

Heini Siivonen

Immigration to Finland

Solution to the labour problem?

Helsinki Metropolia University of Applied Sciences

Bachelor of Business Administration

International Business and Logistics

Thesis

November 08 2015

| | |
|---|---|
| Author(s) Title | Heini Siivonen Immigration to Finland – Solution to labour problem |
| Number of Pages Date | 26 pages + 2 appendices 8 November 2015 |
| Degree | Metropolia Business School |
| Degree Programme | International Degree Programmes |
| Specialisation option | International Business and Logistics |
| Instructor(s) | Kevin McIntyre, Senior Lecturer |
| <p>Demographic changes occurring in the Finnish labour market is not really new news to Finnish people anymore. There have been lots of researches made over the past years and decades. Based on many of these researches a wide understanding has been that Finland needs sustainable reformation in the Finnish labour market. The unemployment rate has been high for rather long now and there are no quick solutions at side. People are aging and we have increasing shortage of labour force now and in the future. At the same time, Finland's economy is struggling and we have little possibilities to compete in the global markets at the moment. The topic is very current in Finland at the moment and the country needs quick solutions and an action plan to resuscitate the labour market. Finland's unique history compared to many other European countries creates its own challenges and features to the immigration policy. The common believe in the minds of many Finnish natives is still that we need to protect our country, culture and the rare language from immigrants. People are experiencing immigration as national threat and not a possibility to strengthen the countries capabilities to better succeed in the global market. Politicians and media are having a field day regarding immigration issues and take little responsibility of the message they are giving through the mainstream media.</p> <p>The purpose of this research is to investigate all elements and components regarding immigration and to find out based on the results if it is reasonable to believe that immigration can offer a solution to the challenges facing the labour market and simultaneously bring characteristics in order for Finland to compete in the global market.</p> | |
| Keywords | Immigration, Labour, Finland |

Contents

| | |
|--|----|
| 1 Introduction | 1 |
| 2 History of Immigration | 3 |
| 3 Labour Market | 5 |
| 4 Occupational Immigration | 7 |
| 4.1 Government strategy | 7 |
| 4.2 Immigration policies in European Union | 9 |
| 2.2.1 Sweden | 9 |
| 2.2.2 Norway | 10 |
| 2.2.3 United Kingdom | 10 |
| 4.3 Challenges of Immigration | 11 |
| 4.3.1 Acknowledging skills and knowhow | 11 |
| 4.3.2 Granting the permit | 13 |
| 4.3.3 Accepting and Integrating | 14 |
| 4.3.4 Attitudes | 17 |
| 4.4 Role of Media | 18 |
| 4.5 Characteristics of labour immigrants | 20 |
| 5 Research Analysis and discussion | 22 |
| 6 Conclusions | 25 |
| 6.1 Recommendations | 25 |
| 6.2 Future Research | 27 |
| 7 References | 28 |

Appendices

Appendix 1. Population net growth in Helsinki region

Appendix 2. Population increase in Finland between 1971 and 2011

Appendix 3. Age structure of citizens and non-citizens

1 Introduction

A prosperous country needs minimum unemployment and in today's changing working environment it needs an even more adaptive and flexible labour force. Not to mention, to be able to strongly compete in the global or in Finland's case, in the European markets, countries need to recognize and capitalize on the full potential of its working-aged workforce.

Partly self-inflicted, partially as a consequence of recent problems and conflicts abroad, Finland is facing a nationwide and severe problem regarding immigration and its inescapable effects on the Finnish labour market. There is no point in simply rejecting immigration and forcing immigrants to return to their respective countries. Growing migration gives a clear indication that labour immigration is no one-off, but a permanent change in the European labour market that cannot simply be pushed aside. To add, Finland is suffering from growing unemployment and needs rapid and economically solid solutions where immigration can perhaps play a major role.

Many see immigrants almost as a free gift to the long-term and growing labour shortage in Finland, but others see it merely as a threat. It is been seeing a threat to Finnish culture and even a threat to the national security. There is clearly a lack of experience how to confront immigration. Finland has never in its history experienced a kind of labour shortage which would require immigration to solve the problem, unlike, for example, Germany (Sorainen 2014: 11). The rapid industrialisation after the Second World War would not have been possible in Germany without large numbers of migrant workers.

To tackle the problem, Finland needs a concrete plan and effective tools to create an efficient migration policy. At the same time, it cannot hamper the domestic labour market. I feel there is a strong need to put pressure on the Finnish government. After parliamentary elections, held earlier this year, Finland got a new government and expectations towards increasing employment and creating economic growth are very high. According to Statistics Finland's Labor Force Survey, there were 225,000 unemployed in September 2015 which means the unemployment rate was at 8.4 per cent (Statistics Finland, 2015). According to the same survey, compared to the numbers a year earlier, unemployment is now 0.2 per cent higher.

Above were given just a few statistics to establish the gravity of the situation. The purpose of this study is to discuss the future role of labour migration in Finland. Can it play a major role in solving the labour market's problems in Finland? At the moment, it is safe to say it does not look strong. Inside the government there is a lack of coherency in the matter and when asking the opinions of the Finnish labour force, it is not a wild guess to presume they would not support a strongly welcoming labour immigration policy.

I chose this topic because it is very relevant in Finland at the moment. If the labour market continues in its current state, Finland will face even bigger problems in the future as more people will become unavailable for work and the economic dependency ratio will continue increasing. The economic dependency ratio indicates the number of people employed compared to the number of people outside or unavailable for the labour market, and therefore dependent on the income generated by those in work. The negative direction of the dependency ratio should soon be altered. Even if the government would be able to decrease unemployment during the next four years is this enough to support the Finnish economy in the long run? Or should Finland consider opening up the Finnish labour market to enable economic growth through immigrants?

2 History of immigration

Until relatively recently Finland has been a country of net emigration. People emigrated mainly to the United States and to Sweden, and to other European countries. After independence, there were European workers and business managers in Finland but after the world wars, the Finnish borders were shut down and immigration was close to none. International encounters were rare and Finland had sufficient labour from the domestic market. During the early 1990s companies had to recruit short-term workforce from abroad, mainly from Estonia. However, due to deep depression, things rapidly changed and the discussions for the need for organised immigration to Finland were pushed aside as unemployment rose to record levels (Sorainen 2014: 13).

During 1990s the reason for people migrating to Finland were not related to occupational or educational needs. The Soviet Union had collapsed, there were refugees seeking asylum and large numbers of families in need to reunite which increased the number of people migrating to Finland. For this reason, the discussion in Finland revolved around the humanitarian help towards immigrants and was not focused towards the labour market. In 1990 the unemployment in Finland was at 3.2 per cent but during recession, employment numbers soared and in 1994 the unemployment was at 16.6 per cent in Finland. In just few years, Finland became a country with one of the highest unemployment rates in Europe (Loikkanen, Pekkarinen & Vartia 2002: 299).

Early 2000s new demographic predictions of the future dependency ratio in Finland drew the attention to immigration policy again. The dependency ratio indicated alarming concerns that the number of people able to work or already employed compared to number of people outside or unavailable for the labour market would become substantially smaller. In 2006 the government recognized that the occupational immigration policy in Finland was to be changed from passive to active (Sorainen 2014: 13).

Economic fluctuations in 2008 yet again dampened the new immigration policy and thus no plans for active immigration policy were carried out. During the next Government, between 2011 and 2014 the focus was not to enhance the occupational immigration to Finland but to strengthen the social integration and to help unemployed immigrants that were already in Finland (Sorainen 2014: 14). In 2013, Finnish Cabinet issued decision in principle regarding the immigration strategy (Ministry of Interior, 2013). It seemed that

for years there was a real lack of effort in Finland to investigate the reasons and consequences of immigration. Clearly, no one had a strong understanding and willingness to identify the structural changes that the Finnish labour market will be facing in coming years.

