

FACTSHEET

Talent Mobility from India to Finland



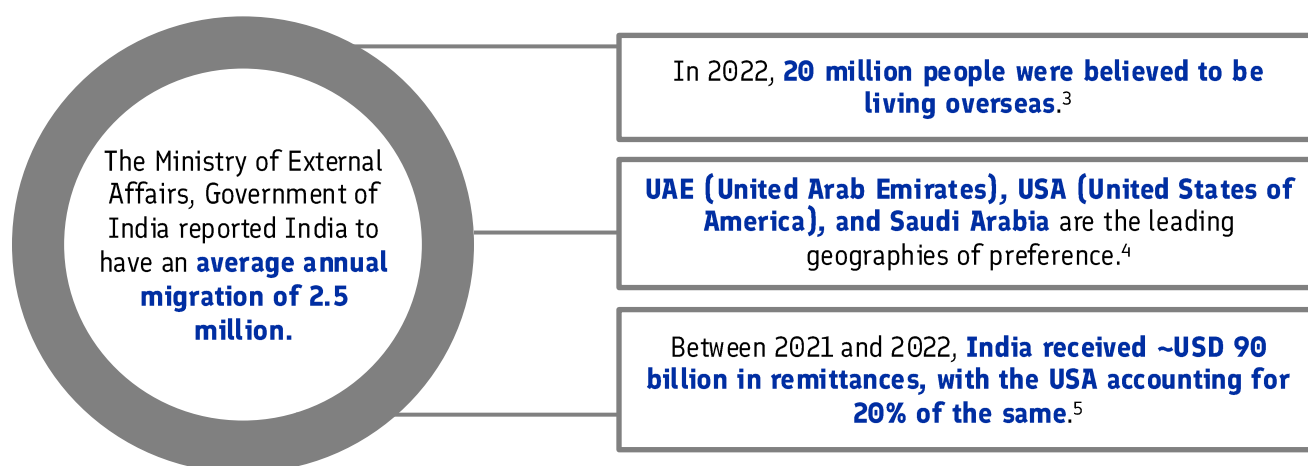
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Talent Mobility from India *Trends and Dynamics*



Talent Mobility from India

India is a young nation with ~554 million falling in the age group 15 to 65 years.¹ Over the last decade, India has experienced an annual growth of 15-20% in global mobility of Indian skilled workforce.² As the developed countries observe an increase in the aged population, India is poised to play a pivotal role in bridging the demand and supply gap of skilled labour. Countries have been observed to have a sector-focused need for skilled manpower. For example, while there is a rising demand for construction skills in GCC (Gulf Countries Council) and Eastern European countries, OECD (Organisation for Economic Co-operation and Development) countries focus on hiring healthcare professionals from India.






Trends of workforce migration from India

Due to the onset of COVID-19, all countries closed their borders, delimiting the migration of skilled personnel. As the global economy recovered, Indian workforce out-migration also showed early signs of recovery, almost reaching pre-pandemic status.

The latest government data shows that ~700,000 skilled personnel migrated out of India in the first quarter of 2023.⁶

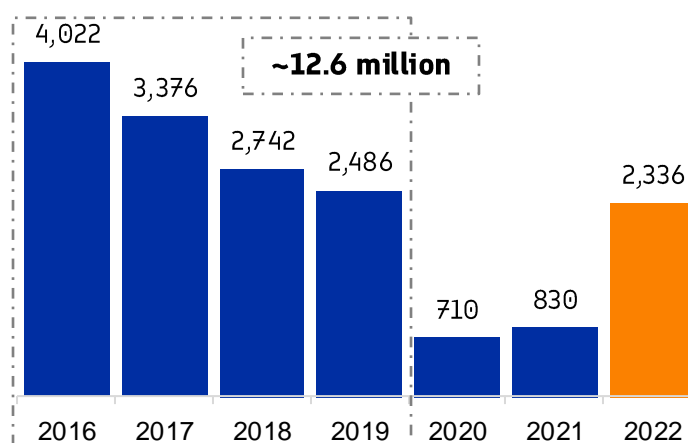
India, as a source country, has provided immigrants to,

