

**Memorandum of Understanding on Migration and Mobility Partnership  
between the Ministry of External Affairs, the Government of the  
Republic of India and the Ministry of Economic Affairs and Employment  
of the Republic of Finland.**

The Ministry of External Affairs of the Government of the Republic of India and the Ministry of Economic Affairs and Employment of the Republic of Finland, hereinafter referred to singularly as "Participant" and collectively as "the Participants",

Recognizing the long-standing friendship between the two countries and wishing to expand cooperation in the fields of migration and mobility, in particular migration for employment;

Determined to strengthen their partnership in the field of migration and mobility established in the Declaration of Intent of 13 December 2022 with a view to promote safe, orderly and regular migration;

Convinced that a coordinated management of migration contributes to bringing people together and to the economic, social and cultural development of the Participants and to enhance the Sustainability and Digital Partnerships established in the Joint Statement of India-Finland Virtual Summit on 21 March 2021;

Desiring to examine and further develop pathways for regular migration in a manner that facilitates labour mobility and promotes fair working conditions, reflecting demographic and labour market needs of the Participants;

Acknowledging that cooperation in the fields of higher education, research and vocational education and training would be mutually beneficial to encourage knowhow and knowledge valorisation.

Confirming their readiness to jointly take appropriate steps to prevent and combat irregular migration, smuggling of migrants and trafficking of human beings in accordance with respective domestic legislative frameworks of the two Participants and applicable international law;

Resolved to prevent exploitation and abuse along the entire migratory pathway and to enhance returns of irregular migrants, respecting the rights of the persons concerned; and

Acknowledging the obligation to readmit the Participants' own nationals, who are subject to return decisions,

Have reached an understanding on the following matters:

## CHAPTER 1

### **Section 1: Purpose**

The Participants will seek to strengthen cooperation in the fields of migration and mobility with a view to promote safe, orderly and regular migration.

### **Section 2. Scope**

2.1. The Participants aim to establish and develop cooperation in the following areas

- The facilitation of migration and mobility for professional and economic reasons including skilled workers, specialists, professionals, entrepreneurs, students, researchers and academics; and

- The promotion of transparent, sustainable and ethical recruitment and the combatting of exploitation and abuse in the context of international recruitment between the two countries; and
- Circulation of persons;
- The prevention and combating of irregular migration, smuggling of migrants and trafficking of human beings; and
- The facilitation of the return of citizens who do not have legal right to reside in each country

2.2. This Memorandum of Understanding establishes a partnership on migration and mobility between the participants within limits of their respective competences and in accordance with applicable law, procedures and resources and in full respect of international rules and standards.

2.3. The Participants recognize that there are other areas of cooperation between the Participants and their organizations contributing to the objectives of this Memorandum of Understanding.

## **CHAPTER 2**

### **MIGRATION FOR PROFESSIONAL AND ECONOMIC REASONS, INCLUDING MOBILITY OF SPECIALISTS AND SKILLED WORKERS, ENTREPRENEURS, STUDENTS, ACADEMICS AND RESEARCHERS**

#### **Section 3. Specialists and skilled workers**

3.1. Both Participants carry out to encourage the mobility of specialists and skilled workers at different skills levels between the two countries. Particular focus will be on professions with abundant opportunities on respective labour market.

3.2. To this end, the Participants will support establishing contacts between relevant authorities and keeping each other regularly informed of the conditions for entry, residence and work in their country and of the situation on their respective labour markets and of the possibilities they offer. They will work towards creating optimal conditions for establishing contacts between relevant actors in different sectors of the economy.

3.3. The Finnish Participant carries out to encourage the mobility of Indian nationals wishing to place their skills at the service of the bilateral relationship and to contribute via their professional projects to the economic development of Finland and India. To that end, the Finnish participant undertakes to distribute information about moving, living and working in Finland to Indian specialists and skilled workers and to enhance their encounters with Finnish employers.

3.4. The Participants endeavour to diligently and swiftly process applications for entry and residence submitted by other participant's nationals for professional and economic reasons.

3.5. The Finnish participant strives to enable Indian specialists to start their employment in Finland quickly. To this end, the Indian nationals who wish to work in Finland as specialists may, within the framework of applicable national law, use fast-track service when applying for a residence permit. The endeavour is to issue a residence permit decision to Indian nationals applying for residence permit as a specialist via the fast-track service in a week.

