 2005, by former citizenship

Former nationality	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	Total 1996-2005
<b>Total</b>	<b>981</b>	<b>1,439</b>	<b>4,017</b>	<b>4,730</b>	<b>2,977</b>	<b>2,720</b>	<b>3,049</b>	<b>4,526</b>	<b>6,880</b>	<b>5,683</b>	<b>37,002</b>
<b>Europe, total</b>	<b>378</b>	<b>538</b>	<b>1,324</b>	<b>1,727</b>	<b>1,472</b>	<b>1,277</b>	<b>1,419</b>	<b>3,037</b>	<b>4,447</b>	<b>3,693</b>	<b>19,312</b>
Russia	146	210	666	800	666	533	418	1,682	2,313	2,094	9,528
Somalia	1	10	476	1,208	346	222	204	209	165	414	3,255
Estonia	17	62	143	379	353	295	319	468	690	291	3,017
Unknown	132	207	602	1012	186	200	225	101	217	110	2,992
Iraq	7	15	135	140	185	224	217	165	447	346	1,881
Vietnam	104	172	381	71	155	164	205	133	209	82	1,676
Iran	39	58	176	53	102	58	68	124	225	233	1,136
China	37	81	209	123	92	106	136	126	95	60	1,065
Sweden	102	99	142	84	44	57	61	94	149	198	1,030
Turkey	11	28	78	115	85	82	112	141	171	128	951
Serbia	-	-	-	-	4	14	41	32	338	346	775
Others	385	497	1,009	745	759	765	1,043	1,251	1,861	1,381	9,696

Source: Directorate of Immigration, Statistics Finland

The Directorate of Immigration receives many enquiries about requirements for Finnish citizenship. Language proficiency is a typical concern for applicants. The Directorate has published a section on its website on how language proficiency can be demonstrated. In addition, more information on general citizenship requirements is now available on the "Finnish Citizenship?" service at <http://www.uvi.fi/kansalaiseksi/eng/en-intro-2.html>. Users can assess their own situation and determine whether they meet the requirements for naturalization.

## 7. Measures promoting immigrants' equal treatment

The Constitution of Finland and several other acts guarantee equality and prohibit discrimination. The special anti-discrimination legislation, by which Finland transposed the Race Equality and Employment Equality Directives, came into force on the 1st February 2004. The Act prohibits discrimination based on age, ethnic or national origin, nationality, language, religion, conviction, opinion, state of health, disability, sexual orientation and any other individual reason. It prohibits both direct and indirect discrimination. Concerning all grounds, it is to be applied to the fields of employment, working conditions, terms of employment, career advancement, education and training, as well as the preconditions for entrepreneurship and supporting business and industry. It also covers memberships and activities in, among others, employee and employer organisations. Occupational safety and health authorities monitor compliance with the Act in employment relationships and civil service employment.

The Act applies to cases of discrimination based on ethnic origin also concerning: social welfare and health care services; social security benefits or other forms of support, rebate or benefit granted on social grounds; the performance of military or non-military service and housing and the supply of or access to movable and immovable property and services other than in respect of relationships between private individuals. Monitoring of discrimination by ethnic origin (excluding employment) is the responsibility of the Ombudsman for Ethnic Minorities and Discrimination Board.

According to the Finnish anti-discrimination legislation, public authorities have an obligation to actively promote equality in all their actions. In order to be able to fulfil this obligation, each authority must draft an Equality Plan pertaining to its action. The Ministry of Labour gave general recommendations on the contents of the Equality Plan in September 2004; the deadline for authorities to present their Equality Plans was the end of 2005. A follow-up survey on the implementation of the anti-discrimination legislation will start in late 2006.

Equality bodies in Finland are: the Ombudsman for Gender Equality, Ombudsman for Ethnic Minorities, Ombudsman for Children, Parliamentary Ombudsman and Chancellor of Justice.

The Ombudsman for Gender Equality works as an independent authority monitoring compliance with the Act on Equality between Women and Men. There is a specific unit (The Equality Unit) under the Ministry of Social Affairs and Health, which prepares governmental gender equality policy, co-ordinates international issues related to the European Union, United Nations, Council of Europe, and Nordic Council of Ministers. In addition, the Council for Equality acts as a permanent body with advisory status within the state administration. The Ombudsman and NGOs working with immigrants have increasingly paid attention on gender equality among ethnic cultural minorities and immigrants. In-group discrimination faced e.g. by immigrant girls has been raised up repeatedly as well as domestic violence faced by immigrant women.