-  The Middle East in Healthcare
-  The Middle East in Construction
-  The USA and European countries (EU) in IT and Engineering

❖ The leading migration states in order of highest contribution from India include Tamil Nadu, Uttar Pradesh, Kerala, Telangana, Bihar, Karnataka, Maharashtra, West Bengal and Punjab.⁷

❖ The leading migration cities in order of highest contribution from India include Lucknow, Hyderabad, Patna, Kozhikode, Kolkata, Cochin, Chennai, Madurai and Bangalore.⁸

Figure 1: Overall workforce migration from India (in '000)



Source: Bureau of Immigration, Ministry of Home Affairs

1, 2. *Economic Times, India poised to fill global demand-supply gap of skilled labour, April 1st 2024*

3, 4, 5. *Ministry of External Affairs, Government of India*

6, 7, 8. *International Migration for Employment Report 2022*

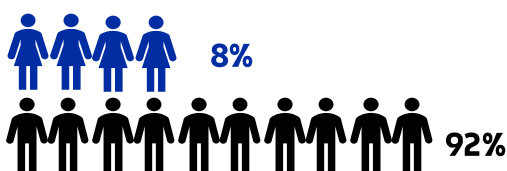
Table 1: Top states as a source for global workforce

States	Geographies
Bihar and West Bengal	African countries, Central Europe, GCC countries, Mauritius, Maldives and Russia
Karnataka	Australia, Austria, Belgium, China, Denmark, Finland, France, Germany, Japan, Korea, Netherlands, Sweden, Taiwan and UK
Kerela	Czech, Ireland, Israel, Malta, Poland, Romania and UAE
Punjab	Canada, Croatia, Cyprus, Greece, Hungary, Italy, New Zealand, Portugal and Romania
Tamil Nadu	Malaysia and Singapore
Uttar Pradesh	GCC countries, Iran, Iraq and Jordan

Source: Bureau of Immigration, Ministry of Home Affairs

Gendered workforce migration from India

Compared to the global average of ~48%, women account for ~8% of the total migrants from India to abroad.⁹



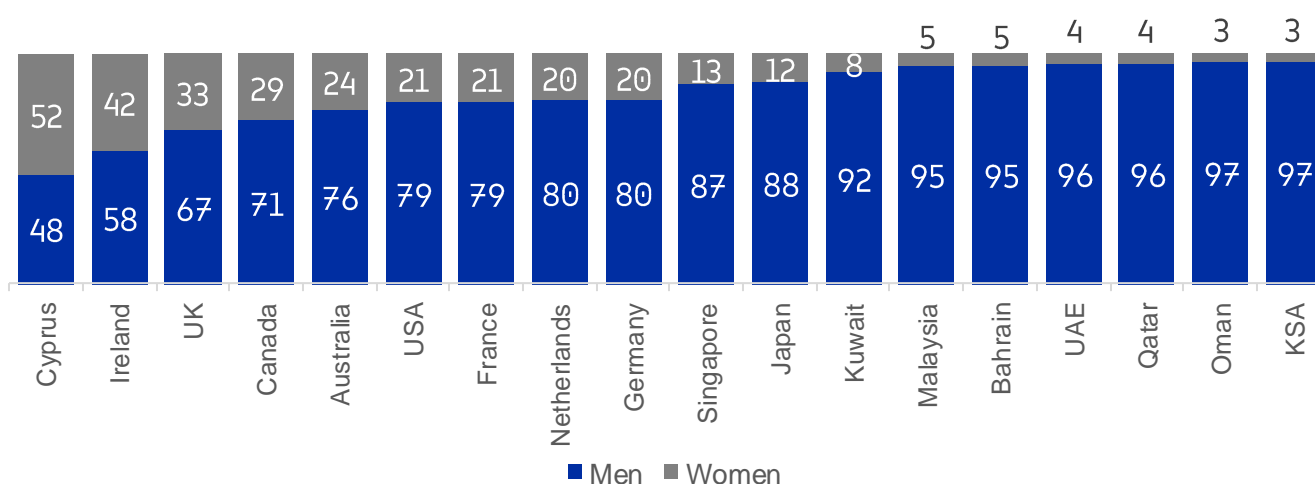
The top destinations for men include **the GCC, the USA, Singapore, Malaysia, and Canada.**

