

EMN Finland National Conference

"Is Finland ready for increased labour immigration?" 30th November 2021

Draft Programme (CET +1)

Seminar languages: Finnish and English, interpretation is provided from Finnish-English and English-Finnish

11:30 - 12:30 Registration and Lunch

12:30-13:00 Welcoming words: *Mr. Rafael Bärlund*, Coordinator, EMN Finland

Opening of the conference:

- **Ms. Tuula Haatainen** Minister of Employment, Ministry of Economic Affairs and Employment of Finland
- **Mr. Akseli Koskela**, State Secretary to Minister of the Interior

13:00-14:00 Panel Discussion: Increasing labour immigration – Easier said than done

Moderator: Rafael Bärlund, Coordinator, EMN Finland

- **Dr. Mireille Paquet**, Associate professor, Concordia University
- **Dr. Jean-Christophe Dumont**, Head of the International Migration Division, OECD
- **Mr. Silvio Grieco**, Policy and Legal Officer, DG Migration and Home Affairs (DG HOME), European Commission

14:00-14:15 COFFEE BREAK

14:15-15:30 Panel Discussion: Maahanmuutto- ja työmarkkinapolitiikka – rakenteet, asenteet ja yhteiskunnan valmius ("Immigration and Labour Market Policy – structures, attitudes and readiness of the society")

Moderator: Ms. Minna Hulkkonen, Director General of the Migration Department at the Ministry of the Interior

- **Ms. Minna Helle** Deputy CEO, Technology Industries of Finland
- **Ms. Taina Vallander** Acting Director, Finnish Confederation of Professionals, STTK
- **Mr. Mika Raunio** Research Fellow, Migration Institute (tbc)
- **Mr. Siamäk Naghian** CEO, Genelec Oy

15:30-16:00 Practical Example – Sustainable recruitment of nurses (Triple Win)

Raymond Pascubillo, Project Manager, Triple Win Philippines

Comments: *Päivi Vartiainen*, Head of Competence Area, Pedagogic Innovations and Culture, Tampere University of Applied Sciences

16:00-16:15 Q & A

16:15-16:30 Conclusion and Closing words

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Speaker Biographies

Opening remarks



Ms. Tuula Haatainen, Minister of Employment, Ministry of Economic Affairs and Employment of Finland

Haatainen is the Minister of Employment in the current Cabinet of Marin. Haatainen has previously served as a councillor and a Member of Parliament, in addition to which she has been a Minister of Education and a Minister of Social Affairs and Health. Haatainen has also worked as a Deputy Mayor of Helsinki in the department of Cultural and Human Resource Services. During this time her responsibilities were, among other things, to develop the integration of immigrants. Haatainen has a Master's degree in Social Sciences and she is also a registered nurse.



Mr. Akseli Koskela, State Secretary to Minister of the Interior

Koskela was appointed as State Secretary to the Ministry of the Interior on 12 August 2021. Prior to the Ministry of the Interior, Akseli Koskela served as Head of EU Policy at Technology Industries of Finland. He has also held positions relating to the formulation of Finland's EU policy in the Ministry of Economic Affairs and Employment, the Ministry of Education and Culture and the Prime Minister's Office. In addition, Koskela has worked with businesses to step up international recruitment processes, for example. He holds a Master's degree in Social Sciences.

Panel discussion: Increasing labour immigration – Easier said than done



Mr. Rafael Bärlund, Coordinator, EMN Finland

Bärlund has worked in the EMN Finnish National Contact Point from its inception, first as a Senior Adviser, and from January 2021 as the Head of EMN Finland. Previously, he has worked in the Finnish Immigration Service as a Planning Officer and in the Embassy of India for Finland and Estonia as a Visa Officer. Prior to that, he has been employed by the International Labour Organization (ILO). Bärlund has a Master's Degree in Political Science.



Dr. Mireille Paquet, political scientist and an associate professor of political science, Concordia University

Paquet is a political scientist and she conducts research on immigration policy and politics in Canada, North America and Australia, with a special interest in how political institutions and bureaucracies affect the content of immigration policy and the role of these institutions in immigration politics. Her current projects focus on the new politics of immigration in Canada, the role of immigration departments in contemporary immigration debates and parties' positioning on immigration-related issues. Paquet is the Concordia University Research Chair on the Politics of Immigration. She also leads the Équipe de recherche sur l'immigration au Québec et ailleurs (ÉRIQA) and collaborates on the Initiative de recherche sur l'immigration (IRI).