3.6. The Indian participant undertakes to encourage the issuance of an employment visa, in accordance with applicable national legislation, giving rise to the granting of a residence permit to Finnish nationals who wish to work in India as a specialist in specific project likely to make a significant contribution to the development of relations between the two countries.

3.7. The Finnish participant states that there are available opportunities for skilled Indian workers to access the Finnish labour market. Indian skilled workers may, in accordance with applicable national law, be issued a residence permit for employed person. The Finnish participant strives to issue a residence permit decision for Indian skilled workers within shortest possible deadline and in a maximum of 30 days.

3.8. Both Participants will make concerted efforts to enhance employers' readiness to provide equal opportunities for workers regardless of their gender. Sectors of particular interest include high technology skills, green skills, biotechnology, and other priority areas as per respective labour market needs.

3.9. The persons, to whom this Section applies, will benefit from equal treatment as accorded to host-State nationals in all matters relating to the enforcement of laws, regulations and customs governing working relations and conditions, hygiene and workplace safety. Their salary and terms of employment must correspond to host State standards. They will benefit from social protection and health services in accordance with applicable national legislation of the host-state and of the same quality as host-State nationals. As regards the Finnish Earnings-related Pension Scheme, equal treatment will be ensured in accordance with the Agreement on Social Security between the Republic of India and the Republic of Finland signed on 12 June 2012.

#### **Section 4. India-Finland mobility, including young professionals**

4.1. The Finnish participant will support establishing a career prospects scheme for Indian specialists entailing an information and coaching pathway and promotion of encounters with an aim to facilitate Indian specialists to find employment opportunities in Finland as well as to support Finnish industries in employing Indian specialists. To this end, the Finnish participant undertakes to organise networking activities, information campaigns, training and mentoring activities as well as distributing information online on the internet portal "Work in Finland".

4.2. In order to enhance encounters between Indian professionals and Finnish employers, the participants encourage partnerships between relevant educational institutions, government agencies, business associations and employers so that internship and employment opportunities may be offered to Indian professionals including young professionals such as for example students and recent graduates.

4.3. The Participants recognize that the employment opportunities of Indian professionals, including young professionals in Finland may be supported with skills recognition and development activities including those referred to in section 9.3. and provided by responsible actors.

4.4. The Participants acknowledge benefits of circular mobility and support the professionals and skilled workers in their efforts to make their experience gained abroad benefit their country of origin. This can include e.g.

- a. promoting avenues and incentives for professionals to contribute to the economy, growth and development of their home country.
- b. promoting the recognition of the skills and qualifications gained abroad to support reintegration into the local labour market.

4.5. The Joint Implementation Committee established in Section 15 shall examine the development of the mobility of young professionals and where necessary, give recommendations on its further facilitation within the framework of applicable national law. This includes promoting the employment of Indian students who have graduated from Finnish educational institutions or are looking for internship opportunities during studies.

### **Section 5. Growth entrepreneurs**

5.1. The Participants recognise the value of existing collaboration of Indian and Finnish start-up ecosystems and strive to support the mobility of growth entrepreneurs in order to contribute to the economic development and innovation in both countries.

5.2. The Finnish participant will support start-up mobility pathways for the Indian nationals with innovative business ideas with a target for global growth. To this end, Finnish participant carries out activities to make the Finnish start-up ecosystem and the possibilities it offers more known in India entailing close collaboration with start-up ecosystem organizations in both countries such as accelerators, communities, universities and other relevant actors.

Collaboration is supported for instance in, but not limited to, strong sectors of the Finnish start-up ecosystem such as AI, data, games, energy, health, quantum technologies and food technology.

5.3. The Finnish participant may, in accordance with the applicable national law, issue a start-up residence permit for a maximum of two years with the possibility of extension to Indian entrepreneurs to startup a business with a potential for international growth. Indian start-up entrepreneurs may apply for a residence permit via fast-track service in accordance with applicable national law. The Finnish participant strives to issue a residence permit decision to Indian start-up entrepreneurs using a fast-track service in two weeks.

5.4. The Participants will endeavour to support mobile entrepreneurs in partner countries through providing connections to start-up ecosystems and networks in both countries

## **Section 6. Students and interns**

6.1. The Participants endeavour to enhance the mobility of students and interns from the other Participant in a coordinated way. In order to encourage Indian students to study in Finland, the Finnish participant carries out activities to share information on the possibilities to study and live in Finland.

