

KYSELYLOMAKE: FSD3964 FILIPPINILÄISTEN REKRYTOINTIKOKEMUKSET SUOMESSA 2024

QUESTIONNAIRE: FSD3964 FILIPINO EXPERIENCES OF RECRUITMENT TO FINLAND 2024

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TÄMÄ KYSELYLOMAKE ON OSA YLLÄ MAINITTUA YHTEISKUNTATIEETEELLISEEN TIETOARKISTOON ARKISTOITUA TUTKIMUSAINESTOA.

KYSELYLOMAKETTA HYÖDYNTÄVIEN TULEE VIITATA SIIHEN ASIANMUKAISESTI LÄHDEVIITTEELLÄ.

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THIS QUESTIONNAIRE FORMS A PART OF THE ABOVE MENTIONED DATASET, ARCHIVED AT THE FINNISH SOCIAL SCIENCE DATA ARCHIVE.

IF THE QUESTIONNAIRE IS USED OR REFERRED TO IN ANY WAY, THE SOURCE MUST BE ACKNOWLEDGED BY MEANS OF AN APPROPRIATE BIBLIOGRAPHIC CITATION.

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DETTA FRÅGEFORMULÄR UTGÖR EN DEL AV DEN OVANNÄMDA DATAMÄNGDEN, ARKIVERAD PÅ FINLANDS SAMHÄLLSVETENSKAPLIGA DATAARKIV.

OM FRÅGEFORMULÄRET ÄR UTNYTTJAT ELLER REFERERAT TILL MÅSTE KÄLLAN ANGES I FORM AV BIBLIOGRAFISK REFERENS.

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### **FILIPINO EXPERIENCES OF LABOUR RECRUITMENT TO FINLAND: A QUESTIONNAIRE**

#### **BACKGROUND AND PURPOSE OF THE STUDY**

Labor recruitment from the Philippines to Finland has expanded gradually over the past 15 years and is expected to further increase in the future. Also, Finland is looking at the Philippines as a potential source country for labor recruitment in different sectors, including e.g. social and health care workers, industrial labor, seasonal workers, and highly educated specialists.

This questionnaire is part of a study that maps the ecosystem of labor recruitment in the Philippines. For the purposes of the study and for the development of ethical recruitment practices, it is important to learn from the experiences of Overseas Filipino Workers (OFWs) who have previously been recruited to Finland.

The study is commissioned by Work in Finland, which is part of a national, government-led program that seeks to attract international talent and promote their immigration to and integration in Finland. The study is conducted at the Migration Institute of Finland, and the primary investigator is Dr Tiina Vaittinen (contact details below).

#### **FOCUS, FORMAT AND RESPONSE TIME OF THE QUESTIONNAIRE**

The questionnaire is aimed at Overseas Filipino Workers (OFWs) who have been recruited to Finland either to work, or to study with promise of employment after finishing the study program

The questionnaire can be responded through an electronic Webropol form, accessed through an URL link. The link to the questionnaire can be freely disseminated amongst potential respondents.

The questionnaire is open for responses for ten days, between 2–12 May 2024. The questionnaire consists of multiple-choice questions and a few open-ended questions. Average response time is 15–20 minutes. You can write your responses to open-ended questions in either English, Tagalog, Bisayan, or Cebuano.

#### **CONFIDENTIALITY**

Your anonymity is secured in this study, and the data is treated ethically and according to data protection legislation.

Your name or other details of direct identification are not asked in the questionnaire, and the electronic form does not store your IP address.

Some indirect identification details – such as gender, age, profession – are included in the questionnaire, but these data are not combined in the analysis so that your identity would be revealed.

Before the analysis, we remove from the open-ended responses any details that could risk your anonymity. (E.g., if you accidentally mention town names, school names or other potential identifiers, such details would be removed.)

#### **VOLUNTARY NATURE OF PARTICIPATION**

Participation to this study is voluntary, and it is not remunerated. You will be asked to provide your informed consent for participation before accessing the questionnaire.

Please note that as we are not able to identify you from the data, it is not possible to withdraw your responses after submitting them.