3 Labour market

Research by Seppo Montén in 2005 indicates what appears to be inevitable regarding the impending labour shortage in Finland, and especially in the Helsinki region. The study was published in 2005 and the predictions are made for 2015. According to Statistics Finland's forecast between 2003 and 2015 the total population in Helsinki Region will grow by 108 000. However, the number of those at working-age, aged 15 to 64, will grow only by 35 000. At the same time, people aged between 65 and 74 years, will grow by over 54 000 which is half the amount of the entire growth in the region. The number of working-aged people is estimated to grow only four per cent, and people over 65 years old are estimated to grow 54 per cent. Now, there is quite a large gap (Montén, 2005: 58). And at the same time, fertility rates in Finland are also decreasing which will not increase the number of working-aged people in short or in long term.

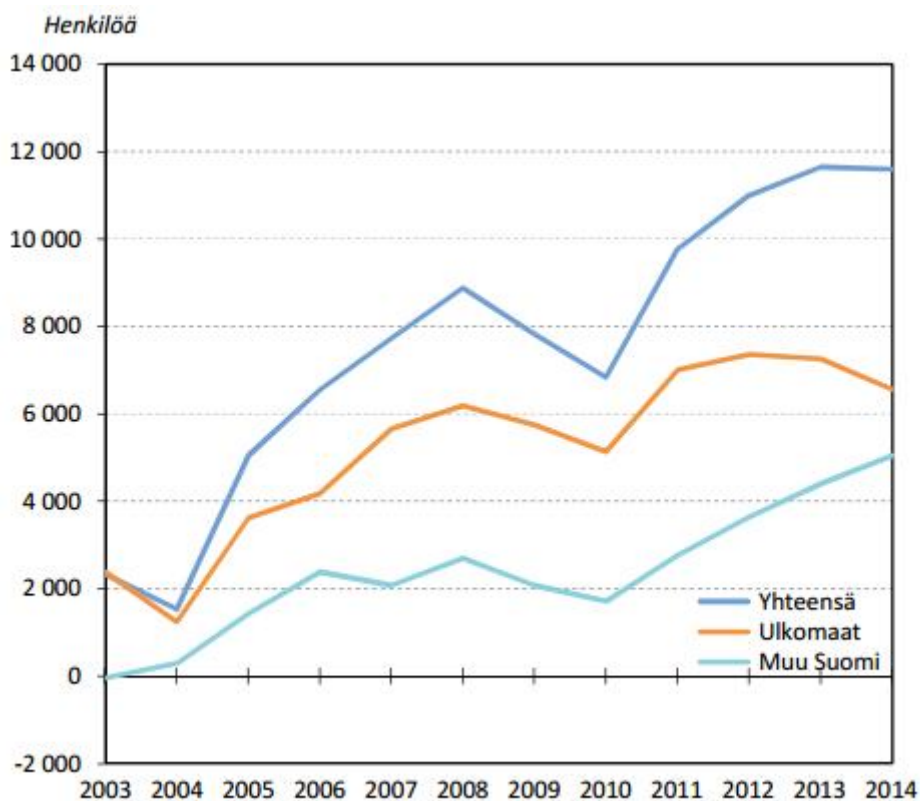


Figure 1. Population net growth in Helsinki region between 2003 and 2014.

As can be seen in Figure 1 above, the darker blue line indicates the total net growth in Helsinki region between 2003 and 2014 (City of Helsinki, 2015). When looking from the yearly net growth numbers a rough estimate of total net population growth in Helsinki

region is 90 950 people. Therefore, predictions that were made by Statistics Finland were quite accurate, to say the least.

The purpose of these numbers and statistics above is to demonstrate the current situation in the Finnish labour market. The age structure of the population in Finland is not supporting the needs of the labour market and the increasing labour shortage. The young generation entering the job market is much smaller than the older generation that will be soon retiring (Montén 2005: 60). In 2000, for every pensioner there were approximately 1.8 people working. But in 2040, there will be only one person working per pensioner (Lindholm, Arola, Jalonen & Kauppinen 2008: 166).

To support the economy and enable growth it is clear that there needs to be well-planned structural changes in the labour market. Yes, the government has already increased the retirement age and cut off future pensions. But with the current fertility rates, it will not be robust enough to change the demographic course.

We have now established the obvious challenges facing the Finnish labour market. Let's now look at the occupational migration more closely and investigate its specific features. It is of the utmost importance to understand the consequences of immigration in both the short-term and the long-term and thus to be able to indicate all challenges involved.

4 Occupational Immigration

4.1 Government Strategy

As mentioned above in the introductory section, Finland created an immigration strategy called *Future of Immigration 2020* and the planned program was published in 2014. The net immigration has been on the rise for years now. In my opinion, the Finnish government has failed to recognize the magnitude of immigration and the abiding nature of it. The lack of actions in Finland during the past years does not give much credibility towards the authorities now.

Finland is a small country and its language and culture are very unique and for sure Finland may not be the easiest country to socially integrate in. However, are these sufficient reasons, or simply poor excuses that the Finnish government has used to hide itself again and again in order that it would not have to confront the need of fully engaging the challenges of immigration? The challenges and pressures to succeed are without a doubt quite extraordinary, even our Prime Minister Mr. Sipilä has said it in a live television podcast in August 2015. So let us examine the strategy more carefully.

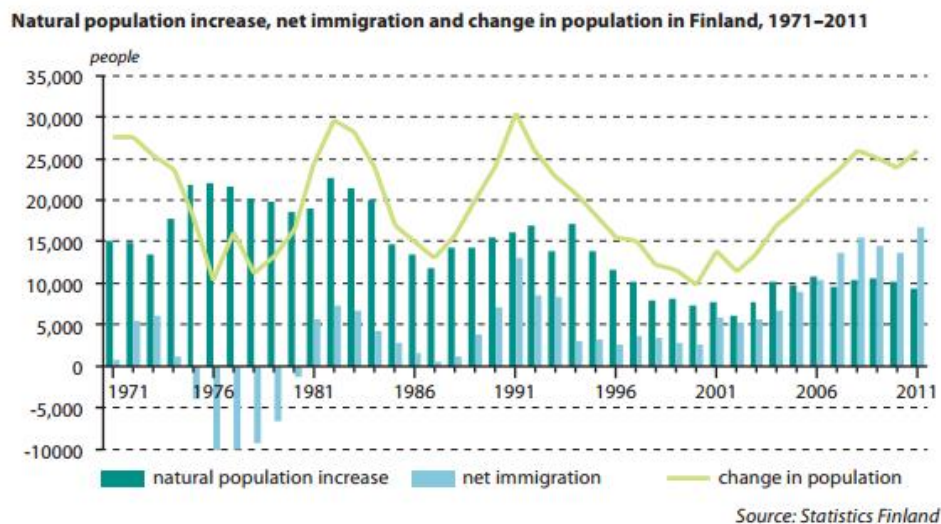


Figure 2. Population increase, net immigration and change in population

Figure 2 above, taken from Statistics Finland, illustrates how the population of Finland has changed between 1971 and 2011. To support the facts of today's immigration we

can focus on the last five years and notice the yearly increase of net immigration. To be accurate, there was a little drop in 2009 and 2010 but all in all net immigration has grown. What is more, at the same time the natural population increase, fertility, has been decreasing.

There are three migration policy principles in the strategy.

1. *Finland is open and safe country*
2. *Everyone can find a role to play*
3. *Diversity is part of everyday life*

The strategy brings forth such features in Finland such as clean environment, safe society, and equality in working life, high-quality education, and well-functioning health care and services. The principles have been built on a somewhat reasonable basis but has the Finnish government chosen the target correctly? Finnish citizens surely agree with these statements about Finland but it is quite another story to act according to the migration principles in your own neighbourhood where you see the number of immigrants increasing and familiar, especially Finnish faces diminishing. It is in the deep mind-set of the Finns of whom we treat with respect and as one of us, and who is forever an immigrant. The migration policies should be brought to schools, to municipalities, to kindergartens, to working places and why not even to public transportation.

