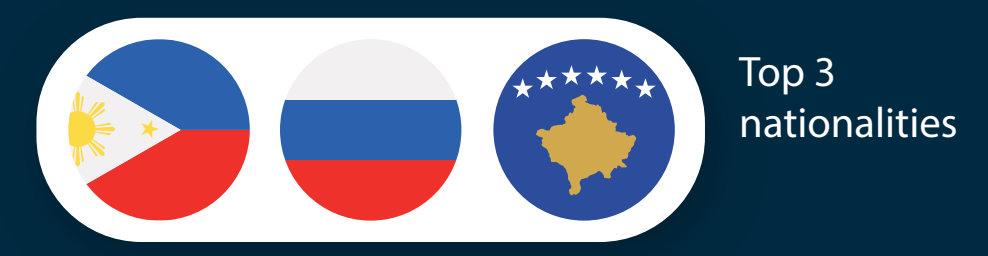


LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...



Work requiring a partial decision

- For TCNs* coming to work for a Finnish employer, with a confirmed job offer
- Labour market test is carried out and there is a minimum salary requirement, which is either the amount specified in the collective agreement or €1.399 per month (in 2024)

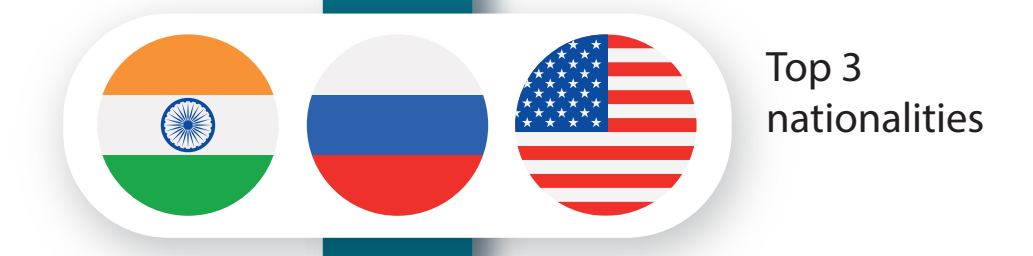


10.165 issued in 2023

Administrative and support service activities, Construction, Human health and social work activities, Manufacturing, Accommodation and food service activities, Transportation and storage.

Specialist & EU Blue Card

- **Specialist:** salary requirement of €3.638 as of 2024 and must have a higher education degree
- **EU Blue Card:** employment in highly qualified employment, must have a higher education degree and salary at least €5.457 in 2024

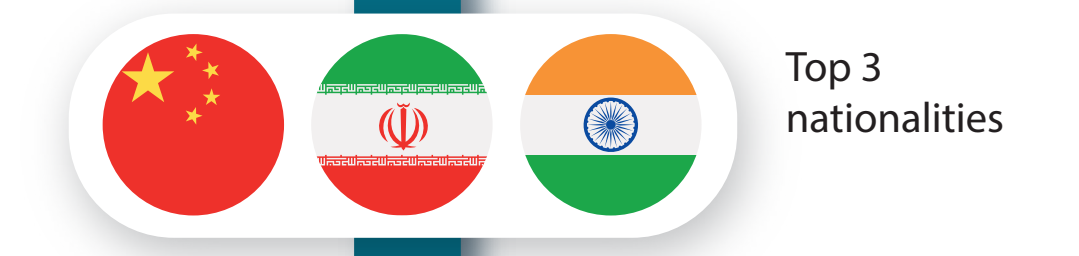


1.461 (1.297 Specialists + 164 Blue Cards) in 2023

ICT, Manufacturing, Professional, scientific and technical activities, Construction.

Scientific research

- Either a national residence permit for research or a residence permit for research under the EU Directive; Act on the Conditions of Entry and Residence of Third-Country Nationals based on Research, Study, Internships, and Volunteering (719/2018)



1.099 issued in 2023

High success rate for applications for this permit

344 issued in 2023

- To qualify for this residence permit, the applicant must own a recently founded company that aims for growth or have the intention to establish a start-up company
- A positive Eligibility Statement from Business Finland is required for this purpose

Start-up entrepreneur

331 issued in 2023

- For TCNs* coming to Finland to work in a job (obtained before applying) as a professional athlete, coach, or referee
- Sufficient amount of income from sports – assessment based on salary from sports to be considered professional athlete
- Coaches and referees need to have either relevant previous work experience or education in this line of work

Sports and Coaching

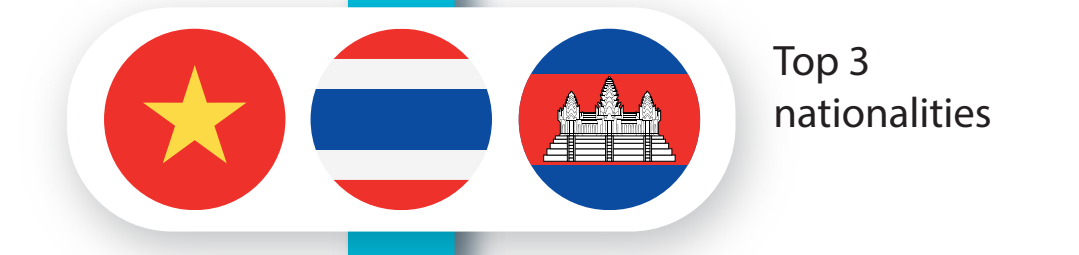
44 issued in 2023

- For TCNs* who are transferred to a Finland branch of an international company to work as a manager, specialist or trainee and have relevant skills and education
- The permit is valid for up to 3 years for specialists and managers
- For trainees, the permit can be granted for 1 year

Intra Corporate Transfer

930 issued in 2022

Agriculture and tourism



- The maximum duration of seasonal work is 9 months within a 12-month period and workers must have an employment contract
- Workers coming for seasonal employment of less than 3 months from visa-free countries do not need a residence permit, but have to apply for a certificate for seasonal work
- No partial decision is required, if the work lasts less than 6 months
- The types of seasonal work to which the Seasonal Workers Act (907/2017) is applied include agricultural and garden work, forestry, and work in the tourism sector

Seasonal workers

SKILL LEVEL



Various skill levels Lower-skilled High-skilled

*TCN = third-country national

This infographic summarises findings from MPF (2024). Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures. Case Study: Finland, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024