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Why Does Talent Flee Finland?

Metropolia University of Applied Sciences

Bachelor of Business Administration

Programme: European Business Administration

Bachelor's Thesis

Date: 16.10.2020

Author(s) Title	Jade Juvonen Does talent flee Finland and why?
Number of Pages Date	31 pages + 1 appendices 16 th October 2020
Degree	Bachelor of Business Administration
Degree Programme	European Business Administration
Instructor(s)	Daryl Chapman, Senior Lecturer
<p>The aim of this thesis is to investigate and examine the reasons that cause emigration of talent from Finland to abroad, the extent of it, its reasons, and possible effects on the Finnish Economy, and how Finland could retain and attract a qualified, skilled workforce. Previous, existing literature has been examined, including the theories of migration and 'brain drain', the history and current situation of migration in Finland, and the impact of migration in Europe. Although the focus of the research was on the emigration of talent from Finland abroad, it is relevant to look at the issue from both sides and examine how Finland could be more attractive to the foreign workforce as well. For this research, primary data has been collected by an online questionnaire and then compared to the previously existing relevant literature. By analyzing the preliminary literature as well as the results of the conducted primary research, it is evident that emigration from Finland is caused by very similar factors that it was over a hundred years ago. The researcher concludes that Finland is in fact suffering from 'brain drain', but as a developed country in a very different way and possibly not as severely, as many developing countries. As a proposal for further research, three key areas should be investigated more thoroughly; language requirements and whether they are absolutely necessary, tackling discrimination and strongly implementing equal hiring practices, and offering more international opportunities. This would be mutually beneficial for the economy of Finland, as well as to the individuals migrating to Finland. Thus, it would help Finland to retain and attract a qualified, high-skilled workforce.</p>	
Keywords	Brain drain, migration, employment

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1 Introduction

The aim of this research study is to investigate the factors that impact the emigration of talent from Finland to abroad, the extent of it, its reasons, and possible effects on the Finnish Economy. Moreover, the research aspires to figure out solutions that could help Finland retain and attract a qualified, skilled workforce. Analyzing the theories of migration, 'brain drain' and the history and current situation of migration in Finland and Europe, as well as collected primary data, and using them as a framework, this research study examines various factors that cause the emigration of talent from Finland to abroad.

When discussing the so-called brain drain, it is often forgotten that not just developing countries worry about their educated, highly skilled workforce leaving the country 'without paying back'. Finland's population is ageing and heading towards a decline, which increases the country's interest in retaining, but also attracting a highly skilled workforce. This research study is primarily focused to examine the reasons individuals have for leaving a country of origin, such as Finland, that has a high standard of living and so many other good qualities. Additionally, when discussing the emigration from Finland abroad, it must be recognized that there are two main types of emigrants; the Finnish, and the foreign who studied in Finland but ended up leaving.

Migration has always existed all over the world, and in the recent decade or two, Finland has become a country of emigration of highly skilled workers, mainly to other EU countries. It has been investigated that most of the emigrants from Finland today are highly skilled and most of the immigrants are not, however, these research findings have their limitations and problems. However, Finland is very attractive for foreign students, the problem lies in retaining them after graduation. Therefore, it is reasonable that this study recognizes these issues and examines the issue from both sides, retention, and attraction. (Hartonen O, Söderling I & Korkiasaari J, 2013, pp. 8-9) (Johansson E., 2008, pp.6-9)

The findings of previous studies suggest that most emigrants from Finland are young and highly educated individuals who have studied in Universities in Finland. Thus, they were chosen to complete an anonymous online questionnaire. The questionnaire's aspiration was to analyze individuals' thoughts and reasons of emigration from Finland; what they thought could be done to make Finland more attractive, how Finland could retain and attract a qualified, skilled workforce, but especially to examine their reasoning for leaving Finland after completing their University degree in Finnish Universities.

The findings of this study are significant, in order to understand why the talent seems to leave Finland increasingly year by year. This is a real economic issue for Finland, along with decreasing birth rates and ageing population. Therefore, the aspiration of this study is to provide answers to the questions on how Finland could attract and retain a qualified, skilled workforce now and in the future.

According to several economists, for instance, Dr Björn Wahlroos, increasing emigration of talent, especially individuals graduating from Finnish Universities, is a significant issue for the Finnish economy and something should be done to slow it down. Dr Wahlroos claims that increase in the emigration of highly educated individuals is caused by the lack of incentives to stay in Finland, for instance, high taxation. (Futucast, 2017) Therefore, the aspiration of this research is to improve the understanding of what factors push or pull highly skilled workers to migrate, and what could be done in order to retain these individuals in Finland.

In the literature review, the researcher has collected relevant, previously existing literature that will explain the theories of migration and 'brain drain', the history of migration of Finland including the reasoning behind it, the current situation of migration of Finland, and the impact of migration in Europe.

This study is based on the previously existing literature and the primary data collected by conducting an anonymous online questionnaire, which was completed by randomly selected, highly educated individuals who had some connection to Finland, by for example having conducted their studies in Finland, being a Finn abroad or by simply having lived in Finland.

1.1 Justification

The aim of this research study is to investigate and examine what could be done in order to retain and attract a qualified, skilled workforce in Finland, the focus of the study will be on the push- and pull factors of highly educated individuals to emigrate from Finland to abroad. It is crucial to study this issue further because the increased emigration of highly educated individuals from Finland to abroad can potentially cause 'brain drain', which then can have a significant, negative impact on the economy of Finland.

The topic of this research study was chosen based on the researcher's personal experiences of studying and working abroad, and her observations of globalization in for instance London, United Kingdom. Thus, her curiosity for why so many decide to leave awoke her interest to study this issue more in-depth.

1.2 Research questions and objectives

The aim of this research study is to investigate and examine the different push- and pull factors and key drivers that impact the highly educated individuals' decisions to emigrate from Finland,

- *What are the key drivers of highly educated individuals to leave Finland behind?*
- *What factors make it difficult to attain a job in one's field of education in Finland?*
- *What factors could help retain and attract a qualified, skilled workforce in Finland?*

2 Literature review

The previous chapter introduced the topic of this research study, its relevance, and its justification. This chapter will demonstrate the relevant, existing literature, theories of migration, and 'brain drain', the history and the current situation of migration of Finland as well as the impact of migration in Europe.

2.1 Theories of Migration

In today's modern world, globalization and migration are continuously increasing, due to the increased flow of information and technological advancement as it makes it easier for people to travel and move anywhere in the world. European Commission estimates that as many as 15.3 million EU citizens live in another member state. (European Commission, 2016) The reasons for emigration can be seen through various models. A simplified model explains emigration with push- and pull factors. An example of a push factor could be a high unemployment rate in the country of origin, and an example of a pull factor could be more employment opportunities in the target country.

According to the European Commission, migration is such a complex phenomenon that it simply cannot be explained with a singular theory. Thus, multiple theories and perspectives have to be considered. European Commission divides their theories of migration into 8 main theories,

categorized ranging from macro, meso, and micro, to equilibrium and structural. (European Commission, 2016)

The neoclassical theory of migration expects that economies and labor markets aim towards equilibrium, where migrants rationally make their decisions on an individual level to move between countries. These decisions are based on push- and pull factors that can be the lack of employment opportunities and low wages in the country of origin and better opportunities and wages in the target country. Neoclassical theory can be categorized as a macro or micro theory, but it also heads towards an equilibrium.

The new economics is a meso theory, that is considered as a further development of the neoclassical theory. This theory considers the decisions to be made rather within households than the individual level. For instance, individuals may migrate in order to better their lives, but will still support their family in the country of origin.

The theory of migration systems and networks is a meso theory that considers social networks and systems to be the factors that have a significant impact on the decisions where to migrate. This justifies why certain countries draw more immigrants than others.

The institutional theory is a meso theory that explains how increased migration has created its own economy, which includes all levels of institutions, from travel and recruitment agencies and immigration attorneys to illegal smugglers and human trafficking.

The world system is a structural theory, that focuses on migration from developing to developed countries. This theory assumes that whilst machinery and capital flow to a developing country, it increases unemployment levels and urbanization. Hence, people may choose to migrate to countries that have more employment opportunities.

The mobility transition theory is a structural theory that emphasizes the internal urbanization of a country, which then leads to increased emigration. However, it also considers the fact that when countries advance and their structures change, mobility internally and externally is increased, and more advanced economies may become net importers of low-skilled labor from developing countries.

The dual or segmented labor market is a structural theory that claims that the need for cheap labor by advanced economies, is the most significant reason for migration. It explains that employment opportunities draw migrants from their countries of origin, but in the target country, the labor market is separated between native-born and immigrants. Native-born workers have better access to

education, careers, higher wages, and better work conditions whilst immigrants are almost neglected by society.