## **STORAGE AND ARCHIVING OF THE DATA**

During the study, the data is stored at a secure location behind passwords provided by the Migration Institute of Finland/ University of Turku, in a folder that is accessible by the research team alone.

After this, and upon the permission of the respondents, the data is archived at the Migration Institute of Finland, for purposes of further research and education.

The data is archived in an anonymous form, following the legislation on data protection, i.e. the research participants cannot be recognized from the archives. You will be asked for the permission to archive your responses before accessing the questionnaire.

You can access our Privacy Statement [address removed]

## **PUBLICATION OF THE RESULTS**

The results of the study are provided to Work in Finland, which decides upon the publication of the study.

## **FURTHER INFORMATION**

For any questions, please contact:

Dr Tiina Vaittinen, Principal Investigator of the Study:  
[contact details removed]

Ville Laakkonen, Project Researcher:  
[contact details removed]

**1. I have read and understood the information given above and give my informed consent to include my questionnaire responses to this study**

- A. Yes
- B. No

**2. I give my permission to archive my responses to Migration Research of Finland after this study, for purposes of further research and education**

- A. Yes
- B. No

## **A. DEMOGRAPHIC CHARACTERISTICS**

3. Age

- A. 18-24
- B. 25-34
- C. 35-44
- D. 45-55
- E. 55+

**4. How long have you been living in Finland?**

A. 0-2 years

B. 3-5 years

C. 6-8 years

D. 8-10 years

E. More than 10 years

F. Already moved away from Finland. Please specify, why did you leave and where to, and how long did you live in Finland?

**5. On scale 1-5, how likely are you to settle down in Finland?**

	1	2	3	4	5	
Very unlikely						Very likely

**6. Gender**

A. Female

B. Male

C. Identify as

D. Prefer not to say

**7. Civil Status**

A. Single

B. Married

C. Divorced

D. Separated

E. Widowed

**8. Do you have children?**

A. Yes. How many?

B. No

**9. Do you send money to your family in the Philippines?**

A. Yes

B. No

## **B. NATURE OF RECRUITMENT**

### **12. When recruited to Finland, were you recruited**

- A. To work in Finland for a Finnish employer
- B. To study in Finland with a promise of employment opportunities after completing the studies
- C. Other (please specify)

### **13. If you were recruited to study, please describe the promises you were given in terms of future employment in Finland**

## **C. EDUCATION AND SKILLS**

### **14. In which field do you currently work in Finland?**

- A. Healthcare/Medical
- B. Information Technology/Software
- C. Education/Teaching/Early childhood education
- D. Food Service/Restaurant
- E. Transportation/Logistics
- F. Cleaning Services
- G. Manufacturing/Production
- H. Other (please specify)

### **15. Do you work in a field that matches your education?**

- A. Yes
- B. No (please specify)

### **16. Educational Attainment**

- A. High school diploma or equivalent
- B. Bachelor's degree
- C. Master's degree or higher
- D. Vocational/Technical certificate
- E. Other (please specify)

### **17. Does your work in Finland match your skills and educational level?**

- A. Yes, my job corresponds to my educational level
- B. No, I work on a lower-skilled job than my educational attainment is. Please specify

**18. Have you completed any additional education or training in Finland, as part of your recruitment process**

A. No

B. Yes (please specify)

**D. EXPERIENCES BEFORE STARTING THE RECRUITMENT PROCESS**

**19. How did you initially become aware of the job opportunities in Finland? (You may choose more than one if appropriate)**

A. Through an online search

B. Marketing advertisements of recruitment agencies

C. Referral from friends or family

D. Social media platforms

E. Other (please specify)

**20. What motivated you to pursue employment in Finland?**

A. Better career prospects

B. Higher salary

C. Desire for new experiences

D. Family reasons

E. Other (please specify)

**21. How familiar were you with the work culture in Finland before starting the recruitment process?**

	Not familiar at all	Somewhat familiar	Moderately familiar	Very familiar	Extremely familiar

**22. How prepared were you for the potential challenges of relocating to Finland before beginning the recruitment process?**