As there is an unsaid preference for developed nations amongst women migrants, the top 6 destinations for women are **the USA, the UAE, Singapore, Kuwait, Canada, and the UK.**¹⁰

Source: International Migration for Employment Report 2022

Figure 2: Gendered workforce migration from India to the world

Developed countries such as Cyprus, Ireland, the UK, Canada, Australia, the USA, France, and Germany have over 20% of women migrants from India. However, primary destination countries such as the GCC countries have the least favourable ratio of men to women migrants from India.¹¹



Source: International Migration for Employment Report 2022

Women in Kerala accounted for 23% of the total Indian women migrants during 2022. The states following Kerala for women’s migration are Tamil Nadu at 13% and Karnataka at 11%. These three states account for 47% of all the migrating women. Cochin is the main individual source city in Kerala, followed by Hyderabad, Bangalore, Chennai and Chandigarh.¹²

9, 10, 11, 12. International Migration for Employment Report 2022

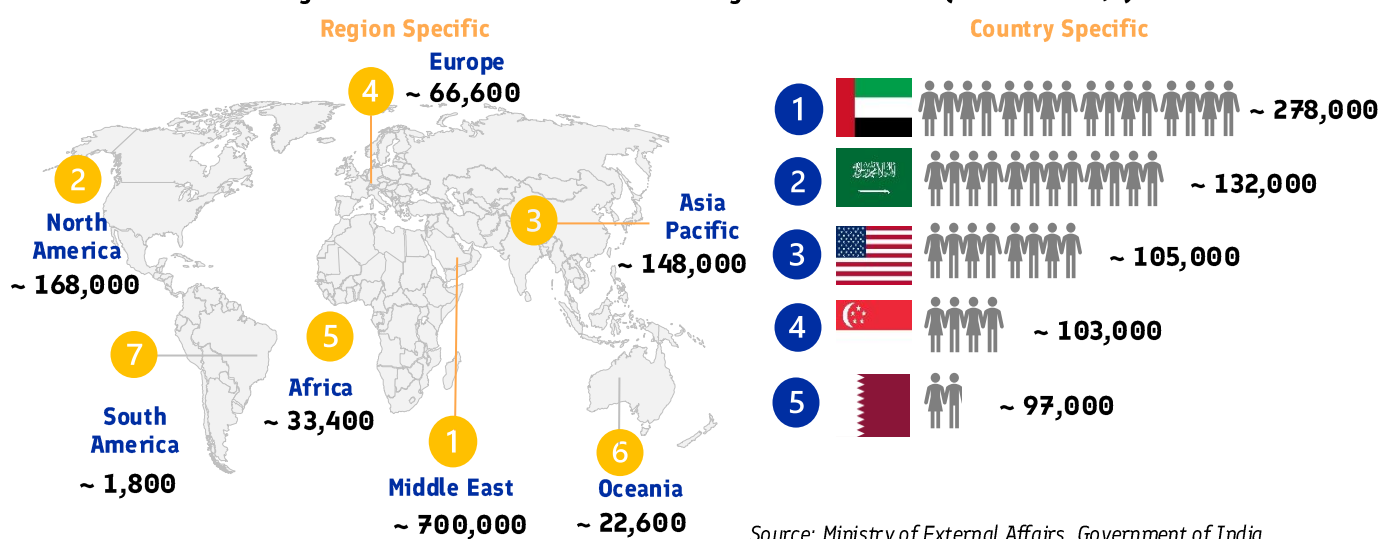
Indian Workforce Mobility Destinations



Indian Workforce Mobility Destinations

The footprint of Indian workforce migration has reached ~200 countries, including GCC countries, the USA, Singapore, Canada, Australia, and Malaysia as prominent destinations.

