



SEINÄJOEN AMMATTIKORKEAKOULU
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The difficulties encountered by local companies in the employment of foreign workers

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Thesis abstract

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The purpose of this thesis was to explore in detail and comprehensively the main difficulties faced by local companies in the process of hiring immigrants as well as the difficulties of the immigrants themselves when searching for employment. The study was commissioned by the municipality of Seinäjoki.

In the introduction, the history of immigration in Finland is explored, including the main reasons why the immigrants move to Finland. Further, the adversities faced by them in the Finnish job market are delved into, including the hardships immigrant face when trying to find jobs.

Throughout the research conducted using two online surveys, one for the employer and another one for the employee, it was found that due to the natural difficulty of learning Finland's native language, the immigrants have a difficult time adapting to the Finnish society. While some companies, can be overly cautious and avoid hiring immigrants.

The survey stayed open from 02.12.2022 to 02.12.2022 and 20 responses were gathered in total.

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Tämän opinnäytetyön tarkoituksena oli selvittää yksityiskohtaisesti ja kattavasti paikallisten yritysten keskeisiä vaikeuksia maahanmuuttajien palkkaamisessa sekä maahanmuuttajien itsensä vaikeuksia työnhaussa. Selvityksen on tilannut Seinäjoen kunta.

Johdannossa tarkastellaan Suomen maahanmuuton historiaa, mukaan lukien tärkeimmät syyt, miksi maahanmuuttajat muuttavat Suomeen. Lisäksi perehdytään heidän kohtaamiinsa vastoinkäymisiin Suomen työmarkkinoilla, mukaan lukien vaikeuksia, joita maahanmuuttaja kohtaa yrittäessään löytää töitä.

Kahdella verkkokyselyllä, joista toinen oli työnantajalle ja toinen työntekijälle, tehdyssä tutkimuksessa havaittiin, että suomen äidinkielen oppimisen luonnollisen vaikeuden vuoksi maahanmuuttajilla on vaikeuksia sopeutua suomalaiseen yhteiskuntaan. Vaikka jotkut yritykset voivat olla liian varovaisia ja välttää maahanmuuttajien palkkaamista.

Kysely oli avoinna 02.12.2022-02.12.2022 ja siihen kerättiin yhteensä 20 vastausta.

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Terms and Abbreviations

Migri Finnish Immigration Service.

TE-toimistot The employment office.

SeAMK Seinäjoki University of Applied Sciences

1 INTRODUCTION

1.1 Background

Finland is a country composed of 19 regions, South Ostrobothnia being one of these. South Ostrobothnia itself is organized in 18 municipalities and the population amounts to 195.000. Seinäjoki, the main city of the region, has a population of 64.000 people. The region is rich in companies dedicated to the manufacturing of products made of wood, being most of these small enterprises and family-owned businesses (Eppliito, 2021).

Furthermore, the region is also known for its metal industries, some of these companies being of substantial size that export their products. Another specialty of the region is the large presence of food industry, since South Ostrobothnia is composed by large rural areas, a considerable number of vegetables and cereals come from this area and are supplied to other regions of Finland. Seinäjoki, and its inhabitants are known for its innovative and entrepreneur spirit. However, although all these characteristics point to a growing and prosperous economy, most of the sectors are lacking employees who possess the required knowledge to perform the jobs.

One of the reasons for that is the increase in life expectancy and the reduction in the birth rate. Due to that, many Finnish companies have resorted to hiring foreign employees, however, companies that do not have previous experience with international workers are at times reluctant to hire internationals. Cultural differences, language barriers are bureaucracy are all factors that might weight in the decision of the employer in hiring Finnish national instead of a foreigner.

1.2 The study

Because of the issues mentioned, the struggles of immigrants when seeking employment remains a current issue all over the country, but even more so in the region of Southern

Ostrobothnia, which has a foreign population of 191,762 (Statistics Finland, 2021), a number considerably low and the lowest in Finland. In the thesis, the difficulties faced by foreigners in their search for employment will be explored in detail, analyzing the causes in order to find a solution to make the process easier for the jobseekers and the companies.

Could there be a possibility that the propensity of unemployment affecting more severely those immigrants who arrive from outside Europe might also occur in Seinäjoki? That is one of the questions this research aims to answer, and finally, find a solution for the persistent problem of unemployment among immigrants in the municipality, making the process easier for both the immigrants and the companies.

Beyond the challenges already mentioned as the difficulties faced by foreigners, there might be yet different ones to discover. Unpreparedness for the problems they might face once they immigrate to Finland, is one of the challenges. But the main questions to be answered are: Could the current method used to teach Finnish be insufficient when teaching the immigrants? What are the main issues that might be responsible for their struggles in finding a job? And ultimately, what can the municipality do ease the process of finding employment for these foreigners?

Although the research has not yet been conducted and therefore the questions remain unanswered, it is possible to speculate how the research could play out. It is possible that the methods of teaching are indeed inefficient and inadequate to allow immigrants to speak and understand Finnish in a way that it could be useful for their daily life and for communication at work. More details regarding this assumption will be explored later.

Also, the bureaucracy and the need to validate their certificates obtained from their home countries as it is requested by law might be one additional difficulty in the process of job seeking. Perhaps, it is also possible that the cultural differences, religion and differences of behavior might be responsible for the avoidance of some Finnish companies in hiring people from other countries.

The challenges faced by the immigrants in their search for employment it's a problem that affects everyone. It is truly necessary to find out the causes of this issue and discover what changes must happen to make the process easier, in turn attracting more foreigners to the city of Seinäjoki, increasing the foreign population and ensuring that these employees are equipped with the correct and needed skill sets the local industries require in order to hire them. It is well-known and widely understood that the language barrier between employer and employee poses a considerable problem when hiring foreigners to work at a company where most employers are natives.

The employers can also be overly cautious and not willing to take risks when hiring someone who comes from a very different culture compared to Finland. Nevertheless, hiring foreign employees can have its benefits as people can possess knowledge that might be useful when employed in Finland.

Culture plays a significant role in how someone behaves at the workplace, and these immigrants might have a different way of doing things, perhaps being more creative and thinking outside the box as it is typical of some cultures, which could, in turn, bring a positive change to the Finnish companies which perhaps might be more traditional.

Additionally, finding out the causes of why it is difficult for immigrants to find employment in Seinäjoki and in turn, learning what solutions could there be to the issue, would not only help the immigrants who already live in Finland to have an easier time when searching for employment, but it could also attract more immigrants to the area in order to establish themselves in the city for the long-term.

Also, finding a solution for the language barrier existing between employer and employee could improve their work relationship, as at times, people cannot fully express themselves in a language they are not fluent in.

By having a better relationship with his employees through the improvement of their language skills, the employer could have a more positive outlook on the idea of hiring foreign employees and be more open to it in the future.

2 Immigrants in Finland

2.1 The phenomenon of immigration

Immigration in Finland is not a new occurrence, albeit it is a newer phenomenon when compared to other countries in Europe. Since 1981, immigration in the country has increased each year, with migrants coming from many different parts of the world unlike the previous immigrant waves, where most people coming to Finland were Finns who had previously lived in Sweden (European Commission, n.d). In the 1990's, the number of immigrants arriving in Finland were mostly Russians, however, later due to Finland joining the European Union, many immigrants arrived from countries such as Estonia, Poland, Latvia and other countries in Europe, but mainly from ex-Soviet territories (Kouvo and Lockmer, 2012).

Recently, according to the Ministry of Interior, around 37,500 Ukrainians citizens have arrived in Finland seeking asylum due to the Russian invasion of Ukraine. A number of these citizens have gone on to find employment, while others are still facing the difficulties posed on immigrants to join the Finnish labor market.

The new and most recent immigration wave to Finland was not an event expected to happen. As mentioned above, the main immigration wave occurred mainly in the 1990's, posterior to the Cold War period. Many of these immigrants were from different religious backgrounds, a lot of them Muslims, which increasingly turned Finland from an isolated place with a unique culture, to a more religious and ethnic diverse society. According to Tuomas Martikainen, in the year of 2010, 248, 135 or, in percentage, 4.6% people who were born in foreign countries living in Finland, 224.388% or 4.2% who could speak a foreign language, and finally, 167.954 citizens who were foreigners (3.1%). It is a major change when compared to the number of foreigners living in Finland in the 1980's, which amounted to no more than 12.502 (0.3%).

The foreign population in Finland has grown considerably compared to 31 years ago. In 1994, the number of foreigners was 50,000 thousand, compared to 2021, which was 300,000 thousand.

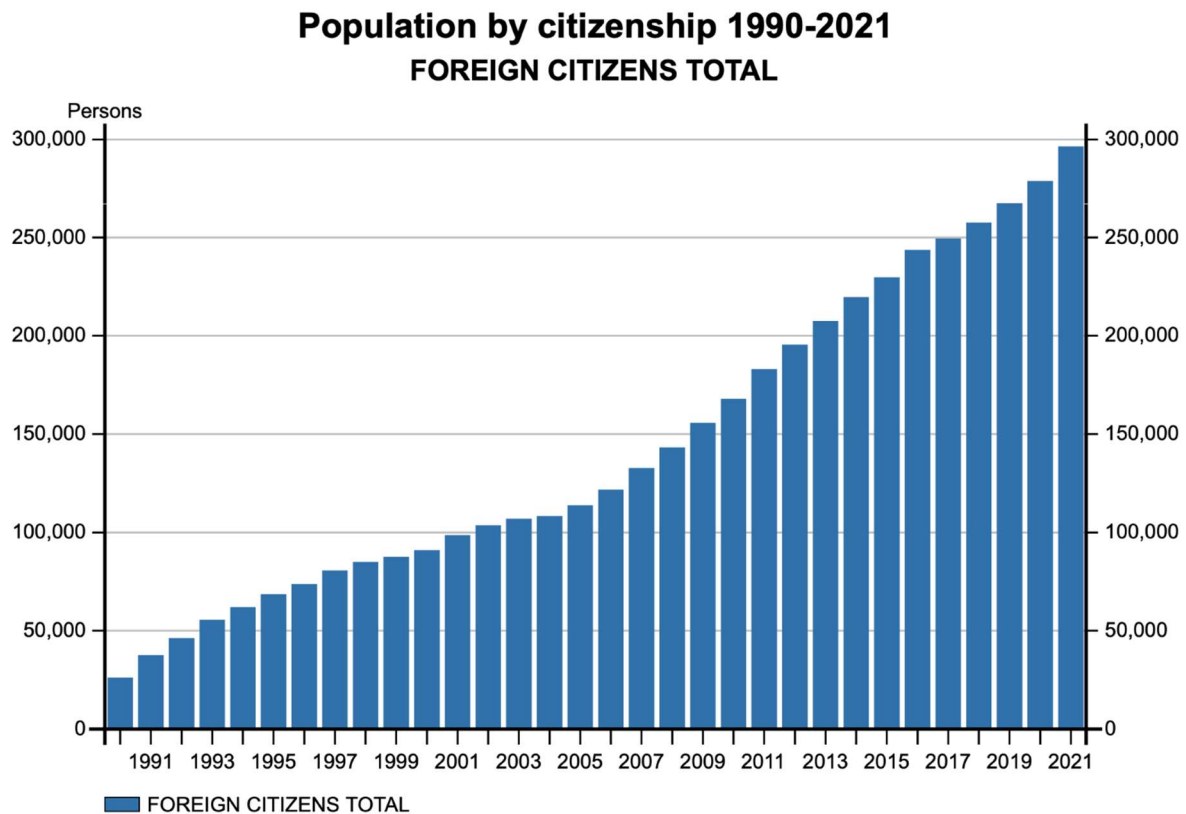


Figure 1. Population by Citizenship 1990-1991. (Statistics Finland, 2021).

Such an increase in immigration in a considerable short span of time, has caused a cultural shift in Finnish society. Many of the immigrations have moved to Finland due to family reasons, especially during the decades of 1990's and 2000's, amounting to 60-65%. Others were refugees from war torn countries such as Somalia and Iraq (15%) and others were Finns who had previously lived abroad but were returning to their home country (10%), as well as people who immigrated for work reasons, which equals to (5-10%) and some international students as well, (5-10%) as Finland has become known

worldwide for its great quality of teaching and being one of the best places to study. The number of Finnish people returning, however, is not entirely accurate.

As these people with foreign backgrounds settled into Finland, they had to seek employment in order to financially support themselves and any family members who might have depended upon them, as many foreigners brought their families. However, restarting the career they had in their home country or finding employment in the same area where they used to work could prove to be challenging, and at times, not even possible. Immigration comes with its set of difficulties, which includes learning a foreign language much more different than one's own, and in the especially when it refers to the Finnish language, it can take many years to achieve a level that would enable one to communicate without major difficulties.

As the figure shows, a large part of the people with foreign background are of working age, both males and females.

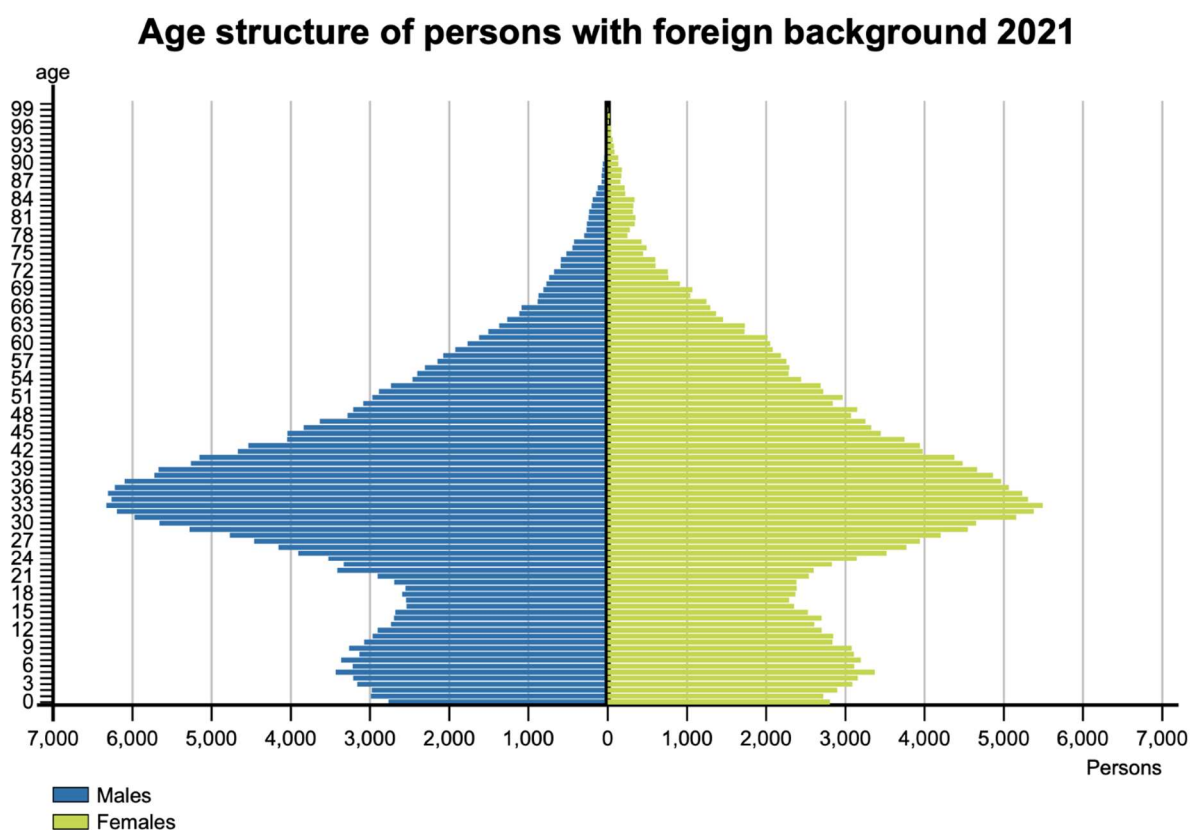


Figure 2. Age structure of people with a foreign background (Statistics Finland, 2021).