6.2. The Finnish participant may, in accordance with applicable national law, issue a residence permit to Indian students who have been accepted to studies leading to a degree or vocational qualification at a higher education institution or other educational institution in Finland. The Participants endeavour to diligently and swiftly process applications for entry and residence submitted by other participant's nationals for educational reasons. Indian nationals who study in Finland and to whom this Section applies may take up employment in Finland within the limits set out in applicable national law.

6.3. The Finnish participant strives to enhance Indian students' opportunities in the Finnish labour market and society. Indian nationals who have studied and completed a degree in Finland may, in accordance with applicable national law, be issued a residence permit for a maximum of two years to look for work or to start a business in Finland.

6.4. The Indian Participant may, in accordance with applicable national law, issue a long stay visa bearing the word 'Student Visa' to the Finnish students who have been accepted to studies leading to a degree at a recognized higher education university or institution in India.

6.5. Indian nationals, who wish to supplement their education with initial professional experience whilst participating in a course of study that leads to a higher education degree or within a maximum of two years of completing higher education degree, may be granted a residence permit for internship in accordance with applicable national law.

6.6. Finnish nationals who wish to carry out a student internship in an enterprise or public entity or duly recognized association in India may receive from the competent Indian authority a visa bearing the word "S-5 Visa" for internship in accordance with applicable national law.

### **Section 7. Researchers and academics.**

7.1. The Participants carry out to support mobility of researchers and academics for mutual benefits.

7.2. Indian researchers may work and study in Finland in accordance with applicable national law. Indian researchers to whom this Section applies may take up employment in Finland in accordance with applicable national law.

7.3. Indian nationals may be issued a residence permit to study for a licentiate degree or prepare a doctoral dissertation in accordance with applicable national law.

7.4. Indian nationals, who have finished their research work or completed a doctoral degree in Finland, may, in accordance with applicable national law, be granted a residence permit for maximum of two years to look for work or to start a business in Finland.

7.5. Indian Participant may issue a "S-4 Visa" to Finnish nationals for the research or university-level teaching activities in accordance with applicable national law.

### **Section 8. Family members**

8.1. Family members of the main applicant referred to in this chapter may, subject to the definitions and prerequisites defined by the applicable national law, be granted a residence permit, allowing access to the labour market. Family members of main applicants referred to in Sections 3 and 4 may, within the framework of national law, be referred to a fast-track.

8.2. The Finnish participant carries out to facilitate the integration and employment of spouses of applicants referred to in this chapter.

### **Section 9. Employees seconded between enterprises of the same group**

9.1. The Finnish Participant carries out to encourage the international mobility of Indian employees on temporary secondment to an entity belonging to the undertaking or to the same group of undertakings by facilitating the issuance of residence and work permits in accordance with applicable national law.

9.2. To that end, the Indian national, seconded by an employer of the Finnish Participant, where such secondment takes place within the same company or among companies of the same group may, in accordance with applicable national law, receive a renewable residence permit with a validity of up to three years.

9.3. The Indian Participant undertakes to facilitate the issuance to Finnish employees seconded to India between enterprises of the same group of an "Employment Visa" giving rise to the granting of a residence permit valid for two years, renewed in India for a maximum period of ten years from the date of issue of the initial employment visa, on a year to year basis, on production of the necessary documents in support of continued employment and income tax compliance by the individual concerned.

9.4. Indian and Finnish nationals, employed by companies of the same group established in the two countries under an employment contract dating back to at least three months earlier who, for the purpose for occupational or training purposes, wish to come to the other country to be trained in the partner company, may receive a visa/residence permit for the duration of the secondment with the possibility of extension under conditions set by the relevant national legislation.

#### **Section 10. Cooperation in the field of education, training and skills recognition**

10.1. Participants acknowledge that cooperation in the fields of higher education, research and vocational education and training would be mutually beneficial to encourage knowhow and knowledge valorisation.

10.2. Participants encourage direct relations and cooperation between institutions of higher education, vocational education and training and research as well as public and private research organizations in both countries

10.3. In accordance with this Memorandum of Understanding and with their respective applicable national laws as well as the competence of education providers, Participants endeavour to develop ways to encourage the mobility of skills and talents and would collaborate to:

a) develop tools to support employers in skills recognition in sectors of mutual interest of the Participants. In the case of regulated professions, the recognition of professional qualifications shall be carried out in accordance with the conditions set by the relevant national legislation.