Moreover, the experts emphasize the importance of immigration policies and their role that includes national and international policies that control and regulate immigration, admissions, and flows in Europe. (European Commission, 2016)

2.2 Brain drain

Brain drain, by definition of the Cambridge dictionary, means 'the situation in which large numbers of educated and very skilled people leave their own country to live and work in another one where pay and conditions are better'. (Cambridge dictionary, 2020)

Brain drain is probably one of the most well-known problems that rises when discussing international migration. However, generally, brain drain is discussed when relating to the emigration of highly skilled workers from developing to developed economies. The host countries of course benefit from attracting more talent and taxpayers, but for the countries of origin, it is a loss of human capital. However, it is argued that these migrants can benefit their countries of origin. (R.S., 2018)

Brain drain was discovered in the 1960s and has been discussed ever since. Traditionally brain drain was seen as a phenomenon where highly skilled individuals from developing countries migrate to developed countries in North America and Western Europe. It has been seen as one of the reasons why developing countries stay poor while the developed ones keep getting richer. It has been discovered that even investment in education in developing countries may not solve the problem and lead to economic growth due to a lack of incentives and opportunities in the country of origin. (Carrington & Detragiache 1998, pp. 4)

A study by Carrington and Detragiache (1998), using the data of United Nations, The Organization for Economic Co-operation and Development, OECD, and the United States Census of the 1990s shows that most of the migrants from developing countries have at least secondary education and therefore implicates that the highly educated individuals from these countries are the most likely to migrate. (Carrington & Detragiache 1998, pp. 6, 15-17)

A study by the Research Institute of the Finnish Economy (2008) was conducted to investigate the growing trends of emigration and immigration in Finland. One of their key questions was 'Is Finland

losing out in the international competition of highly educated individuals?’ Hence, their key findings implicate that most of the emigrants from Finland are indeed highly educated and the incoming immigrants are not, which would imply that Finland is in fact suffering from ‘brain drain’. However, they also found out that quite frequently the immigrants actually did have a degree from higher education but were not able to utilize in Finland, and therefore they were seen as low-skilled. (Johansson, 2008)

Afnan Zafar and Jussi Kantola (2019) conducted research on the Brain drain in Finland in order to investigate whether it is a real threat or a myth. They claimed, that based on the official statistics of Finland, keeping the intellectuals and highly skilled workers in Finland seems to be a significant issue for the Finnish economy and especially to the research and development sector. The term brain drain is a part of a wider phenomenon called human capital flight. Thus, whilst human capital flight considers all the movement of people between countries, a brain drain focuses on highly skilled and highly educated individuals leaving their country of residence or the country where they had obtained those skills. (Zafar & Kantola, 2019)

2.3 Impact of migration in Europe

Traditionally, the intra-EU mobility has been seen as citizens of Eastern European countries emigrating to other EU member states on a hunt for a better life. The demographic changes caused by this can be quite drastic, as the highly skilled population shifts and leaves the countries of origin with a less talented, smaller workforce. It may also have a negative effect on economic growth and innovation. Furthermore, this is almost a textbook example of a brain drain. Thus the European Commission’s science and knowledge service, The Joint Research Centre, claims that ‘Greater labor force participation has more impact on alleviating pressure from ageing than either fertility or migration’. (Lutz, Amran, Bélanger, Conte, Gailey, Ghio, Grapsa, Jensen, Loichinger, Marois, Mutarak, Potančoková, Sabourin, Stonawski, 2019, pp.7-9)

It has been established by the Joint Research Centre, that the population decline in the EU is unavoidable, and it will happen despite the intra-EU migration. However, some countries are more at risk, and an increased intra-EU migration will accelerate the change in some populations more than others. However, according to the Joint Research Centre, the countries that are more at risk are the lower-income economies of Eastern Europe, not Finland. (Lutz, Amran, Bélanger, Conte, Gailey, Ghio, Grapsa, Jensen, Loichinger, Marois, Mutarak, Potančoková, Sabourin, Stonawski, 2019, pp.47-50)

Nevertheless, with the lowest fertility rate since 1868, and an increasingly ageing population, it could be argued that Finland cannot lose more of its citizens or residents. (Statistics Finland, 2019) However, it has been foreseen by a professor Mika Gissler, that birthrates in Finland have reached the bottom in 2019 and now, especially the current situation in the world with a global pandemic, COVID-19, it seems that the birthrates will start rising again. (Ervasti, 2020)

2.4 The history of migration in Finland

Emigration, alongside immigration in Finland, has always existed. In the early 1900s, there were two significant waves of mass-emigration from Finland, first to the United States of America, USA, and second to Sweden. In fact, it is only after the year 1981 that immigration has exceeded emigration. (Hartonen O, Söderling I & Korkiasaari J, 2013, pp. 8-9)

The first wave of mass emigration in Finland happened around 1880-1930 when masses of Finns left to seek a better life. It has been investigated that at the time, the biggest reasons for emigration were the lack of opportunity and employment in Finland, opposed to the wild stories of achieving a better life in the USA, the employment opportunities, and other incentives, such as gold mines and free land for all attracted immigrants. Within these years, approximately 300,000 Finnish nationals, mostly from the North-West of Finland, moved to the USA. However, due to weak language skills and lack of finances, many of these Finnish nationals ended up working in low-skilled, physically draining jobs in the countryside. (Hartonen O, Söderling I & Korkiasaari J, 2013, pp. 9-13)

The second wave of mass emigration in Finland happened a few decades later from 1960s to 1970s when industrialization of Sweden was at its peak. Finland had not long since suffered a war with the Soviet Union, the industrialization had begun, and the structures of Finnish employment were changing. Sweden seemed to have more opportunities, better wages, and a nicer atmosphere. Some companies even offered financial incentives to their workers, if they could persuade their friends and family members to take on a job as well. Again, push and pull factors of mass emigration were similar, Finland lacked opportunities and Sweden was able to offer them. Additionally, Sweden was more politically stable and safe, whilst Finland was still somewhat living in the fear of the Soviet Union. (Hartonen, Söderling, Korkiasaari 2013, pp.13-16) (Statistics Finland, 2017)

In addition, when discussing the history of migration in Finland, it is often forgotten that as early as 1918-1930 Finland received a significant number of war refugees. After Finland gained independence on 6th December 1917, tens of thousands of refugees from Soviet Karelia, in Finland known as East

Karelia, started flooding to Finland. The exact numbers of refugees are not known, however, according to the estimates, there were at most approximately 35,000 refugees in Finland in 1922. Approximately half of the refugees were Russian, and the other half were either Ingrian or Karelian descent. Many of the refugees, especially of Russian descent, continued their flight to other countries. The refugees who stayed were placed in different areas across Finland. (Hiltula, 2016) (Vaara, 2020)

During the refugee crisis in the early 1920s, and even decades later, the attitudes towards Karelian refugees were not very positive. Often the refugees were called names or told to go back where they came from. They were told to be living on taxpayers' money and taking over the jobs and women from the native population. Additionally, most of the refugees had a different religion, they belonged to the Eastern Orthodox Church, which caused negative prejudice. For instance, in a northern Finnish city Kemi, many of the working-class Finns were fighting over the same jobs with Karelians, thus they thought that Karelians were taking over not just jobs, but also young women they possibly could have married. (Hiltula, 2016) (Vaara, 2020)

2.5 Finnish emigrants today

In today's world, Finnish emigrants are very different compared to the history, in the 21st century most of the Finnish emigrants are highly skilled workers, with reputable language skills and possibly a degree from a university. Additionally, according to Official Statistics of Finland, the emigration from Finland has been steadily growing since the beginning of the 21st century. After a slight drop in 2017, the emigration in 2018 had grown 13% from 16 973 to 19 148 emigrants. As a result of a decrease in immigration and an increase in emigration, the net migration in 2018 was significantly lower. Additionally, as high as 60% of the emigrants from Finland were Finnish citizens, who choose to move to other EU countries, of which as many as 20% still choose Sweden. (Hartonen, Söderling, Korkiasaari 2013, pp.17) (Statistics Finland, 2017) (Official Statistics of Finland, 2019)

Interestingly, today's emigrants compared to the ones a hundred years ago are more educated, know several languages, and are mostly women. For instance, in 2015 over half of the emigrants from Finland had a university degree. What is the most worrying, considering the economy of Finland, is that most of these emigrants do not plan to move back. (Korhonen, 2017)

According to an Adult Education Survey, AES, in 2016, the Finnish population is amongst the top in their knowledge of foreign languages. First, the participants were asked what their first language was and then whether they knew any foreign languages, how many, and on what level.

Astonishingly, nearly all of the working-age population of Finland, 92.1%, spoke at least one foreign language in addition to that. Interestingly, the number of people reporting that they do not speak other languages along their mother tongue has decreased from 16.1% in 2007 to 8% in 2016. It is evident that the people in the world, especially in Europe are getting increasingly skilled in different languages and more global-minded, which again lowers the barriers of entry for moving countries. (Eurostat, 2019)

2.6 Employment of immigrants and attractiveness of Finland

In the early 2000s Finnish students scored among the highest in the Program for International Student Assessment and after since Finland has been one of the top countries for quality education. Thus, for approximately two decades, Finland has been paid attention to when discussing education internationally. Without a doubt, free, high-quality education of course attracts foreigners to study in Finland but this does not necessarily mean that the talent stays in Finland. (Strauss, 2019)(OECD, 2020)

In 2012 a study on the Employability of international graduates educated in Finnish higher education institutions, VALOA, was completed. The main objective of the study was to examine the transition of international graduates from Finnish higher education institutions to the working life on a national level, from both perspectives, employers, and graduates. According to the VALOA study, Finland seemed to attract foreign students relatively well. The study found out that the two most important factors that made Finland attractive for foreign students were: free of charge education and the possibility to study in English. (Cai Y., Pekkola E., Shumilova Y., pp. 25)

However, when discussing the attractiveness to study in Finland, it is also just as important to consider, whether these graduates are staying in Finland or not. VALOA claims, that when the quality of education is quite intangible and thus complex to measure, prospective foreign students often judge the Universities based on their international reputation. Moreover, only one university in Finland is ranked among the top 100 international universities. This makes it even more crucial for universities to assure the prospective foreign students that gaining employment after graduation is promising. (Cai Y., Pekkola E., Shumilova Y., pp. 12)