The Ombudsman for Ethnic Minorities is an authority (established in 2001 on the basis of the Race Equality Directive) with the basic task of advancing the status and legal protection of ethnic minorities and foreigners as well as equality and non-discrimination and good ethnic relations in Finland. The primary means used by the Ombudsman include recommendations, instructions and advice. The Ombudsman can also take initiatives related to the status of different ethnic groups or foreigners or social injustice. The Ombudsman enjoys an extensive right to access information. Whenever necessary, the Ombudsman may also provide more extensive assistance to a person subjected to ethnic discrimination if the case is of great consequence. The Advisory Board for Minority Affairs supports the Ombudsman in his duties related to e.g. anti-discrimination activities and monitoring discrimination.

The occupational safety and health (OSH) administration under the Ministry of Social Affairs and Health is responsible for discrimination in employment including recruitment, working conditions and discrimination at workplace. Discrimination Board makes decisions on appeals and imposes fines for violations. However, the Board cannot handle compensation issues; all compensation claims are addressed to a lower court and handled by ordinary civil court proceedings. The maximum amount for compensation is 15 000 €

In Finland, there are several Advisory Boards, which are established by government degrees to monitor and promote the situation of their interest group, and dialogue between different actors in the field (NGOs representing the concerned interest group, public authorities, social partners, political parties etc.). The Advisory Board for Ethnic Relations was established to 1) promote good ethnic relations, equality, and co-operation; 2) act as expert body in developing immigration policy and 3) promote the self-organisation of ethnic minorities and immigrants. The current Board has established four Working Groups: WG on combating racism, WG on religious and cultural dialogue, WG on developing Metropolitan Area and WG for good practices in working life. Three regional Advisory Boards for Good Ethnic Relations were established less than two years ago to operate at regional and local level.

Good practices have been developed nationally and transnationally mainly by separate funding, which has been available from the state budget and through EU funding instruments, especially Community Action Programme to combat discrimination and the ESF- Equal Initiative. By purely national funding, e.g. operational countrywide networks against racism have been established, material for schools on human rights developed and national age-programme (to combat discrimination against aged workers) carried out. Research on the experiences of discrimination, series of attitude-related studies and, recently e.g. a horizontal study on the barriers for accessing employment has been carried out.

Projects co-financed by the ESF/EQUAL Initiative have built capacity and tested methods and tools e.g. concerning the position of women in the working life, the education and employment of the Roma, people with disability and immigrants as well as promoted the position of non-heterosexuals at workplaces. Identification, combating and preventing discrimination has been an essential part of many of these projects.

Finland has actively participated in the implementation of the Community Action Programme to combat discrimination. Two projects have been established and carried out to promote data collection and measuring of discrimination (SYKE and MERA Projects); two transnational projects have been planned and coordinated by Finnish organisations (Join and Join in Projects) and national awareness-raising campaign (the Stop Campaign) has achieved valuable and sustainable results: permanent horizontal networks and forums, structural changes e.g. in the education of teachers and the police, data-base and material for experts on anti-discrimination issues and the portable [www.equality.fi](http://www.equality.fi) All these achievements have been possible by the joint efforts of authorities, social partners and NGOs, especially those established by people exposed to discrimination on different grounds.

### ***7.1. Integration and equality***

A challenge to be met is to mainstream anti-racism work in integration policy in order to ensure better participation and equal opportunities for immigrants and refugees. The link between attitudes and integration has to be emphasised, and integration seen as a two-way process, in which both the attitudes of the immigrants and majority population have an impact on the success of the integration process. The new Migration Policy Programme has a strong emphasis on the promotion of good ethnic relations and zero-tolerance of discrimination.

As already mentioned concerning the employment of immigrants, there are big differences between nationality groups, partly because of their personal background but also because of the prejudices and stereotypes related to visible minorities, religions and countries of origin. Aged immigrants with low educational background and immigrants with disabilities have great difficulties in accessing labour market.

Among the barriers for immigrant and refugee integration are lack of contacts and interaction with majority population, prejudice and discrimination. Lack of interaction makes it more difficult to adopt the knowledge on language, habits and social structures. It also limits opportunities for accessing employment (a great deal of recruitments is based on contacts and references). According to the results of a victims' research carried out in 2002, immigrants face discrimination in recruitment and at workplaces. In recruitment it appears e.g. so that applicants with "non-Western" names are not invited to job interviews. A typical form of indirect discrimination is the demand of perfect skills in the Finnish language for a work, in which there is no contextual need for that. The attitudes of the Finns towards immigration and different nationality groups have been

studied since 1980s. The results show more favourable attitudes after the recession of the early 1990ies. However, there are big differences between population groups and regionally.

Integration measures have been developed on continuing basis, and majority of them have been targeted to immigrants themselves. Measures to prepare the mainstream society to provide more diversified services or to pay attention on the needs of the people, who lived in a different society and culture has been carried out to a lesser extend. In the future, it will be necessary to adopt a two-way model of integration process in order to ensure equal opportunities for all.