The challenges to integrate immigrants are not only for the citizens but also the amount of bureaucracy involved. The Future of Immigration 2020 policy has proclaimed greater flexibility at the administrative level with better rounded and effective procedures. Perhaps the key issue is and will be the collaboration between local municipal government and central government. Immigrants looking for work cannot be pushed around different channels without a meaning and a result in the process. This is very common in Finland. Different officials and authorities transfer the responsibility to another official to take care of the problem, and so the process continues.

The immigration strategy has had its first crucible this year when the refugees from Syrian war zone have immigrated to Finland. Lots of policies were reformed and authorities are still looking for stable grounds to solve the problem of the number of refugees coming to Finland. However, this does not give a reliable picture of how the

policy has been implemented so far because the focus has been on the refugees, people looking for asylum mainly, and not on the occupational immigrants.

4.2 Immigration policies in European Union

As a member of European Union and with close relations to other Nordic countries Finland should not forget to closely examine the immigration policies and current situation of our neighbouring countries. As established earlier in the study, Finland is relatively inexperienced at receiving large amounts of immigrants and especially capitalizing on their skills and expertise to support economic growth in Finland will be a significant challenge.

4.2.1 Sweden

In Sweden, the number of immigrants has always been larger than in Finland. During 2014 the total number of immigrants applying and approved to Sweden was 110, 610. (Swedish Migration Agency, 2014). The country has history of generous immigration policies which are still in place. Consequently, Sweden is experiencing much greater numbers of refugees from Syria and Iraq during 2015 than many other countries. As a matter of fact, Sweden welcomes more refugees per capita than any other European country (Wente, 2015). What is more, in Sweden, the mainstream media, as well as the biggest political parties support the current state of immigration and therefore contesting it is regarded as xenophobic.

In recent years there has been increasing discussion about the consequences of immigration (Guibourg, 2014). As discussed in *The Guardian*, there are both those who believe immigration will strengthen cultural and economic growth, and those who are afraid it will fuel societal tension and generate rising costs for the Swedish economy (Guibourg, 2014). What seems to be a challenge for Sweden is that it has not been able to integrate the immigrants. Native Swedes are more than twice as likely to be employed than immigrants. Current events and the increasing number of refugees and immigrants has also broken the traditional advocacy amongst political parties in Sweden. According to an opinion poll, in August 2015, the anti-immigrant party, the Swedish Democrats, had become the largest political party (Kervinen, *Helsingin Sanomat*, 2015) in Sweden. The

criticism towards immigration has grown during 2015 and this is believed to be one reason for such results today.

4.2.2 Norway

When it comes to Norway, the country has been quite attractive amongst labour immigrants (Markus, 2014). Even though Norway is not part of the European Union, its immigration policy is quite similar to other EU countries with many of the same features than elsewhere in Europe. Norway is a country of high living standards and its goal is to ensure same possibilities to labour immigrants as well. At the same time, the struggles are largely the same in Norway with integrating the immigrants in to Norway way of living (Cooper, MPI). Norway has a strict policy concerning the granting of immigrants citizenship because a dual citizenship is not allowed and does not leave much choice to immigrants. Norway has also been criticized for a very long and harsh application process which can easily take up to twelve months currently. And to add, the current government might be posing a new policy which would mean an application period of five years for the residence permit applicants (Berglund, 2015).

4.2.3 United Kingdom

Many countries in the European Union, United Kingdom as well, have had to reevaluate their immigration policies this year. United Kingdom is seeking to reform its policies in EU negotiations and they are looking ways to constrain immigration in comparison to their old policies. George Osborne, the chancellor, is one of the politicians in the UK who just recently raised concerns over the country's immigration and people coming to the country just to claim social benefits (Mason, 2015). And unfortunately, citizens' vote and opinion matter. They may not matter at the point of making the decision of allowing the immigrant to enter and stay in the country. But from that moment on, it surely matters what the people in the UK think because they are the ones who work and live with immigrants, and who they share the welfare with. At least according to opinion polls in Britain, the electorate is in favor of reducing the amount of immigrants (O'Connell-Davidson, 2015).

One good example of labour immigration problems in the UK is the need of trained nurses. In some cases, the UK must reject well-trained immigrants who would come to work as nurses in the UK because of the need to oversee the borders and control the

total number of immigrants entering the country (O'Connell-Davidson, 2015). Hence, they are missing a lot of well-trained and educated immigrants and lack full control over who is able to reside and work in Britain. Challenges relating to immigration in the UK are considered so vast that it might even become one of the decisive questions when discussing the possibility of leaving the EU, where freedom of movement is a key element of the single market.

These findings support the need of the local officials and municipalities to step closer to the small and medium size businesses to help create mutual trust between the immigrant and employer. What is more, employers need some kind of guarantee so that it is worth the risk to hire an immigrant who is not necessarily fully engaged in the community. People working with immigration and immigrants always emphasize the importance of social integration. The real challenge is to find the right channels and the best environment to support the cultural integration. If an immigrant is unemployed for a long period of time, integrating to any new culture will become increasingly challenging. In Sweden, for example, arriving immigrants are free to choose where they prefer settling in. Naturally, they follow other immigrants and family members and choose places like Malmö and Sodertälje that are already suburbs characterized with a high number of immigrant population (Milne, 2015). Imagine yourself living in a suburb where you hear numerous languages but hardly anyone is speaking the national language. No matter what the educational background is, if a person is socially isolated from the native citizens everyone can understand it does not support cultural integration.

4.3 Challenges of immigration

4.3.1 Acknowledging skills and knowhow

After following the news, mainstream media, politicians and other parties involved and engaged in immigration, it is easy to conclude that much of the discussion is more figment than based on economic and market facts. Politicians especially, often give views on immigration that are based on their own beliefs and morals and have little to do with the actual facts regarding the Finnish labour market and the state of the economy.

Full utilization and even recognition of the skills of immigrants is absolutely necessary. Finland needs to carefully think how the skilled labour immigrants can be found from the

large crowd of immigrants and capitalize their knowhow for the benefit of the economic growth. Social integration does not happen by itself and it is vital to understand who can have the biggest impact and offer the support for immigrants, for example, at the new workplace. Media also creates a unique challenge to immigration. The problem with media is that it often considers immigrants as one homogeneous mass of people even though there are asylum seekers, refugees and people reuniting with their families. The meaning of media involvement is discussed more thoroughly few chapters ahead.

In the current labour market, perhaps more than ever people need to possess cultural skills, social skills, professional skills and job related specific skills in the field they hope to master. A labour immigrant, who has just recently arrived in Finland, and a Finnish job seeker, are not equal in the job market. In most cases, the Finnish job seeker has higher education and also the advantage of knowing the culture and the important norms and rules in the working life. If the immigrant and the Finn are equal in the skills and work experience, an employer will in most cases still hire a Finnish native. I would not say it is always a matter of racism or fear of working with immigrants. In most cases, it is a less complicated path to choose a native, because the employer knows the Finnish work ethic and can expect high-performance from the Finnish employee. Instead, they could not guarantee the same from the immigrant, whose background is a little hazy, in addition to the possibility of major cultural differences relating to the country of origin.

Recognising the skills and knowhow is not only about a desire and willingness to do so but about contrasting the education and the qualifications of the immigrant to Finnish education system. There can be rather strict regulations especially if the person is planning to practice a profession, or if it is a public sector post or if there are competence requirements set by Finnish law. In Finland, the National Board of Education is the body that is able to determine how the degree studies abroad can be contrasted in Finland. However, trying to solve unemployment and the demographic challenges is not solely about comparing the immigrant's degrees to the Finnish system.

