

Asia: VN/1281/2020

## **Lausuntopyyntö hallituksen selonteosta kotoutumisen edistämisen uudistamistarpeista (luonnos)**

### Lausunnonantajan lausunto

#### **Yleiset selontekoa koskevat kommentit**

We at IWWOF strive for an inclusion of migrants themselves when defining their needs. For defining the problems and making solutions there should be the inclusion of migrants in the conversation, and would be useful to have more money offered to international researchers in Finland analysing this phenomenon.

Finnish language as an issue for inclusion, and this file was only available in standard Finnish and Swedish. English and Selkосуomi versions of public documents should be provided. Organizations that foster inclusion and integration are often composed by foreigners, and reading technical files in Finnish only is an obstacle to their chance to give their opinion on them.

We also suggest a better analyse of the obstacles found by the employers on hiring foreigners, even in anonymous form. Often employers do not express openly their opinions because afraid of being labeled in some way: anonymous forms of expression can maybe help them to be more sincere on their reasons.

Palkkatuki is an incentive for employing foreigners, but the time that the employer can get the support is too short: the employee doesnt have enough time to network and properly learn the job, and often the other workers might be not motivated to teach because the palkkatuki worker is leaving soon anyway.

Small companies can be considered as the game changers: many of the companies here in Finland are formed by 1-3 people, and getting help to hire international workforce would mean not only giving chance to foreigners to get a job, but also to let the company grow more.

The term immigrant is misleading and the attention and time should be distributed to all groups fairly. Would be useful a survey in which the immigrant population in Finland is divided by different scales of job search struggles, like level of education/work experience or knowledge of Finnish language. Every group has different kind of needs and would be important to check to which group offer what service.

Would also be interesting the outsourcing of integration services for highly-skilled migrants to third party recruiters such as Manpower, adecco, mercuri, etc.

**Kommentit lukuihin 1-6: Tilannekuva ja keskeiset muutostekijät. Pyydämme tarvittaessa kirjaamaan vain tiiviin yleisen lausunnon luvusta ja yksityiskohtaisesti vain tärkeimmät kommentoitavat tai mahdollisesti puuttuvat asiat.**

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**Kommentit lukuun 7: Maahanmuuttajien työllisyyden ja osallisuuden edistäminen**

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**Kommentit lukuun 8: Nopeutetaan kotoutumisen käynnistymistä**

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**Kommentit lukuun 9: Parannetaan ohjauksen ja neuvonnan saatavuutta maahanmuuttajille**

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**Kommentit lukuun 10: Luodaan kotoutumishjelma alkuvaiheen kotoutumisen tukemiseksi**

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**Kommentit lukuun 11: Kotoutumisen edistäminen tukemaan osaajien pysyvyyttä ja osallisuutta**

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**Kommentit lukuun 12: Vahvistetaan kumppanuuksia ja järjestöjen roolia**

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**Kommentit lukuun 13: Hyvät väestösuhteet ja osallisuus tukemaan kotoutumista ja yhteenkuuluvuuden tunnetta**

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**Kommentit lukuun: Kotoutumisen edistämisen suuntaviivat 2020-luvulle ja tiivistelmä askelista eteenpäin**

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