

Mobility Experience Increases Mobility:

A report on the cross-border mobility questionnaire of the Academic North -project

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EUROPEAN UNION



LAPIN LIITTO

Foreword

People are nowadays more mobile than ever before. Mobility has been and probably will also be a part of my life. One could even say that I am 'embodied mobility'. I have lived in different places in Northern Finland and have studied abroad. Even my name carries 'mobility' in it as it is Togolese in its origin. I am Daniela Kangnissoukpe, a 26-year-old with a Bachelor of Arts from the University of Worcester and a Master of Arts from the University of Kent, and I am currently working in Gender Studies at the University of Oulu. One of my main tasks during my internship and later employment has been collecting the mobility experiences of academically educated people and analysing those results for this report. You can read my mobility story here: <https://www oulu.fi/wgs/node/59727>.

I have experience of cross-border mobility and have lived in England and France. In my opinion, I had almost everything available to me. Help was always offered, except with relocating to Paris. I have had very good experience of mobility, all in all, but now after returning, my problem in the job market is that there is no united platform for jobs; they are scattered around the Web, and many of them are not publicly advertised. It is very difficult to find a job because of this. I was part of a service provided by the public employment services where you choose your own help provider who works with you for six months to try to make you more attractive for employers. I am grateful for the service for providing help to try to jumpstart the careers of young people, but it does not really work unless there is more openness to job markets, and I am still struggling to find how I will proceed to get the career I want. This is especially apparent in northern parts of Finland because mainly all the art and culture has gathered in the south, but even there, job opportunities and information about jobs are hard to find. Therefore, it would be easier to go abroad because there is a greater need for cultural talents and greater appreciation for them. My mobility gave me two degrees and improved my language skills, English and French, exponentially. I wish to be able to use my acquired skills and get a job that matches my degrees. I have vast knowledge of the theatre world and cinema, and on top of that, I have sufficient knowledge to work in an academic environment.

For these personal reasons, this project and report are crucial information on making finding a job and coming back to the arctic easier, and especially to further the placement of university graduates in the Nordic labour market and to support the remigration of academically educated people to the region. I would like to thank all those respondents who volunteered to participate in the data collection – responded to the survey and shared their experiences, challenges, memories, and wishes. With this report, there is an intention to make your voices heard and understood, so that together the North can be made a more inviting place to build a career and to live – also for academically educated people.

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Introduction

Academic North -project goals and the aims of the questionnaire

Academic (Un)employment and Mobility in the Arctic North – A Joint Socially Responsible Approach is a two-year project coordinated by the University of Oulu. Academic North is funded by the Interreg Nord program. The project promotes academic work-related mobility in northern Finland, Sweden, and Norway. The aim of the project is to further the placement of university graduates in the Nordic labour market, to facilitate cross-border work-based mobility within the region, and to support the remigration of academically educated people to the region.

Research and innovation and related expertise are key elements to develop new workplaces and build careers in the Arctic areas. The removal of a highly skilled workforce from the area weakens prospects for regional development. The aim of this project is to slow this negative development trend in these northernmost regions. Interaction is promoted between the academic workforce and area labour markets by developing higher education, facilitating university graduates' internships with companies, encouraging more intensive cross-border networking, and developing flexible communication.

The northernmost universities of Finland, Sweden, and Norway have formed a coalition currently known as the Arctic Five. During the project, information was collected regarding the needs of the region's university employers and the academic labour force to develop working life in a socially sustainable, responsible way. Therefore, the Academic North project wanted to hear personal testimonies. As part of the project activities, we invited academics to share their mobility experiences in the Academic Cross-Border Mobility Questionnaire during 2019. Results of the Mobility Experiences Questionnaire are shared in this report.

The HR departments of the Arctic Five universities discussed their employment policies and recruitment practices, focusing on further development of their employment policies and recruitment practices from a gender and diversity perspective. This resulted a collaboration initiative and a strategy for easy access Virtual HR Services at the Arctic Five universities, which will be elaborated in another report produced by the project staff.

The present report will analyse the questionnaire results of 38 participants regarding information about their life situation, their mobility destinations, the type of support they received during their mobility period, and the type of challenges and benefits their mobility revealed. The questionnaire was distributed in several media in Finland, Sweden, and Norway between January 2019 and September 2019. It was an open online survey conducted in Webropol 2.0 and was mainly aimed at people working in academic settings. However, everyone was able to answer the questionnaire to gain a wider understanding of problems that may occur in cross-border mobility. The participants could respond to the questionnaire themselves, through an interview over the phone, or face-to-face with a research assistant working in the project. The questionnaire was anonymous, thus in this report, the participants who gave permission to use their responses were marked with their participation number, their gender, and their age.

The participants claimed very similar experiences and challenges, which was convenient in moving forward with the project. However, critical and conflicting experiences were elaborated in the analysis process with the aim of gaining a deeper understanding of the mobile reality. Maybe as an unfortunate result of mobility experiences, one uniformed response was that it seems that employers and colleagues do not necessarily know how to benefit from someone's mobility experiences. Similarly, it was found that mobility experience increases mobility; people's threshold for going abroad for new experiences decreases. A shortage of responses from Sweden and Norway was unfortunate and, therefore, we recommend an extension of the questionnaire to gain better coverage of mobility experiences throughout the Arctic region.

RESULTS

Background information

38 people participated, nine men, 28 women, and one genderfluid person. The age of participants varied from 23 years old to 69 years, thus providing perspectives on various life experiences. 1/3 of the men had a child or children, and 2/3 of the women had a child or children, one person under 35 was a parent. Four of these participants were full-time students while they were in their mobility period, although some of them worked during this period. All participants had higher education, ranging from a bachelor's degree to a PhD, and 20 of them worked in academia, including post-doctoral research.