The fact is that even though Finland would like to welcome a high-skilled and high-educated workforce inside Europe, the current and most urgent needs in the working life are somewhere else. Due to the demographic changes in Finland as was discussed earlier, there is an employee shortage in several industries. Social and healthcare and other service sectors are the ones that are experiencing employee shortfall now, and increasingly so in the future. For example, it has been estimated that by the year 2025

the social and healthcare sector will experience a labour shortfall of at least 20 000 (Ministry of employment and the economy, 2012). This is mostly due to a natural aging of the population in Finland. Simultaneously, the large group of people aging also need more services in the area where they spend their pension. What is more, the people retiring now or in coming years are more used to spending than their parents or grandparents and thus will use more money in public and private sector services (Trux, 2000: 154). This will again add to the need of more employees.

4.3.2 Granting the permit

Citizens of Nordic countries have permission to work in other Nordic countries and they do not need a work permit (Sorainen, 2014: 51). Free movement of employees is also in Europe one of the basic human rights. Citizens of the European Union and the European Economic Area have a right to come to Finland to work and reside as long as they register within three months of entering Finland. This is not the case for immigrants coming from outside the EU/EEA borders and they are the largest group immigrating to Finland now.

The law of granting a work permit to an immigrant outside the EU is challenging to say the least. The law was altered a little in 2014 to help unify and simplify the process of work permits for Third World nationalities. However, the process itself was not altered, but only the legal rights of immigrants were improved. When an immigrant is applying for a work permit in most cases, a permit of exception is being used in the process. This means that there is a specific list of professions in the Finnish law that determine the possible job opportunities for an immigrant. Using the exceptional clauses is not straightforward and leaves room for interpretation. Hereby, depending on the official on duty the result may not be compatible in all similar cases. There is always a possibility of a human error (Sorainen, 2014: 58). There is also a so called equivalence principle. According to this principle, the rights of the foreigner cannot be restrained any more than is necessary. In the case where there is uncertainty of what kind of document and license is needed from the immigrant, the official should then choose a document that least hampers the legal rights of an applicant (Sorainen, 2014: 59).

The process is in practice as complicated as it sounds. If the process is time consuming and intense for the official handling the application, it is not difficult to envisage the difficulties facing the immigrant who barely understands any words of Finnish language

let alone to be able to understand and adapt to the long and bureaucratic process. In addition, there can be up to three parties involved in the decision making. In the cases where exceptional clauses are being used, there are always the Police of Finland and The Finnish Immigration Service involved in the decision making. The third party is the Public employment and business services office (TE services).

To reflect the complexity of the alien act let me give an example of the law. A foreigner has a right to stay and work in the country for three months if they are picking up berries, fruits, special plants, root vegetables, or working at a fur pound. However, the word special plant has not been given any more specific meaning or content. In a botanical world, the word does not have a meaning either. Therefore, when interpreting the alien act, for the word special plant cannot be given any real significance because it is forbidden to aggravate the process according to the equivalence principle.

So why are there such clauses in the law if they cannot be utilized in decision making? These kinds of clauses in the law complicate the interpretation and can increase the likelihood of human errors as well.

Without entering too deep into the Finnish alien act it is quite clear that the law itself is not easy and straightforward necessarily to the official, let alone to the immigrant. Law is perhaps one of the most complicated and time consuming to things to change and therefore the focus to effectively utilize the best of labour immigration should be on other determinants. These will be discussed more thoroughly in the following chapters.

4.3.3 Accepting and integrating

Diversity is disparity. History shows that disparity means there is also a risk of being discriminated against. Ethnic background, language, religion or nationalities are perhaps the most common reasons to judge and discriminate against a person. Yet, in working life, people should be and are in practice mainly evaluated based on their results and performance. The same does not seem to apply to immigrants in Finland. Instead, the external factors seem to be in charge when we evaluate immigrants.

It is rather obvious that Finland is relatively inexperienced as regards immigration awareness and respecting the diversity of people. Finnish law states that it is against the law to discriminate a person because of skin colour, ethnic background, language,

religion or nationality. The general understanding amongst any work community is that diversity of the staff can possibly expand the knowhow of the entire work place. Also, diversity can bring fresh ideas and new visionary and effective working methods. However, Finns have the habit of narrowing the diversity inside Finland and not being able to look beyond that. We have no previous model in the Finnish history because Finland has never experienced this amount of net immigration and at the same time demographic changes demanding actions.

One very definitive question is, who is responsible for the social integration of immigrants? Even though there is continuous discussion in the media and the emphasis is on cultural awareness, it seems that in reality there is little appetite of acting accordingly. There are of course large regional differences as well. Immigrants are more likely to experience prejudice and criticism in northern or eastern Finland than in Helsinki region. The biggest responsibility lies on the immigrant as regards whether they integrate to the culture. But Finland does need to create such circumstances to enable immigrants to feel socially accepted and welcomed. Finnish companies that are also active in the global markets better understand the benefits of having a multicultural working environment. It adds creative thinking amongst employees which is an asset in the competitive market. If we really want to utilize the skills of immigrants and be able to turn it as strength in the Finnish economy we need more positive challenges and examples. Finland needs even more open discussion and participation in order to demonstrate that this is not merely a temporary phenomenon. Perhaps people have not woken up to the new kind of open job market where people migrate a lot more and one hundred per cent of your colleagues may never again be exclusively Finns.

The change experienced in the labour market in recent years does also bring new challenges. The qualities and skills that were enough before are not enough in today's high demanding workplace. Performance of workers are taking to extreme and for this reason requirements are different today. To be able to succeed, nearly all employees emphasize teamwork. To be able to participate in the teamwork, individuals inside the team need excellent communication skills and like-mindedness. These are features of the modern workplace. Unwanted language, ethnicity and religious background is often linked to assumptions of missing qualities and thus are regarded as the opposite of modern. Therefore, the far side of modern is personified to certain groups of people who are being extracted from the working place and their employment might thus be

prevented (Trux 2000:166). This concerns especially the fields where high expertise is required.

Globalisation researcher Saskia Sassen argues that work places that need little knowhow of Finnish language and training are not appearing to be missing (Trux 2000: 166). These professions are traditionally the ones where are largest amounts of immigrants work.

A foreigner arriving to Finland will need to be active in order to be socially accepted and included in the work community and in the wider society. It is very typical that where immigrants often move, they create kind of an own community in that (sub)urban area. Usually, it is not highly favoured in the eyes of local citizens. These suburbs or estates are often associated with high crime rates, unemployment and social exclusion. Therefore, these areas get a certain stain on their reputation and further widens the abyss between the natives and the immigrants. This is a dangerous path because it creates and increases the gap between the immigrants and natives. People also often forget that the suburban area might always have been non-attractive and occupied by down and out Finns but they associate the immigrants with these attributes which does not give the right picture. The problem is that every city has an area where people with small income move because the cost of living is also much cheaper than in many other areas. Of course there are lots of pros to sharing the living environment with other immigrants. The immigrants receive mental support from the community. Also, they can offer experiences and share information and thus learn a lot about the norms and rules in the new country. Many times, the immigrant communities are very happy with how they live because they can better understand each other than if they would try to live closely with the natives. They may not hear a word of Finnish but they feel accepted in the community.

Finland is spending significant amounts of money to offer for example language courses to immigrants and further strengthen and hasten the social integration. However, there is a lack of coherency and unified procedures in the integration process. Riikka Purra, who is preparing a dissertation about immigration, is critical of the Finnish policy. She sees that there are no standards to determine when an immigrant has settled or what is actually the purpose and goal in social integration (Hämäläinen, 2015).