- b) develop and organise pre- and post-departure support to assist candidates in aligning with the qualification requirements of the host country.
- c) organise pre- or post-departure language training as necessary.
- d) provide relevant pre-employment, post departure, post arrival, integration as well as reintegration support to ensure migrants welfare.
- e) cooperate in comparing relevant healthcare qualifications in the two countries and thereby promoting the possibilities of Indian healthcare professionals to obtain a license to practice healthcare professions in Finland more smoothly.

### **CHAPTER 3**

#### **CIRCULATION OF PERSONS**

##### **Section 11. Short-stay, multiple entry visas**

11.1. In order to facilitate the mobility between the two countries for regular short stays of persons who are actively and sustainably contributing to the vitality of bilateral relations, the Participants undertake, in compliance with their respective obligations and within the framework of the applicable rules of the European Union and national law, and with consideration to rules laid down in local Schengen cooperation, regarding the other Participant's nationals who hold valid regular passports, consider the issuance of a short-stay, multiple-entry visa, valid for at least one year, as early as possible, to categories of other participant's nationals such as business persons, researchers and other bona fide travellers for short term travel purposes that are permissible under national law.

11.2. The Finnish participant will, within the framework of the rules defined by the Visa Code of the European Union and applicable national law, take necessary measures to, when possible, grant multiple-entry visas which allow for stays not exceeding 90 days in any 180-day period to Indian citizens who fall within the categories of persons mentioned in Paragraph 11.1 above. These multiple-entry visas are to be issued with a validity between one year and five years.

11.3. The Finnish Participant endeavours to facilitate the short-term mobility of visiting family members of persons migrated for professional and economic reasons.

11.4. The Indian Participant will, in accordance with the applicable national law, facilitate issuance of such multiple-entry visas, which allow for stays of six months on each visit. Depending on the documents presented, the duration of activities planned in the host state and the validity of the passport, these multiple entry visas are to be issued with validity between one year and five years. Persons travelling on a visa referred to in Paragraph 11.1 above with a validity of up to 180 days are not required to accomplish any registration formality upon their arrival in the host State. If the stay is expected to exceed 180 days, registration required within 14 days of arrival in India.

#### **CHAPTER 4**

### **COOPERATION TO PROMOTE FAIR RECRUITMENT AND TO PREVENT AND COMBAT EXPLOITATION, IRREGULAR MIGRATION AND TRAFFIKING IN HUMAN BEINGS**

#### **Section 12. Cooperation to promote fair and ethical recruitment and to combat exploitation**

12.1. The Participants endeavour to promote the development of transparent and fair recruitment procedures in which no undue or unreasonable costs are incurred for the persons migrating for work or study. The participants further decide to take steps to identify reliable recruitment agencies and support their use.

12.2. In order to increase awareness, the Participants decide to promote the access of potential employees, students and employers to information referred to in Paragraph 3.2. and to take action to prevent spreading of false information. The Joint Implementation Committee established under Section 14 may evaluate the accessibility of the information provided by the Finnish participant to Indian nationals wishing to work or study in Finland as well as recommend measures to improve access to information.

12.3. The Participants will take the necessary administrative measures to ensure that recruitment agencies operate within the existing legal framework and regulations in force in both countries. The Participants further decide to share and exchange general information on phenomena and trends linked to potentially unethical recruitment practices with the aim to tangibly address the exploitation of applicants by unreliable recruitment agencies, especially regarding unlawful or excessive fees linked to the recruitment and pre-departure services.

12.4 The Participants will commit in all necessary cooperation addressing all phases of immigration process to combat exploitation, discrimination and abuse in the context of international recruitment. They will advance the successful integration of migrants in good cooperation with diaspora communities.

### **Section 13. Prevention and Combating of Irregular Migration and Trafficking in Human Beings**

13.1. The Participants commit to strengthen their cooperation to prevent and combat irregular migration, smuggling and human trafficking in their countries. To this end, the Participants will step up information exchange covering, inter alia, the falsification and forgeries of travel documents and cooperate to identify suspect documents.

13.2. The Participants will comply with the provisions of applicable international agreements they are bound by, especially the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children and the Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime.

## CHAPTER 5 READMISSION

### **Section 14. Readmission of own nationals**

14.1. Both Participants will promote voluntary return for nationals of the other Participant subject to a return decision. If voluntary return does not succeed, forced repatriation on a case-by-case basis will be resorted to by the requesting Participant in accordance with the applicable law after the nationality is conclusively established by the requested participants. The Participants recognise the importance of reintegration as part of the return process. The Participants cooperate to support reintegration within their legislative and administrative capacity.