Morgan and Várdy wrote that when the unemployment rates have been high in Europe in general, they were especially high among immigrants. This may have been partially a result of most immigrants being young and less educated than the national population, however conscious and unconscious

bias and discrimination remain as reasons as well. In their study, Morgan and Várdy concluded that employers find it easier to hire individuals similar to them, and therefore minorities often get underrepresented. One of their suggestions was that if firing costs were reduced, these employers may give a chance to somebody different more easily. (Morgan, Várdy 2006, pp.3-4,22-23)

Diversity in a workplace has been proven beneficial for organizations of any field. Diversity enhances problem-solving and decision-making and it can even work as an organization's competitive advantage. In other words, organizations that have a diverse workforce bring a variety of points of views to their work, rather than an organization where the workforce is homogeneous. (Armache, 2012)

Despite this, foreign talent has many barriers of entry to the workforce in Finland. In order to retain talent in Finland, the Finnish government has applied work permit policies, that allow non-EU students to stay looking for work up to six months after graduation. However, in order to get a more long-term residence and work permit, these graduates should land a job with a gross salary of at least 4,832€ per month. Hence, the issue is that the Finnish labor market is relatively small, and a large number of the population is highly educated, thus the labor market is very competitive. (Cai Y., Pekkola E., Shumilova Y., pp. 13) Additionally, the likelihood to land a job with a monthly gross salary of 4,832€ or over, especially directly after graduation is minimal, considering that the median monthly salary of most graduates is less than that. (Mäntylä, 2019 ; Hiltunen E, Salminen J, Tebest T, Rissanen J, 2014) International graduates, when hired, often have a gross salary ranging between 2,000€ to 2500€ for their first job. (Cai Y., Pekkola E., Shumilova Y., pp. 45) At the same time, the monthly average for a gross salary in Finland is at the moment 3386€. (Mäkelä, 2019) These issues added to other barriers to finding jobs, such as lack of Finnish or Swedish language skills, lack of professional networks, lack of opportunities to gain relevant work experience, or ethnic/cultural/religious discrimination, could be the reason why Finland is struggling to retain foreign talent in the country. (Cai Y., Pekkola E., Shumilova Y., pp.58)

Although the employment rates of Finnish graduates, compared to the international ones were higher, they were following a similar trend. However, the study also found out that 23% of graduates had jobs that did not match their education level, where underemployment was often a result of a lack of language skills for international students. (Cai Y., Pekkola E., Shumilova Y., pp.30,44)

A study conducted by ELY-keskus interviewed over 1009 employers in Finland and it is evident that three key trends are hindering the employment of immigrants. First of all, most employers state a 'cultural fit' as their most important aspect in an applicant, secondly having a fluent written and spoken Finnish language skills is still today massively important. Close to half of employers require it.

Additionally, most employers require fluency in Finnish over previous work experience. (Lehmuskunnas, Sandqvist, Roth, 2020)

Establishing the biggest barriers of entry to the working life, the language barrier seems to always come up in discussion. Therefore, it has long been discussed in Finland, whether it is crucial for so many professions to be fluent in Finnish language or whether the working language could be switched to English. Some believe this could make Finland significantly more attractive for foreign professionals, considering, most Europeans speak English at least somewhat fluently. (Elinkeinoelämän keskusliitto, 2018) (Clark, 2019)

In 2018 the Confederation of Finnish Industries suggested that English could be added to the official work language of Finland. Mikael Jugner, previous Member of Parliament, MP, was appointed to conduct a list of suggestions to make Finland more attractive in international markets. At the time, the Chief Executive Officer, CEO, of Finland Jyri Häkämies said that for a country to be successful globally, there is a need for a high-skilled workforce and investment, nationally and internationally. In order to provide plausible suggestions, Mr Jugner conducted a series of interviews, and finally presented a so-called wow-strategy. His most important suggestions were to make English an official working language in Finnish industries, focus on sustainable agriculture as export, and to enhance the education of culture in Finnish education. Furthermore, EK and Jyri Häkämies enhances the cruciality of long-term investment and attraction of foreign talent. (Elinkeinoelämän keskusliitto, 2018)

In fact, there can be seen some movement to more global Finland in the year 2020, when for the first time all first-grade students started learning a second language in elementary schools all over Finland. (Haavisto, 2020)

However, the language issue can be looked at from a very different angle. Institute for the Languages of Finland has expressed their worry on the state of the two national languages of Finland, Finnish and Swedish. In 2018, just a few days before the announcement from EK, the Institute for the languages of Finland announced that they believe there is a serious threat against both national languages. In opposition to the EK's standpoint of possibly having the English language as the official working language of Finland in the future, the Institute is extremely worried and recommends a national scheme for the retention of national languages of Finland. (Mattila, 2018)

3 Research Methodology

The former chapter presents a review of previous existing literature on the history and the current situation of emigration in Finland, theories of migration by the European Commission, the theory of 'brain drain', and the impact of migration in Europe.

This section presents the methodology and the research method utilized in conducting this research, including research philosophy, method of data collection and analysis, ethical considerations, and limitations of this research. It further justifies the data collection methods for this thesis, by critically analyzing their advantages and disadvantages, and identifies the possible limitations of the applied research approach.

An approach, where both quantitative and qualitative data were collected by an online questionnaire was chosen. This primary data was then compared to the previously existing literature in order to investigate the respondents' thoughts, opinions and reasons, on how Finland could retain, and attract a qualified, skilled workforce, but especially on why they had moved abroad or stayed in Finland.

3.1 Research Philosophy

This research was done by collecting individuals' opinions, perceptions, and reasoning via an online survey; therefore, the ontology of this research is subjective. According to O'Gorman and MacIntosh (2015), subjective ontology assumes that individuals' perceptions are what shape reality. Thus, the collected primary data may vary based on the respondents' personal experiences throughout their lifetime. The limitations that occur when using subjective ontology are for instance, that the recipients may change their responses when they know that their responses are being investigated. (O'Gorman, MacIntosh, 2015, 50-57)

The epistemology refers to the way that primary data for this research is collected, for this particular research study the interpretivist approach was applied. Interpretivist approach was chosen because it refers to using qualitative methods, which investigate human behavior and the key drivers of it. From an interpretivist approach, the author of this research aims to investigate how individuals explain the reasoning behind their own behavior. Thus, the researcher aims to get more in-depth data on the personal views and thoughts of the respondents. However, in order to avoid influencing the respondents' answers, the data collection will be done as an online questionnaire. This will allow the

respondents to stay anonymous and therefore encourages the respondents to express their honest views and thoughts on the topic.

3.2 Research Design

The research method applied to this research was an anonymous online questionnaire. The questionnaire was done online on Google Forms and sent to selected participants via email or various channels in social media. Online questionnaires have been proven to be a successful method for gathering data on almost any topic, from customer satisfaction to statistical data.

Survey research is a relatively fast, easy, and cost-effective method for data collection when compared to for instance face-to-face interviews. Conducting an online questionnaire will also allow the participants to stay anonymous, which encourages the participants to give honest, less biased, and more trustworthy answers. Thus, one of the crucial advantages of survey research is the anonymity of online surveys.

However, as any research method, survey research has its disadvantages as well. For instance, the number of participants and their demographics rely heavily on the researcher and their contacts. Therefore, the risk of researcher error must be considered. Another limitation of the online survey is its rigidity, for instance when the respondent does not have enough suitable options on answering the questions. This can be avoided or at least minimized by using open-ended questions or giving the participants the option to write additional information. Furthermore, the dishonesty of the respondents is a crucial risk of survey research, however, it can be minimized by giving the respondents full anonymity. Hence, giving the participants full anonymity and using open-ended questions is crucial for this research as it will help to avoid and minimize these issues. (Debois, 2016) (SurveyMethods, 2017)

3.3 Research Strategy

Both quantitative and qualitative data were collected from individuals who had some connection to Finland, for example, some had conducted their studies in Finland or were currently studying in Finland, many were Finns living abroad and some had lived in the country. The data was collected by generating an online questionnaire and distributing it via email, personal contacts, and various channels of social media. The questions on the online questionnaire were focused on the individuals' views and thoughts of emigration and their perception of what may affect it or what have been the key drivers for themselves in moving abroad from Finland. The aim was to figure out how Finland could retain and attract a qualified, skilled workforce.

The questionnaire was sent to a randomly selected individuals via email, personal contacts, and various social media channels such as Facebook and WhatsApp. This enabled collecting data from respondents from various backgrounds with one connecting factor, Finland.

4 Findings

The questionnaire for this research study collected 171 responses, which was significantly more than expected. Several participants mentioned that the topic was interesting and that the survey was easy to fill in. From the amount and depth of the responses to the last question regarding suggestions on how Finland could possibly retain and attract a qualified, skilled workforce, it was clear that the topic of research was interesting to many of the respondents. A random sample of people, who had a connection to Finland, was collected by sending a link to the online questionnaire via university email, personal contacts, and their acquaintances as well as various channels of social media, such as Facebook or WhatsApp groups. In order to get more genuine and open responses, at the beginning of the questionnaire the participants were assured that their identities would be kept completely anonymous.

In total there were 23 questions, including both multiple-choice and open-ended questions, in order to make sure that the participants would be able to express their true thoughts and feelings. (See appendix A)

In the first part of the questionnaire, questions 1-5, the General Information was collected to indicate what possible demographical differences there may have been between the respondents in terms of age, gender, nationality, and language skills.