Dr. Jean-Christophe Dumont, Head of International Migration Division, OECD

Dumont has been the Head of the International Migration Division in the Directorate for Employment, Labour and Social Affairs, OECD since 2011. He joined the OECD Secretariat in 2000 to work on international migration issues. He oversees the OECD annual flagship publication on migration, International Migration Outlook and numerous publications on the economic impact of international migration, as well as on migration management and the labour market integration of immigrants and their children in OECD countries. He has also worked on migration and development issues and on the international mobility of health workers. He holds a PhD in development economics from the University Paris IX-Dauphine and was a research fellow at Laval University, Quebec, Canada.



Mr. Silvio Grieco, Policy and Legal officer, Legal Migration and Integration Unit, Migration & Home Affairs (DG HOME), European Commission

Grieco joined the European Commission in 2008, working as a policy and legal officer in the areas of social affairs, fundamental rights, internal market, and migration. Since 2016 he has worked in the Commission's Directorate General for Migration and Home Affairs, working on a number of key initiatives in the field of legal migration, including the Fitness check on EU legal migration policy and the revision of the EU Blue Card Directive. He is currently coordinating the development of the upcoming Commission's Skills and Talent Package. He holds a Master's degree in Law and as well as a specialisation in European studies.

Panel Discussion: Migration and labour policy –structures, attitudes and preparedness of societies



Ms. Minna Hulkkonen, Director General of the Migration Department at the Ministry of the Interior

Hulkkonen was appointed as the Director General of the Migration Department at the Ministry of the Interior in September 2020. Previously, she has had an impressive career in the Finnish Administration. Inter alia, she has worked as Senior Specialist at the Ministry for Foreign Affairs at the Embassy in Moscow in 2019, as Ministerial Adviser and as team leader of the team of Finland's National Capability for Civilian Crisis Management at the Ministry of the Interior as well as a Legal Adviser and head of a team at the Cabinet in the Office of the President of the Republic. Moreover, in 2007–2009, she worked as Committee Counsel at the Parliamentary Office. Between 1996 and 2007, Hulkkonen worked in a number of different positions at the Ministry of the Interior, as Senior EU Specialist at the Prime Minister's Office, and as Senior Specialist at the Ministry for Foreign Affairs at the Permanent Representation of Finland to the EU. Hulkkonen holds a Master's degree in Law.



Ms. Minna Helle, Deputy CEO of Technology Industries of Finland

Helle has served as the Deputy CEO of Technology Industries of Finland as well as the Executive Director of the Work, Skills and Innovation -unit from June 2021. Prior to that, she has been the Labour Market Director of Technology Industries of Finland. Before joining the Technology Industries of Finland, she has been employed by collective industrial organisations as well as interest organizations where she has worked as a lawyer, mediator and head of public guardianship. Moreover, she worked as the National Conciliator in 2015-2018. Helle holds a Master's degree in Law.



Ms. Taina Vallander, Acting Director, Finnish Confederation of Professionals, STTK

Vallander is the Acting Director at the Finnish Confederation of Professionals (STTK). She coordinates the social impact team as well as development of operations and strategy. Her responsibilities include fields of skills and education, economic-, labour- and fiscal policy as well as climate change and international recruitment. Prior to her current position, Vallander has worked as communications specialist and the Head of Union Affairs at STTK.



Lic. Sc. Mika Raunio, Research Fellow, The Migration Institute of Finland

Raunio's interests lie in the link between migration and regional development, particularly knowledge-based regional development and related migration. The development of a knowledge-based immigration policy and the solutions to regional policy have also been part of his work. In addition, the area of regional development, the operating and innovation environments of emerging economies have also been at the core of his focus of interest. Some of the latest projects he has taken part in are "*Migration as a Driving Force for Municipalities*" – Research Project for the Regional Development of the Seinäjoki Sub-region 2019-2021 and "*Pathways to Education and Employment for Immigrants*".