The language barrier, coupled with the cultural differences, can make Finland a difficult place for immigrants. In most workplaces, especially the ones which are not located in the largest cities, require Finnish at a fluent level, which can take many years for a foreigner to achieve. As mentioned above, cultural differences can also have an impact in how difficult it can be for a foreigner to be employment, as a Finnish employer might prefer to hire someone who can fluently communicate in Finnish and understands the cultural nuances. Furthermore, when one resides in their native country, there is a safety net composed of family can friends who can aid the individual in finding employment, something which is entirely taken out of the question when said individual immigrates.

70.000 people with foreign background living in Finland are originally from the Former Soviet Union, followed by Estonia, which amounts to a population of over 40,000 thousand.

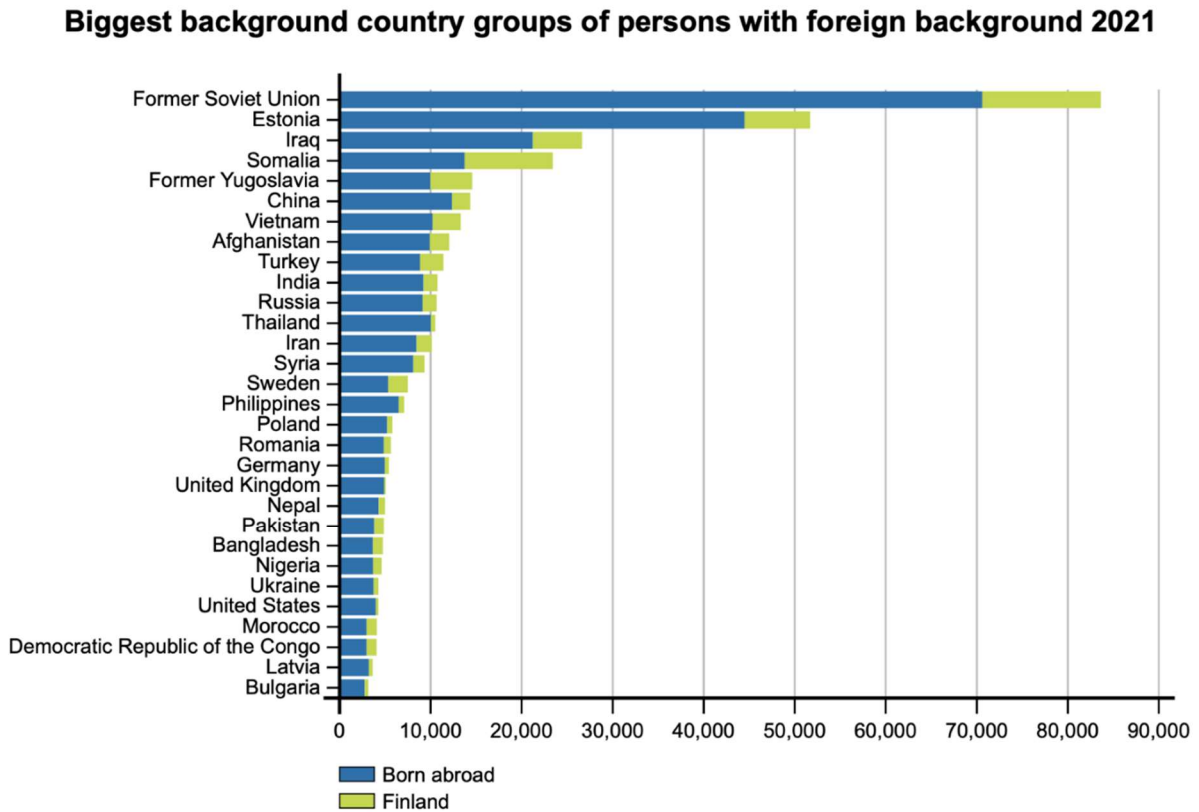


Figure 3. Biggest background groups of people with foreign background (Statistics Finland, 2021).

Each of these aspects, combined, make the experience of a foreigner seeking employment very different than the experience a Finnish native person would have. According to a study of Barona, a third-party employment agency, Finnish companies do think twice before hiring foreigners due to their own language skills (Yle, 2021), since most

immigrants do not speak Finnish, at least not at a sufficient level to communicate at the workplace, and the employers do not have a good knowledge of English, making the workplace's language of communication being either Finnish or Swedish.

According to Laura Lindeman, chief from Finland's Ministry of Employment, in companies of a substantial size, however, bureaucracy and documentation also has an effect in the likelihood of a company opting to hire foreign employees. As foreigners usually arrive with their families, the employment for the Foreign's spouse and availability of school to their children is also a concern.

Furthermore, the lack of Finnish skills can pose an additional difficulty to the immigrants when searching for a job, as they might not be aware of which departments are responsible to help them through the process of job seeking, and there might not be information regarding the subject in a language that they do comprehend. Lastly, different backgrounds can also have an effect in the level of difficulties faced by the immigrants in the job market.

In Helsinki, a much larger city in comparison to Seinäjoki and Finland's capital, where the number of inhabitants amounts to 658 457 (Statistics Finland, 2021) compared to Seinäjoki, of 64.000 people, statistics has proven that immigrants from Sweden, Estonia and Western Europe have an easier time when finding employment in comparison to immigrants from elsewhere (Helsingin kaupunki, 2021). Immigrants who arrive with a refugee visa face the major difficulties than immigrants who move for other reasons as family ties, studies or in search of work.

2.2 The refugees from Ukraine

As mentioned in the introduction, many Ukrainian citizens have sought temporary protection in Finland due to the invasion of Ukraine by Russia in 2022. According to the Ministry of Interior, many of these people have made known that they are interested in finding

employment, in fact, on a survey performed by the government organization, the importance of finding a job was one of the most hightailed issues. Young Ukrainians and even retired ones have communicated their interest in working, and some of them have already found places to work, that number amounts to 23%.

Amongst the ones who have struggled in their search of employment, they said that the language was one of the main issues, as some of them do not even speak English, which can make the communication in the workplace even more limited, others have mentioned the bureaucracy involved in the papers, and finally, some did not have a place where to leave their children while they are at work.

Furthermore, according to the survey, the lack of information regarding employment that can be understood is another issue, and most Ukrainians affirmed that they found useful information through social media, instead of the official websites responsible for delivering advice regarding their situation of being under protection and how this affects their search for employment and studies.

Still according to the survey, more than half of the Ukrainians who arrived in Finland are woman who have children of school age, around 54%, which points out to the importance of having information regarding schools available to these woman, as they cannot search for work if the children do not have a place at school and even more, if in the first place they do not have sufficient information about the process of enrolling their children at the schools.

Furthermore, not more than 42% of the people who answered the survey said that they had found information regarding the school system of Finland. In short, the organizations responsible for providing information regarding the school system and childcare need to improve their methods of making said information available to the Ukrainian refugees (Ministry of Interior, 2022).

However, despite the difficulties presented by the language and the paperwork, most Ukrainians have found employment.

This might suggest that people from other European countries do have indeed an easier time when searching for employment in Finland, perhaps because they are culturally closer to Finns when compared to foreigners from outside Europe, who might be part of an entirely different culture. The study also points out that the employment rate is higher in those who have been longer in Finland, that is, since February. The reason for that might be that these people have had more time to adapt compared to someone who has just recently sought asylum in the country.

As stated previously, a considerable number of Ukrainians of working age do plan to seek employment, in fact, 75% of the respondents said so. 58% of them also stated that they plan to study languages, which show an openness and willingness to adapt and integrate to the Finnish society, which can be greatly beneficial when looking for a job. That also might suggest that some of the Ukrainian refugees might be planning to remain in Finland for a long period of time, although 40% have not yet made a permanent decision regarding on whether to come back to Ukraine. In fact, at least 27% have expressed that they do not have plans to return. Employment is one of the deciding factors in their choice to stay in the country, it is in fact the most important factor. Followed by the situation of Ukraine because of the war, as well as their children welfare, housing and finally, skillfulness regarding the foreign language.

Interestingly, most of those who responded to the survey, that is, 85% were living in reception centers at that time, while only 55% were staying at private houses. That might indicate that some of Ukrainians did not have enough information provided to them regarding the refugee reception centers.

When choosing to immigrate to a country, or in the case of the Ukrainians, when it is necessary to seek refuge elsewhere due to war at one's country, certain aspects might weight in more than others when deciding. The Ukrainians who responded the survey by

the Ministry of Interior have said that Finland's international reputation of being a good place to live have influenced their decision, as well as having relatives or friends who were already living in the country, and some others still, stated that their decision to seek refuge in Finland was influenced by financial motives. Family ties were also something that influenced their choice. In some cases, their partners have found jobs in the country, or they had already been here before the start of the war.

Still according to the survey, there were no distinctions between the employment rate of men and woman, and many of the Ukrainians were educated, 27% having education related to vocational school while 25% hadn't finished their studies in higher education. Amongst the fields that the respondents had experience in the sector of agriculture 27%, while others had worked in the sector of construction 26% and finally, some were entrepreneurs 25%.

Some of the Ukrainian immigrants have found employment in the agriculture sector, that is, however, temporary work or seasonal, as the jobs found were at farms for the harvesting of seasonal fruits. However, as these jobs are dependable on the harvesting season, they cannot be considered permanent, and these refugees can end up without a place to work at the end of it. This has not been affected by the war, as even before it was common for Ukrainian citizens to be working temporarily at harvesting in farms during the summer.

According to the Temporary Protection Directive, the Ukrainian citizens currently under temporary protection in Finland do have a right to work, as most of them being of working age have expressed their interest in working. However, the information regarding which steps one should take to register for employment at the TE are not being effectively communicated, leaving many Ukrainians without information that could be helpful for them to find jobs.

According to the survey, 64.9 of the Ukrainians had found temporary employment, 32.6 had a permanent work contract, and 2.5 had no contract, those might include people currently at trial periods at workplaces. Also, 31% of the Ukrainians who took part in the

survey stated that they could speak English; these groups of people were between the ones who were studying and working. The research has also stated that in between those who are employment, some might be working remotely in Ukraine; the amount cannot be estimated.

Considering that most of the respondents had education, be it vocational or higher education, proves that the those who haven't yet found education are most likely to have the language as the main impediment, instead of lack of education and certificates. However, Finnish language is known for being one of the most difficult languages to learn, having 15 grammatical cases, which might leave immigrants apprehensive regarding whether it is even possible to learn Finnish. However, according to research, the level of difficulty when learning a language cannot be comparable, that is, it is not possible to state that learning one language is easier than learning another.

The problem resides in the difficulty of immigrants when finding people to practice their Finnish skills with, which might hamper the development of their skills as practicing the language day-to-day is one of the most effective methods to master it. Furthermore, spoken Finnish differs from written Finnish (Tiittula 1992; Hakulinen 2002), which it is usually how the language is taught at schools. Finnish, being an informal culture reflects on its language, and because of that, spoken Finnish has many abbreviations which would leave a new learner confused and frustrated when trying to shop for groceries, for example. Likewise, the written Finnish the immigrants learn at the school sound strange in ears of Finns, making it ineffective to use in a work setting for example, where colleagues to understand and be understood.

However, both spoken Finnish and written are necessary, one cannot exclude the other. Written Finnish, or standard, is necessary to read and write texts, while spoken, or colloquial, is needed in day-to-day settings including the workplace, being perhaps the most important of the two for immigrants who prioritize finding employment. According to Itesh Sachdev, it would be a good alternative if Finnish teachers first taught standard Finnish

and later introduced colloquial Finnish, providing enough exercises so that the students could grasp the concept and feel confident in using the language in their daily life. Sachdev also states that it is easier to move from standard Finnish to colloquial, instead of the other way around.

Knowledge of Finnish also widens one's possibilities of having a larger option of jobs they can apply for, as many of the job vacancies are published in Finnish, in third-party websites where jobseekers can register to, according to Regina Ainla from Business Finland. Also, some of the jobs are not advertised, but one can find out about them when having an acquaintance working at the company, for example.

That shows both a need for companies to make a better effort in advertising their jobs in other languages than Finnish and Swedish, as well as how beneficial it can be for the immigrants to learn Finnish, as this provides them with the possibility to better integrate into society and develop a wider social circle, which could aid them into finding employment more easily, and perhaps eventually helping their family members or friends from their country to find jobs as well, as they would become a bridge between the company and the other immigrants.

2.3 Immigrant woman at the labor market

As it can be noted, immigrants struggle more to find employment when compared to Finns. However, that's not all. Finding employment can be even harder for immigrant woman. According to a report by the European Migration Network (EMN), the woman immigrants from countries outside the EU face great difficulties in search to employment. In 2020, Finnish woman belonging into the labor market amounted to 72 percent, compared to immigrant woman, where the rate of employment was only 41%. Other than the language barrier, a problem for both men and woman, immigrant woman has the

additional problems of being left with most of the childcare, leaving them unable to seek for employment.

Employment rate in Finland from 2011 to 2021, by gender

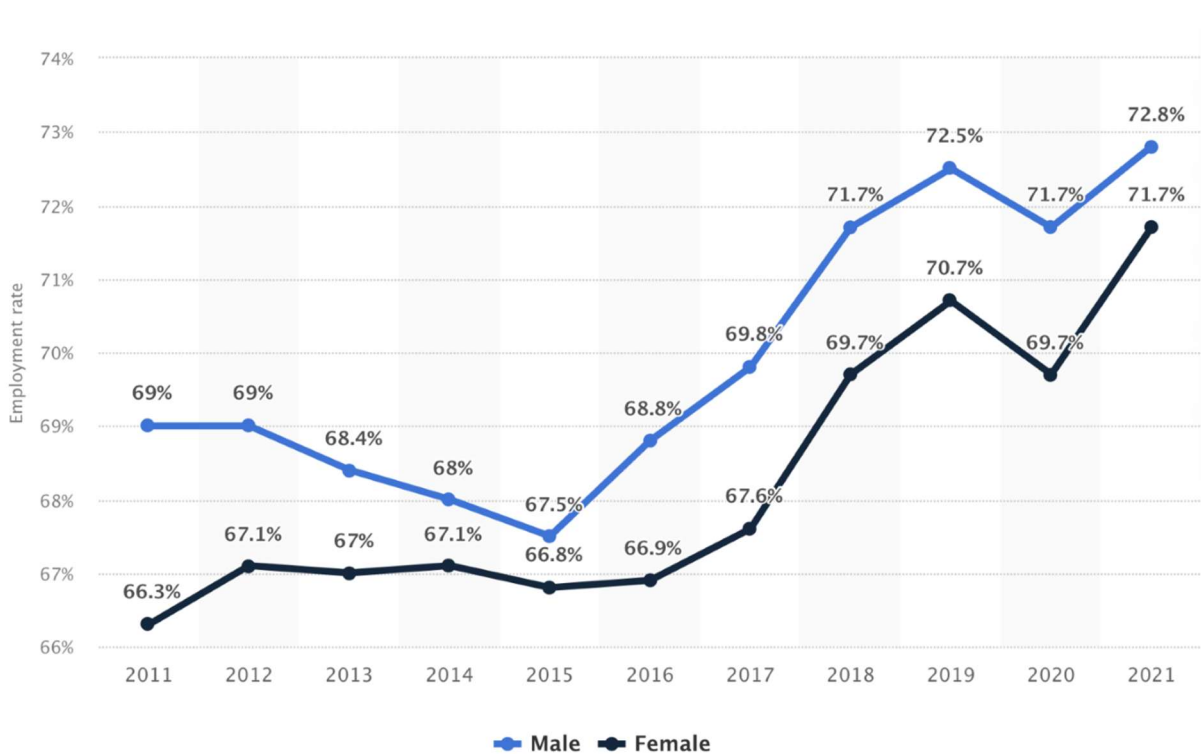


Figure 4. Employment rate in Finland from 2011 to 2021, by gender (Statista, 2022).