4.3.4 Attitudes

Attitudes stem from history, culture and personal experiences. If we are ready to welcome immigrants and find solutions to the challenges in the labour market, Finns need to be ready to change their attitudes as well. Generally speaking, a small difference can already be seen between the people born in the 1980s or in the 1990s than compared to the generations born in the 1950s and 1960s. However, it is an enormous challenge to influence people's attitudes towards immigrants. According to the most recent opinion poll people's attitudes towards immigrants has yet again become more critical (Kettumäki, 2015). First of all, the results of the opinion poll most likely reflect the current problem with the growing number of refugees and asylum seekers coming to Finland. Secondly, the economic state all in all is very alarming in Finland at the moment. Thus people might feel the immigration should be of secondary importance to Finland, compared to economic recovery.

When Finland succeeds internationally in technology or in sports or when Finland is ranked amongst the best countries in the world in education, no one thinks it is a coincidence. The prosperity Finland received through the development of the technology or the success with our educational system worldwide has given Finland an enormous amount of self-confidence. But when the discussion shifts to immigration and immigrants' integration the situation alters totally and there are no signs of national self-confidence in sight. There is a tendency to only measure the amount of prejudice and factors complicating the integration in Finland (Trux, 2000: 73). Therefore, there should be more room and time to discuss and share success stories. If we think about immigrants in rather high positions in Finland, there are prominent political names that act as examples of what can be achieved. These include two, who are among the 200 members of the Finnish parliament. Nasima Razmyar and Ozan Yanar are the first immigrants ever selected and voted as members in the Finnish parliament. The Finnish parliament is kind of a small excerpt of the rest of Finland. From this point of view, it would quickly seem that we have no problem of accepting immigrants to settle and work in Finland. Politicians are often invited to different discussion forums and television shows to share their point of view in the matter. But it has been claimed that for example the amount of television time the two immigrant politicians have gotten is minimal. Their electoral success should be used more widely to decrease the preconceptions in the minds of Finnish natives. Instead of thinking that these two immigrants are an exception to the rule we should

encourage all immigrants with the help of their example and create such circumstances where they can succeed.

It is important that the discussion around immigration is open and everyone can share their own arguments. Maria Tolppanen, who belongs to Finns Party and was selected as a Member of Parliament earlier in 2015, has a clear vision why immigration should be restricted. According to an interview Tolppanen believes Finland does not need more labour based migration. She believes this would reinforce bipartition in the Finnish labour market as there would be well-earning Finns and low-paid immigrants. Tolppanen also argues that the large number of immigrants coming to in Finland and to study weakens the possibilities of native students to receive a place in higher education institutions (Tolppanen, 2015). Tolppanen has well-grounded arguments because there could be two different labour markets in Finland if immigrants do not have equal chance to get same jobs than any other Finn if their experience and skills are similar.

Finland's previous Prime Minister Alexander Stubb, present leader of the National Coalition Party argues that immigration, especially labour-based migration, is a positive thing for Finland. Finland is part of the global world with growing number of immigrants and this is a natural path that should continue. Mr. Stubb adds also that the immigrants are also net payers for Finland's social welfare (Summanen, 2015).

All in all, we need discussion that is positive and based on problem solving. It is in the Finnish character that current state of things are being dwelled on for too long instead of moving on and focusing on the improvement Finland needs to find out, if the country and its citizens are ready to become a multicultural nation where everyone can have the same possibilities to live and work regardless of the place of birth. If we want to utilize immigrants the mindset needs to change. We need to believe immigrants strengthen our competitive advantage in the global market and they do not pose a threat to Finland's success.

4.4 Role of Media

No matter what the subject is, the Media has a major role and impact on how it is commonly understood. With certain publications the media can influence people's thoughts and opinions on immigration. And the tendency has been that most publications

involving immigration have been negative. Constant horror images of future immigration in Finland are likely to increase negative attitudes amongst Finnish natives. It is also how the human brain works, if you are continuously being fed with certain information, regardless of whether it is true or false, you start questioning your own beliefs and knowhow. It is rather sad that the quality and necessity of the news and publications severely suffer when the most important thing is to collect most “likes” or most clicks around the news. It calls into question the reliability of news sources when the quality of the publications can be very poor and imprecise. All in all, people should exercise more media criticism and question everything that is published.

What concerns the most regarding the discussions involving immigrants and immigration is the fact that the subjects and themes are often mixed and thus give people false information and images. It happens quite often in the media that a discussion involving a certain group of immigrants, for example refugees, is mixed with discussion of all other immigrants. Therefore, the information media publishes can sometimes be inaccurate and a person who is not so familiar with the reality does not understand to question what he or she hears and reads. Another good example of how media can influence and give false interpretation is when they interview parties and politicians on their views about immigration. Reporters often ask whether the party is against or for immigration without defining what kind of immigration is in question. Again, number of refugees coming to Finland is quite another matter than labour immigrants. All Finnish natives know that the political party called the Finns Party traditionally has a rather strict policy on accepting immigrants to Finland. And they are also the political party that is mostly followed and interviewed by the media regarding immigration. Is this due to the fact that other parties are not as active in their public discussion and presentation on the matter, or is this due to media’s conscious decision in order to establish a certain mainstream opinion on immigrants? If it is the latter, it is a dangerous route because then it prevents an open and honest dialogue between different political parties, and among all Finnish people.

Ideally, the news media could be a kind of “middleman” or conveyor that publishes reliable information. Reporters should critically evaluate the information they receive and more actively challenge the politicians to take responsibility of their statements. Too often the publications are involved around confrontation between the different views of politicians or parties without creating an atmosphere for dialogue. News media are for most people the only and most important source of information. Therefore, reporters and

all news channels should challenge decision makers and produce as comprehensive image as possible all factors and issues involving immigration and immigrants.

Negative feelings, prevention, discrimination and violence spring from a vision that others, for example immigrants, are taking something away from us or are threatening the core values or the lifestyle. Reinforcing these images will need to be prevented in all ways possible (Laakso, 2015). By doing so, Finland has better possibility to change attitudes and create open and accepting culture for the new generations.

4.5 Characteristics of labour immigrants

According to the Ministry of the Interior, Finland will need more young immigrants planning to settle in Finland. They are accounted for as one of the key factors in reinforcing the Finnish workforce. Especially, labour immigrants are needed in the social and health care sector where the labour shortfall is estimated to be 20, 000 employees by the year 2025 (Ministry of Interior, 2013).