1) Age

171 responses

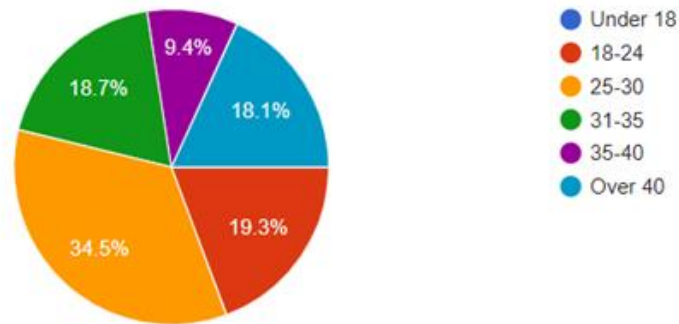


Figure 1. Age of the respondents

Regarding the first part of the questionnaire, the general information, the sample consisted of 171 respondents, of almost all age groups provided. As demonstrated in the Graph 1. The largest group of respondents, 34.5% were between the ages 25-30, the second largest group, 19.3% were between the ages 18-24 and the remaining 46.2% were 35 or over.

Majority of the respondents, 80.7%, were female and 17.5% male, the rest did not want to disclose their gender. 93% of the respondents were Finnish citizens, however the remaining 8.8% of the respondents were people from 11 other nationalities.

When questioned their fluency in languages, all respondents spoke English, 92.4% Finnish and 28.1% Swedish, the two official languages of Finland. Astonishing 42% of the respondents spoke three or more languages fluently.

The second part of the questionnaire, Education, was collected to demonstrate the number of participants that have a degree, which field of education they have it from, and whether they have attained the said degree in Finland or not. This was a crucial part of the questionnaire, as the general conception seemed to be that most emigrants from Finland are highly educated.

As demonstrated in the Graph 2, the majority of the participants, 65.9% either studied or had studied in a Finnish University. The 65.9% that either studied or had studied in a Finnish University were from 22 different higher education institutions from Finland. However, the majority were from the same university as the researcher, Metropolia UAS. Which can be explained by the fact that University email was used as a channel of distribution for the survey.

6) Have you studied or do you currently study in a Finnish University?

170 responses

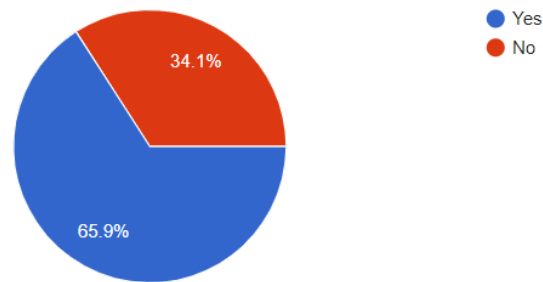


Figure 2. Studying in a Finnish university

When the participants were asked if they had any degree, as illustrated in the Graph 3, only 14% said no. Almost half, 45.6% had a bachelor's degree and 36.8 % had a master's degree. See Graph 3 It was clear that the majority of the respondents, by far (86%) were highly educated, whether they had studied in Finland or not. There were respondents from a variety of fields of education, however most respondents chose the category of 'social sciences, business and law'.

8) Do you have a Degree?

171 responses

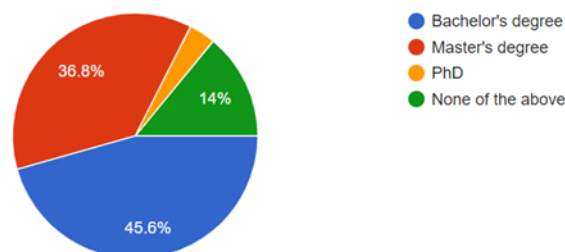


Figure 3. Degree

The last part of the questionnaire consisted of the research questions. This section was collected in order to discover the true thoughts and feelings of each respondent on the key questions of the research.

The first question, 'Do you think you'd be likely to land a job in your own field of education in Finland?' on a scale 1-5, 1 being strongly agree and 5 being strongly disagree, responses were received for each option quite equally. However, 43.3% either agreed or strongly agreed, whereas 38.6% either

disagreed or strongly disagreed. However, when asked whether the participants thought that other countries offered more or better opportunities, a vast majority of 85.4% said yes, and only 1.8% of the respondents thought that not speaking Finnish fluently was not a big barrier to landing a job in Finland. Additionally, most participants thought that after studying in Finland the language barrier in looking for a job abroad was relatively small.

According to the majority of respondents, the main reasons that push people to move abroad from Finland were 'lack of job opportunities' and 'lack of internationality compared to other countries'. Other factors that were mentioned by several participants were 'too low salary', 'high taxation', and 'good language skills'. As opposed to the previous question, most participants thought that the main reasons that pull people to move abroad from Finland, were 'better job opportunities', 'better salary', 'lower taxation', and 'difference in atmosphere and culture'. Disclaimer: Nonetheless, when analyzing the results it was clear that there was one respondent who did not understand what a push or a pull factor meant, this was a slight researcher error and should have been explained within the questionnaire.

Surprisingly, when asked whether the participants lived in Finland and why they had decided to do so, many either skipped the question or replied they did not live in Finland currently. Moreover, when asked for reasons for moving abroad the majority of respondents, 61%, responded that they had moved out of Finland for career or work opportunity related reasons. Mentioned was, for instance, lack of job opportunities in Finland and especially the lack of job opportunities for foreigners, more or better opportunities abroad, and more international opportunities abroad. The second most mentioned reason for moving abroad, was better educational opportunities abroad, by 23%. The third most mentioned reason was family related reasons, 14%. Other reasons that were mentioned, were financial reasons, such as taxation or salary or difficulties with language, internationality, and the differences in atmosphere and culture.

Most participants, 88.9% had heard of others moving abroad from Finland after finishing their studies, and their educational level was mostly at least a bachelor's degree, and often even higher.

The majority of respondents thought that the main motivator for people leaving Finland was 'differences in working abroad', by 48.5%, or 'differences in spending free time abroad', by 22.2%. However, 29% responded with 'something else' and listed reasons such as better job opportunities, different cultures, or new experiences.

53.8% of respondents said they would consider moving back to Finland, but as many as 18.1% said they would not. When asked to explain their answer, most of the respondents reported family-related

reasons, such as having relatives in Finland, starting a family, a safe environment for children to grow up, availability of good education and daycare for future children, or having more free time and thus being able to spend more time with family. Additionally, many respondents mentioned free health care, better benefits at work, a sense of security, better quality of life, and very good work-life-balance.

Interestingly, the respondents who said they would not see themselves moving back, often also replied with family-related reasons, such as now having a family abroad. However, the most common explanation for not moving back to Finland was related to cultural reasons – many respondents said they felt more home abroad or had been abroad for so long that they felt that moving and integrating back to the Finnish culture would be very difficult to them, or at least to their possible family that has never lived in Finland in their entire lives. Naturally, when many respondents had left for cultural reasons, they would not want to move back after finding something more suitable to them. Additionally, many feared that their half Finnish family members would have difficulties to integrate or that they would face more racism and discrimination in Finland than they do in their current home country.

An absolute majority of people by 84.8% of the respondents thought that Finland is losing an opportunity by not employing as much people who do not speak Finnish fluently.

The last question of the questionnaire was asking for recommendations on how Finland could possibly retain and attract a qualified, skilled workforce. Only 25 respondents skipped the question or replied with a no. The last question generated responses that can be divided into three main suggestions; ease of language requirements, tackling discrimination and implementing equal hiring practices, and increasing and improving international opportunities in the country.

5 Discussion

In the previous chapters, the author of this research has collected a review of previously existing literature and presented the primary data collected by a questionnaire, conducted for this research. Therefore this section will discuss the findings of the questionnaire, presented in Chapter 4 and compare them to the previously existing literature introduced in Chapter 2: Literature review.

Even though there have not been new waves of mass emigration since the 1970s, and despite the fact that immigration has exceeded emigration since 1981, according to the Official Statistics of Finland, the emigration from Finland has been growing since the beginning of the 21st century. When highly skilled individuals leave their country of origin or the country where they have obtained those skills, in this case, Finland, the country is left with a less talented workforce and this demographic change is the main reason why researchers and economists are worried. In addition, a brain drain, even in a country that is seemingly doing well, may have a negative effect on economic growth and innovation.

Similar to the results of the primary research done, looking through the lens of the theories of migration by the European Commission, the emigrants from Finland could be making their decisions for various reasons. The neoclassical theory of migration explains, that the economies and labor markets aim towards an equilibrium. Thus, the emigrants could be migrating because of high unemployment levels in their field of education in Finland, or because of better opportunities or better wages in the target country. Another theory that could be applied is the Mobility transition theory. When a rural country, such as Finland, is going through urbanization, machines are replacing human labor and a country is moving towards a knowledge-based society, it naturally leads to more individuals moving from the countryside to cities and thereafter emigration to other countries.

It is true that brain drain is mostly talked about and seen an issue when highly skilled workers leave developing countries behind because these highly skilled individuals have acquired their education and knowledge in a developing country, but then decide to leave and therefore benefit another developed country. Nonetheless, brain drain can be an issue for a developed country too. Hence, when most of the emigrants are high-skilled and most of the immigrants are low-skilled, there is a loss of knowledge. However, it has been proven that often immigrants had actually been highly educated in their country of origin, but when coming to Finland it was not acknowledged and they were classified as low-skilled. Such legal barriers will definitely have their effect on integration into society. (Johansson, 2008)

Furthermore, according to the previously existing literature and the primary research conducted, Finland does have a problem with retaining and attracting a highly-skilled workforce, and due to a growing emigration in addition to the ageing population as well as decreasing fertility rates, it is reasonable to say that Finland does suffer from a brain drain, just maybe not as severely and in a very different way than developing countries.