Figure 3: Destination-wise work-based migration from India (2022-2023 - Q2)



Key sectors of workforce migration from India

Workforce migration from India primarily includes skilled professionals gravitating towards IT, healthcare, nursing, education and entrepreneurship sectors. On the other hand, blue-collared individuals are inclined towards construction and domestic help.

Outward labour migrants from some states have been observed to have a sectoral preference. For instance, Kerala is a primary source of the healthcare workforce globally.

Figure 4: Key sectors of workforce migration from India

Sectors	Share
Construction	32%
IT and Engineering	27%
Healthcare	17%
Hospitality	11%
Education	7%
Seasonal work	6%

Source: Bureau of Immigration, Ministry of Home and External Affairs, T&A Estimates

Migrants from states such as **Gujarat and Punjab** often explore business-related opportunities, with their entrepreneurship more often oriented towards the **USA, Malaysia, Singapore and Australia**.¹³

Six GCC countries account for **65% of people migrating for employment**. ~ **25%** of migrants are going to the **UAE**, and ~**18%** to **Saudi Arabia**.¹⁴

A significant portion of migrant workers from India, especially from states such as **Uttar Pradesh and Bihar**, find jobs in the construction sector in occupations such as masonry, carpentry and assistant electricians in the **Middle East**.¹⁵

Manufacturing industries and mining employ a large migrant workforce from India, with **62% of the workforce** in occupations such as **machine operation**.¹⁶

Migrants from southern Indian states such as **Kerala, Telangana, Andhra Pradesh, and Tamil Nadu**, who are mostly semi-skilled, are employed in healthcare sectors such as **Nursing**, and the **IT sector**.¹⁷

13, 14, 15, 16, 17: Bureau of Immigration, Ministry of Home and External Affairs, Government of India, 2023