14.2. In accordance with national and international law, both Participants will readmit, upon application by either Participant and without further formalities other than those provided for in this Memorandum of Understanding, all persons who do not, or who no longer fulfil the conditions in force for entry to, presence in or residence on the territory of the Requesting Participant provided that it is proved that they are nationals of the requested Participant.

14.3. In accordance with national and international law, the competent diplomatic or consular representation of the requested Participant will issue, within seven calendar days following the submission of an expired passport and within ten days following the submission of a valid or expired identity card or other officially issued documents or copies thereof, travel documents required for the return of the person to be readmitted with a period of validity of six months. If nationality cannot be established with aforementioned documentation, the competent diplomatic or consular representation of the requested Participant will provide a written explanation and, if necessary, arrange an interview to verify the nationality.

14.4 The requesting Party shall use all reasonable endeavours to return the person using the Emergency Travel Document (ETD) or consular laissez-passer provided, before its expiry.

If, for reasons beyond the immediate control of the requesting Party, such as fresh legal proceedings, refusal to comply and absconding, the person to be returned cannot be transferred within the period of validity of the ETD or consular laissez-passer that was initially issued, the competent diplomatic mission of the requested Party shall issue, within seven calendar days of a corresponding informal request, a new ETD or consular laissez-passer for a further period of six months if there is no reason to suppose that the circumstances of the person have changed.

## **CHAPTER 6**

### **FINAL PROVISIONS**

#### **Section 15 Joint Implementation Committee**

15.1. The Participants will set up a Joint Implementation Committee to oversee the implementation of this Memorandum of Understanding. The Joint Implementation Committee will have a mandate:

- to evaluate the implementation of the provisions set forth in this Memorandum of Understanding and to facilitate contacts between implementing organisations in both countries
- to exchange information relevant to this Memorandum of Understanding e.g. changes in policy, applicable law and labour market conditions as well phenomena and trends linked to exploitation of persons and unethical recruitment practices
- to operate as a forum for the Participants to mutually consult on actions to be taken to promote mobility of skills and talents focussing on the professions with abundant opportunities on the respective labour market as identified by the participants
- to recommend measures to enhance ethical recruitment where necessary, including those improving access to information as referred to in Section 3.3.

- to recommend any necessary measures to strengthen cooperation on document and ID related issues between the Participants
- to frame all appropriate proposals to amend the Memorandum of Understanding and carry out to solve any arising difficulties
- constitute expert sub-groups if required.

15.2. The Joint Implementation Committee will be composed of at least three representatives of both Participants' and will meet at least once a year and whenever necessary on the request of either Participant. The working methods, agenda and the composition of the Joint Implementation Committee will be set for each meeting by mutual consultation. Meetings may take place either physically or virtually in either country alternately.

#### **Section 16. Relationship with national and international law**

This Memorandum of Understanding is not legally binding and is not intended to supersede national law or international obligations by which the Participants are bound. The Participants will notify each other in case of any relevant conflict arising from this Memorandum of Understanding.

#### **Section 17. Dispute resolution**

Any dispute about the interpretation or application of this Memorandum of Understanding will be resolved by consultations between the Participants in the Joint Implementation Committee established under Section 15, and will not be referred to any national or international tribunal or third party for settlement.

#### **Section 18. Effectivity and Amendment**

18.1. This Memorandum of Understanding will come into effect on the date of its signature and will remain in effect for a period of four (4) years.

18.2 This Memorandum of Understanding may be terminated by either Participant giving three months' written notice. The Participants will consult to determine how any outstanding matters should be dealt with.

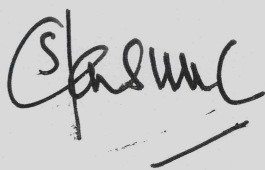
18.3. This Memorandum of Understanding may be amended at any time by the mutual written consent of the Participants.

### Section 19 Entry into force

19.1 Done at New Delhi..., on 05 of the month of March of 2026., in two originals, each in Hindi, Finnish and English languages, all texts being equally authentic. In case of any divergence in interpretation, the English text shall prevail.