When analyzing the history of migration in Finland, it is important to bear in mind that only after the year 1981 immigration has exceeded emigration. There were two significant waves of mass emigration from Finland since 1880. It is relevant to note that both of these waves were caused by very similar reasons. Mostly young people left to look for a better life, to other countries that offered more job opportunities and better wages, when Finland was in the middle of industrialization and many people were left without a job.

Especially in the second wave of mass emigration, a “nicer atmosphere” was mentioned within the reasons to leave. In a way, this was also mentioned by many of the respondents, by saying they left for cultural reasons or because they felt Finland was not tolerant enough and too stuck to its ways, narrow-minded. Many felt that it would be very difficult to integrate back to Finland, or even worse to expect their new, foreign family members to do so.

It is extremely interesting to see that today’s emigrants have more similarities than differences compared to those over a hundred years ago. The largest group of respondents, with 34.5% being 25-30 years old, followed by 19.3% of 18-24 years old and 18.7% 31-35 years old. Thus, the absolute majority of the respondents were relatively young.

As opposed to the emigrants who left approximately a hundred years ago to the USA and Sweden, most emigrants of today are highly educated women, fluent in several languages. Thus, the questionnaire conducted revealed that 80.7% of the respondents were women, and only 17.5% were men. Over 65% of the respondents of the questionnaire either studied or had studied in a Finnish University and 96.4% had either a Bachelor’s degree or above. In addition, all of the respondents spoke English, 92.4% spoke Finnish and as many as 42% of the respondents spoke three or more languages fluently.

Again, analyzing the push-factors for leaving Finland, similarly to previous waves of emigration from Finland, most of the respondents had left Finland because of the lack of job opportunities. However, the second biggest reason was the lack of internationality compared to other countries. Some participants also mentioned too low salary, high taxation, and good language skills, as expected.

Primarily, the reasons for people leaving Finland seemed to be the differences in working abroad, whether that meant better opportunities, better wages, or working culture. Some of course leave to gain new experiences or to experience living in a different culture.

Although the majority, 43.3% of the respondents believed that they would be able to land a job in their field of education, as many as 38.6% of the participants thought they would not be able to do so. Furthermore, most of the respondents by 85.4% thought that other countries offered more or better opportunities than Finland. Most of the participants also thought, that not speaking Finnish fluently was a big barrier to landing a job in Finland.

Hence, the emigration in Finland today is caused by similar reasons than the previous emigration waves between 1880-1930” Mostly young people leave to seek a better life and believe that other countries offer more or better opportunities or wages. As main differences to the emigrants hundred years ago, today’s emigrants speak several languages fluently and are usually highly educated women. Hence, it is reasonable to state that Finland does suffer from brain drain, just in a different way and not as severe as some of the developing countries.

Nonetheless, according to the literature, the education of many immigrants integrating into Finland is not acknowledged, and therefore they are not able to practice their profession after moving to Finland. Regarding this and the lack of data on the education of immigrants, most of the time majority of the immigrants moving to Finland are seen as low-killed. Based on the primary research done, the language barrier when migrating to Finland is quite significant and maybe a partial reason for this.

A large majority of the respondents of the questionnaire thought that Finland is losing an opportunity by not employing as much people who do not speak Finnish fluently. Many also mentioned that the language barrier for jobs should be lowered where possible. Simultaneously, when making English an official working language in Finland could make Finland seem more attractive to foreign professionals, it can also be seen as a threat to the two national languages of Finland; Finnish and Swedish. However, it seems like Finland is moving towards a more global and multilingual society, when in 2020 already first-graders are learning a second language, usually English.

Finland is clearly an attractive destination for foreign students, mainly for two reasons: free of cost, quality education, and the possibility to study in English. Additionally, Finland has had a very good reputation for its education system for nearly two decades. However, the issue lies in retaining those foreign students in Finland after their graduation. It has also been an ongoing trend that oftentimes international students if employed in Finland, had jobs that do not match their education. Evidently, most Finnish employers prefer Finnish language skills over previous work experience. However, the

most crucial aspect of an applicant seems to be whether they are a good 'cultural fit' for the job. As much as it is understandable to try and find a person who fits in the community, it should also be considered that this may hinder the diversity at a workplace and prevent hiring individuals who may look different or not be completely fluent in Finnish. After all, diversity has been proven to benefit a company regardless of the field or market they work in.

Moreover, Finland should work harder on attracting and retaining its workforce. Hence, over half of the respondents stated that they could consider moving back at some point. On one hand, they still have family or friends in Finland, and it is a safe environment for starting a family with availability for good free of cost education and daycare, and famous for a very high work-life-balance. On another hand, after leaving Finland many now have a family abroad and do not see an option to move back, because they feared their now half-Finnish family would struggle to integrate.

Integration to the Finnish society was seen as an issue by many respondents. Naturally, some had left because they felt some other country with a different culture was a better fit for them, and in addition, now that many had a family abroad, they were also worried how their now half Finnish family members would adapt.

Based on the preliminary literature and the primary data collected, it is evident that Finland is losing an opportunity by often not acknowledging the education of immigrants and by not employing people if they do not speak Finnish fluently. It should be reconsidered whether a fluent Finnish language is absolutely needed regarding the job responsibilities. In addition, this hinders having a diverse workforce, which has been proven to be a benefit for any company in any field.

When asked for suggestions on how Finland could potentially retain and attract a qualified, skilled workforce, the responses could be divided into three main suggestions; ease of language requirements, tackling discrimination and implementing equal hiring practices, and increasing and improving international opportunities in the country.

5.1 Language requirements

From the responses of the majority, it was evident that the language barrier was seen as an immense problem for recruiting and attracting foreign talent in Finland. Many suggested that employers should not require fluent Finnish from their applicants if it was not absolutely necessary because of the nature of the job. Instead, it was suggested that the working language would be English for more professions

and companies where possible. Another approach was that the employers could offer language courses to their foreign hires and if possible, organize language courses related to the field of work. Participants of the survey reported seeing even big multinational corporations that state their working language to be English but yet require fluent Finnish from their employees.

In general, it was evident that most respondents thought that it would be better for Finland to head towards a more diverse and international job market where more opportunities from a variety of fields and levels would be available for foreigners too. The majority thought that people should be hired based on their qualifications and experience rather than fluency in the Finnish language. Thus, it would be much more fruitful to attract foreign students to Finland, if they actually had a fair chance to attain a job and stay afterwards.

5.2 Discrimination & equal hiring practices

Clearly, when talking about discrimination in hiring, the problem lies deep. Many respondents mentioned that structural racism and negative stereotypes regarding foreigners are still an issue that needs to be tackled. Employers should be more open-minded towards different backgrounds and cultures and actively seek a more diverse workforce. Additionally, it was pointed out that often times employers do not seem to value work experience or degrees acquired abroad. Hence, making Finland more culturally attractive, an open, multicultural society would be a benefit.

5.3 International opportunities

One of the solutions suggested was to increase the amount of international opportunities offered in Finland. It was suggested that getting more international companies to have their offices in Finland would bring more jobs but also increase the international opportunities offered in the country. Companies should also redesign their social structures to be more suitable for employees who have not lived in Finland their whole lives. Global firms could offer more staff exchange opportunities and Finnish universities could work together with the employers to provide opportunities for their international students.

Other ideas suggested were increasing networking opportunities and social activities outside of work, making the visa process faster and more agile with less bureaucracy. Many thought that their career

prospective were better abroad and thus frequent promotions, salary increases and bonuses would help along with offering more competitive wages, tax incentives and thus increasing the purchasing power.

6 Conclusion

In previous chapters, the researcher has introduced the topic of the research study, previous, existing literature and the findings of the conducted online questionnaire. Additionally, in the last chapter, the findings and the previously existing literature were compared in a discussion. This chapter concludes the research study and presents the most important findings of the research.

Furthermore, migration in Finland has always existed, starting from significant waves of mass-emigration, to today's, very much globalized Finland. The first wave of mass emigration to USA happened already in 1880-1930's and the second wave, to the neighboring country Sweden, in the 1960-1970's. Thus, it was only after 1981 that the immigration to Finland exceeded emigration.

To conclude, by analyzing the preliminary literature as well as the results of the conducted primary research, it is evident that emigration from Finland is caused by very similar factors that it was over a hundred years ago. Interestingly the reasons for mass emigration already over 100 years ago were similar to what they are today. At the time, Sweden seemed attractive to a lot of Finns, due to its close proximity, job opportunities and better wages. Finland was pushing people away, by lacking opportunities that Sweden was able to offer. The same happened in the 1960s to 1970s when the second wave of mass emigration, this time to USA, happened. It seems that the push- and pull-factors of emigration remain almost exactly the same to this day. Hence, mostly young people leave, in order to seek a better life from countries they believe offer better or more opportunities, or better wages. However, as opposed to those over a hundred years ago, is who are emigrating, today's emigrants from Finland are usually highly educated women, and fluent in multiple languages.

It is also reasonable to claim that Finland is in fact losing an opportunity by not acknowledging education attained outside of Finland. Many immigrants have degrees, but when migrating to Finland they do not have a chance to practice their profession. Regarding to this and the lack of data on education of immigrants, most of the time majority of the immigrants migrating to Finland are seen as low-skilled.