Furthermore, although education can be helpful in finding a job, for the immigrant woman, not even that guarantees that they will be successful in their search for a place to work. According to STTK, the percentage of immigrant woman who have degrees amounts to 40%, but still, only half of these are employed. Besides, immigrant woman is more educated than native male Finns, which proves they could not only be hired for the fields they are usually employed, which require less formal education such as cleaning, but also to

fields where expertise is required. These job spots, that often lack qualified candidates to take part in, could be filled by foreign woman.

Marisel Soto Godoy, the head of Helsinki's Integration Centre Monika, stated that woman are usually directed to jobs which are more traditionally feminine, such as jobs in the healthcare, even though there are not enough employees to fill other sectors, in more male-dominated fields. Soto Godoy believes that the woman could be employed in these sectors as well (Yle, 2022). She also mentions that the integration plans should be more focused on the working life.

However, according to EMN, the unemployment rate is higher for immigrant men than woman. Also, the integration model is not supportive enough to introduce these immigrant women to the labor market. The Finnish economy and the labor market could benefit from employing these women, according to EMN, as it has been widely discussed that it is needed to hire workers from abroad as the Finnish population of working age is not enough to supply the needs of the labor market.

It is not only due to financial reasons that the organizations responsible for integration of immigrants should make more effort into including the immigrant woman into the labor market, but also, because this would have a positive social impact. Through employment, these women should have more opportunities and higher chances of integrating into Finnish society, which would ultimately be beneficial not only for them but for the society. It has also been proven that the unemployment of immigrant mothers negatively impacts their children's achievements at school and their own integration into society. Additionally, a report from Ministry of Economic Affairs from the year of 2020, has shown that compared to other Nordic countries, Finland hasn't done a good job integrating foreign woman into the labor force.

On the bright side, although immigrant woman is not the first choice when companies look for candidates to fill their positions, the foreign woman have found a way to work around the situation. Many of them have chosen the path of entrepreneurship, as it can

be difficult to find employment at Finnish company. Pia Partanen, a business advisor from a firm specialized in providing advice to entrepreneurs, states that starting their own company can be the only way the immigrants can fight the unemployment (Yle, 2020).

2.4 Discrimination in the job market

Although all semester foreigner students have in Finland in order to complete a degree, not many of them stay after graduating. Around 3,000 arrive, but 2,000 leave shortly after their graduation, according to Taina Susiluoto, director of EK. That reason for that is that many of these students haven't learned the Finnish language well enough to be hired by the Finnish companies. However, these students are wasted potential, as they would be equipped with education to fill the positions lacking skilled workers in the Finnish labor market, if only they could speak Finnish.

According to Eve Kyntäjä from SEK, a union confederation of Finland, more effort should be made in order to ensure that these international students are properly learning Finnish during their studies. Still, according to Kyntäjä, immigrants tend to occupy positions in jobs that are more labor-intensive and where the payment is not as high, such as construction and other services. That is, again, because these areas do not require fluency in Finnish, forcing immigrants who are unable to learn the language to look for work in these areas, instead of more administrative work positions, for example (Yle, 2019).

Another problem faced by the immigrants is the inability to have their degrees and certificates acquired abroad recognized in Finland (OECD, 2018), leaving the immigrants unable to apply for jobs that require determined expertise even though they have knowledge and education in that area. Discrimination also influences the likelihood of a native Finn being chosen for the job rather than a foreigner. Some employers might tell the foreigner applying for the position that someone else has already filled it, as well as exaggerating the need for the applicant to speak fluent Finnish (Grigore Silași, 2008).

Compared to its neighboring countries, Finland faces difficulties in becoming a more multicultural country. In countryside areas where the number of immigrants is low, it can be even more complicated to ensure these immigrants are integrated into society, as the natives who do not have a constant exposition to foreign cultures might be reluctant in accepting people from different backgrounds and cultures. Not only the skin color, culture and religion can decrease the chances of an immigrant finding employment, but even his name and surname can be an obstacle, according to Akhlaq Ahmad, who does research for Helsinki University.

He conducted an experiment, in the years of 2016 and 2017, where he sent out 5,000 applications for jobs, some using Finnish names and others, foreign names. The nationalities chosen for his experiment were of native Finns, Russians, Somali, English and finally, Iraqi. It's important to state that the false candidates created by the researcher had no distinctions regarding their education or their knowledge of Finnish, all the candidates had the same fluency in Finnish. Still, the Finnish applicants were the ones favored. They were invited to 390 interviews per 1000 applications sent, a contrast when compared to the Iraqis who received 134 interviews invitations and the candidates from Somalia, who got 99 interviews (Yle, 2019).

Therefore, it can be concluded that the country-of-origin influences whether a foreigner will be chosen for a job position or not. Based on OECD, the percentage of unemployment between those immigrants who are originally from Iraq, Somalia and Afghanistan can be 35 points higher than the unemployment rate between the native population of Finland, as well as the immigrants from Sweden and Estonia. These have unemployment rates comparable to the native Finns.

The reason for migrating can also affect their chances of succeeding in the labor market. Refugees tend to have a lower success rate, due to their unpreparedness for the challenges they might face when seeking refuge in another country, as well as to existing health issues that might have developed during their journey to the country. It's important

to notice that foreigners from Somalia and Iraq have in most cases arrived in Finland having a refugee status, unlike to the Swedish and Estonian immigrants, who have moved to Finland on their own accord.

Also, some of the immigrants who arrive in Finland have moved to the country due to the work reasons, therefore, finding employment in these causes wouldn't be a concern. While others move to Finland for family reasons, and by having more ties to the country are likely to find employment with less difficulty than a refugee, who does not have any connections or network to help in their search for employment. Furthermore, not knowing the language these refugees don't have means to search for information, and not having friends or family in the country, they don't have someone to help them and make their integration process easier.

It is also a problem that the countries where these immigrants or refugees come from are vastly culturally different than Finland, when compared to other countries in Europe, especially its neighboring countries. OECD also points out that immigrants who have been living for longer periods of time in the country have adapted better than those who have arrived more recently. As seen in the research conducted by the Ministry of Interior regarding the situation of the Ukrainians in Finland, time is crucial for the adaptation of immigrants into the Finnish labor market.

Employment rate (Reg) by Area, Age, Origin and background country, Years lived in Finland (only persons of foreign origin, born abroad), Sex, Information and Year

	Employment rate												
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
Seinäjoki													
18 - 39													
FOREIGN BACKGROUND, BORN ABROAD													
0 - 4													
Total	54.0	49.0	56.8	54.0	49.9	44.9	45.7	38.0	37.3	36.8	47.8	44.2	
Males	58.6	61.2	63.8	61.2	58.8	54.2	58.2	48.8	45.9	44.2	53.8	49.5	
Females	45.9	32.4	47.6	46.1	40.9	36.2	33.5	27.7	29.0	28.7	40.3	37.3	
5 - 9													
Total	58.2	52.8	55.1	57.0	61.0	52.3	50.0	53.3	56.9	55.4	46.0	47.4	
Males	...	...	...	60.0	65.9	57.7	56.4	60.6	59.4	55.6	49.2	48.8
Females	...	...	...	54.2	54.5	45.3	42.9	44.6	54.1	55.2	43.0	46.2
10 -													
Total	50.7	61.4	63.4	57.7	56.3	59.4	61.5	54.8	55.6	62.8	65.2	62.3	
Males	...	...	...	...	...	...	57.9	54.3	56.3	67.7	64.8	60.3
Females	...	60.7	65.2	61.3	57.4	67.2	64.4	55.3	54.9	57.6	65.7	64.4	

Figure 5. Employment rate. (Integration.fi, 2022)

Still according to OECD (2018), although Finns have been above the average the employment rate for OECD throughout the years, the foreigners in Finland have been behind the employment rate in other places. Although in the years between 2000 to 2009, the amount of foreign people employed in the Finnish labor market had increased, the upcoming financial crisis left them once again behind. Still according to the OECD, the negative effect the crisis brought onto the employment of foreign-born people, the arrival of more foreigners from outside Finland also had a great impact on their job situation.

However, that only reinforces the fact that these foreign-born people were not employed in areas less likely to be affected by such occurrences, meaning that the industries they were employed in were not the most stable.

2.5 The need for immigrants in the healthcare and social work areas

The need for the recruitment for people born outside Finland becomes clear as we approach the next decade, even more in the areas of healthcare and social care. In fact, the employment ministry of Finland stated that the country needs to have 200,000 more employees in these areas, being that 10% of that number should amount to workers recruited from abroad.

workers in these areas until 2030. There has been a shortage of nurses, forcing the people employed in the sector to work longer hours without an increase in their wages. The solution to the problem is to recruit more internationals, however, not many of them have been hired. One of the reasons for that is the ongoing changes in the system responsible for handling these sectors, which will undergo a change until the next year, due to a reform.

Still, the number of nurses from abroad arriving in south-central Finland, has been larger than the previous years. Many of the nurses who come to work in Finland are originally from the Philippines, but there are also nurses from Myanmar, many of these being hired in nursing homes to provide care for the elderly people. The nurses receive additional training, soon after being taught the Finnish language.

As mentioned above, due to the reform currently undergoing, called sote reform, it will not be until next year that the decision on whether to hire more foreign nurses will be made. Furthermore, the numbers of how many nurses from abroad have been hired or might be on their way to work in Finland is not something the ministry of employment can estimate, according to Niskanen, who is employed in the ministry (Yle, 2022). The reason for that is because whether to report the numbers of workers hired from abroad is a decision up to employers, not required by law.

The process of licensing the nurses who have learned their skills abroad is bureaucratic, and the pandemic as well as the inability to travel caused by it has not made the process any faster. Since 2020, no more than 62 nurses from other countries have gotten their license by Valvira, National Supervisory Authority for Welfare and Health. As it can be

noted, although the need of Finland to recruit more international workers in these areas increases more every year, the hardships caused by reforms and the bureaucratic process of licensing the nurses can be long and difficult.

Furthermore, these nurses also need to supplement their existing education which they have obtained in their countries of origin with additional training and courses of the Finnish language, and that too takes a long time and cannot be made faster, as it is necessary to ensure that the nurses are well-equipped with knowledge and skills to fill the employment positions.

Although the training period and the language courses cannot be made shorter, it is necessary to simplify the process of recruitment of foreign workers and to attract more of them to Finland.

2.6 Foreign workers and their integration in the Finnish workplace

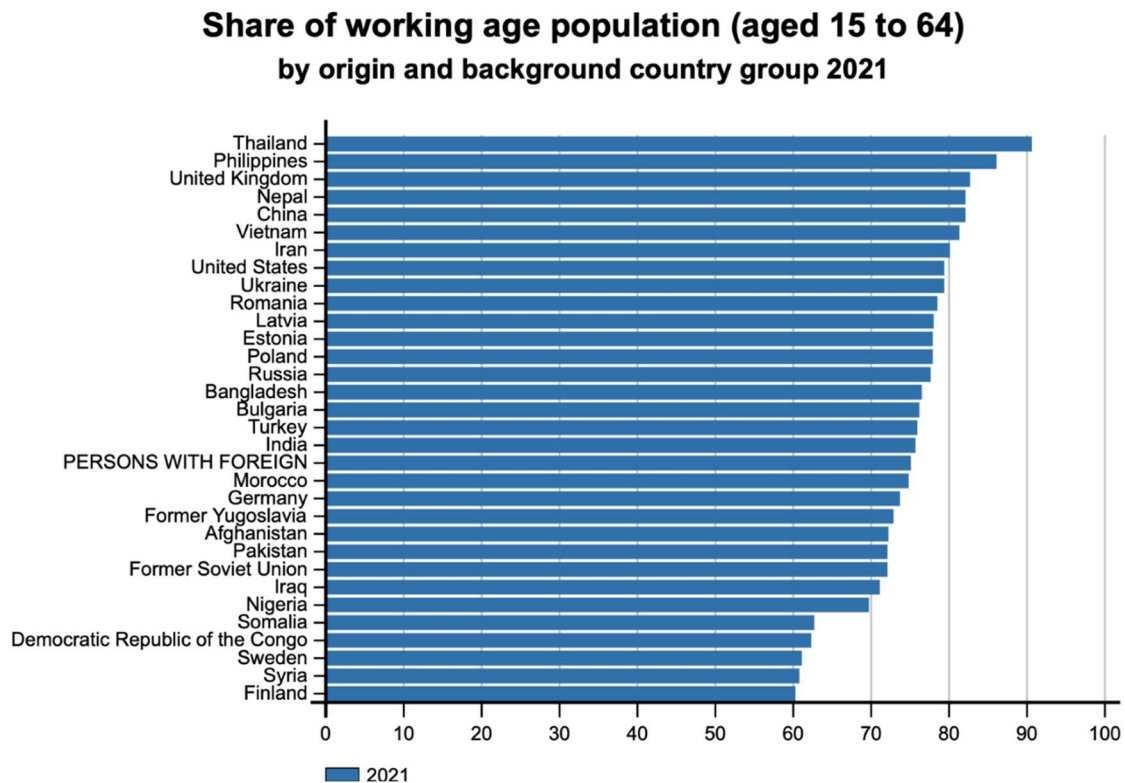


Figure 6. Foreign population of working age. (Statistics Finland, 2021).

However, although the process to find work in Finland can be long and difficult, once these immigrants find jobs, a large percentage of them are happy at their workplace and consider that they are treated well. A study conducted by the Finnish Institute of Occupational Health (FIOH) in the year of 2016, which had the aim to find out whether foreign workers consider that their supervisors at work have given them enough support to integrate in the Finnish work life, as well as finding out whether these immigrants would say that they have been treated fairly at work, discovered that 63% of the immigrants stated that enough support has been provided for them, and an astounding amount of 78% claimed that the treatment given to them at work was fair (News Cision, 2016).

The fact that these immigrants are happy and satisfied at their workplace could motivate more foreigners to come to work at Finland. Furthermore, it shows that Finland's plans to

integrate immigrants into society has been highly successful, since employment is a very important part of integration, as the immigrants acquire their independence and a sense of purpose having their role in the society, as well as the workplace providing them the chance to expand their connections and networks. On the other hand, making friends of Finnish origin at workplace can still be difficult for these immigrants, as although they feel supported by their supervisors, the same thing could not be said regarding their co-workers.