State-based Opportunities for Migration

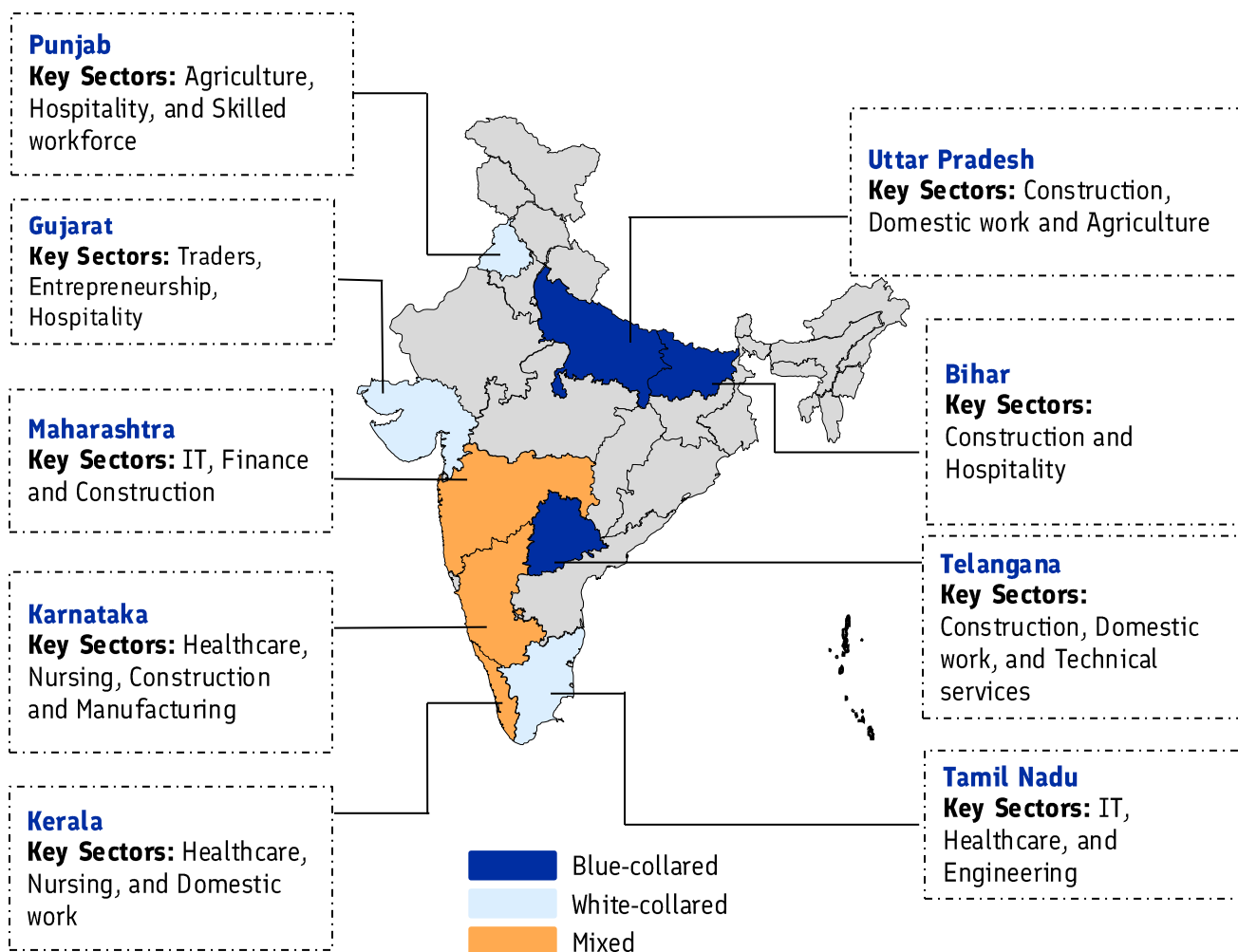


Figure 5: Potential states-wise focus sectors for workforce migration

Source: MIGRI and European Migration Network Report 2024 and TGA Research

South India: a major focus due to expansion to new destinations

- Six of the ten major South Indian cities are linked to over **200 destinations**, making them crucial sources of workforce migration. The southern states of **Tamil Nadu, Kerala, and Karnataka** play a pivotal role, particularly in expanding migration to new destinations.¹⁸
- **Bangalore** is a key hub for establishing new migration pathways to developed nations, driven primarily by the global demand for **IT professionals**.¹⁹

North & East India: a hub of blue-collared migration

- **Uttar Pradesh** is a key source region for unskilled personnel migration, with **Bihar and West Bengal** also serving as significant contributors to the blue-collared migrant workforce globally. **North-Eastern states** primarily consist of personnel in the **hospitality** industry.²⁰
- Efforts to connect these states for migration in **blue-collared profiles** in Finland by building capacities of these states to facilitate further migration can be considered.²¹

^{18, 19, 20, 21.} MIGRI and European Migration Network Report 2024

Indian Workforce in Finland



Indian Workforce in Finland

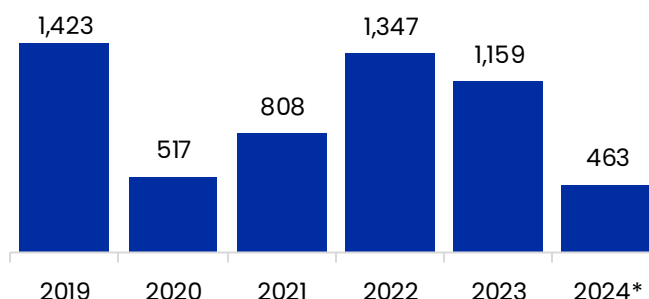
Finland, as a migration destination, has over 20,000 Indians working in companies like Nokia, Kone, Wärtsilä, and Nordea. Also, Finnish SMEs and startups employ a substantial number of Indian professionals.²²