According to the questionnaire, this sometimes happens even when Finnish citizens conduct their studies in another country. One of the major issues for attracting and hiring foreign talent in Finland is having a significant language barrier. It needs to be reconsidered whether a fluent Finnish language is an absolute necessity for so many professions. Thus, Finland could be much more attractive without these barriers of entry and therefore it would be easier to retain and attract a highly-skilled workforce.

Finland does still attract a lot of foreign students, however, the issue lies in retaining those foreign students in Finland after their graduation. Evidently, international graduates struggle to find work in their field of education and this may be the reason for so many leaving the country. Hence, something should be done in order to utilize this potential.

Furthermore, it has been established by several authors and researchers that something needs to be done in order to attract and retain talent in Finland. In addition, at the time of ageing population and decreasing birth rates, Finland is heading towards a declining population and thus cannot lose more of its talent to other countries. Furthermore, there are a variety of practical solutions that could be trialed. For instance employers hiring foreign talent, but providing Finnish language courses could be mutually beneficial.

The researcher concludes that Finland is in fact suffering from 'brain drain', but as a developed country in a very different way and maybe not as severely, as many developing countries. However, this does not mean that the issue is not genuine and something should be done sooner rather than later. As a proposal for further research, three key areas should be investigated more thoroughly; language requirements and whether they are absolutely necessary, tackling discrimination and strongly implementing equal hiring practices, and offering more international opportunities. This would be mutually beneficial for the economy of Finland, as well as to the individuals migrating to Finland. Thus, it would help Finland to retain and attract a qualified, high-skilled workforce.

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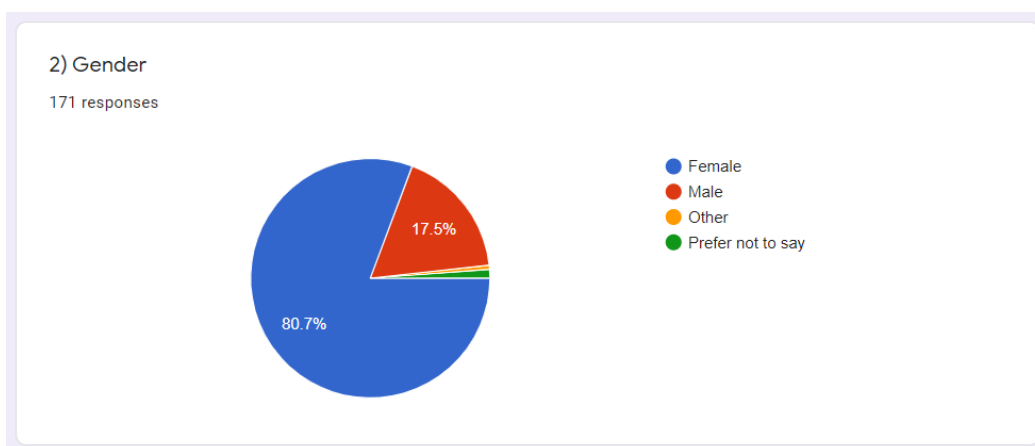
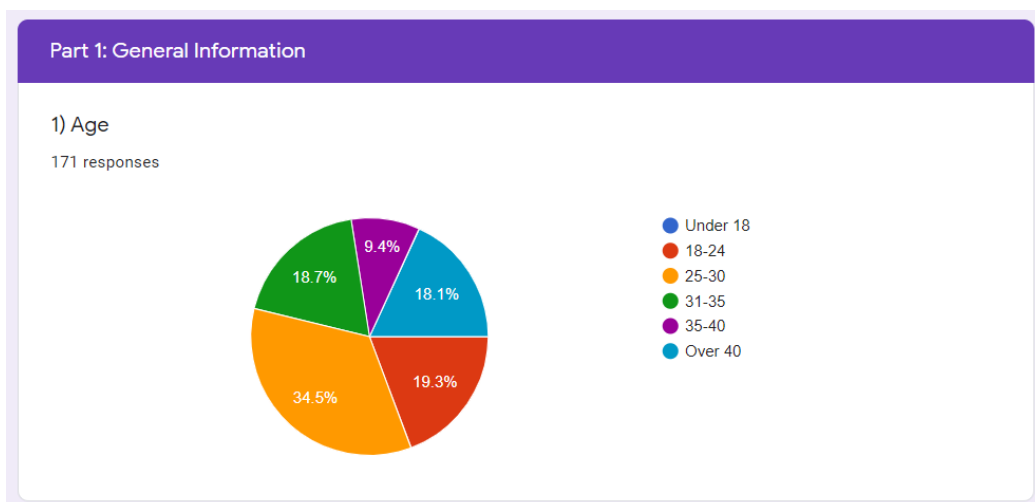
Available at < <http://www.uhtua.info/index.php/unohdetut-pakolaiset>>

[Accessed 19.09.2020]

Questionnaire design

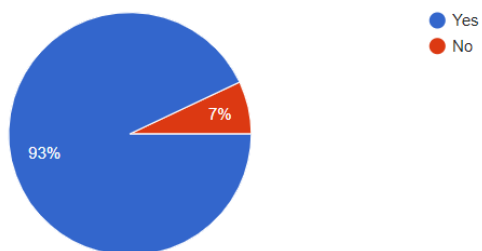
The questionnaire for this research study was conducted on Google Forms, included 23 questions including General Information, Education and Research Questions. The questionnaire was share in various platforms of social media, WhatsApp, Facebook and via email.

Questionnaire part 1



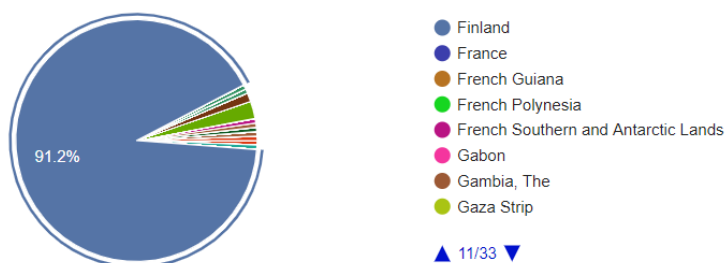
3) Are you a Finnish citizen?

171 responses



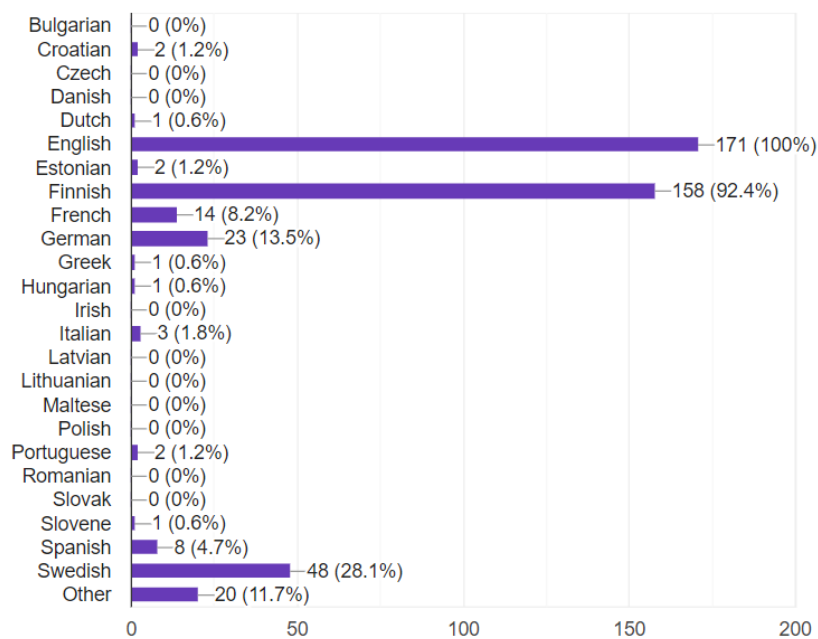
4) What is your (primary) nationality?