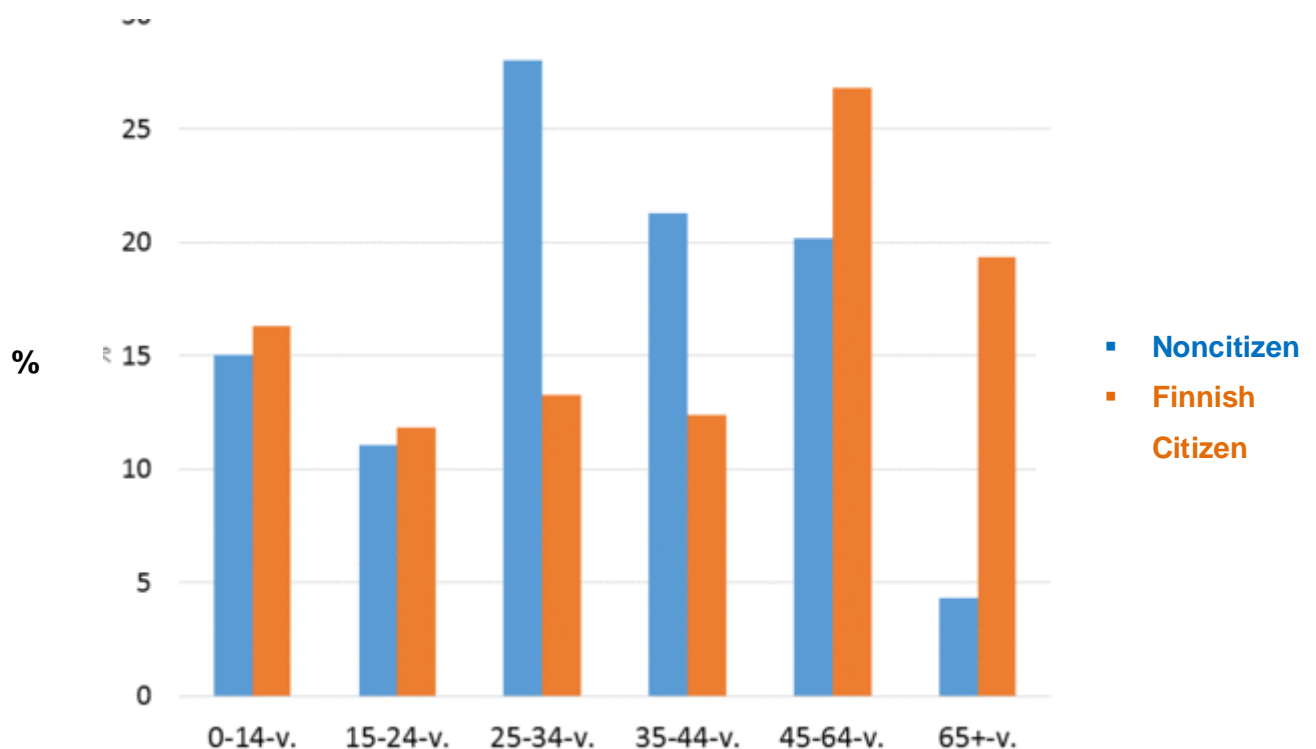


Figure 3. Age structure of Finnish citizens and noncitizens in Finland in 2014. The share is shown in percentage. *Source: Väestöliitto*

Figure 3 above shows the age structure of citizens and noncitizens in Finland last year. We can see that the biggest group of noncitizens is between 25 and 34 years old. And the second largest group of noncitizens is people between 35 and 44 years old. This gives Finland a good indication of what is the largest target group of noncitizens in Finland. This information should be used when planning to arrange language training and other integrational activities. Knowing who your target audience is makes it much easier to take care of their needs in the Finnish labour market and assess their future possibilities. The two largest age groups of noncitizens in 2014 are both theoretically available for the labour market. Of course there are groups of asylum seekers and refugees which may have poor possibilities to become employed, mostly due to their country of origin and poor education.

According to the Family Federation of Finland (Väestöliitto) the immigrants coming to Finland have been younger than immigrants leaving Finland. Hence, the age structure and demographics of Finland is getting younger. In 2014, The Finnish Immigration Service granted 5 062 residence permits based on employment. There were 767 (13 %) applicants who did not receive the permit based on employment. However, the residence permits grew only by 124 compared to 2013. Most growth was with applicants applying the work permit based on their expertise in the field. The immigrants coming to Finland based on their expertise are mainly from India. Also China, Russian Federation, United States of America and Philippines belong to the top six countries with most immigrants in Finland applying the permit in 2014 (Finnish Immigration Service 2014).

These immigrants, aged between 25 and 44, who mostly immigrate, can be an asset to Finland's economy if there is a coherent understanding amongst decision makers and Finnish citizens. They are a new and growing group of tax payers to Finland and enrich the culture. In addition, when the integration succeeds they may settle in Finland indefinitely and set up families and thus enforce the fertility rates in Finland.

5 Research analysis and discussion

Based on the research and findings from different authorities Finland is still in a development phase regarding its immigration policy. There are administrative problems but also problems with integrating the immigrants. Transforming the labour market with the help of immigrants is a major and permanent change. Therefore, it is absolutely necessary that there is a unanimous outlook on the problems of the Finnish labour market and how we can capitalize the potential in immigrants. Based on the demographic changes and the challenging unemployment problem Finland does not have any other as reliable alternative as to invest in the employment of immigrants.

Due to nature of Finnish history we have little experience with immigration and thus require determination and a major shift in the attitudes. Finland can undisputably not afford to continue on the path of remaining a small and unique culture with restricted amount of characteristics accepted. Finland recently renewed the law regarding retirement age and not surprisingly the Government elevated the retirement age. This is one solution to the demographic changes experienced now and in the future but it is not enough to fulfil the future labour shortage because not everyone is able to remain in working life. Some people argue that we should focus on the natives who have been unemployed for years and help them to return to the labour market. I agree to some extent. Finland has always been regarded as country with a high standard of living and a very good healthcare system. In my opinion, high standard of living also means that the country has a high rate of employment. Therefore, we need new kinds of problem solving to help decrease the high rate of unemployment. And at the same time, Finland cannot forget those who have been jobless for years. Unemployed people usually have other more severe problems rising when they are unemployed and isolated from the society. This is very costly for the entire healthcare system and thus rehabilitating and offering continuous training and career help to those who have been unemployed for a long time is necessary.

Prejudice stems from fear of the unknown. It is in the human character that if we do not recognize something we easily consider it as a threat to us and to our surroundings. Finnish research shows also that the attitudes towards immigrants have been most negative in those areas with least experience and encounters with immigrants. Media has also a significant role in strengthening Finnish attitudes towards immigrants. For many Finns, the news media constitute their one and only source of information and

media should function as a reliable source and where open discussion is displayed, regardless of the subject.

Finland is part of Europe and European Union and there is common agreement between the EU countries that citizens of EU are free to move to another country without a separate work permit. When it comes to immigrants outside EU or ETA countries, Finland is free to exercise its own immigration policy. Year 2015 is exceptional to all European countries due to conflicts and war in Syria. Finland and other countries have committed to help the refugees and asylum seekers and thus creating a major challenge to take care and invest to the labour immigrants at the moments. Even though there are similarities between European countries and especially Nordic countries I cannot see that any policy can be transferred as it is to another country. Sweden has longer history with immigrants and has traditionally welcomed more immigrants. However, the immigrants have smaller chances of landing a job than a native. There is always a risk of failure if trying to implant policies without carefully investing if it is applicable because we might forget the local conditions. Some might argue that we have a problem with our attitudes and we could learn from the Swedes but I would not say it is that simple. Attitudes stem partly from the history and from the general and accepted norms, and partly from upbringing and education. There is little that can be done for the past but we can change how future generations see immigrants and immigration.

There are numerous reasons why immigration is seen as a threat. People have the impression that immigrants are here to take advantage of free education and a comprehensive healthcare system and other social benefits. There is growing competition in the labour market and some people feel immigrants are working under grey market without paying taxes as the rest of the Finns. Surely, Finland does not have resources to oversee all immigrants and their employers but the same problem applies to Finnish people. Natives can be as likely to take advantage of the system and go around paying taxes as are immigrants when the opportunity arises. People are also afraid that crime rates and racism will increase if immigrants are warmly welcomed. People are worried for the language and culture and the Finnish heritage. Finnish people feel that there will be greater inequality in Finland as people will be divided into native Finns and those who immigrated to Finland. In addition, there is a fear that labour market will have two kinds of workforce, those who are paid well and those who have low income. The list of possible threats immigration can bring to Finland, as many say, could

continue. Yet, what is common to all these so called threats is that none of them are factual. They are simply a result of uncertainty.