Indian companies with operations in Finland, such as HCL Technologies, Infosys, and TCS, further strengthen the bilateral ties between the two nations.²³

Ministry of External Affairs, India highlighted that Indians who migrated to Finland during the 1980-90s majorly originated from the Indian state of **Punjab**.²⁴

Figure 6: Indian migration to Finland for work

The Ministry of External Affairs, India, estimated that around **1,050 Indian students** are enrolled in **master's and doctoral programs** across Finland.²⁵



Source: MIGRI, Finland Immigration Service

* Migration of Indians to Finland (from Jan 24 – June 24)

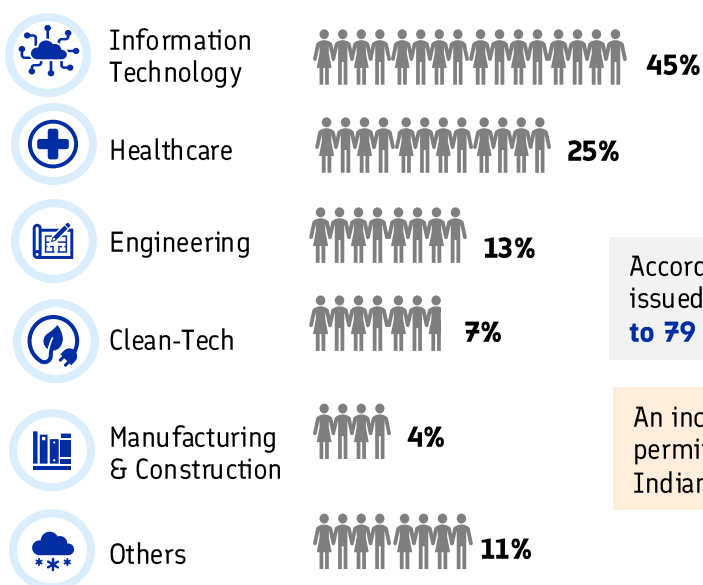
Sectors of importance for the Indian workforce in Finland

Indian workforce can explore Finland as a destination for migration in sectors impacted due to deficiency of labour migration. The sectors include health, social and elderly care, information technology, construction, business and administration.²⁶

Healthcare, social, and elderly care is a less advantageous sector for Indian nationals due to language barriers and limited integration opportunities. IT, nursing, and construction are emerging and opportunistic fields of workforce immigration for Indians.²⁷

Indian **ICT (Information and Communications Technology), healthcare, and services professionals** are a particular target for workforce migration to Finland, especially Helsinki.²⁸

Figure 7: Key highlights & sectors of employment in Finland



IT (Information Technology) has been a high-skill migration sector for Indians. Common employers such as **Nokia, Microsoft, Wipro, Infosys, and other MNCs** hire Indians for the same.²⁹

According to the European Commission, Blue cards issued by Finland to Indians have risen from **2 in 2013 to 79 in 2022**.³⁰

An increase in the issuance of first-time residence permits for remunerated activities by Finland for Indians from **776 in 2013 to 1,159 in 2023**.³¹

Source: Press Releases, T&A Estimates

22, 23. CXO Today, 'Finland woos Indian Tech Talent and Startup Innovation at GIDS 2024', 2024

24, 25, 26, 27, 29, 30, 31. Finland (India Europe Labour Migration 2023) IOM UN Migration