FOR THE GOVERNMENT OF  
THE REPUBLIC OF INDIA

FOR THE GOVERNMENT OF  
THE REPUBLIC OF FINLAND



Dr. SUBRAHMANYAM JAISHANKAR  
UNION MINISTER OF EXTERNAL  
AFFAIRS



Mr. MATIAS MARTTINEN  
MINISTER OF ECONOMIC  
AFFAIRS AND EMPLOYMENT

## **ANNEX 1** Possibilities for Indian nationals to work and study in Finland

### **General clause**

This legally non-binding annex provides general information about the possible residence permits in Finland for Indian nationals on the basis of work and study. The listed requirements and terms set out in this annex are not exhaustive and residence permit applications will be decided upon solely by applying relevant legislation. Changes to the legislation may occur.

1. Residence permits based on employment.

### **Employed person (skilled workers)**

Indian nationals who have confirmed employment may be submitted a residence permit for an employed person.

Employee must earn a required minimum income of 1600 euros per month for the work done in Finland to meet the requirements for residence permit for an employed person. The minimum income limit concerns gross salary. A residence permit for an employed person may be subject to labour market testing, which means that the employer must establish if there is available labour force within a reasonable time in Finland or within the EU/EEA for the work in question.

In general first fix-term residence permits are issued for one year, unless requested for a shorter period. Residence permit may be issued for a shorter time if, for instance, the employment relationship is valid for less than a year. Extended permits are issued for a maximum of four years. The duration of the extended permit depends on the duration of the employment relationship and also other factors may be taken into consideration.

### **Specialists**

Indian nationals who have confirmed employment in expert duties may be submitted a residence permit for specialist. Salary paid to the applicant has to be at least the average gross salary of wage and salary earners. In 2025 the minimum income requirement is 3827 euros per month. To be regarded as specialist the applicant should have a higher education

degree or have otherwise acquired the special expertise required in the work through work experience or other education.

First residence permit for a specialist is granted for a maximum of 2 years. If the employment lasts for less than 2 years, the permit will be valid for the duration of the employment relationship. Extended permits are issued for a maximum of four years.

**Persons who have completed a qualification or degree or conducted research in Finland.**

Indian nationals who have completed a qualification or degree or conducted research in Finland and whose main purpose of residence in Finland is to work or pursue a trade can be issued with a residence permit for a person who has completed a qualification or degree or conducted research in Finland.

Issuing a residence permit requires that the applicant has sufficient financial resources during the validity of the residence permit.

To apply for the permit the applicant needs to have a job in Finland or to be an entrepreneur or pursue a trade or business.

In general first fix-term residence permits are issued for one year, unless requested for a shorter period. Extended permits are issued for a maximum of four years.

**EU Blue Card (specialist)**

EU Blue Cards can be issued to Indian nationals if they present an employment contract or binding offer of employment concerning highly qualified employment for at least six months. A further requirement is that the salary agreed in the employment contract or binding offer of employment shall be at least the average gross salary of wage and salary earners. In 2025 the minimum income requirement is 3827 euros per month.

Applicant needs to have the required higher professional qualifications, attested by evidence of higher education qualifications or higher professional skills.

The EU Blue Card is issued for two years. If the term of employment is shorter than this, the EU Blue Card is issued for the term of employment plus a further three months.

### **Intra corporate transfer (Mobile ICT)**

Mobile ICT-permit applies to those who are transferred internally to Finland within a company or group of companies to work as manager, specialist or trainee employee.

ICT-residence permit is issued if the applicant or host entity provides:

- Document that proves the home and host entities are a part of the same company or group of companies.
- the applicant has been employed by the same company or group of companies for at least three months without interruption.
- employment contract and assignment letter
- Document proving that the applicant has professional qualifications for specialist or executive work or for a trainee a certificate of higher education degree
- Document proving that the applicant has the competence and education required of the job in question.

Residence permit is issued for the duration of the intra corporate transfer.

### **Other gainful employment or pursuing a trade**

Other residence permits for gainful employment or pursuing a trade may be issued upon application to applicant who

- 1) carry out an individual assignment under a supply contract related to an individual machine, device, product line or expert system imported into or to be exported from the country if such work lasts for a maximum of six months;
- 2) do market research, prepare for a company's establishment in Finland, negotiate and acquire customer orders or supervise the fulfilment of orders or have other similar duties if their employer or contractor has no place of business in Finland and the work lasts for a maximum of one year;
- 3) work as a consultant and the work lasts for a maximum of one year;
- 4) work in duties in the middle or top management of a company;
- 5) work in an international organization or in duties concerning official cooperation between

States;

6) are engaged professionally in the field of mass media if their employer or contractor has no

place of business in Finland;

7) carry out work that is part of an intergovernmental agreement;

8) are professional athletes, coaches or referees;

9) are engaged professionally in culture or the arts;

10) work in the service of a religious community in a position connected with the practice of

religion; or

11) work as a visiting teacher, lecturer or trainer on the basis of an invitation or agreement if the work lasts for a maximum of one year.