According to the same study, the immigrants feel that their colleagues do not give them equal support as they would provide to other colleagues, who are native of Finland (Ari Väänänen, 2016). 66% of the immigrant employees stated that they feel supported by their colleagues, while the percentage of native workers feeling supported by their colleagues was of 82%. Their country of origin also has an impact on how supported they feel. Amongst the immigrants originally from North American countries or other countries in Europe, 73% of them claimed to feel supported by their colleagues at work.

While foreign workers originally from Africa or the Middle East, felt relatively less support. Minna Toivanen, another researcher, explained that the difference felt by the different groups of immigrants can also have an explanation on their cultural views, since being provided support can have various meanings which differ depending on the culture where the workers are from. Furthermore, the integration process is not only difficult for the immigrants themselves, which along to learning a completely different language also need to comprehend and adapt to the Finnish cultural norms, but also to the Finns themselves, who are adapting to a change in the workplace, and also need to find a middle-ground between maintaining their work culture and adapting to the cultural change brought on by the immigrant workers who arrive at the workplace.

Although the existence of immigrant workers might still not be as present in some rural areas of Finland, in this study, the immigrants' workers who were part of the research also had at least one more colleague originally from abroad.

2.7 The Finnish government programme to increase immigration

In order to increase the number of immigrants in Finland, the Finnish government has created a roadmap. As there is a shortage of skilled workers, the plan aims to attract more highly educated foreigners to the country. The idea is to have double the amount of foreign-born people who move to Finland for work by 2030. After that, the government plans to have an annual growth of 10,000. The number of foreigners who come to Finland for studying should increase by 15,000 until the next decade. Furthermore, as many foreign students struggle to find employment in the country and end up moving somewhere else after graduation, the plan also includes keeping 75% of these students in Finland by finding jobs (Ministry of Education and Culture, 2021).

Sectors that are undergoing a shortage of labor are too much part of the plan. In the government of Sanna Marin, a programme to encourage the immigration of specialists has been created. The program, called Talent Boost, aims to make the processing of residency permits faster for students and workers, making Finland a more attractive place to these immigrants as well as their families, and finding ways to support establishment in Finland and assisting in the job seeking process of foreign students and researchers in the country. Additionally, the programme aims to create a recruitment model of foreign workers and prevent the possibility of the foreign employees being taken advantage of by their employers. Also, Talent Boost seeks to ensure the adaptation of the workers in the Finnish workplace. Finally, the growth of companies and later, their internalization, are also goals the programme aspires to achieve. So far, the implementation of these objectives has been moving forward accordingly.

In the future, the government plans to review these objectives, as additional and different targets might be set depending on the needs of the country's population as well as the circumstances regarding employment at that time period. Moreover, the internalization of businesses and other changes will also be considered, therefore, the plan will be revised and updated, when necessary, until 2035. In addition, the programme includes the

participation of higher education institutions, organizations involved in employment, individual businesses, schools and local associations responsible for that matter.

Besides, the programme targets not only the immigrants who are arriving based on resident permits applied under the basis of work and studies, but also foreigners who move to Finland due to having a Finnish spouse, for example. According to the paper published by the Finnish government, the reasons why someone would move to Finland are not important in the opinion of the ones responsible for providing employment. Instead, their skills and education are taken into consideration, as these foreigners can have the abilities needed to fill jobs that require specialization.

Since 2015, more people have arrived in Finland than moved to some other place, that is, 12,000–18,000 people have moved to the country (Ministry of Education and Culture, 2021). Immigration has increased the country's population.

Skilled workers have more choices when deciding to which country they should immigrate to. Therefore, the roadmap ensures that these immigrants know about the advantages of moving to Finland for themselves and their families. Unlike some other countries, Finland offers the immigrants a safe place to live, especially to immigrant woman, having a higher rate of gender equality compared to other places. Furthermore, the country's education system is also something the foreigners who immigrate to Finland can benefit from. Finland also has a great work-life balance, the usual working hours being 40h a week (Minna, 2021), with many workplaces having recently switched to 37.5 hours a week.

Finland also offers paid vacation days, being mandatory to take 14 days of vacation consecutively. There are also rules stating the number of overtime hours an employee can do, taking into consideration the well-being of the workers and avoiding exploitative practices at work.

3 The economy of South Ostrobothnia

3.1 Main economic activities

South Ostrobothnia, one of the regions in Finland, is known for being a place where its inhabitants are independent people, who have a great interest in entrepreneurship, especially SMEs. The region has around 15 000 enterprises, and the focus is the primary sector, more specifically the sector of agriculture and the food industry. Due to it being a region that consists mostly of rural areas, it has a rich soil to contribute with the plantations. 25% of South Ostrobothnia GDP is represented by the agricultural sector, along with the existence of farms of large size that serves the purpose of animal production.

The region has the highest amount of people working on farms in the whole country, around 12 %. Furthermore, big enterprises focused on the refining of food have a great influence in the area, not leaving a lot of room for the growth of smaller companies focusing on the same sector. The workforce working in the food industry amounts to 3,6 % (Interreg Europe, n-d).

3.2 The companies in the area

Seinäjoki, which is part of South Ostrobothnia, has the most companies (Jaako Sihto, 2021). Companies in the metal industry, forestry and construction also have a big impact in the region. As with everywhere else in Finland, due to the aging population, South Ostrobothnia and especially Seinäjoki, which is the focus of this thesis, doesn't have enough employees who are skilled in the areas where more workers are needed. The need to bring in more international workers to supply the demand has been discussed thoroughly by the specialists in economy. Still, surprisingly enough, many of the companies existing in the area of South Ostrobothnia have not resorted to the employment of foreign workers to supply the demand. Around 71% of companies haven't hired foreign-

born workers. Only a very small amount of them, around 27%, have hired people who were born outside Finland.

The region of South Ostrobothnia, being an area that doesn't have a lot of immigrants, doesn't provide a lot of exposition to Finns to different cultures and backgrounds. Therefore, companies are hesitant to hire someone who is vastly different from their other employees, who follows a different religion and has a culture that is nothing like Finnish culture. Finnish culture is quite homogenous, as the country doesn't have as many immigrants as England or Germany, for example, where natives already grow up in a multicultural environment where many foreign languages are spoken, and people's cultural habits coexist within the society. Although Helsinki has a larger foreign population,

it is still not comparable to the existing foreign-born population in other countries, and being South Ostrobothnia a mostly rural area, Finns living in the region have even less opportunities to experience and get to know different cultures, leading to the companies being hesitant in hiring immigrants. Furthermore, in the rural areas the use of English language in the workplace is not common, which also explains why foreigners have an easier time finding employment in Helsinki, where more people speak English and there are workplaces that do not require the fluency in Finnish.

Although not as large as the capital, Seinäjoki is a place of growth for companies. The Nordic Regional Airlines, an airline partly owned by Finnair, the outstanding Finnish company, has one of their most important offices in Seinäjoki. Amongst the large companies in the municipality, there is also Atria, an international company in the food industry. Atria is responsible for the employment of 6,214 workers abroad. In the year 2019, its net sales also reached EUR 1316 million, making Atria one of the most important companies for the economic growth of the region.

Furthermore, Seinäjoki is seen positively by the leaders of companies in the 36 of the biggest cities in Finland, according to the Economic Survey conducted among the leaders of businesses. As the rest of South Ostrobothnia, Seinäjoki too has many small

enterprises, as well as shopping centers, such as Torikeskus and the recently created Ideapark, that consists of over 100 stores, which has contributed to the local economy and generated employment amongst the population of working age.

Seinäjoki is also famous for the music festivals hosted in the municipality during the summer, attracting a lot of visitors from other areas of Finland, such as Provinssirock, a rock festival that has brought internationally renowned bands to the area and has been hosted since 1975. There is also Tangomarkkinat, a tango festival held in Seinäjoki since its first edition in 1985. Additionally, Seinäjoki also has a University of Applied Sciences, SeAMK, which brings a lot of international studies to the city every year due to its courses taught in English, who get their education and learn valuable skills which can supply the need of skilled workers in the region.

Also, since universities of Applied Sciences aim to prepare its students for the working life, ensuring they are well-equipped with the skills required to handle the daily challenges the workplace might include, the students can go on to fill the empty positions in the companies that request skilled workers. Throughout the internship period, the students get to practice what they learnt during their studies, which is certainly a valuable experience to have on their CV.

By taking part in an internship required as part of the degree programme, students can get to experience the Finnish environments and companies can diversify their workforce, and the students also have the possibility of being hired by the companies after their internship period. Finally, although being a place without a lot of internationals, the municipality of Seinäjoki does have the potential of growth and internationalization, as well as attracting more immigrants who could establish themselves in the area for the long-term, perhaps being employed by the local companies or by becoming entrepreneurs themselves, since Seinäjoki it's a good place to create an enterprise.

In fact, Seinäjoki has many pizzerias owned by immigrants, which attract a lot of clients, therefore proving that it is a good place to be an entrepreneur.

Amongst the small enterprises existing in Seinäjoki, many of them are owned by foreigners, as mentioned in the previous paragraph. The food sector is such that it seems to attract a high number of internationals interested in becoming entrepreneurs in the municipality of Seinäjoki. Not only pizzerias, but also restaurants that serve Nepalese dishes, Chinese and Turkish, seem to thrive in the region and attract a considerable number of customers who appreciate the food. However, although these small enterprises get a lot of traffic throughout their workday, previous research has observed that often, there not many employees in the restaurant, being the owner the person responsible for running the restaurant (Fidelis Vaz and Neema Bendera, 2020).

After noticing this occurrence in the small enterprises, research was conducted in order to comprehend what the process of hiring staff is like in these companies. The results concluded that the hiring process in the enterprises highly differentiates from the ones conducted by large corporations, where the hiring of new staff includes more steps and takes a considerably longer time. In the small enterprises, other factors must be considered when hiring a new person, such as finances, and at times, the number of people who applied for the position is smaller, but the demand for more employees in order to run the business is high, not leaving the business owner with a lot of options.

3.3 Support for foreigners who move to Southern Ostrobothnia

Fortunately, there are companies in the area that aim to help foreign workers to find employment easier providing guidance and information that the immigrants who recently arrive might not know where to find, and therefore, are unaware of which resources are available to help them. Some of these companies were created by foreigners themselves, who having experienced their struggles to integrate into the Finnish job market, have decided to create these companies and in turn, help other immigrants who are where they once used to be.

Even more, some of these companies also aim to provide networks for the immigrants, something highly important for their integration into Finnish society and which can take years for these foreign-born to build. Research has also given positive results on whether local companies would be willing to hire foreigners. According to Mark Wiltshier, entrepreneur who conducted research in the subject, some companies stated that they would be glad to hire immigrants, but do not know how to find them in Southern Ostrobothnia (Epari, 2022).

Finland also offers paid vacation days, being mandatory to take 14 days of vacation consecutively. There are also rules stating the number of overtime hours an employee can do, taking into consideration the well-being of the workers and avoiding exploitative practices at work.

4 METHODOLOGY

4.1 The chosen method

There are multiple methods of research to be chosen from when one decides to conduct a study in a determined subject. In the case of this thesis, the method chosen is a survey. There are two questionnaires, one for the department responsible for hiring staff in companies to answer, containing 15 questions, some of these questions being multiple choice and others being open answer questions. The questions aim to find out about the experience's local companies in Seinäjoki have had hiring foreigners, that is, if most experiences were positive or negative, whether the background of the applicant has any effect whatsoever on their chances of being hired, and what qualifications requirements does the company have, including which languages should the applicant have fluency in.

In the questionnaire directed to the employees, there are 16 questions, some of these questions also being multiple choice as the questionnaire aimed to the companies, and others being open answer questions. The subject of the questions includes questions about their studies, which has as options whether they have obtained a degree in higher education in their home country or not, knowledge of the Finnish language, whether the subjects spoke Finnish fluently or had a limited knowledge of it, or none at all, previous job experiences in order to know if their jobs in Finland were in different areas than the areas they had work experience in, and what difficulties there were when seeking for employment, as well as an open ended question asking what additional help could the city council have provided to make their experience of immigrating to this region an easier one.

Amongst the questions regarding their studies, there was also a question about whether the respondents have pursued or were currently pursuing any studies in Finland, such as Finnish language courses, university or AMK's degrees, or vocational school degrees.

The method was chosen due to the possibility of reaching a larger group of people in a shorter amount of time, as time to finish the thesis was something taken into consideration by the researcher when choosing a method. Interviews were considered at the start of the thesis and during the planning of the first stages, however, since interviews would be time demanding for both the researcher who would need to record the interviews, transcribe and later analyze the results, as well as the people interviewed, who might not have such time available to be interviewed, it was decided that a survey would be the most adequate method of research, allowing the researcher to obtain a large enough sample to the study in a shorter amount of time.

The reasons for choosing the online survey as a method also includes the absence of additional costs, for example, traveling to meet the respondents. Also, the participants can answer the survey whenever they have time available, without having to previously book a meeting with the researcher as it would occur with a face-to-face interview. An online based survey also gives the possibility for the respondents to answer it wherever they are, using their phones, laptops or computers if they are at home. In short, a web-based survey is more practical when compared to other methods and provides the chance of reaching more people.

Amongst the groups of foreign employees interviewed there were students of SeAMK, employed in other companies or at SeAMK itself and employers from other companies of Seinäjoki in the food industry, metal industry, healthcare, education and third-party recruiting companies. Amongst the companies, they were the same ones where the employees were surveyed. The survey stayed open from 02.12.2022 to 02.01.2023.

The aim of the survey is to understand what the difficulties of the foreigners were when searching for employment and whether the city council can make the process less complicated for them, and how. Likewise, the survey aims to comprehend the experiences local companies have had when hiring foreign employees and whether the paperwork and bureaucracy involved in the process of hiring foreign staff has affected their choices

of employing immigrant workers, as well as how the city council can help these companies in order to increase the number of foreign workers in Seinäjoki.

The results should provide insight to how exactly can the city hall help these foreigners to find employment, and how can the local companies of Seinäjoki be helped. The research needs to find out what are the things the immigrant workers need the most. It might be additional language courses, more information available regarding how to apply for jobs, network support or something else.

The questionnaire will be sent to companies through emails, and the employer will be asked to forward the email to his employees. The emails of the employers will be found on the company's websites and the names of people in charge of the said companies will be found through LinkedIn, therefore making it possible to send them an email. In the email, the participants are informed that no emails are collected in the survey, created using Google forms, and therefore their answers are anonymous. Due to ethical issues that might arise when research is conducted on certain subjects, the respondents should be informed about the anonymity of their answers.

Since the answers are anonymous and because of that the participants cannot be identified, the research questions will be in the published version of the thesis appendix.

It's important to note that the survey design is simple, straight to the point. The participants receive a link to the questionnaire through email which redirects them to the questionnaire to be completed. Internet-based surveys have been used since internet access has become widespread. Some researchers choose to include graphs in their survey, using software, to obtain more answers. However, studies regarding the effectiveness of surveys have discovered that the opposite is true: questionnaires with a simple design are likely to obtain a larger number of answers than fancier surveys, 93.1% compared to 82.1%. (Dillman et al. (1998a; 1998b; 1999).

4.2 Details to be considered when planning a questionnaire

Throughout the planning of the survey, before its implementation, the researcher needs to explore relevant sources of literature that provide guidance in how to better construct the questions. It is important that the respondents do not feel compelled to answer the questions in any specific manner, more specifically, they should not be influenced by the wording used in the survey to select certain choices or to write biased responses in the open-ended questions. Furthermore, the researcher should ask himself how the questions are applicable to the research and how useful they will be (Sellitz et al. 1976).

