

IN ENGLISH

According to World Audit study 2010
Finland is the most democratic country
in the world.

Multiculturalism is a slogan

In recent decades, Finland has seen an increase in immigration with unprecedented numbers of people arriving in the country. The increase of foreign-born professionals working in Finland poses unique issues for management, particularly in higher education institutions.

DR. DAVID HOFFMAN, co-author of a chapter in the book, *Koulutus yhteiskunnan muutoksissa: jatkuuoksia ja katkoksia* discussed these issues.

Unlike many sectors, higher education institutions (HEIs) in many units do not reflect the increasingly diverse Finnish society.

"One challenge is local circulation that defined Nordic academic careers in the past. These patterns can significantly restrain the mobility and career trajectory of foreign-born professionals in HEIs. This affects the students in some units as culturally homogeneous personnel tend to select similar students."

Here, Hoffman says, "past practices explain present problems, which HEI managers do not often detect." This has a trickle-up effect on faculty and trickle-down effect on school students.

Hoffman explores the "aspirations gap", highlighting the difficulty immigrant students face applying to HEIs. That many immigrant students are not accepted is part of the circular problem.

"Generally, there is a disconnect between research communities studying immigration and those focused on education", explains Hoffman, referring to various conferences where issues of immigration and education are treated as if unrelated.

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"**MULTICULTURALISM**, is a slogan", says Hoffman, wary of the uncritical use of the term, prefer-



JOHANNES KAARAKAINEN

David Hoffman says that there needs to be solid knowledge of demographic trends before policy progress can be made.

ring an understanding of the relationship between internationalization and migration related phenomena when referring to social dynamics in Finnish HEIs and society.

"This topic is important because the retirement of the baby-boom generation will soon leave Finland with one of the oldest working-age populations in the EU. Despite this, several important mobility issues connected with the recruitment, selection, promotion and retention of foreign-born university personnel remain unattended."

Graduates seeking work in Finland may end up unemployed or in jobs that do not suit their education. This, Hoffman attributes to degree inflation, where people may

have more education than the labour market demands. For many, job opportunities are also limited by perceptions about Finnish language proficiency, compounding existing unquestioned assumptions about these types of issues.

"Many talk about policy solutions like affirmative action; a better solution may entail expanding the equality discussion in HEIs to include more groups present in society, but absent from university student or staff ranks."

Due to globalization, societies are becoming diverse faster than institutions like higher education. And Finland is no exception to this trend.

Suzanne Van Rooyen

WILLIE'S LESSON



Lesson # 2 – Cracking the potato code

IF YOU HAVE recently moved to Finland you may have noticed that most Finnish supermarkets carry a wide variety of potatoes.

They are either sold loose or pre-packaged in paper or plastic bags. There are three basic types of potato, each one suitable for different purposes in food preparation.

There is a standard potato bag color code which is in use by Finnish grocery retailers. The colors used in this system are green, yellow, and red.

If you don't yet speak Finnish you may have a hard time cracking the code that determines which bag of potatoes is most suitable for your purposes. With a bit of work on your part, this lesson will assist you with all of your potato shopping needs.

POTATOES FOUND in the green bag are kiinteä, in other words, they are more firm. This means that they have less starch than the potatoes that are packaged in yellow or red bags.

Potatoes classified as kiinteä are suitable for salads, boiling, for use in soups where you would like them to keep from breaking down, and also for pan frying.

You can also use them in casseroles and they can be grated and fried if you want to make hash browns or

rosti. Popular varieties of kiinteä potatoes in Finland are Siikli, Hankkijan Timo, and Nicola.

POTATOES FOUND in the red bag are jauhoinen, which means that they are less firm than kiinteä potatoes when cooked. They have a higher starch content, which makes them desirable to use when preparing mashed potatoes, puréed soups, and baked potatoes.

They also work well for baking recipes that require potatoes. Typical varieties of jauhoinen potatoes sold in Finland are Pito, Puikula, and Rosamunda.

POTATOES IN the yellow bag are described in Finnish as Yleisperuna, meaning that they are a good potato for general use. They have a higher starch content than kiinteä, although it is not as high as that of jauhoinen potatoes.

They can be boiled, used in soups, casseroles, and roasted as wedges. They can also be used for hashbrowns and baked potatoes. Common yleisperuna varieties in Finland are Van Gogh, Amazone, and Matilda.

Willie Lahti

The writer aims to be the most overeducated bartender in the city of Jyväskylä



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