If the work lasts longer than what is laid down in paragraphs 1–3 or 11, the applicant is required to apply for a residence permit for an employed person.

Issuing a residence permit requires that the applicant has sufficient financial resources during the validity of the residence permit. The financial resources shall be sufficient with income mainly obtained from the grounds on which the residence permit was issued.

Applicant must have confirmed employment before applying for residence permit.

### **Internship**

Indian nationals may be issued with a residence permit for the purpose of internship in an employment relationship if:

1) if the application for a residence permit is submitted within maximum of two years of completing a higher education degree or the applicant pursues a course of study that leads to a higher education degree.

2) the internship in an employment relationship is included in an agreement between states or in an exchange scheme of civil society organisations; or

3) the applicant is between the age of 18 and 30 and participates in the internship while studying the Finnish or Swedish language in a foreign

higher education institution or when the field of the internship corresponds to the studies or degree or qualification of the applicant.

A condition for the issue of the residence permit is that the trainee employee has sufficient financial resources in the form of income from the internship. The salary must at least correspond to the salary specified in the collective agreement that applies to the employment relationship. If there is no collective agreement in the sector, the gross salary must be at least 1430 euros per month in 2025.

The residence permit is issued as a temporary permit for a maximum of 18 months.

### **The general requirements for residence permits based on employment and fast-track**

Issuing a residence permit for employment requires e.g. that employer has met and will be able to meet its obligations, employer has ensured that the employee meets the relevant requirements, the applicant's financial resources are sufficient with income obtained through employment and employee provides needed information about the employer and the employment.

Fast track service is available for first residence permits in case the applicant has applied for residence permit as

- a specialist
- a start-up entrepreneur
- as a specialist or manager with an ICT residence permit
- as a top or middle management of a company

The fast-track implies a service pledge of processing the applications within 7 or 14 days depending on the category.

## 2. Residence permits based on entrepreneurship

### **Entrepreneurs**

Indian nationals who intend to engage in business activities in managerial position may be issued with a residence permit for an entrepreneur upon application.

The requirements for the favourable partial decision are:

- the business activities take place in a company registered in Finland.
- the company's business activities are considered to meet the requirements for profitable business
- the company has sufficient resources to carry out its business activities
- the statutory obligations to pay taxes or charges have not been materially neglected in business activities.

Applicant's financial resources need to be sufficient with income obtained through business activities during the validity of the residence permit.

In order to get a residence permit for an entrepreneur applicant must work in the company in Finland. Ownership of a company is not sufficient to be granted a residence permit.

#### **Startup entrepreneurs**

Indian startup entrepreneur can be issued with a continuous residence permit for a startup entrepreneur if the entrepreneur holds or intends to hold a responsible position on a full-time basis in such a company registered or to be registered in Finland whose business model and personal competence among the staff meet the requirements.

To be eligible to apply for the residence permit for a startup entrepreneur the applicant needs e.g.

- startup team
- concrete business plan and commitment to the business idea.
- the business idea must be innovative and distinct from existing solutions in global markets.
- access to sufficient resources and funding for the company's early stage development
- the team has to have at least 60 % holding in the company.
- work full-time at the company.

Issuing a residence permit requires that the startup entrepreneur has sufficient financial resources during the validity of the residence permit.

A first residence permit for start-up entrepreneurs can be granted for 2 years.

A startup entrepreneur who has been issued with a residence permit for a startup entrepreneur is issued with a new fixed-term residence permit for the purpose of continuing the same or similar business activities if these activities are profitable, or if the business model of the company still meets the requirements.

### 3. Residence permits for the purpose of studies, research and training

#### **Students**

Indian national may be issued with a residence permit for the purpose of studies if she or he has been accepted as a student in education leading to a university of applied sciences degree, to a bachelor's degree or master's degree in a higher education institution in Finland and has paid the fees charged by the higher education institution.

A residence permit for studies can also be issued if a person you has been accepted as a student in Finland: 1) in an education establishment other than a higher education institution if the studies lead to a vocational or other qualification or 2) in a higher education institution or other education establishment for studies also other than those leading to a degree or qualification if there are reasonable grounds for issuing the residence permit.