As well as whether the respondents can answer said questions, that referring to choosing the right sample who has that specific information to provide. It is also important to analyze whether the participants will willingly provide the answers needed to the research, but the chances of getting answers can be increased if the researcher ensures that the answers will be anonymous, and naturally, by informing that beforehand to the participants.

Some respondents also might be unwilling to complete the survey if the questions were published publicly. In case the nature of the research is likely to affect the participants in any negative way, the questions should not be in the published version of the thesis. Amongst the details to be considered regarding the wording, also includes making sure that the questions are clear, straight-forward and do not allow any misunderstanding between the respondents and the researcher. The order in which the questions are positioned is also something to be taken into consideration. Some questions can possibly affect how the next ones are answered, which would in turn affect the results of the research.

The length of the survey is also important to consider. The target group of the research is foreign workers and companies. The respondents might also study during their time outside work, as well as having their hobbies, friends and family to spend time with. A very long survey would not generate many answers, as it would take a considerable

amount of time for the participants. Long and very detailed questions would have the same effect. However, it is still needed to ask enough questions to have conclusive results at the survey, therefore, these considerations were made when creating the survey.

As a rule, questionnaires that require a higher sample should be more structured, not leaving room for a lot of open-ended questions (Cohen, L. Lawrance, M. Morrison, K. Routledge, 2017). However, surveys like the one utilized in the study that focuses on foreign workers employed only in local companies of Seinäjoki, the sample is smaller, therefore some open-ended questions were included in it.

Additionally, structured questions make the analysis process easier compared to unstructured ones (Bailey 1994: 118). However, a study about a specific group of people in a determinate area, as the one conducted here, can get a better understanding of the situation through a combination of structured and unstructured questions.

4.3 Additional considerations when using a web-based survey

When utilizing a web-based survey, it is wise for the researcher to avoid asking too many questions where responses should be typed, as that might be tiresome for the respondents (Witte et al. 1999: 139). Instead, the researcher should set these questions in a way that responses can be ticked into a box whenever possible. The introduction of the questionnaire is too important to consider. Ideally, the introduction should not include long paragraphs and necessarily complicated words. Instead, it should be short, simple but informative enough regarding the aims of the study. According to Dillman et al. (1998a; 1998b; 1999), the layout of the survey should also be kept in mind. The size of the fonts, for example, should be larger at the beginning of the survey.

In the survey used for this study, such aspects were considered when creating the questionnaire. The color chosen for the background was a light color, and the questions were bolded, as well as the title of the survey. Overall, when creating the survey, the researcher

took into consideration how the layout could affect the chances of getting enough responses. Using a too dark or too light background could make answering the survey unpleasant to the respondents, so it was decided that the color should be something in between.

Web-based surveys can at times not be the best option if the target group of the study is people of advanced age who might not be familiar with the use of the internet. This group of people would have a more difficult time answering a web-based survey or would not be able to answer it all. However, since the target group of the research is people of working-age most of them utilize the internet daily, therefore using a web-based survey doesn't present as a challenge in this case.

The choice of which website to create the survey, that is, Google forms, was chosen based on the availability of the questionnaire. In the surveys created in Google forms, the respondents don't need to have a google account to fill the questionnaire, in turn increasing the chances of getting more responses regardless of the target group having an account set up on the website or not. As mentioned in the first paragraph of this chapter, the anonymity offered by Google forms also influenced the choice of using the website.

In internet-based surveys, the first impression is important according to Smyth et al. (2004). Before proceeding to answer any existing questions in the survey, the participants will notice the details, such as the background colors, font size and colors, headings and words. The survey in question used 3 separate pages, having 5 questions on the first page, 5 questions on the next, and 6 questions on the last page. The reason for that was so that the respondents would not be tired from scrolling down endlessly to answer the survey. Instead, the breaks used between each 5 questions make it easier for them.

Offering only two options of answers for the respondents, like yes or no, is not recommended according to Dillman et al. (2003: 23). In questions like this, the respondents usually choose more affirmative answers than negative ones.

The reason for that is that the participants do not wish to choose 'no' as an option, when they are neutral regarding the subject, neither having a positive nor negative opinion about it. Because of that, it is important to include neutral options to be marked in the multiple-choice questions. In the survey conducted for this study, some of the questions that required "no" or "yes" and could possibly have a neutral answer to it, include "It depends" or "Maybe" as an option.

4.4 Ethics in research

Whether the result of the study will benefit the target group of the research or not, can influence their decision of responding to the survey. This study can potentially find solutions to the unemployment situation some foreign people find themselves in now. Perhaps, these foreigners have relatives or friends who would be interested in moving to Seinäjoki, however, due to the difficulties of finding jobs they might be hesitant. Through learning more about the experiences of foreign-born people employed in Seinäjoki, and their journey to find a workplace, one can know which steps can be taken to make their transition into the Finnish workforce easier.

The immigrants who are yet to arrive in Finland do not have to struggle as much as the foreigners who arrived earlier if a solution to the problem is found. Likewise, the companies taking part in the survey, which will provide information about their experiences hiring foreigners and what their main difficulties are, can produce an insight to what is missing regarding assistance in the hiring of foreign-born immigrants.

In the field of research, ethical concerns play an important part. Within the subject of ethics, there is something known as benefit/cost ratio (Frankfort-Nachmias and Nachmias 1992) which the researcher must consider. How beneficial will the study be to the participants? Will there be any harm to them? In this study, it was concluded that the research

did not pose any ethical problems to the respondents, and that the study findings could benefit them.

From an ethical viewpoint and respect to the respondents as human beings, it is important that the study should not only benefit the researcher, in the case of this study, making it possible for the student to graduate by completing their thesis providing them with a degree, or the case of research conducted in other areas, benefiting the researcher with a promotion or publication of their study (Cohen, L. Lawrance, M. Morrison, K. Routledge, 2017), but instead, it should offer also benefits to the participants.

Ethical research also includes the notion of not subjecting the participants to stress, not forcing them to take part in the study against their will, not informing them fully about the nature of the research and not involving them in the study without ensuring that they choose to take part on it according to their own will.

When planning the process of research, the researcher should first identify the issues to be conveyed. In the case of this study in particular, the choice of the subject was very important to the researcher herself, being her an immigrant in Finland. Throughout learning about the issues faced by the immigrants in this region when searching for employment, the researcher could learn about the difficulties she may face in her search for employment after graduation. Although the process of finding a job can be harder for some immigrants than to others, it is still difficult regardless of where these people come from.

Learning a new language and adapting to a new environment might be stressful for people who have recently arrived at Finland; therefore, it is important that these immigrants have enough time to adapt to their new situation. Even though some immigrants might prepare beforehand by learning the language, the cultural shock can still impact them.

Since the researcher has been living in the country for 4 years, having visited Finland previously, she was aware of these issues having been through them herself. Therefore,

this made the process of addressing the main issues of the thesis subject easier. Understandably, the research focused on a topic one is not familiar with would be a lot more difficult, including the choice of with questions to add to a questionnaire, as one wouldn't have their own experiences regarding the subject to base their research on.

Feasibility is also something to be taken into consideration when conducting the research. The researcher must ask himself if it is feeble to access the target group which must take part in the research. Perhaps, the target group is part of an institution and therefore research permission might be required in order to survey the target group in question.

It is also important to keep in mind what results one might get. At times, the results of research might be something completely different from what the researcher had initially thought of. Alternatively, the results might be closer to the hypothesis the researcher had thought of at the beginning of the research. Furthermore, the hypothesis must be drawn out before the research begins, as the type of methodology is highly dependable on the hypothesis the researcher first thought of.

Finally, the analysis of the data acquired is something to be planned beforehand. Quantitative data might be analyzed using software's such as SPSS, while qualitative data where words are used, might be separated into categories. As open-ended answers have their weight in this study, the participants were asked if they wanted to add anything else to the end of the research. As hard as the researcher attempts to cover all the needed subjects in the survey, it is difficult to do so and perhaps the participants would have some valuable information for the study that the researcher hadn't thought of asking. That additional information can be helpful to solve the existing problem.

5 RESULTS

In the first questionnaire, dedicated to the immigrants working in local companies, there were 12 respondents in total. In the second questionnaire, whose respondents were companies in the area that have foreigners amongst their staff, the total number of responses was 8. The following results correspond to the first survey.

5.1 The immigrant workers

5.2 Background

Most respondents were between 25-35 years of age, that being 41.7%, followed by 35-45 years, 25%. Others were between 18-25 years, that is 16.7%, while the rest of the participants were Over 45 years, amounting to 16.7%.

The age of the respondents

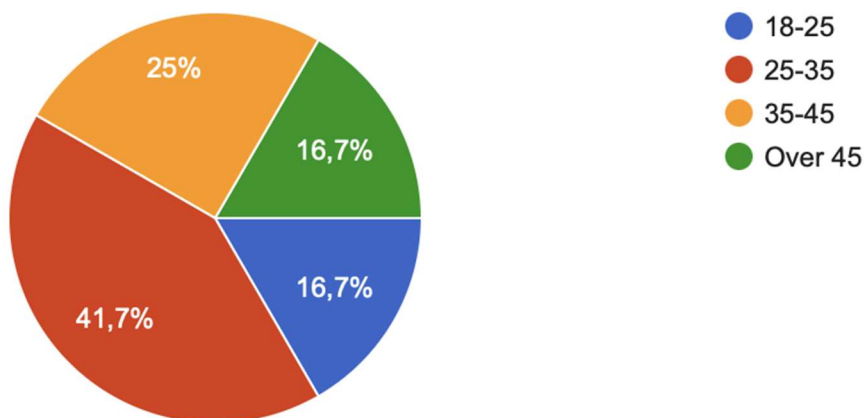


Figure 7. The age of the respondents.

5.3 Living in Finland and integration

An astonishing percentage of 58.3% of the respondents have chosen the option of “study” as their reason to move to Finland. Others, that being 25% of the participants, have moved to the country due to family reasons. 8.3% had work as their motive to come to Finland, while 8.7% had arrived in the country due to other reasons.

The reasons why the respondents have moved to Finland

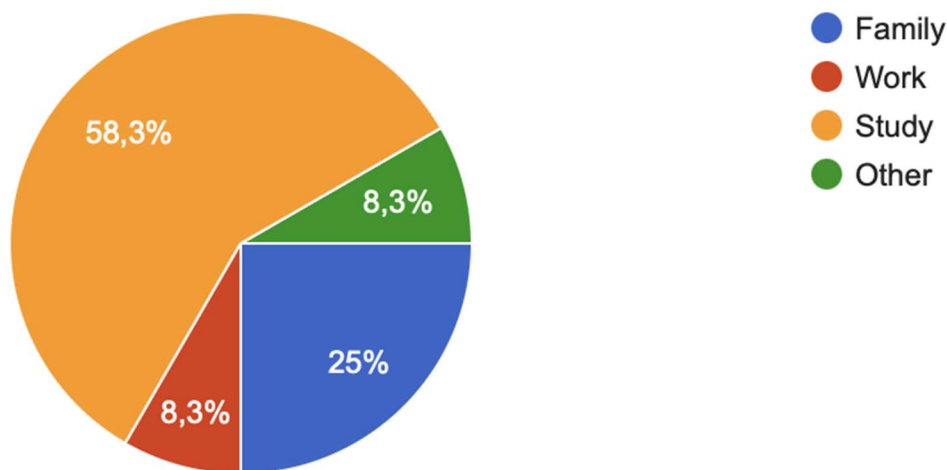


Figure 8. The reasons why the respondents have moved to Finland.

50% of the respondents have lived abroad before moving to Finland, while the other 50% had not.

Whether the respondents had lived abroad before moving to Finland

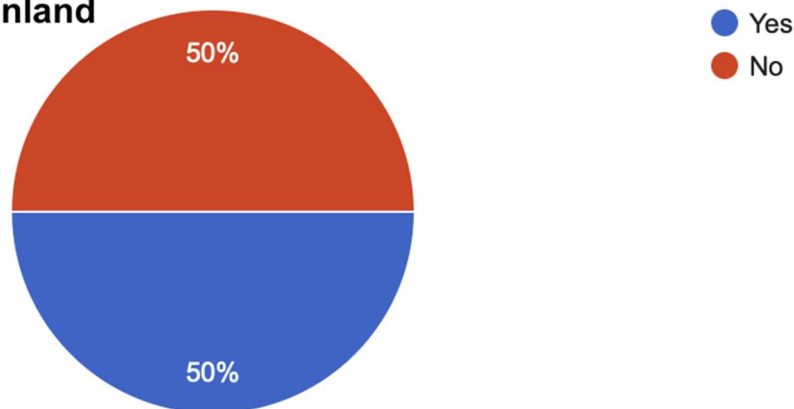


Figure 9.

Whether the respondents have lived outside their home countries before moving to Finland.

41,7% of the respondents stated that they speak Finnish, but not enough to communicate daily, while 25% said that their level of Finnish is good enough to allow them to use the language in their day-to-day. 25% said that they speak Finnish fluently and 8,5% said that they don't speak Finnish.

Regarding the knowledge of the Finnish language

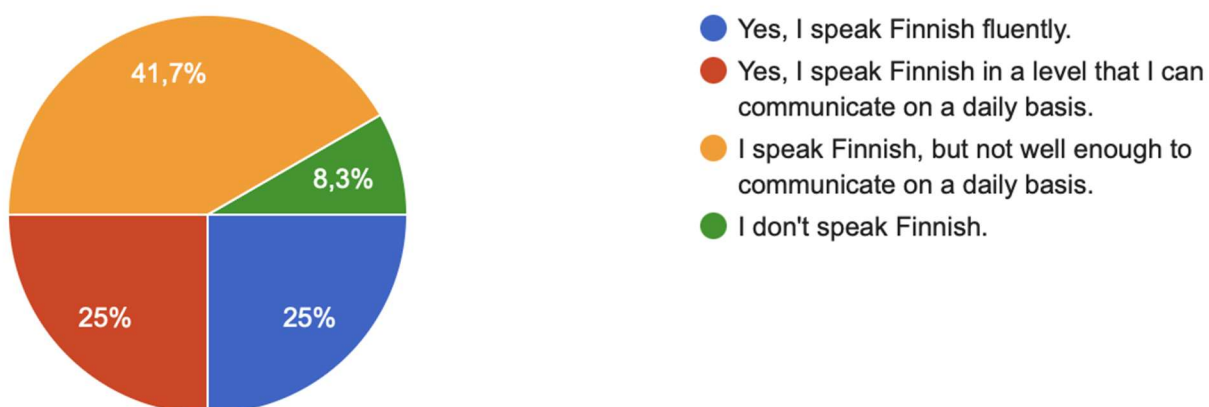


Figure 10. The respondents' knowledge of the Finnish language.

58.3% of the respondents stated that they plan to live in Seinäjoki for the next 5 years, while 25% did not know yet. 8.3% said that they plan to go somewhere else, and another 8.3% stated that it depends on the employment prospects.