28. The Mint, 'India-Finland migration and mobility pact may face delays', 2023

Job profiles in Finland

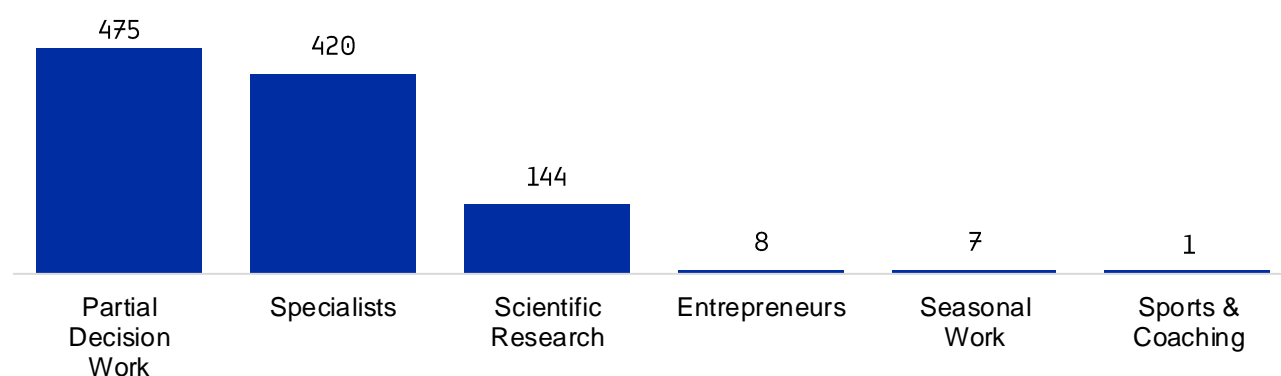
Table 2: Key job profiles in sectors of employment

Sectors	Job Profiles
IT and Technology	Software Engineer, IT Manager, Cloud Architect, Cybersecurity Specialist, AI Engineer, Senior Programmer, Developers
Engineering	Automotive Production Assembler, Civil and Mechanical Engineers, Electrical and Automation Engineers, Robotics Engineers, Service Technicians
Healthcare	Healthcare Doctors, Healthcare Nurses, Radiologist, Team Manager Nurses, Healthcare Researchers
Finance	Accountants, Equity Analysts, Financial Controllers
Gaming	Video Game Designer, Developers, Innovation Projects for Students

Compensations for various job profiles in Finland can range from EUR 2,000 to EUR 10,000 per month based on individual experience, required qualification and specific job roles. These figures vary based on the employment sector influenced by current market trends and dynamics.

Source: Press Releases, T&A Estimates, Work in Finland

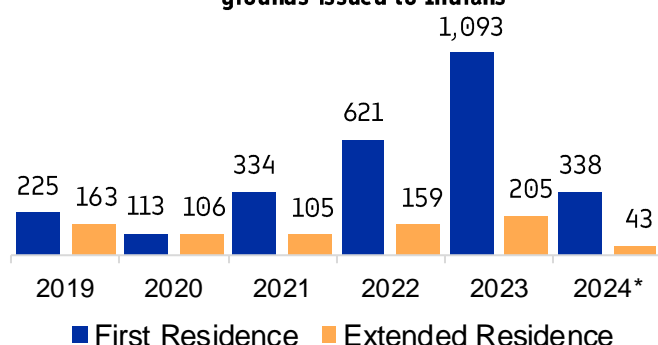
Figure 8: No. of work permits issued to Indians employed in Finland, by type of permit, (in 2023)



Source: MIGRI, Finland Immigration Service

Education-based mobility to Finland

Figure 9: First and Extended residence permits on study grounds issued to Indians



Source: MIGRI, Finland Immigration Service

* Migration of Indians to Finland (from Jan 24 – June 24)

In 2023, the top four nationalities of students under first resident permit for studies in Finland were Bangladesh (with 1,579 permits), Sri Lanka (with 1,261 permits), China (with 1,233 permits) and **India (with 1,093 permits)**.³²

The share of women who were issued a residence permit on the grounds of studies globally to Finland was comparatively higher than men. The share of women was **~51%** while men constituted to **~49%**.³³

32. MIGRI, Finland Immigration Service
33. Key figures on immigration 2023, EMN

Work in Finland



Work in Finland

WORK IN FINLAND

[Work in Finland](#) is the official platform for attracting international talent to Finland's job market. It showcases Finland as a destination for talent mobility by offering insights into the Finnish lifestyle and work culture by providing detailed information about the recruitment of international talent.