Residence permit is issued for the duration of the studies. Person shall have sufficient resources for the entire duration of the residence permit. A condition for the issue of the residence permit is that the student submits a statement on sufficient financial resources.

#### **Researchers**

A researcher's residence permit may be issued to a researcher, who holds a master's degree or a bachelor's degree, for the purpose of scientific research. The researcher shall conclude an agreement on research activity with a research organization. A condition for the issue of the residence permit is that the researcher has sufficient financial resources.

The residence permit is issued as a continuous permit for two years or, if the agreement is valid for less than two years, for a period not exceeding

the period of validity of the agreement. An extended residence permit is issued for a maximum of four years.

#### **Unpaid training program**

Indian nationals can be issued with a residence permit for the purpose of training if he or she has been admitted to a training programme based on a Union programme, an agreement between states or an exchange scheme of civil society organisations or a programme organised by a body governed by public law. The training shall have an educational or learning objective that supports the applicant's competence development.

A condition for the issue of the residence permit is that the applicant has sufficient financial resources and the primary source of financial resources needs to be a grant or other benefits provided for the traineeship.

The residence permit is issued as a temporary permit for a maximum of 18 months.

#### **Job-searching and entrepreneurship after studies**

Indian national who has been issued a residence permit for the purpose of studies or research, after completion of the research, degree or qualification in Finland, may be issued with a residence permit for the purpose of job-searching or entrepreneurship. The residence permit shall be applied for within five years from the date of expiry of the residence permit based on studies or research.

A condition for the issue of the residence permit is that the person has sufficient financial resources.

The residence permit is issued for a maximum of two years. The permit may be taken in three parts in which case the duration of each part must be at least six months and the last part must end within three years of the date when the first part started.

#### **4. Family members**

Indian national who has been issued with a temporary, continuous or permanent residence permit, his or her family members can be issued with a temporary or continuous residence permit depending on the family member's permit.

To be regarded as a family member of a third country national an applicant needs to be:

- a spouse
- a registered partner
- a cohabiting partner of at least two years unless partners have a child in their joint custody.
- a guardian of a child under 18 years of age
- a child under 18 years of age

Issuing a residence permit on the basis of family ties to a child or a guardian requires that the child in question is a minor on the date when residence permit application became pending.

Issuing a residence permit requires that the applicant has sufficient financial resources during the validity of the residence permit.

In general first fix-term residence permits are issued for one year. The validity period of the permit may not, however, exceed the validity period of the family member's residence permit. Extended permits are issued for a maximum of four years also depending on the validity period of the family member's permit.

A family member of an EU Blue Card holder is issued with a residence permit for the corresponding period to the Blue Card's validity.

#### 5. Long-stay visa

A long-stay visa shall be issued upon application for an accelerated entry into the country to a third-country national who has been issued with:

- 1) Residence permit for a specialist
- 2) EU Blue Card
- 3) Residence permit for a startup entrepreneur
- 4) Residence permit for a specialist or a manager on the basis of intra-corporate transfer
- 5) Residence permit for work in the top or middle management of a company
- 6) Residence permit for the purpose of studies
- 7) Residence permit for a researcher

- 8) A residence permit on the basis of family ties to a family member of a holder of above mentioned residence permit if applied simultaneously.

The D visa is a 100-day visa that gives the right to enter Finland. D visas are issued only to those who are granted or hold a valid residence permit issued by Finland.

D visa can be issued for a maximum of 100 days before residence permit becomes valid.

With a D visa it is possible to travel to Finland immediately after residence permit and D visa has been issued and a D visa sticker has been attached to applicant's passport.

#### **6. General requirements for all residence permits**

The applicant is required to have a valid passport issued by his or her country of nationality in order to be granted a residence permit in Finland.

Residence permit may be refused in case the applicant is considered a danger to public order or security or to Finland's international relations, or the person's entry into or transit through the country must be prevented in accordance with an obligation under international law binding on Finland or a Council Decision adopted under the Treaty on European Union.

Residence permit may also be refused if there are reasonable grounds to suspect the alien intends to evade the provisions on entry into or residence in the country.

Residence permit based on employment, entrepreneurship or studies will not be granted if the applicant has applied for international protection in Finland and has not returned to the country of residence or permanent country of residence before applying for a residence permit.