171 responses

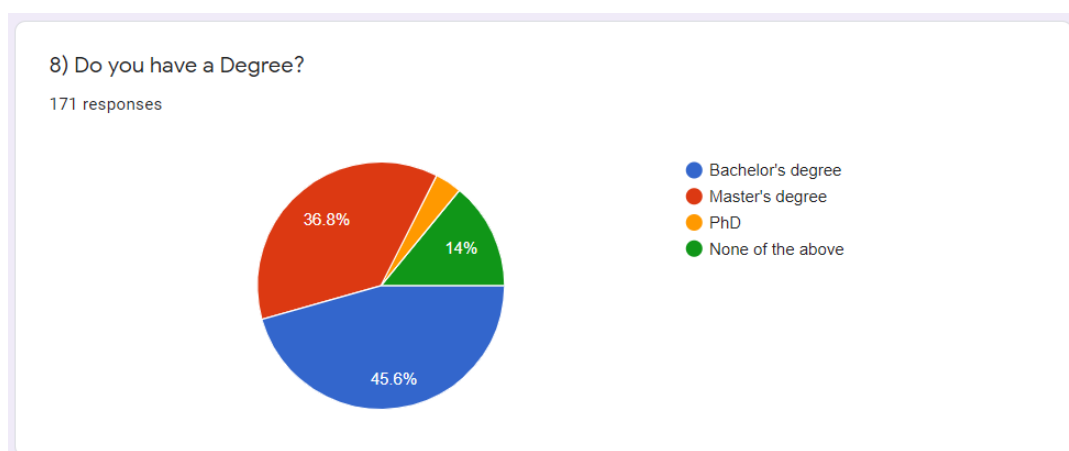
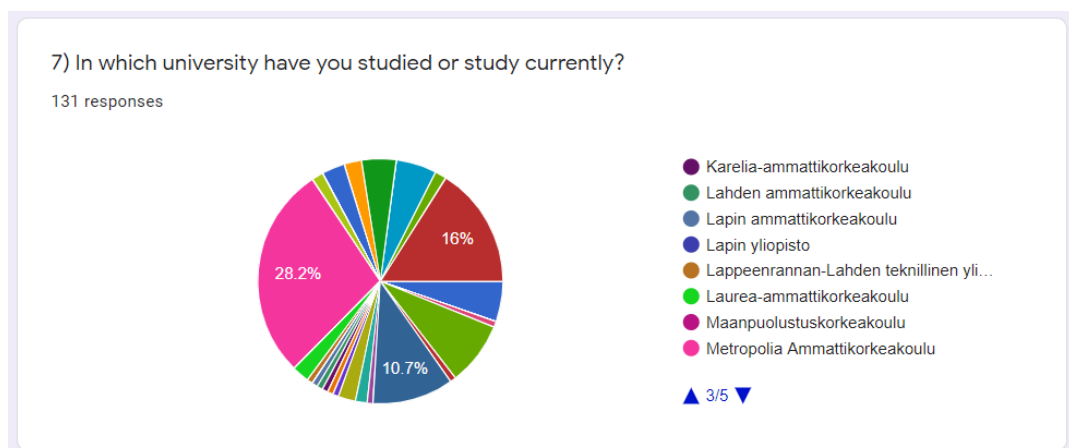
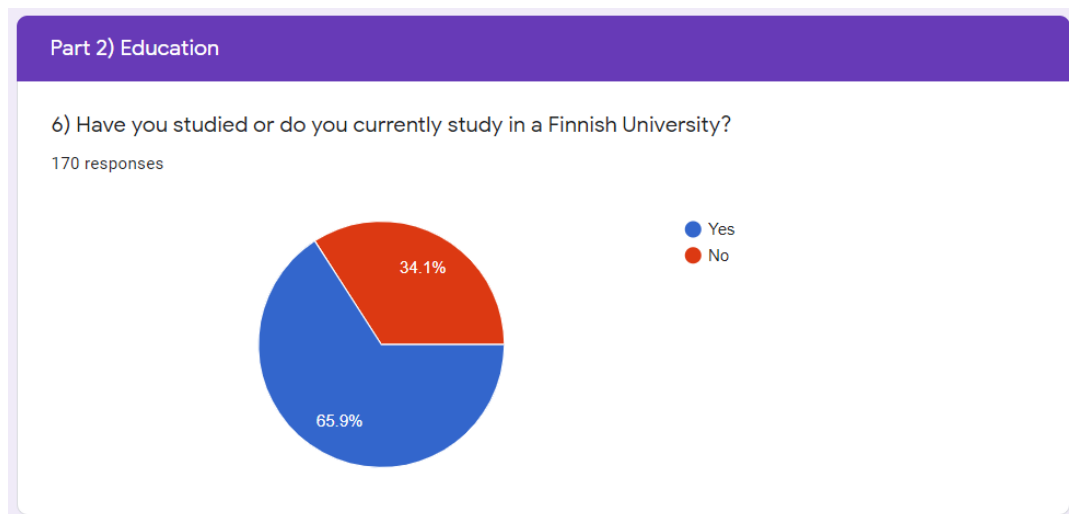


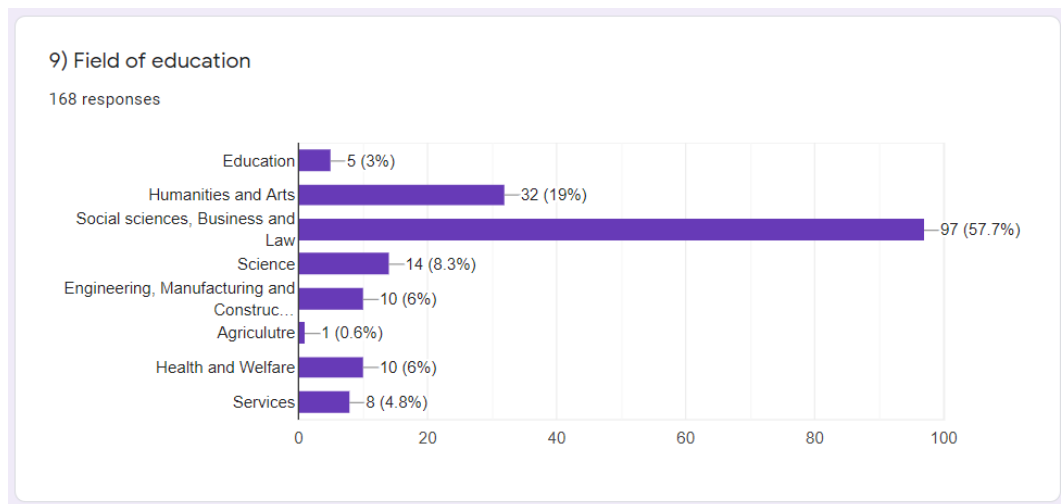
5) What languages do you speak fluently?

171 responses

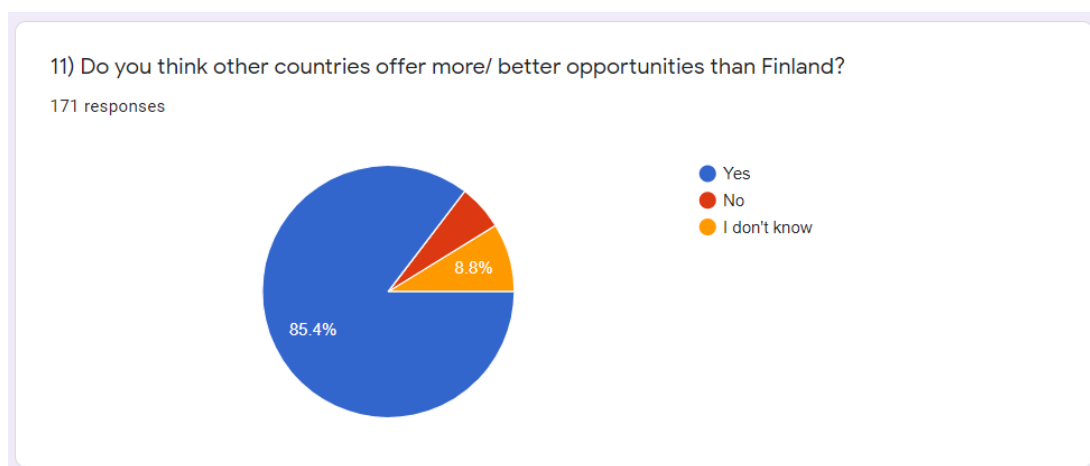
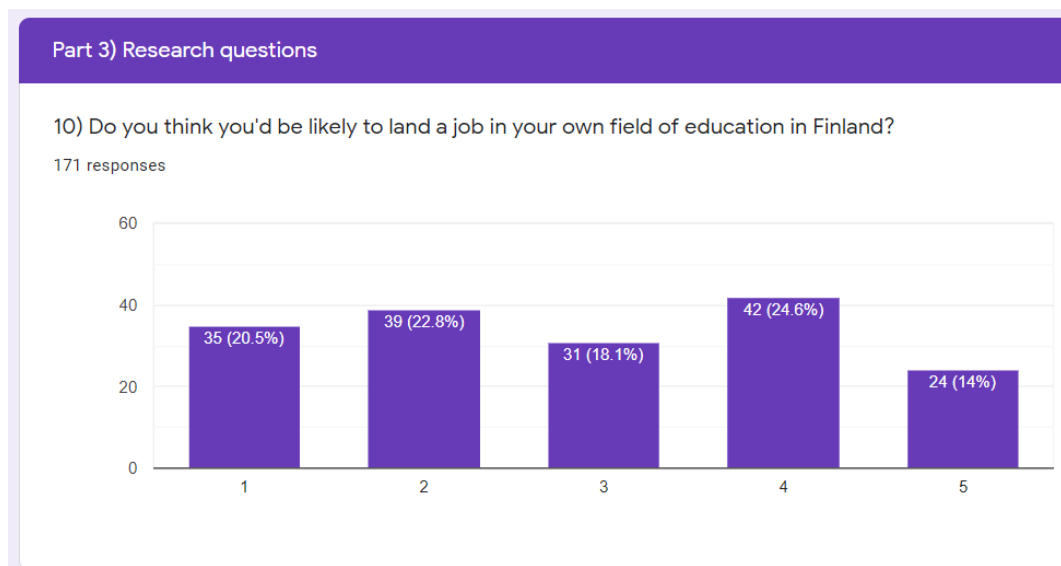


Questionnaire part 2:



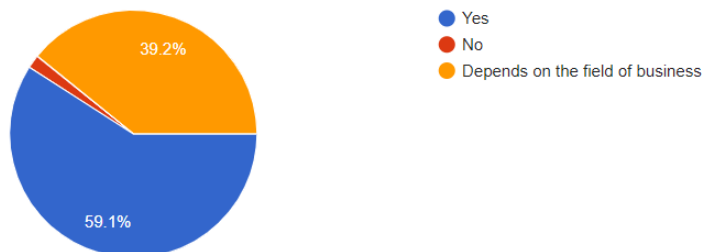


Questionnaire part 3



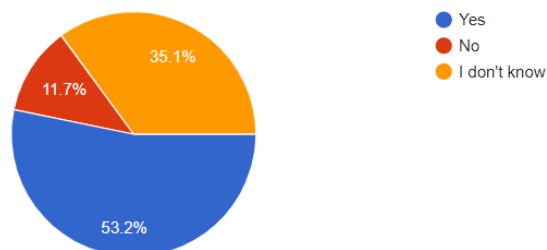
12) Do you think not speaking Finnish fluently is a big barrier for landing a job in Finland?