The platform emphasizes on ethical recruitment practices with a focus on diversity and inclusivity. Companies can post job advertisements that attract around ~100,000 visitors each month through Työmarkkinatori ([Job Market Finland](#)) or by contacting the international recruitment employer advice team. The focus of 'Work in Finland' is to increase the company's visibility and find reliable partners in different geographies.

Talent Manager Network

Work in Finland's [Talent Manager network](#) assist organizations in navigating complex recruitment challenges in respective countries. With their guidance, companies can initiate an international recruitment process and connect with reliable, ethical recruitment organisations in target destinations. Organizations can participate in joint events and publish international job advertisements on the website for talent.



Talent Manager Network offers **advisory services** to Finnish companies engaging in global recruitment in our target countries **without charge**



We match Finnish companies with **reliable and ethical** recruitment partners in our target countries



Our Talent Managers boost the **global attractiveness** and **diversity** of Finnish companies and **increase their visibility** in target countries

Services and Offerings

Matchmaking with local partners

- Finding ethical and reliable recruitment partners from the target country
- Acknowledging Ethical principals of Finland and processing a KYC process.

Events and delegations

- Events and job fairs with Business Finland in target countries
- Other Work in Finland events in Finland

Advisory services for recruitment

- Market insights
- Local customs and culture
- Communications
- Help with identifying the best market for your company

Employer branding support

- Free or low cost
- Representing companies at key events
- Engaging with the local journalist network and PR partners to improve employer branding

India: Focus Country for Talent Attraction







To promote Finland as a destination country for students, specialists and entrepreneurs in India, we have initiated many activities. Below are some of the highlights

- Participation in major trade events such as the [Great International Software Developer Summit \(GIDS\)](#) and the [Bengaluru Tech Summit \(BTS\)](#) to engage with technology professionals and start-up entrepreneurs.
- Hosting business delegations and Universities in India and Finland across the country to facilitate networking, knowledge sharing, and collaborations.
- Organizing sector-specific Multi-Stakeholder workshops, Offer Holder sessions, Roundtables and Alumni engagement sessions round the year for focus thematic areas among key stakeholders in both the countries.
- In partnership with Industry associations, Incubators and Universities, hosting sessions in different parts of India like hackathons, and seminars to promote entrepreneurship and support innovative startups.

These efforts are designed to enhance Finland's visibility as a leading hub for technology and innovation, while fostering deeper ties with India's vast talent pool.

KYC Process- Ethical Recruitment

In an effort to mitigate the unethical practices in recruitment; in India, all local recruitment/HR companies undergo an ethical recruitment process. This process, particularly when integrated with Know Your Customer (KYC) principles, is vital for ensuring fairness, transparency, and integrity in hiring practices. It consists the following five steps:

- ➔  Step 1: Preliminary market assessment basis generic profile/website
- ➔  Step 2: Existence of Recruitment Agency (RA) License provided by the Ministry of External Affairs, Government of India
- ➔  Step 3: Detailed one-one sessions
- ➔  Step 4: Ethical acknowledgement letter signing
- ➔  Step 5: KYC Verification
- ➔  Step 6: Introduction to Finnish companies

Once these steps are completed, and the organisation has provided all relevant documents and cleared all checks, they are included in the list of local trusted partners. In some cases, in-person facility visits are also conducted to ensure authenticity. The focus is to on-board high-quality partners among the plethora of companies, the country offers.

To know more about India and start your journey, reach out to the Talent Manager India at Business Finland.



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Shreshta is leading the talent attraction activities in India working with specialists, students, and start-up entrepreneurs.



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