## 8. New and updated sources of information and studies on migration

Some of the new and updated sources of information and studies on migration in 2005 and 2006:

### Statistical information sources:

Statistics Finland: [www.stat.fi/index\\_en.html](http://www.stat.fi/index_en.html) (includes a link to StatFin online statistics service)

Population Register Centre: [www.vaestorekisterikeskus.fi/vrk/home.nsf/pages/index\\_eng](http://www.vaestorekisterikeskus.fi/vrk/home.nsf/pages/index_eng)

Directorate of Immigration: [www.uvi.fi/netcomm/default.asp?language=EN](http://www.uvi.fi/netcomm/default.asp?language=EN)

Ministry of labour (Migration statistics and diagrams):

[http://www.mol.fi/mol/fi/99\\_pdf/fi/04\\_maahanmuutto/08\\_maahanmuuttotilastot/kal\\_su.pdf](http://www.mol.fi/mol/fi/99_pdf/fi/04_maahanmuutto/08_maahanmuuttotilastot/kal_su.pdf)

### Programmes, reports, brochures etc.:

Migration Policy Programme of the Finnish Government, 2006

[http://www.mol.fi/mol/fi/99\\_pdf/fi/06\\_tyoministerio/06\\_julkaisut/10\\_muut/mamu\\_ohjelma19102006.pdf](http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/10_muut/mamu_ohjelma19102006.pdf)

Government Policy Programme for Expatriate Finns for 2006-2011, 2006

[http://www.mol.fi/mol/en/99\\_pdf/en/90\\_publications/programme\\_expatriate\\_finns.pdf](http://www.mol.fi/mol/en/99_pdf/en/90_publications/programme_expatriate_finns.pdf)

The Government's Report to the Parliament on the Impacts of the Transition Period Act and the Free Movement of Labour and Services on the Labour Market Situation in Different Sectors, 2006

[http://www.mol.fi/mol/en/99\\_pdf/en/01\\_ministry/vns-en.pdf](http://www.mol.fi/mol/en/99_pdf/en/01_ministry/vns-en.pdf)

Annual Report 2005, Ministry of Labour, Finland

[http://www.mol.fi/mol/en/99\\_pdf/en/90\\_publications/annualreport2005.pdf](http://www.mol.fi/mol/en/99_pdf/en/90_publications/annualreport2005.pdf)

Annual Report 2005, Directorate of Immigration, Finland

<http://www.uvi.fi/download.asp?id=Vuosikertomus+2005;1166;{2B4B13EC-2280-409E-9B90-35CD6A7308A7}>

Annual Report 2005, Ombudsman for Minorities, Finland

[http://www.mol.fi/mol/fi/99\\_pdf/fi/06\\_tyoministerio/02\\_organisaatio/02\\_vahemmistovaltuutettu/vuosikertomus2005/vuosikertomus\\_englanti2005.pdf](http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/02_organisaatio/02_vahemmistovaltuutettu/vuosikertomus2005/vuosikertomus_englanti2005.pdf)

Ministry of labour, Helping the victims of human trafficking, Report of the Working Group, 2006.

[http://www.mol.fi/mol/fi/99\\_pdf/fi/06\\_tyoministerio/06\\_julkaisut/07\\_julkaisu/thj368.pdf](http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/07_julkaisu/thj368.pdf)

Ministry of labour, Finnwork-pages provide information for employers hiring foreigners and foreigners coming to work in Finland or already living in Finland: [www.mol.fi/finnwork](http://www.mol.fi/finnwork)

Working in Finland. Information about living and working in Finland (Brochure). Ministry of Labour, Helsinki 2006.

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**Some recent studies:**

Ahmad, Akhlaq (2005) *Getting a Job in Finland. The Social Networks of Immigrants from the Indian sub-continent in the Helsinki Metropolitan Labour Market*. A doctoral dissertation. Research Reports No. 247. Department of Sociology, University of Helsinki. Helsinki.  
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[http://www.mol.fi/mol/fi/99\\_pdf/fi/06\\_tyoministerio/06\\_julkaisut/06\\_tutkimus/tpt286.pdf](http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/06_tutkimus/tpt286.pdf)

Kananen, Kari (2006) Ulkomailta rekrytoidaan jo! Selvitys yritysten palvelutarpeista ulkomailta palkattavien työntekijöiden rekrytoinneissa. (Foreign recruitment has already begun! Enterprises' need for supporting services in the recruitment of foreign employees.)  
[http://www.vantaanleija.fi/downloadelement.php?id=2465&f=Ulkomailta\\_rekrytoidaan.pdf](http://www.vantaanleija.fi/downloadelement.php?id=2465&f=Ulkomailta_rekrytoidaan.pdf)

Perhoniemi, Riku & Jasinskaja-Lahti Inga (2006) Maahanmuuttajien kotoutuminen pääkaupunkiseudulla: seurantatutkimus vuosilta 1997-2004. (Integration of immigrants in the Helsinki Metropolitan Area: a longitudinal study 1997-2004) Helsingin kaupungin tietokeskus.

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