The respondents' choices of living in Seinäjoki for the next 5 years or moving somewhere else

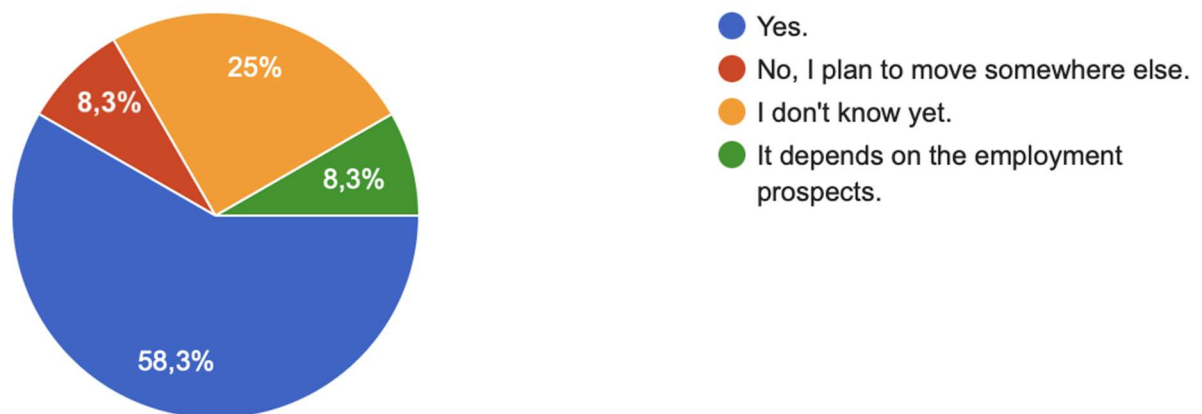


Figure 11. The respondents' choices of living in Seinäjoki for the long-term or moving somewhere else.

5.4 Work Life

41.7% of the participants choose "other" as an option. 25% found their current job through third-party websites, while 16.7% had the help of a friend. Finally, 8.3% contacted the company by email or by phone, and 8.3% took their CV directly to the company.

How did the respondents find their current job

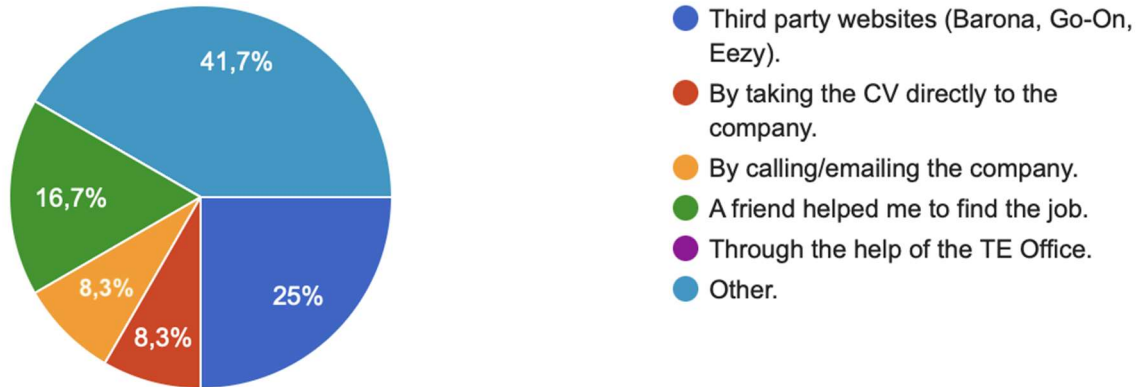


Figure 12. How did the respondents find their current job.

50% of the respondents worked in the tertiary sector, 33.3% worked in other sectors, 8.3% worked in the primary sector and the other 8.3% worked in the secondary sector.

Sectors where the respondents worked at their home countries

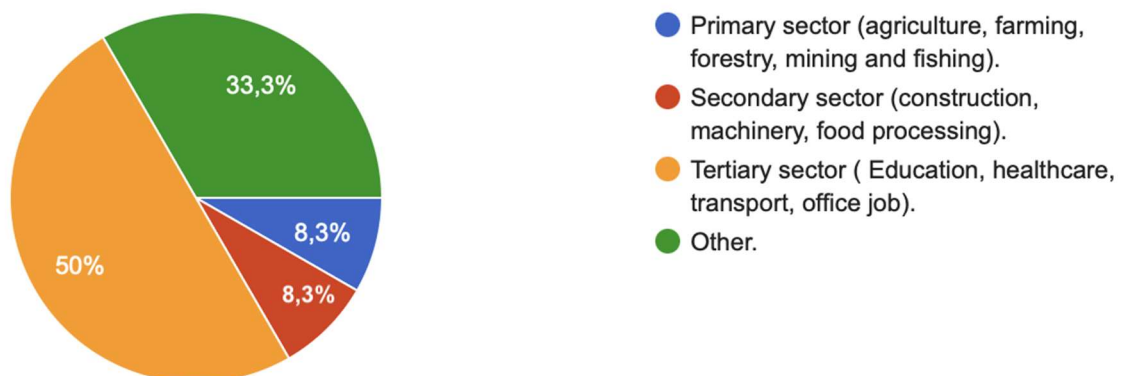


Figure 13. Sectors where the respondents worked at their home countries.

66.7% of the participants said that they had experienced difficulties during their search for employment. 33.3% said that they haven't experienced difficulties in the process.

Whether the respondents experienced difficulties when seeking employment

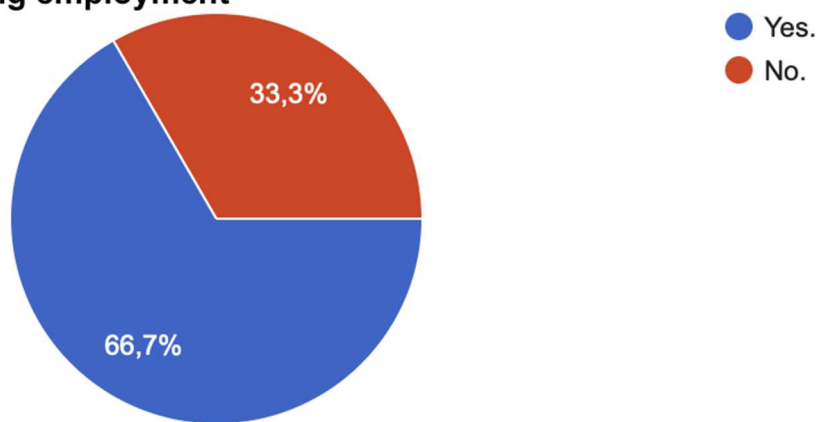


Figure 14. Whether the respondents experienced difficulties when seeking employment.

66.7% stated that they did not have the help of friends or acquaintances. 33.3% said that they did have help.

Whether the respondents had the help of friends or acquaintances in finding a job

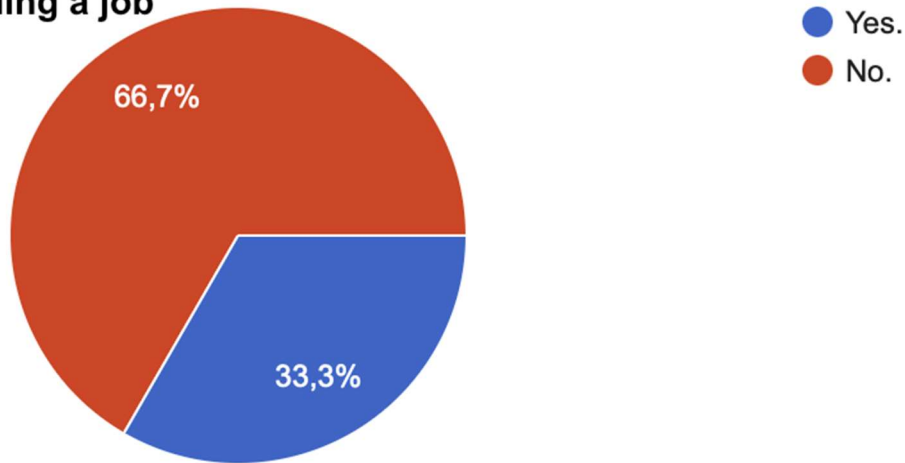


Figure 15. Whether the respondents had the help of friends or acquaintances in finding a job.

66.7% of the respondents stated that their current work is not related to their previous work experience obtained in their home country, while 33.3% of the participants said that they work in a field where they had previously worked before.

Question concerning the use of the immigrants' previous work experience at their current job

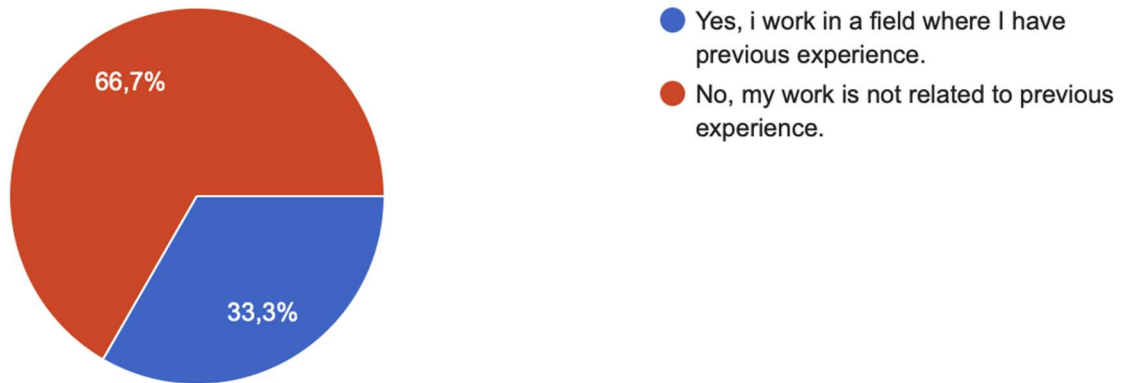


Figure 16. Question concerning the usefulness of the immigrants' previous work experience at their current job.

58.7% of the respondents stated that they use their native language at work, while 41.7% claimed not to use it.

About the use of the immigrants' native language at work

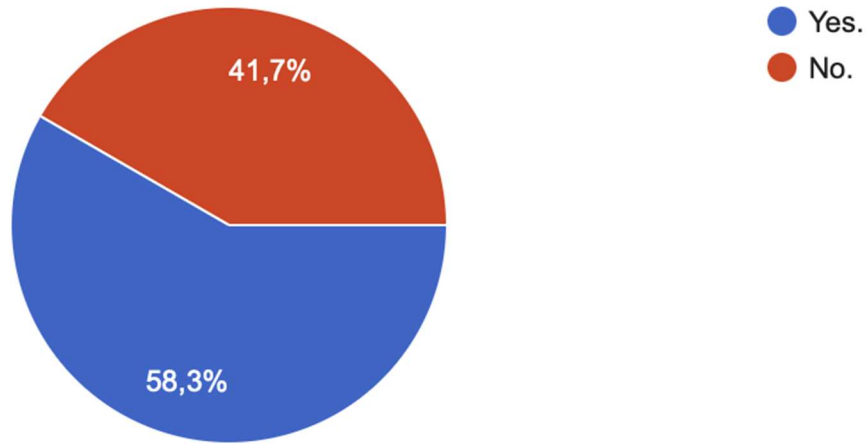


Figure 17. About the use of the immigrants' native language at work.

5.5 Education

41.7% of the respondents did have a degree in higher education and found a job in their field of study. 16.7% had a degree in higher education but were working at jobs unrelated to their studies. 41.7% did not have a degree in higher education.

If the respondents had a degree in higher education, and whether they obtained work in the field of their studies

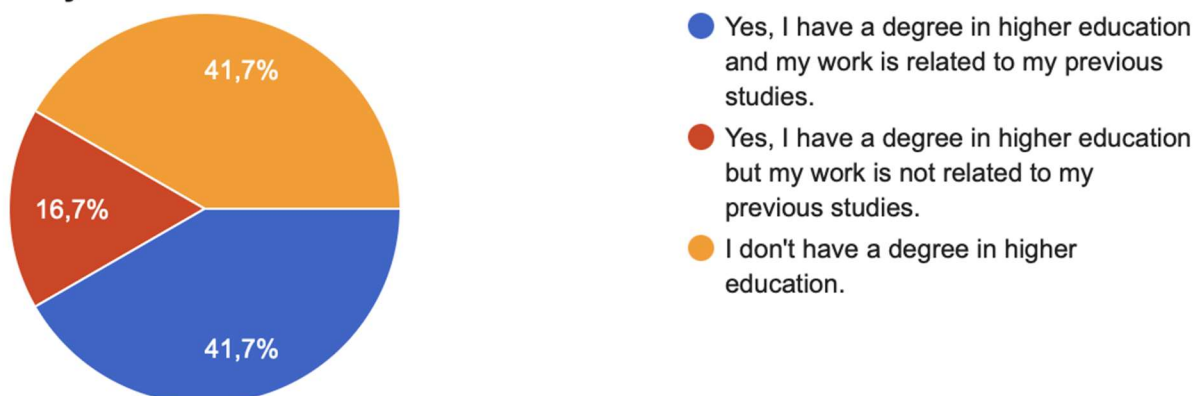


Figure 18. If the respondents had a degree in higher education, and whether their obtained work in the field of their studies.

Furthermore, 58.3% respondents said to be currently pursuing or had pursued previously a degree in a Finnish institution of higher education, whether a University of Applied Sciences or a Finnish university. 25% said to be studying at a vocational school or to have studied at one in the past. 25% others said to have studied or to be studying the Finnish language currently. 33.3% chose the option of "other". This was a multiple-choice question.

5.6 What kind of help the foreigners would need to have an easier time when immigrating to Seinäjoki

This was also an open-ended question and there were 12 answers in total. Two respondents wrote that they needed help in finding a job. One suggested that more language courses would be helpful. A participant said that while himself/herself did not experience any issues, other immigrants need help to learn how the system works in Finland and Seinäjoki, especially with KELA, the healthcare and options of things to do in their free

time. Another person wrote that a local guide who explains about the support provided by the government to immigrants and unemployed people would be helpful. Another respondent said that besides needing help to find a job, they also needed help to find an apartment to live in. Furthermore, one person mentioned that career guidance would help them. In addition, another respondent said to need help with their resume. One of the participants stated that more directed assistance was necessary. Finally, three of the participants said that no help was required.

Finally, the respondents were asked whether they would like to add anything else. There were 4 answers in total. Two respondents said that there was nothing else to be added, while another expressed the feeling of hopelessness, as they could not find employment and therefore were in a difficult financial situation. The other participants said that the immigrants needed help to build networks in order to find employment, start their own business and to find friends and hobbies. Furthermore, the participant added that if the city council can provide help to the immigrants in finding these networks, that would make the difference in the choices of the foreigners on whether to stay in Seinäjoki or move somewhere else.

Regarding difficulties faced by the immigrants during the period of their adaptation in Finland, more than one respondent has said the time it takes to learn the Finnish language is one of their main issues. In addition, another participant said that the daycare has no spots for their child, therefore making it harder for them to find work.

5.7 The second survey

5.7.1 Qualifications the companies look for in applicants

This was an open-ended question and there were 8 answers in total. One participant said that motivation to work was an important thing to have, while more than one expressed that willingness to learn and "having a good attitude" would be good traits to have. Other participants said that the qualifications changed based on the position the jobseeker applied for.

5.7.2 Language requirements

37.5% of the respondents said that English was required for the job, while 25% stated that basic Finnish was needed. 12.5% said that intermediate Finnish was required, as well as another 12.5% who said fluency in Finnish was necessary at work. Finally, 12.5% stated that other languages other than the ones included in the questionnaire.

