

4. Employment Issues

4.1 Students, Researchers, Staff

For information about working and taxation in Finland, please check: www.intofinland.fi. The webpage is a service point of the Social Insurance Institution of Finland (Kela/Fpa) and the Tax Administration and is intended for foreign workers in Finland.

International Exchange or Degree Students

If you are a *Nordic or EU/EEA* national, you do not need any special permits for working in Finland during your studies. There are no restrictions as to how many hours per week you are allowed to work, but you should take care that work does not get in the way of your study progress.

Non-EU students can work within certain limits on a student residence permit (www.studyinfinland.fi/living_in_finland/before_your_arrival/residence_permits) if the work is practical training included in the degree or if the amount of part-time work does not exceed *25 hours a week*. The number of working hours is not restricted weekly, but the restriction concerns each term, so that you can work periodically according to the current situation. During holidays, i.e. during summer and Christmas holidays, you can work full-time without hourly restrictions.

For more information about work regulations concerning international students, see the web service of the Finnish Immigration Service MIGRI (www.migri.fi/studying_in_finland/right_to_employment).

If the employment is part of the student's thesis or is a compulsory trainee period in the student's field of study, the person might be allowed work without limitations on the basis of the residence permit for students. Because the study-related work cases differ from each other greatly, each case will be handled by the local Employment Office in cooperation with the employer in

question. For further information, contact the local Employment Office.

International PhD Students Conducting Research

International PhD students who are in the process of conducting research for their licentiate or doctoral thesis on behalf of, or in cooperation with, an institution or a company that pays the student for the work, should generally have a residence permit for scientific research. This grants unlimited working rights. For further information on the researcher employment, check with both your university and your employer, as well as with the local employment office.

International Visiting Scholars and Teaching Staff

International visiting researchers and any teaching staff who have been invited to conduct research or do academic work in Finland will get a residence permit, or will be registered on the basis of their right to reside for scientific research, which does not restrict right to work.

Short Time Visitors

A non-EU researcher (or lecturer) coming to Finland for research/teaching purposes based on an agreement or an invitation for a maximum of 3 months may conduct research during the period of validity of the visa or the visa free period. A residence permit is needed for a stay of more than 3 months.

Family Member's Right to Work

If you have been granted a residence permit on the basis of family ties, you will have an unlimited right to work in Finland. The right to work will also be entered on your residence permit card. Check www.migri.fi for more information.

4.2 Getting a Job

People who do not speak Finnish or Swedish have a reduced competitive strength on the labour market due to the lack of Finnish or