	Not prepared	Somewhat prepared	Moderately prepared	Very prepared	Extremely prepared

**23. How actively did you search for information about job opportunities and the recruitment process in Finland before officially engaging in it?**

	Not actively	Somewhat actively	Moderately actively	Very actively	Extremely actively

**24. How easy or difficult was it to access information about Finnish working life?**

	<b>It was difficult</b>	<b>Quite difficult</b>	<b>Moderate</b>	<b>Easy</b>	<b>Very easy</b>

**25. Which of the following influenced your decision in choosing a specific recruitment path for your migration to Finland? Please select all that apply.**

- A. Reputation of the recruitment agency/company
- B. Recommendations from friends or family
- C. Online reviews and ratings
- D. Services offered by the recruitment agency/company
- E. Job opportunities available through the recruitment path
- F. Cost or fees associated with the recruitment process
- G. Clear description of the recruitment process
- H. Previous successful experiences with the recruitment agency/company
- I. Other (please specify)

**E. EXPERIENCES DURING THE RECRUITMENT PROCESS**

**26. Your application was mainly processed by:**

- A. A Filipino recruitment agency based in the Philippines that has a partnership with an employer in Finland
- B. A Finnish recruitment agency based in the Philippines that has partnership with an employer in Finland
- C. A recruitment agency based in Finland that has a partnership with a recruitment agency in the Philippines
- D. An employer based in Finland that has a partnership with a recruitment agency in the Philippines
- E. A Filipino consultancy firm based in the Philippines that has a partnership with a recruitment agency in Finland
- F. A Finnish consultancy firm based in the Philippines that has a partnership with a recruitment agency in Finland
- G. A consultancy firm based in Finland and has a partnership with a recruitment agency in the Philippines
- H. Other (please specify)

**27. Which of the following describes your experience during the recruitment process? Please select all that apply.**

- A. Positive interactions with recruitment agencies which made the process easier.
- B. Clear communication throughout the recruitment process helped me understand the requirements better.
- C. Quick responses from recruiters improved my experience during the recruitment process.
- D. Opportunities for career advancement were highlighted during the process, motivating me further.
- E. Encouragement and guidance provided by recruitment agencies were instrumental in navigating the process.
- F. Recruiters provided feedback on my skills and qualifications, boosting my confidence to work in Finland.
- G. I received assistance in relocation and settling into the new work environment.
- H. Assistance in understanding and navigating the Finnish work culture and societal norms was provided, making me feel more at ease.
- I. Recognition of diversity and inclusion efforts within the recruitment process was evident, making me feel valued.
- J. Access to support networks or communities of fellow job seekers provided valuable resources and support.
- K. I was provided adequate knowledge about Finnish labor laws and about my rights and duties as an employee in Finland
- L. I felt that my professional skills and experience were recognized and appreciated throughout the process
- M. I received information regarding the process of family reunification

**28. Which of the following challenges did you experience during the recruitment process? Please select all that apply.**

- A. Communication issues with the employer and the recruitment agency.
- B. Difficulty meeting documentation requirements necessary for the recruitment process
- C. Understanding the job description and other legalities as stated in the employment contract
- D. Navigating the legal procedures and requirements associated with the recruitment process
- E. Financial difficulties in complying with the costs associated with the recruitment process
- F. Difficulty accessing relevant information about the recruitment process
- G. Inadequate support from recruitment agencies during the process
- H. Lengthy or complex recruitment process
- I. Unexpected pauses or delays in the recruitment process
- J. Unclear job description making it difficult to understand the roles being offered
- K. Lack of transparency in salary and benefits negotiation during the recruitment process



**29. During the recruitment process, did you have any experiences of discrimination or ill-treatment by any of the parties involved in the process (based on e.g. gender, sexuality, race, ethnicity, religion, language skills, age, dis/ability etc.)**

A. No, I did not experience discrimination

B. I personally did not experience any discrimination or ill-treatment, but I witnessed others being discriminated. (See the next question)