Language requirements

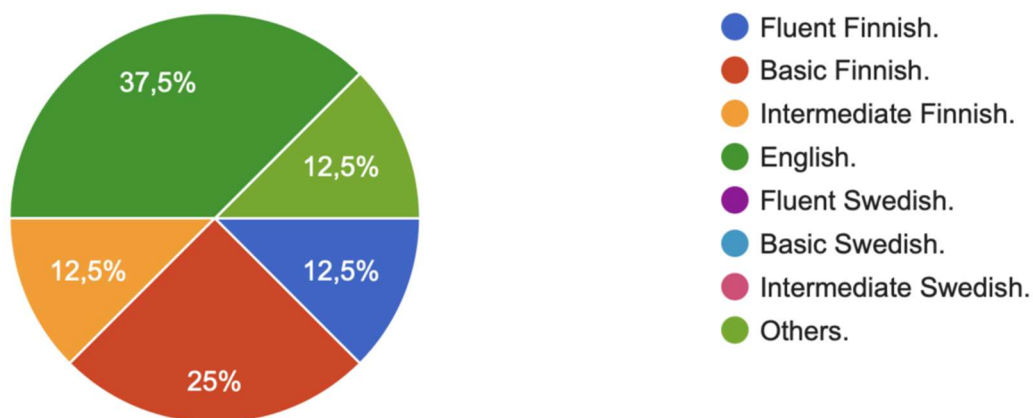


Figure 19. Language requirements.

Regarding whether it is required for the candidate to possess the ability to speak Finnish to be chosen for the job, 62,5% said that it is not necessary, while the remaining 37.5% said that knowing Finnish is necessary.

Whether Finnish language is required for the job

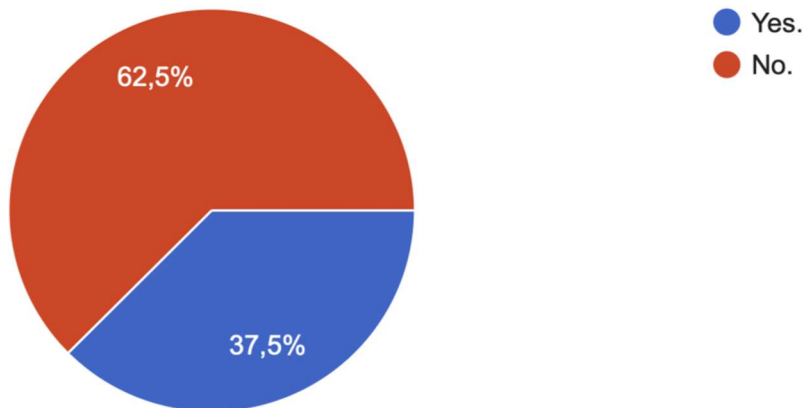


Figure 20. Whether Finnish language is required for the job.

In the survey, the respondents were also questioned whether they had faced difficulties when trying to communicate with their foreign employees. 62.5% said that they have, while 37.5% stated that they haven't experienced these issues.

Whether the employer has had difficulties in communication with the foreign employees due to a language barrier

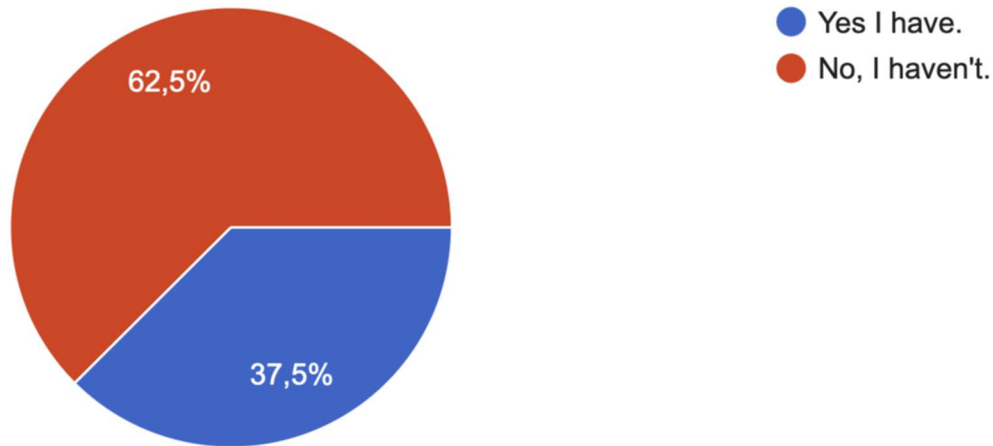


Figure 21. Whether the employer has had difficulties in communication with the foreign employees due to a language barrier.

Regarding whether the employers had good or bad experiences hiring foreign workers, 50% stated that they had good experiences, while the other half (50%) said that they had both good and bad experiences.

5.7.3 Experiences of hiring foreign staff

The companies' experiences regarding hiring foreigners

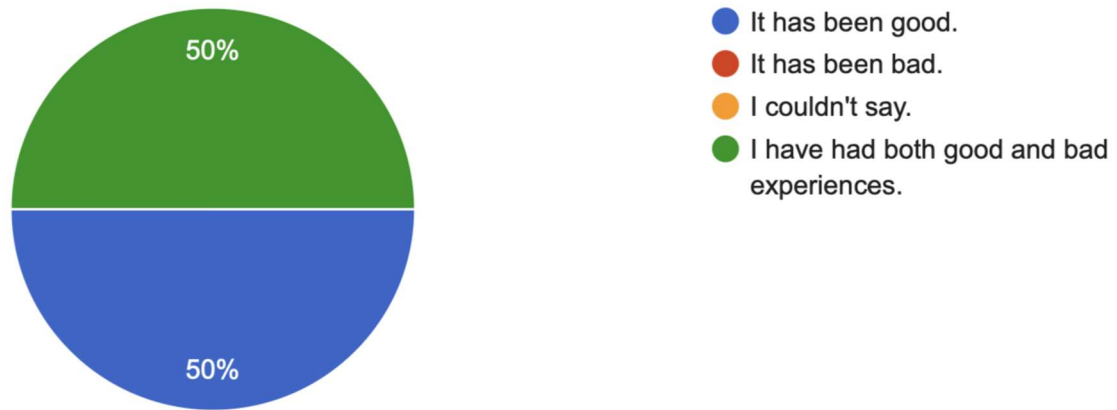


Figure 22. The companies' experiences regarding hiring foreigners.

About the knowledge foreign employees bring to the company, 37.5% of the respondents said that it depends, that is, some foreign workers do bring valuable knowledge while others don't. 62.5% stated that foreign staff do bring valuable knowledge to the business.

Whether foreign employees bring valuable knowledge to the company

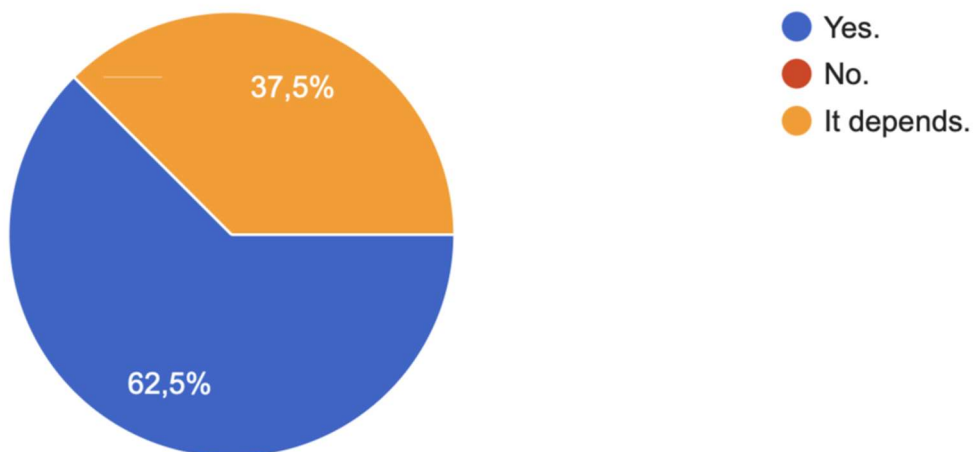


Figure 23. Whether foreign employees bring valuable knowledge to the company.

Regarding the adaptation of foreign employees to the Finnish working environment, 62.5% said that some of the workers of foreign origin have adapted well, while 37.5% said that the foreign workers did not adapt to the Finnish work culture.

Adaptation to the Finnish working environment

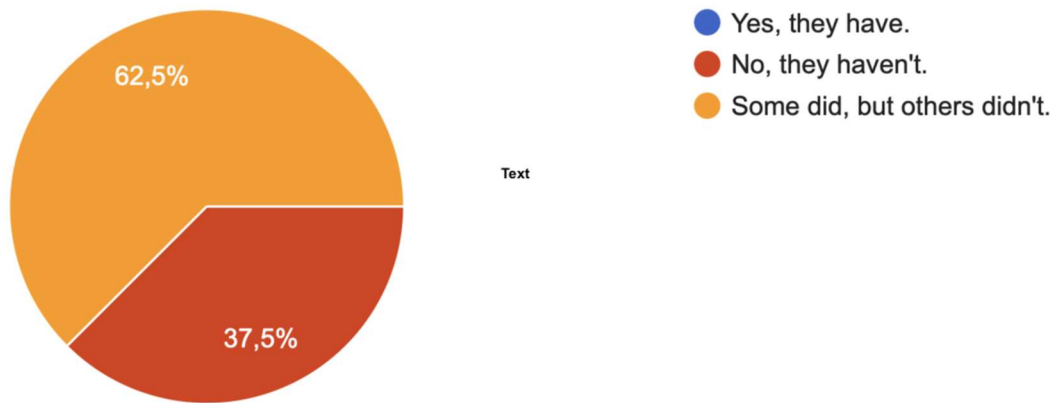


Figure 24. Adaptation to the Finnish working environment.

Regarding the bureaucracy involved in the hire process, and whether the bureaucracy is more difficult when it involves foreign employees compared to the hiring process of a Finn. 37.5% said that they agree that it is more difficult; while 37% stayed neutral, that is, it is neither easier to hire foreigners neither more difficult. 12.5% said they strongly agree, while the other 12.5% disagree.

Whether it is more difficult to hire foreigners than Finns

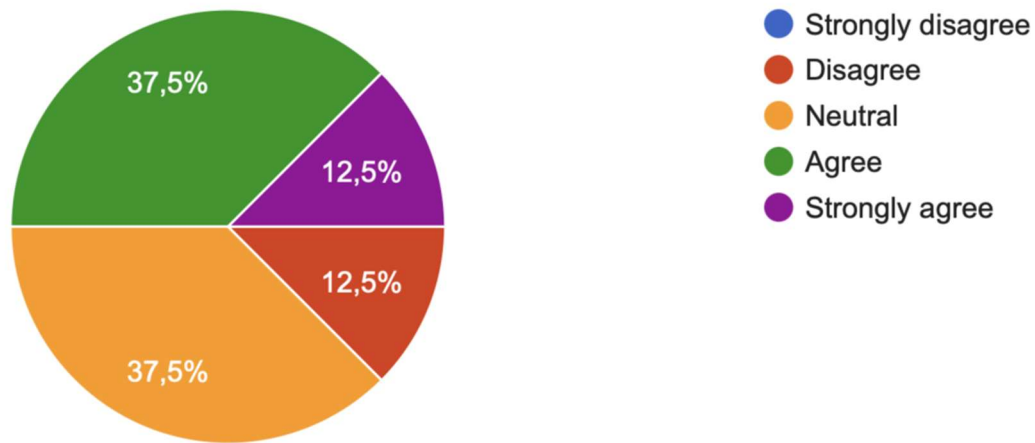


Figure 25. Whether it is more difficult to hire foreigners than Finns.

Regarding whether the applicant's background affects their chances of being given the job, 50% stated that their background has no effects on their chances of being hired by the company, while 37.5% of the respondents stated that maybe, their origin might have an impact on the decision of whether they are hired. Finally, 12.5% said that yes, a candidate's background does affect their chances of being chosen for the job.

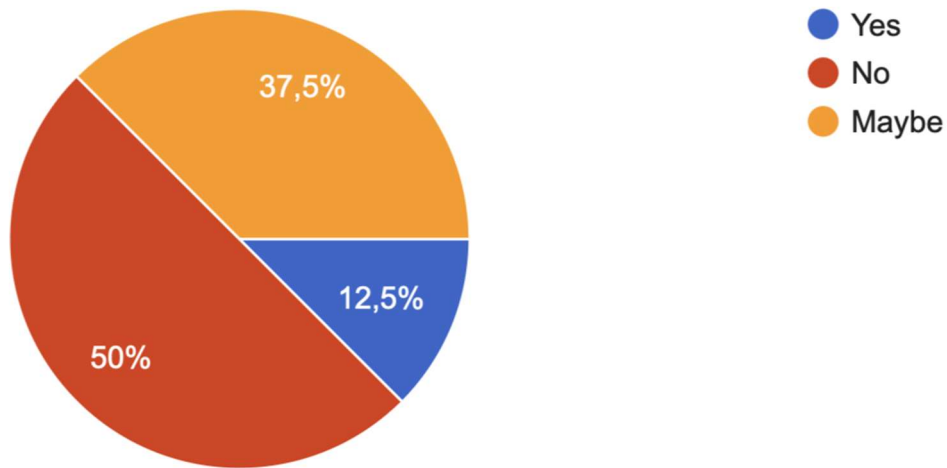
Whether the candidate's background affects their chances of being hired

Figure 26. Whether the candidate's background affects their chances of being hired.

Regarding whether the bureaucracy of hiring immigrants affects whether the company chooses to hire foreign workers or not, 62.5% stated that it does not have an effect on it, while 25% said that yes, it does affect the probability of them hiring foreigners, and 12.5% said that maybe the bureaucracy does have an impact on it.

Whether the bureaucracy of hiring immigrants affects the likelihood of hiring them

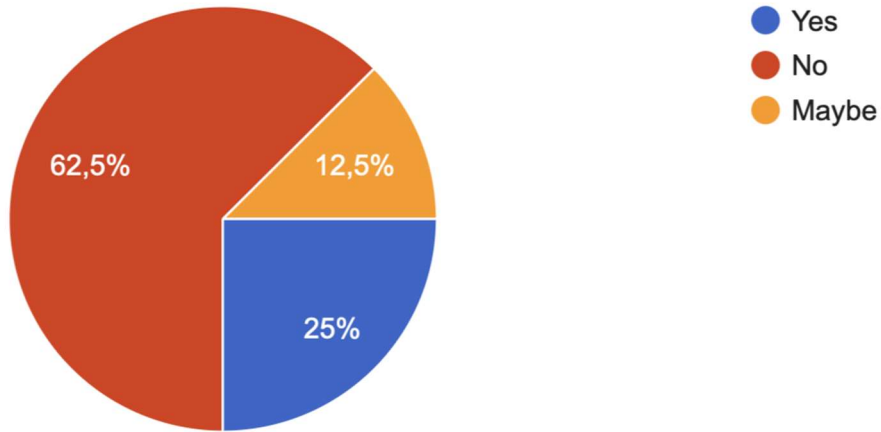


Figure 27. Whether the bureaucracy of hiring immigrants affects the likelihood of hiring them.