Dr. Siamäk Naghian, CEO, Genelec

Siamäk Naghian works currently as the CEO of Genelec, which is a manufacturer of active loudspeaker systems. He has joined Genelec initially as a product development director in 2005. In 2010 he was appointed as the deputy CEO of the company and from 2011 he has acted as the CEO. Naghian moved to Finland to study in 1986. He has graduated as a Master of Science (Technology), Licentiate as well as Doctor from Helsinki University of Technology, which is the predecessor of Aalto University. Before his career in Genelec, he has worked in different positions at Nokia, where his responsibilities included research and development, business development and management. He has also worked as an authorised translator of Finnish and Persian languages from 1995.

Presentation: Sustainable recruitment of nurses (Triple Win project)



Mr. Raymond Pascubillo, Project Manager Triple Win Philippines

Pascubillo is the project manager of Triple Win Philippines and is responsible for the overall management of staffing processes. In this position, Pascubillo has pioneered the sourcing and recruitment for medical and healthcare employees for German employers. Pascubillo has a long background in Human Resources in various industries from start-ups to a government tertiary hospital and multicultural organizations. Pascubillo is a Philippine Registered Nurse and completing units for Master of Arts in Nursing.

Comments: Päivi Vartiainen, Head of Competence Area, Pedagogic Innovations and Culture, Tampere University of Applied Sciences



Dr. Päivi Vartiainen, Head of the Competence Area of Pedagogic Innovations and Culture, Tampere University of Applied Sciences

Vartiainen is the Head of the Competence Area of Pedagogic Innovations and Culture at Tampere University of Applied Sciences. She specialises in intercultural skills and their development, learning and socio-cultural integration in work life as well as in the migration of social- and health workers. In her research she has focused, inter alia, on Filipino nurses' training and integration in Finland. She holds a PhD in Philosophy.

Is Finland ready for increased labour immigration?

Background

Labour immigration has been one of the most widely discussed topics in the public and political debate in recent years. According to population projections, Finland's population, and especially the working-age population, is declining. This is largely due to a low birth rate combined with the age structure of the population. Already, the increase in the number of employed has been mainly based on the increase in the number of foreign language speaking employees. There is a broad consensus among experts and policy makers that increasing education and labour immigration plays a significant role in developing Finland's population, the labour market, economy and competitiveness. In the Roadmap for Education Based and Work-Based Migration 2035 published by the Government in September 2021, the objectives are set as follows:

"The Government is seeking to at least double the current volume of work based immigration by 2030 to attain the overall increase of at least 50,000 work-based immigrants that is required in the sustainability roadmap. Beyond 2030, the goal is an annual increase of at least 10,000. The number of new foreign degree students should be trebled to 15,000 by 2030, and 75% of the foreign students should find employment and stay in Finland.

The vision of the roadmap summarises the long-term target state by 2035. The vision is that Finland will be an international competitive and attractive place for education, work, business and living. The service pledge and strategic objectives of the roadmap constitute a plan by which the desired target will be reached."

The Ministry of the Interior also set up a new project in June 2021 to define long-term objectives for Finland's comprehensive migration policy. The project aims to bring together the responsibilities of different actors and set uniform long-term objectives for them. The goal of the project is to, inter alia, examine the expectations for migration and the areas for development in migration policy, compile an overall assessment to increase the attractiveness of Finland as a destination country for employment, study and remigration, and assess the impact of migration on different sectors of society. Furthermore, the aim is to prepare a framework for Finland's migration policy to support political debate and decision-making.

Objective

The aim of the EMN conference is to look ahead on the basis of the vision and measures presented in the Roadmap for Education and Work-Based Migration 2035 and the project on longterm objectives for a comprehensive migration policy. The public debate has largely focused on the need to strengthen labour immigration, e.g. by streamlining recruitment and entry and by shortening the processing times of residence permit applications. Less attention has been paid to the actual readiness of the labour market and the rest of society to significantly increase labour migration. The purpose of the conference is to activate this discussion and provide answers based on OECD and international research data, for example. Employers' organisations and trade unions will also be given a turn to speak. Finally, a practical example of successful sectoral recruitment in peer country Germany will be provided.