Due to demographics in Finland we have a lot of people naturally exiting the labour market. People are retiring. Also, at the same time the aging population will need increasing amount of care. Therefore, there is a growing need of new labour force especially to the service and healthcare sector. Immigrants are and can be an effective solution to our demographic needs. This field of business can utilize the growing number of immigrants. The job is not highly paid necessary and the job can be both physically and mentally challenging. Consequently, the career in healthcare (excluding doctors) is not attractive enough for the natives to pursue. What can also be seen is that as people with rather high income level and well established social benefits Finns tend to be rather selfish in a sense. It is being taken for granted amongst Finns that it is part of everyman's rights to move abroad in order to increase your knowhow and experience and Finns are warmly welcomed everywhere we migrate. Nevertheless, there is a tendency of restraining the number of people migrating to Finland and pursuing just the same.

6 Conclusions

6.1 Recommendations

The year 2015 is exceptional to Finland. Countries across European Union have had to face an unprecedented amount of refugees from Syria, including Finland. These are the kind of dramatic events that perhaps no country in the world can prepare for because they are hard, if not impossible to predict. Nevertheless, Finland can prepare for the future changes in the economy and in the labour market. There are multiple studies and researches done over the past years that provide reliable information regarding the effects of immigration and allow us to forecast the future as well. Current demographics give strong evidence of the shortage that will occur in the Finnish labour market.

Just like with any other source of capital pouring into Finland, people need to learn to consider the immigrants as societal resource rather than a risk threatening the Finnish sovereignty. Also, Finland needs to create a new kind of self-confidence regarding our cultural strengths and communicate it especially to those countries from where we hope to receive high-skilled workforce and new ideas to increase and strengthen Finnish knowhow and improve competitiveness in the global market. If Finland courageously welcomes immigrants there is a possibility to guarantee population growth and thus keep the wheels of the society running. Finland could then remain a country with a high standard of living in the future as well.

The operational environment in which we live today has dramatically changed compared to twenty years ago. Globalisations of economies have a multidimensional influence on the development of the economies of the European Union and Finland. The fact is that Finland is a relatively small national economy and our growth is dependent on international knowhow. Finland needs to change the way how immigration is understood. Labour immigration is not only to replace the labour shortage but also to strengthen the roots of Finnish knowhow. In addition to work for different organisations and companies, immigrants should also be welcomed to establish new start-ups and create new jobs and to maintain global networks.

It is of the utmost importance to invest in the social integration of immigrants. It requires co-operation between officials and different administrative organs and proper planning.

Finnish officials need to clearly point out the governmental body that is responsible of creating, maintaining and overseeing any language or other cultural activities that provide necessary tools and help in order for immigrants to integrate to Finland. Well-planned and managed integration is especially important to be able to utilize the new skills, ideas and knowledge as fast as possible. The stress in social integration needs to be on the language training, communication, expertise, cultural skills and mastering the social networks. People should never underestimate immigrants. They should first be given a chance to show what they are capable of and demonstrate a place and time how their strengths can be utilized in the Finnish labour market. Finland has propensity to argue that immigrants have large difficulties in becoming employed in Finland and thus is a bad solution to the problems occurring in the labour market. In my opinion, the high number of unemployed immigrants is only a consequence of the lack of resources and transferring responsibilities between the authorities. Finland should not discuss the quantitative feature of immigration but the qualitative and invest in it.

What is more, especially the smaller cities in the countryside can capitalise and develop with the help of immigration and new tax payers. Lots of smaller cities have closed down schools and other services because there are simply not enough people to pay for them. Especially in a long-term, immigration can have a positive influence on the smaller cities in the countryside. The officials need to pay attention to the fact that not all immigration can be directed towards a same area or a city.

Finland has always been a country that emphasizes equality, respects human rights and offers multiple social benefits to ascertain a certain standard of living. Should not these rights belong to everyone coming to Finland? Politicians and other opinion leaders should take responsibility for immigrants and provide explicit answers and solutions and not only vague deliberation. The actions that are taken now will affect the future of the Finnish labour market. Thus, attention to schools and kindergartens should also be paid. Children and youngsters in Finland are in the key position creating respect, networks and relationships between the different demographic groups in the future. Children that are in schools now will encounter people with different ethnic backgrounds every day and there is good chance they will see the globalisation with global eyes, not only with Finnish eyes.

Finland needs more open discussion and dialogue regarding immigration. That is how it is possible to empower citizens to understand and provide unanimous support to

immigration. All possible resources should be used to educate people all over Finland about the benefits of immigration and hence diminish all fear and discrimination. Finland needs nationwide and unanimous support where all citizens believe that immigration contributes to the development of Finnish society.

6.2 Further Research

To support all actions involved in immigration policies further investigation should be done. What is missing from this study is a broad research that investigates all steps of immigration and participates in the everyday life of immigrants. What is more, no interviews of immigrants were used in the study. Partly due to the fact that the Finns are more eager to interview natives regarding their thoughts than the people involved. But there is a lack of interest in what the current immigrants in Finland think and what they think should be done differently. Officials should put more effort and invest in the consequences of immigration.

7 References

Berglund, N., 2015. *Norway toughens residence rules*. [Online] Available at: <<http://www.newsinenglish.no/2015/03/31/norway-toughens-residence-rules/>> [Accessed 31 October 2015]

Cooper, B., 2015. *Norway: Migrant Quality, Not Quantity*. [Online] Available at: <<http://www.migrationpolicy.org/article/norway-migrant-quality-not-quantity>> [Accessed 31 October]

Finnish Immigration Service, 2014. *Maahanmuuton tunnusluvut 2014*. [Pdf] Available at: <http://emn.fi/files/1164/EMN_Maahanmuuton_tunnusluvut_2014.pdf> [Accessed 3 November 2015]

Guibourg, C., 2014. A brief history of immigration in Sweden. *The Guardian*. [Online] Available at: <<http://www.theguardian.com/news/datablog/2014/dec/11/a-brief-history-of-immigration-in-sweden-democrats-election>> [Accessed 9 April 2015]

Helsingin kaupunki Tietokeskus, 2015. *Väestön ja väestönmuutosten ennakkotietoja Helsingin seudulla tammi-kesäkuussa 2015* [Pdf] Available at: http://www.hel.fi/hel2/tietokeskus/julkaisut/pdf/15_07_28_Tilastoja_25_Tikkanen.pdf [Accessed 20 October 2015]

Hämäläinen, J., 2015. *Maahanmuuttajien kotouttaminen on miljoonabisnes*. [Online] Available at: <<http://www.helsingin uutiset.fi/artikkeli/284544-maahanmuuttajien-kotouttaminen-on-miljoonabisnes-kulut-vain-kasvavat>> [Accessed 31 October 2015]

Kervinen, E., 2015. Mieliäpidemittaus: Ruotsidemokraatit nousivat ensimmäistä kertaa Ruotsin suurimmaksi puolueeksi. *Helsingin Sanomat*. [Online] Available at: <http://www.hs.fi/ulkomaat/a1440034474807> > [Accessed 30 October 2015]

Kettumäki, R., 2015. HS-kysely: *Suomalaisten asenteet maahanmuuttoa kohtaan ovat kiristyneet*. [Online] Available at: <http://yle.fi/uutiset/hs-kysely_suomalaisten_asenteet_maahanmuuttoa_kohtaan_ovat_kiristyneet/8395975> [Accessed 30 October 2015]

Laakso, L., 2015. *Miten käsitellä paremmin pakolaisten tuloa Suomeen?* [Online] Available at: <http://www.helsinki.fi/valtiotieteellinen/uutisarkisto/2015/11_avoin_kirje_2015.html> [Accessed 3 November 2015]

Lindholm, T., Arola P., Jalonen, K., Kauppinen, S., 2008. *Kansalainen ja talous*. Helsinki: Edita

Loikkanen, H.A., Pekkarinen, J., Vartia P., 2002. *Kansantaloutemme – rakenteet ja muutos*. Helsinki: Yliopistopaino