Regarding whether additional training is provided for the foreign employees, 50% of the participants said that additional training is provided for them, while 37.5% said that no additional training is given to the foreign workers. Finally, 12.5% said that it d

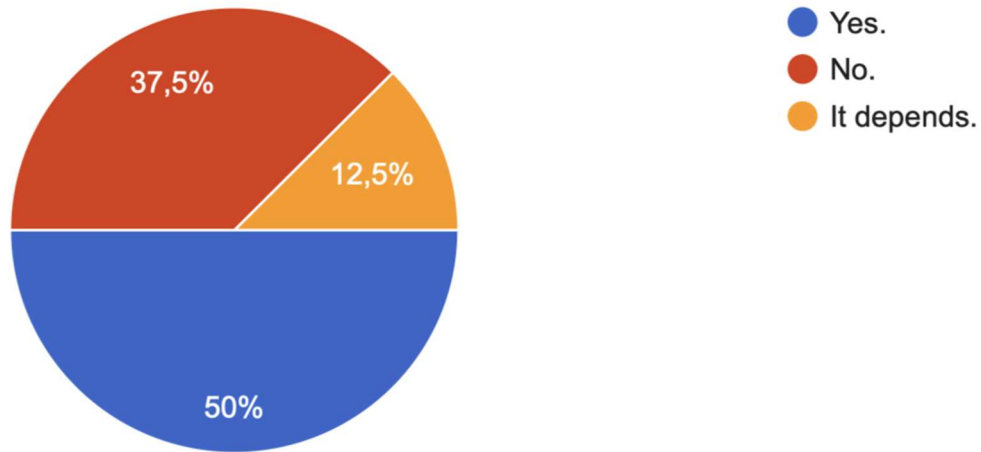
Whether additional training is provided to foreign employees

Figure 28. Whether additional training is provided for foreign employees.

Regarding whether the company has hired foreign employees since the start, or whether this is a more recent development, 50% stated that the company has always hired foreign workers, while 50% said that this is something new in the company.

Since when the company has hired foreign employees

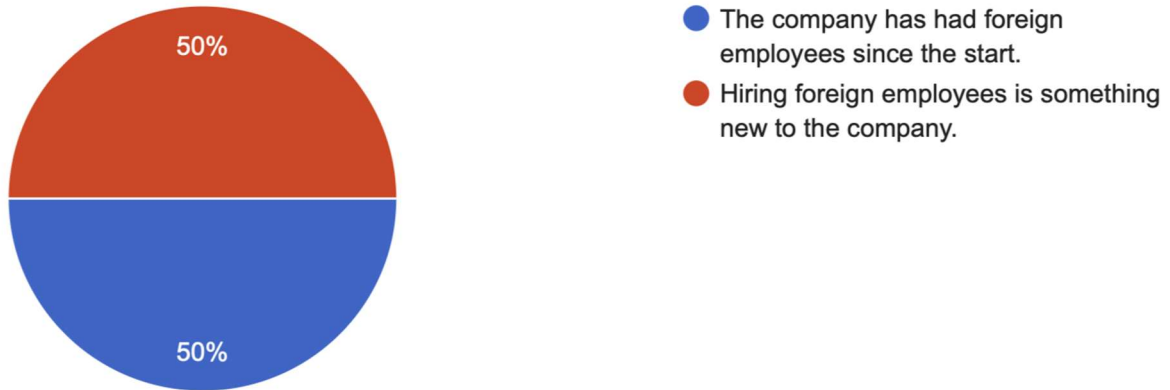


Figure 29. Since when has the company hired foreign employees.

On the plans of the companies' of choosing to hire more foreign in the future, 62.5% of the respondents said they do plan to hire more foreign workers, while 37.5% said that maybe, there is a possibility of them hiring more people from abroad.

Whether the company plans on hiring more foreign employees

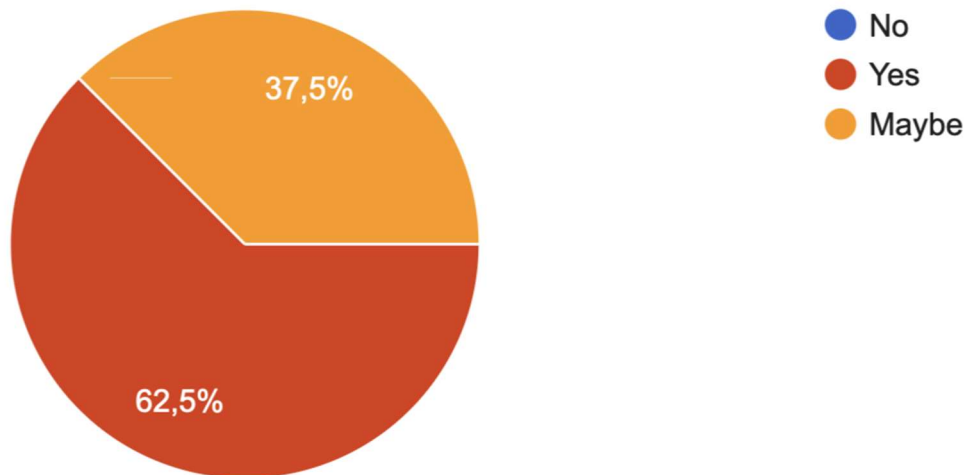


Figure 30. Whether the company plans on hiring more foreign employees.

5.8 Recruiting internationals through recruiting companies

In an open-ended question, the participants were asked whether they had used the services of third-party websites to hire foreign workers. Some of the respondents said that they haven't used these services, while others said that they did and had good experiences. Additionally, one respondent said that although recruiting companies can be good, they can cost money, but overall, it makes the hiring process easier, however the people hired from the third-party companies can be not exactly what they had in mind. Another participant said their company has done cooperation alongside the recruiting companies.

5.9 How can the city council facilitate the hiring process of foreign workers to the companies

One respondent said that “the city council could provide housing, transportation and other benefits” to the immigrants. While another person said that the process needs to be made faster by Migri and TE-toimistot. Another participant said that MONI, a company that aims to provide guidance to immigrants, has been of great help. One employer says that the city council could help the immigrants to find hobbies and friends.

“having a life outside work it’s important”

Additionally, another respondent said that some companies can be overly cautious when hiring immigrants, and therefore information regarding the process of hiring foreign workers as well as the experiences other companies have had when hiring them should be more widespread.

6 Conclusion

6.1 Final conclusions

As presented in the results above, it can be concluded that the lack of information available is a relatively large issue faced by the immigrants who reside in Seinäjoki. The foreign population does not know which steps should be taken in order to apply for a job and maximize their chances of being chosen by the company.

Another issue is the language, which is not surprising, as in the introduction of the thesis it has been mentioned how difficult the Finnish language is and how long it can take for an immigrant to be able to learn it. It's important to note that according to the results of the survey, a considerable part of the foreigners do have a limited knowledge of Finnish, however, it is not enough for them to communicate daily, therefore eliminating the chance of them being hired by companies where Finnish is required.

In the survey, it was also found that a foreign person's background might affect their chances of obtaining a job. However, the survey has also shown that a large part of the companies is open to hiring foreign employees, even the ones who hadn't traditionally hired personnel from outside Finland. Additionally, it's important that companies that have hired foreign workers share their experiences with another businesses.

Initially, a question was posed regarding how the city council can help these immigrants to find employment and the local companies in the hiring process. It was found employers feel that the process could be made faster by the organizations responsible for employment and immigration. Furthermore, helping the foreigners to build a network in order to find friends and hobbies was also suggested, as that could help these immigrants to feel that they are an integrated part of society.

6.2 Suggestions

The author suggests that a study regarding the immigrants' experiences with companies which aim to provide guidance to foreign-born people would be a good development for the subject of the thesis, as well as a study regarding the difficulties faced by immigrant woman in the labor market.

It would also be interesting if the city council could create some events where companies who have internationals amongst their staff share their experiences with other businesses. Networking events for immigrants would also be beneficial, where the foreigners could get to know each other and make friendships. Finally, an event where immigrants and companies meet each other could be helpful for those seeking employment.

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APPENDICES

Appendix 1. Questionnaire for employees.

Appendix 2. Questionnaire for employers.

Appendix 1:OOOO**1. 1. How old are you?**

Mark only one oval.

18-25

25-35

35-45

Over 45

2. 2. What brought you to Finland? *

Mark only one oval.

Family

Work

Study

Other

3. **3. Have you lived abroad before moving to Finland? ***

Mark only one oval.

Yes

No

4. **4. Do you have a degree in higher education? If so, is your work related to your previous studies?**

Mark only one oval.

Yes, I have a degree in higher education and my work is related to my previous studies.

Yes, I have a degree in higher education but my work is not related to my previous studies.

I don't have a degree in higher education.

5. **5. Have you studied anything in Finland? ***

Tick all that apply.

Yes I have/I'm currently pursuing a degree from a Finnish university/University of Applied Sciences.

Yes I have/I'm currently pursuing qualifications from a vocational school.

I studied/I'm studying the Finnish Language.

Other.

6. 6. Do you speak Finnish? *

Mark only one oval.

- Yes, I speak Finnish fluently.
- Yes, I speak Finnish in a level that I can communicate on a daily basis.
- I speak Finnish, but not well enough to communicate on a daily basis.
- I don't speak Finnish.

7. 7. Did you face any difficulties when trying to integrate into Finnish society? If yes, what were these difficulties?

8. 8. Do you see yourself living in Seinäjoki for the next 5 years? *

Mark only one oval.

- Yes.
- No, I plan to move somewhere else.
- I don't know yet.
- It depends on the employment prospects.

9. **9. How did you find your current job? ***

Mark only one oval.

- Third party websites (Barona, Go-On, Eezy).
- By taking the CV directly to the company.
- By calling/emailing the company.
- A friend helped me to find the job.
- Through the help of the TE Office.
- Other.

10. **10. In which sector did you work at your home country? ***

Mark only one oval.

- Primary sector (agriculture, farming, forestry, mining and fishing).
- Secondary sector (construction, machinery, food processing).
- Tertiary sector (Education, healthcare, transport, office job).
- Other.

12. **12. Were you helped by any friends or acquaintances in finding a job? ***

Mark only one oval.

Yes.

No.

13. **13. What kind of help would you have needed to have an easier experience when immigrating to this area?**

14. **14. Do you use your native language/other foreign languages at work? ***

Mark only one oval.

Yes.

No.

15. **15. Has the previous work experience you had at your work country (if you had any) been useful at your current job?**

Mark only one oval.

- Yes, i work in a field where I have previous experience.
- No, my work is not related to previous experience.

16. **16. Is there anything else you would like to add?**

Appendix 2:

1. **1. What qualifications do you look for in a candidate? ***

2. **2. What language requirements do you have when hiring workers? ***

Mark only one oval.

- Fluent Finnish.
- Basic Finnish.
- Intermediate Finnish.
- English.
- Fluent Swedish.
- Basic Swedish.
- Intermediate Swedish.
- Others.

3. **3. Is fluent Finnish required for this job? ***

Mark only one oval.

Yes.

No.

4. **4. How has been your experience when hiring foreign workers? ***

Mark only one oval.

It has been good.

It has been bad.

I couldn't say.

I have had both good and bad experiences.

5. **5. Do foreign workers bring valuable knowledge to the workplace? ***

Mark only one oval.

- Yes.
- No.
- It depends.

Understanding the experiences of Finnish companies in hiring foreign workers in Seinäjoki

6. **6. Have you faced any communication difficulties with the foreign employees due to language barriers?**

Mark only one oval.

- Yes I have.
- No, I haven't.

7. **7. Did the foreign workers hired by your company face any difficulties when trying to adapt to a Finnish working environment?**

Mark only one oval.

- Yes, they have.
- No, they haven't.
- Some did, but others didn't.

8. **8. Did you use third parties (recruiting companies, like Barona) when hiring international workers? If so, how has been your experience?**

9. **9. How can the city council make the hiring process of foreign employees easier for your company?**

10. **10. Does your company provides additional training to foreign employees? ***

Mark only one oval.

Yes.

No.

It depends.

**Understanding the experiences of Finnish companies in hiring foreign workers
in Seinäjoki**

11. **11. Is the process of hiring foreign workers more difficult than hiring Finns? ***

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

12. **12. Does the candidate cultural background has any effect on the probability of their being given the job?**

Mark only one oval.

- Yes
- No
- Maybe

13. **13. Does the bureaucracy involved in hiring foreigners affects the likelihood of their being hired by your company?**

Mark only one oval.

- Yes
- No
- Maybe

14. **14. Has your company been hiring foreign workers since the beginning or is this a more recent occurrence?**

Mark only one oval.

- The company has had foreign employees since the start.
- Hiring foreign employees is something new to the company.

15. **15. Does your company plan on hiring more foreign workers in the next years? ***

Mark only one oval.

- No
- Yes
- Maybe

Open-ended answers

What qualifications do you look for in a candidate?

-Motivation for the job.

-attitude, flexibility, desire to learn

-work history, knowledge, evidence of successful work for example

-Work experience and attitude are normally most important

-Good attitude, open to learn. Clear examples of hobbies with their hands in their free time. e.g., fixing cars, farming, etc.

-Teachers and other specialists

Open-ended answers:

Appendix 1.

Did you face any difficulties when trying to integrate into Finnish society? If yes, what were these difficulties?

-No

-Not really

-Finnish society is welcoming and helpful, but we have not got job nor my kid day care center from last 3 months. Job needs Finnish language and day care has no seats.

-Yes, as the speed is quite fast.

-Finnish is hard language. One can't communicate in Finnish in a mean time instead it takes time to learn the language. The most important problem for a non-Finnish speaker is getting a job.

-Language barrier

-Yes

What kind of help would you have needed to have an easier experience when immigrating to this area?

-Finnish language courses

-not needed

-I personally didn't have any problems, but many workers need help understanding how things work in Seinäjoki and Finland, e.g., with KELA, the health center and what to do in their free time

-Some local to guide with all facilities what government gives to unemployed and immigrants.

-Maybe help with resume service.

- More direct support
- I needed to find an apartment for living and need help for job finding.
- Finding a job
- career consultant
- Find work more easily
- I didn't need help.
- Nothing can help

Is there anything else you would like to add?

- No
- A. One of your questions was about studying in Finland. It didn't have the option of not having studied anything in Finland. Not everyone who comes here studies something.
- B. People need help building networks - they could be networks to find work, develop their career or start and develop a business or networks to have friends and hobbies. If the City of Seinäjoki can help with that, that could have a big impact on whether people stay in the area or leave for somewhere else.
- There is no job and no money left to survive here.its difficult to love and feel helpless.
- No.

Appendix 2:

- it depends on client requirements. if they need chefs and at least 5 years' experience then we look for something like that.
- In health care the qualifications depend on the position applied. It's regulated by law.

Did you use third parties (recruiting companies, like Barona) when hiring international workers? If so, how has been your experience?

-Yes, going nicely.

-yes, mainly good experiences

-no

-No

-Yes, third party companies can be good, but it makes little difference except slightly increased cost, but easier recruitment. Generally, the quality of personnel from third party companies can be quite questionable.

-We have hired directly, but we have done cooperation with recruiting companies since we are also organizing training for other employers, when they are recruiting.

-we use our sister company

-Haven't used

How can the city council make the hiring process of foreign employees easier for your company?

-Nothing special

-help in issues not directly related to employment

-City could provide housing, transport or other benefits that would help employees

-The city can support orientation in the local area, like helping to find friends, hobbies, things to do. It's important to have a good job, but it's important to have a life outside of work.

-The best city service for supporting hiring of foreigners has been Moni. They are very helpful to support the hiring of foreigners and I would recommend that Moni is continued.

-The region should highlight more how it is to hire international employees and what kind of experiences companies have had about it. I think many companies are a bit afraid to

hire foreign workers but if they see good examples from other companies that might help. In any case, international workers are needed in several branches at the moment

-they need to talk with te toimisto and migri to make the process a little quit

-Not sure