C. Yes, I had experiences of discrimination or ill-treatment. (See the next question)

**31. What costs did you incur during the recruitment process? Please select all that apply.**

A. Application fees charged by recruitment agencies

B. Language training costs

C. Costs incurred from having to give up paid work for the duration of the recruitment process, or pre-departure language and cultural training

D. Costs associated with document translations

E. Fees for processing documentation required by the Philippine government

F. Fees for obtaining work permits or visas

G. Travel expenses for attending interviews or processing documents

H. Expenses for obtaining required medical examinations or certification

I. Costs associated with required trainings or certificates (for example, TOEFL, IELTS)

J. Costs incurred from the interests of loans that were taken to finance the migration process

K. Others, please specify

**32. What is the total approximate amount of expenses you incurred during the whole recruitment process?**

A. Less than 1000€

B. 1001 – 3000€

C. 3001 – 4000€

D. 4001 - 5000€

E. More than 5000€ (please specify)

**33. Were you required to undergo a Finnish language course as part of the recruitment process?**

A. Yes

B. No

**F. SUGGESTIONS FOR IMPROVING THE RECRUITMENT PROCESSEXPERIENCES AFTER THE RECRUITMENT PROCESS**

**41. Do you feel welcomed, equal, and valued member of your work community?**

A. Yes, I feel equal and valued in my work community

B. No, I do not feel equal and valued in my work community. Please specify

**42. What additional resources or information could have better prepared you for the Finnish work-life during the recruitment process? Select 3 that you think are most important**

- A. More detailed information about Finnish workplace culture, and norms
- B. More detailed information about Finnish salary levels and living costs (prices of food, housing, etc.)
- C. Access to language courses or language learning resources to improve Finnish language proficiency
- D. Guidance on navigating the Finnish legal and administrative requirements related to employment
- E. Information about Finnish social customs, traditions, and societal norms
- F. Tips for integrating into Finnish society and building social connections outside of work
- G. Resources for understanding Finnish taxation, healthcare, and social security systems
- H. Advice on finding suitable housing and understanding rental regulations in Finland
- I. Training or workshops on cultural sensitivity and diversity awareness in the Finnish context
- J. Support in understanding Finnish labor laws, employment contracts, and workers' rights
- K. Information about available support networks, community services, and Filipino communities in Finland
- L. Guidance on accessing professional development opportunities and career advancement pathways in Finland
- M. Something else (please specify)

**Please select maximum 3 options**

**43. What changes or improvements do you believe are necessary in the recruitment process to better align with the expectations and realities of the Finnish work-life? Select 3 that you think are most important**

- A. Providing more extensive cultural sensitivity training for recruiters and employers to better understand the needs and expectations of Filipino workers
- B. Incorporating Finnish language proficiency assessments or language learning support as part of the recruitment process
- C. Offering pre-departure orientation programs specifically focused on preparing workers for the Finnish work environment, including legislation on worker's rights and duties, cultural norms, communication styles, and work-life balance
- D. Establishing mentorship programs that pair incoming Filipino workers with experienced Finnish colleagues to facilitate cultural integration and provide ongoing support
- E. Creating informational materials or online resources that outline the legal requirements, administrative procedures, and rights of workers in Finland
- F. Implementing a standardized feedback system to gather insights from previous recruits about their experiences and areas for improvement in the recruitment process
- G. Collaborating with local organizations or government agencies to provide comprehensive support services for incoming workers, including assistance with housing, healthcare, and social integration
- H. Ensuring transparency in the recruitment process by providing clear information about job roles, responsibilities, compensation, and benefit
- I. Establishing partnerships with educational institutions or training providers to offer tailored programs that equip workers with the skills and knowledge needed for success in the Finnish job market
- J. Something else (please specify)

## **G. SUPPORT FOR FAMILY LIFE**

**44. Have you applied for family reunification?**

A. Yes

B. No

**46. What kind of assistance do you wish to receive from your employer and those involved in the recruitment process to support your family life?**

**47. What would you like to tell Finnish stakeholders who seek to develop ethically sustainable recruitment practices in the Philippines? Please feel free to share any hopes, wishes, fears, or lessons to learn.**

**48. Is there anything else that you would like to add, but we forgot to ask?**