Markus, M., 2014. *Maahanmuutto Pohjoismaissa: Tanskassa panostettu työmarkkinoille pääsyyn*. [Online] Available at: <http://www.intermin.fi/fi/ajankohtaista/monitorilehti/yhteiskunta_ja_kulttuuri/1/0/maahanmuutto_pohjoismaissa_tanskassa_panostettu_tyomarkkinoille_paasyyn_53850> [Accessed 9 April 2015]

Markus, M., 2014. *Maahanmuutto Pohjoismaissa: Norjaan muutetaan paljon työn perässä*. [Online] Available at: <http://www.intermin.fi/fi/ajankohtaista/monitorilehti/1/0/maahanmuutto_pohjoismaissa_norjaan_muutetaan_paljon_tyon_perassa_51926> [Accessed 31 October 2015]

Mason, R., 2015. Boris Johnson says low immigration could lead to economic stagnation. *The Guardian*. [Online] Available at:

<<http://www.theguardian.com/politics/2015/oct/14/boris-johnson-says-low-immigration-could-lead-to-economic-stagnation>> [Accessed 31 October 2015]

Milne, R., 2015. Sweden immigration: Don't look back. *Financial Times*. [Online] Available at: <<http://www.ft.com/cms/s/0/a8573532-65bf-11e5-97e9-7f0bf5e7177b.html#slide0>> [Accessed 30 October 2015]

Ministry of Employment and the Economy, 2012. *Mistä tekijät sosiaali- ja terveysalalle – työvoimatarpeen ja -tarjonnan kehitys vuoteen 2025*. [Online] Available at: <<https://www.tem.fi/index.phtml?C=97987&s=2687&xmid=4874>> [Accessed 31 October 2015]

Ministry of the Interior, 2013. *Future of Migration 2020*. [Online] Available at: <http://issuu.com/sisaministerio/docs/maahanmuuton_tulevaisuus_2020_eng_l?e=0/6183646> [Accessed 2 April 2015]

Montén, S., 2005. *Koulutus-Työvoima Helsingin seutu 2015*. Helsinki.

O'Connell-Davidson, M., 2015. Think Tory immigration policy is wrong? The only way to change it is to leave Europe. *The Telegraph*. [Online] Available at: <<http://www.telegraph.co.uk/news/general-election-2015/politics-blog/11694512/Think-Tory-immigration-policy-is-wrong-The-only-way-to-change-it-is-to-leave-Europe.html>> [Accessed 31 October 2015]

Sorainen, Olli., 2013. *Ulkomaalainen työntekijä. Rekrytointi, maahantulo ja työnteko*. Helsinki: Edita

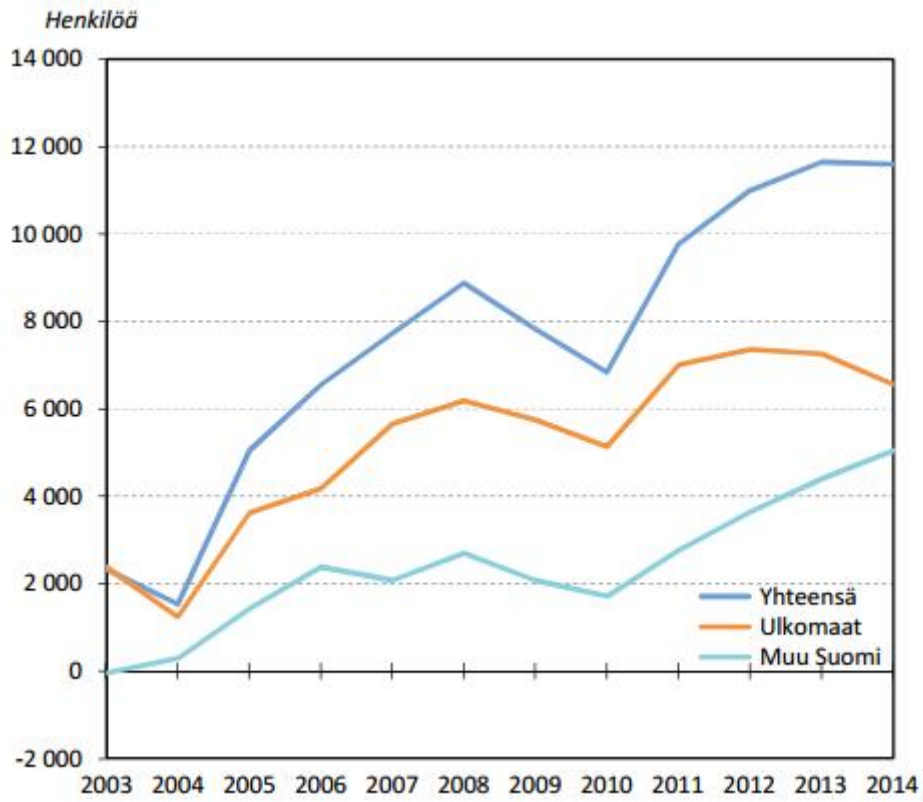
Summanen, K., 2015. *Alexander Stubb MTV:lle: Suomi tarvitsee työperäistä maahanmuuttoa*. [Online] Available at: <http://www.verkkouutiset.fi/politiikka/stubb_mtv_vaaliteema_maahanmuutto-30502> [Accessed 1 April 2015]

Swedish Migration Agency, 2014. *Migration and Asylum 2005–2014*. [Online] Available at: <<http://www.migrationsverket.se/English/About-the-Migration-Agency/Facts-and-statistics-/Statistics/Overview-and-time-series.html>> [Accessed 9 April 2015]

Tolppanen, M., 2015. *Tolppanen: Emme tarvitse työperäisiä maahanmuuttajia*. [Online] Available at: <<https://www.suomenuutiset.fi/tolppanen-emme-tarvitse-tyoperaisia-maahanmuuttajia/>> [Accessed 8 April 2015]

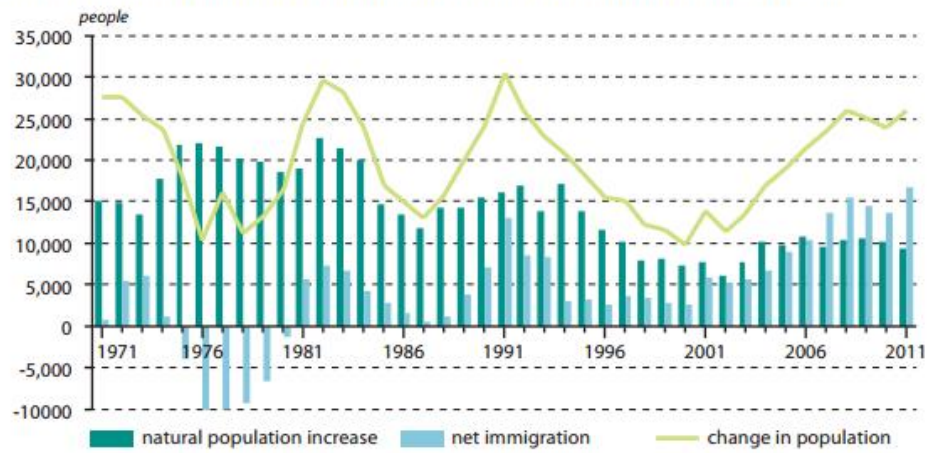
Trux, M., 2000. *Aukeavat ovet*. Helsinki: WSOY

Wente, M., 2015. Sweden's ugly immigration problem. *The Globe and Mail*. [Online] Available at: <<http://www.theglobeandmail.com/globe-debate/swedens-ugly-immigration-problem/article26338254/>> [Accessed 30 October 2015]

Population net growth in Helsinki region between 2003 and 2014

Population increase in Finland between 1971 and 2011

Natural population increase, net immigration and change in population in Finland, 1971–2011



Source: Statistics Finland

Age structure of Finnish citizens and non-citizens