171 responses



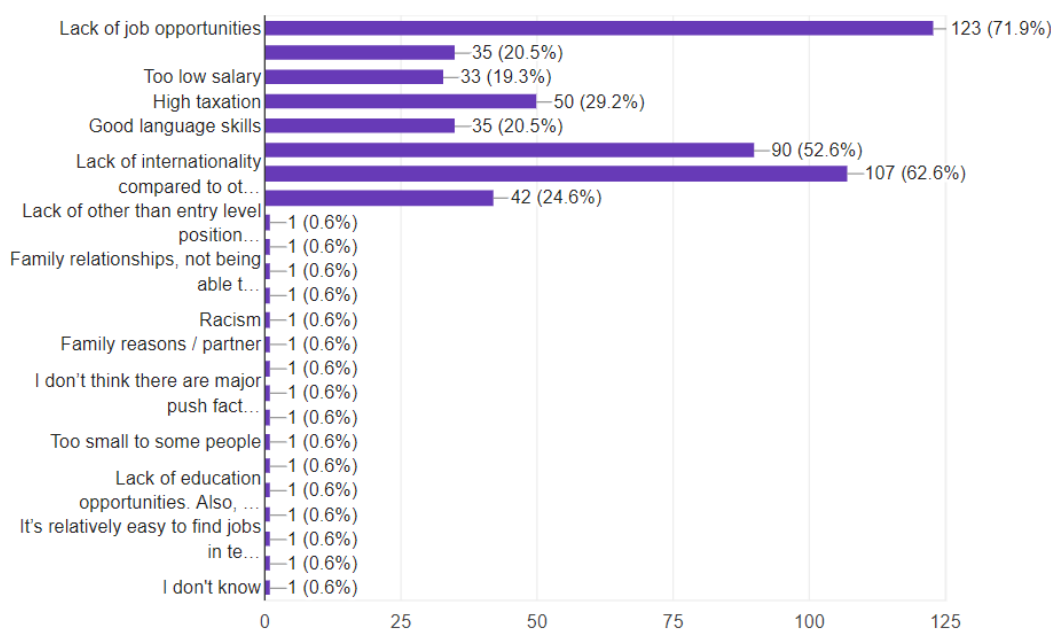
13) After studying in Finland, do you think the language barrier in looking for a job abroad is relative small?

171 responses



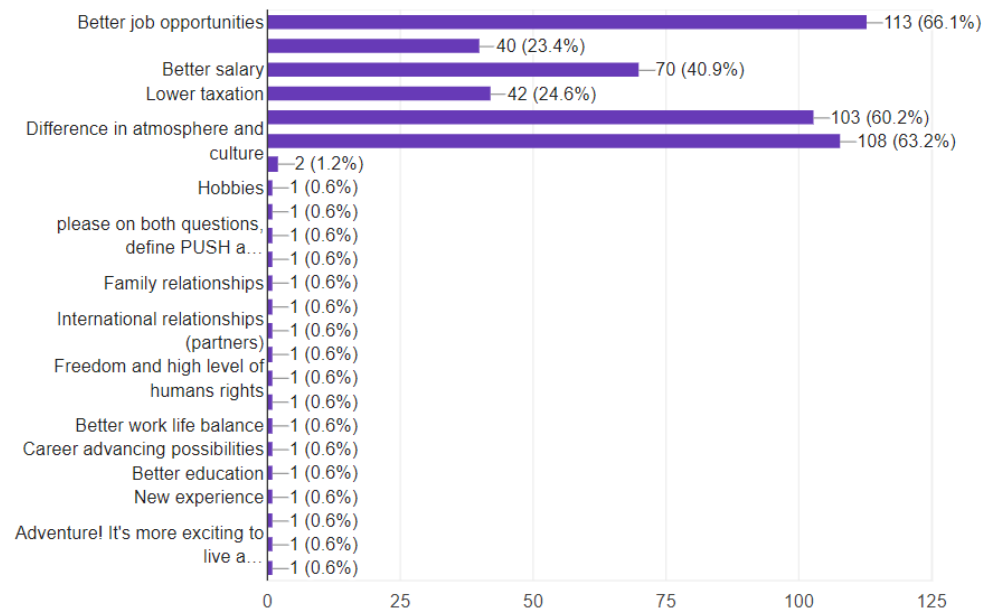
14) What do you think are the main reasons that PUSH people to move abroad from Finland?

171 responses



15) What do you think are the main reasons that PULL people to move abroad from Finland?

171 responses



16) If you currently live in Finland what were your main reasons to stay?

171 responses

- Not in Finland.
- I don't currently live there
- My family, job, Master's studies and the fact that the overall safety and quality of life in the country is at a relatively high level.
- I dont live in Finland
- NA
- Cost of education, cheap living and family.
- Don't live in finland
- Lack of money
- I am finnish and I trust finnish governmental system, helth care, education etc.

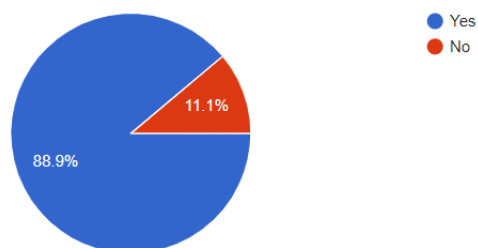
17) What were your main reasons for moving abroad/considering to move?

171 responses

- Job opportunity
- Job opportunities
- Interesting internship opportunities
- Work opportunities specifically in music and entertainment
- Opportunities
- Better job opportunities and salary
- Culture, multiculturalism and job opportunities
- Cold
- Becoming more independent, improve language skills, get away from family

18) Have you heard of others moving abroad from Finland after finishing their studies?

171 responses



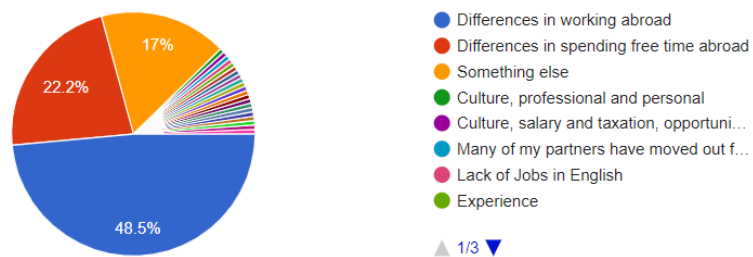
19) What was their educational level?

129 responses

Master
Masters
Master's
Bachelor and Master
BA
MSc
Masters
Bachelor's Degree
University degree

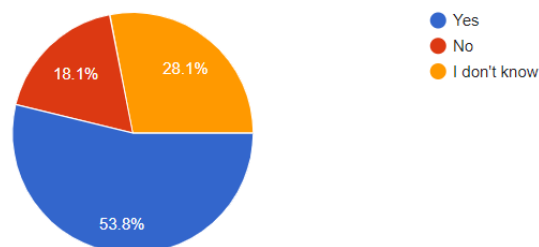
20) What do you think is a bigger motivator for people in general for leaving Finland?

171 responses



21) Would you consider moving back to Finland?

171 responses



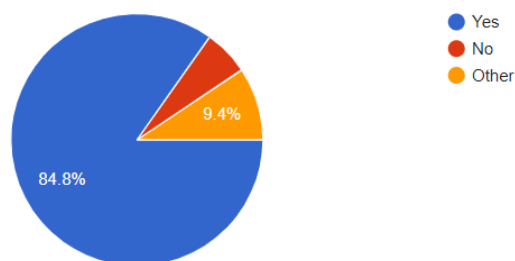
Please explain your answer

129 responses

- Finland is my home country where my family and friends live
- Used to life in London now compared to Finland
- It is unlikely but not impossible
- I would like to do my masters (free of charge), and perhaps have my children at least start their schooling in Finland.
- My family is in Finland
- I'll move once I've finished my studies
- I think that if you have international experience you could have a better opportunity to get a better position in higher management in Finland as many companies in Finland do the majority of their business abroad.
- Nicer place for children to grow up, better services eg primary schools, more nature

22) Do you think Finland is losing an opportunity by not employing as much people who do not speak Finnish fluently?

171 responses



23) Do you have any suggestions on how Finland could retain and attract a qualified, skilled workforce?

171 responses

- Encouraging companies to offer more international opportunities that does not require fluent Finnish skills
- Be more diverse!
- Hire people without fluent Finnish skills and implement equal opportunity hiring practices more widely
- Not requiring fluency in Finnish
- Lower the expectation on people's ability to learn and speak Finnish in a higher level jobs. For example, my partner has tried to learn as he knows I would like to move to Finland for a couple of years, but he doesn't feel comfortable knowing that he doesn't speak the language fluently and that might affect his ability to be employable.
- Do not require fluent finnish
- Not to discriminate people who don't speak Finnish fluently, use anonymous CVs, more jobs needed
- Finnish companies should stop this obsession with lanauage requirements. About 5.5 million people in the