GENDER	MEN	WOMEN	GENDERFLUID
Number of participants	9	28	1
Age	27-69	23-68	31
Age medium	~45.7	~41.14	~31
Participants with children	3	16	0

Figure 1. Background information

Most of the participants were Finnish because the questionnaire was widely advertised in Finland and in Finnish groups. Of the 38 respondents, 21 (55%) were from Finland, nine (24%) were from Sweden, no one was from Norway, and eight (21%) were from other countries.

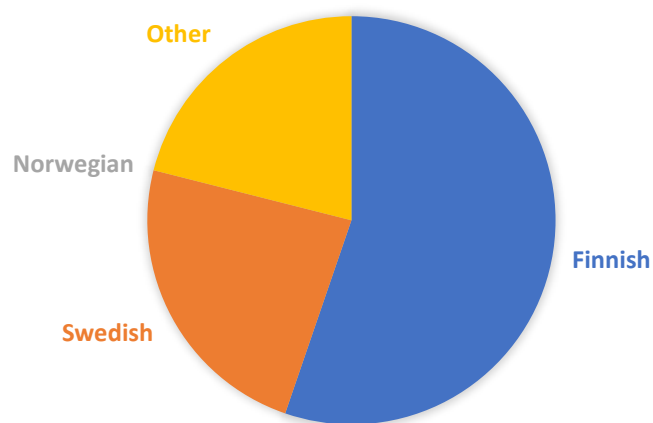


Figure 2. Respondent home countries

The countries shown in Figure 3 are where the participants reported they had been or are currently. There was one continent where people participating in the data collection did not go, and that was South America. Consequently, this small group of people was globally mobile. However, a closer look showed that there were areas where participants did not go, such as Central America, North and Central Africa, the Middle East, India, and South Asia. Of the 38 participants, the United Kingdom ($n=9$) and Finland ($n=7$) were the most popular mobility destinations. Could it be that in the most popular countries, listed in Figure 3, English is widely spoken, or possibly that those countries are more known through mass media. Also, various exchange programs, long-term mutual research collaboration, and diverse networks may influence the choice of country of destination.

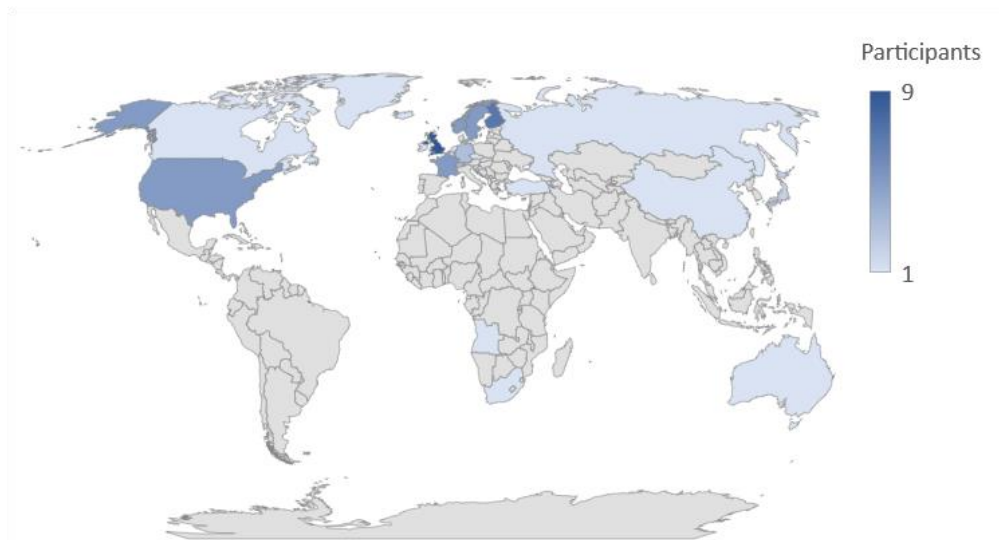


Figure 3. Mobility destinations: United Kingdom 9, Finland 7, France 5, USA 5, Norway 5, Sweden 5, Germany 3, Switzerland 3, Japan 2, Iceland 1, Netherlands 1, Australia 1, Canada 1, Belgium 1, China 1, Croatia 1, Angola 1, Czech Republic 1, Greenland 1, Denmark 1, Luxembourg 1, Ireland 1, Armenia 1, Russia 1, Mauritius 1, South Africa 1 and Turkey 1

Choosing a country of destination and challenges confronted there

The participants were asked on what grounds they chose the country of destination. As can be seen in Figure 4, eight participants reported choosing their destination country based on language. Mostly English language skills were mentioned, but there were several people who spoke other languages, such as Japanese and German. Seven participants said that they chose their mobility country based on their spouse's work or their home country. Nine participants chose their country of destination based on where it was best to do research in their own area of expertise, regardless of language skills. This was the same for people who chose a country with good work opportunities. Participants reported that, most of the time, the working language was English, so not knowing the language of the country did not affect their decision. Six people chose a country based on where they wanted to visit and/or move to. Three went to their mobility country out of curiosity, and two chose a country based on the university they wanted to attend. One person reported they ended up in their destination country by chance, and one person went to a country that was their original home country, which they had left a long time ago. Results overlap because participants had multiple mobility destinations, or they had listed other reasons for moving (between 1-3).

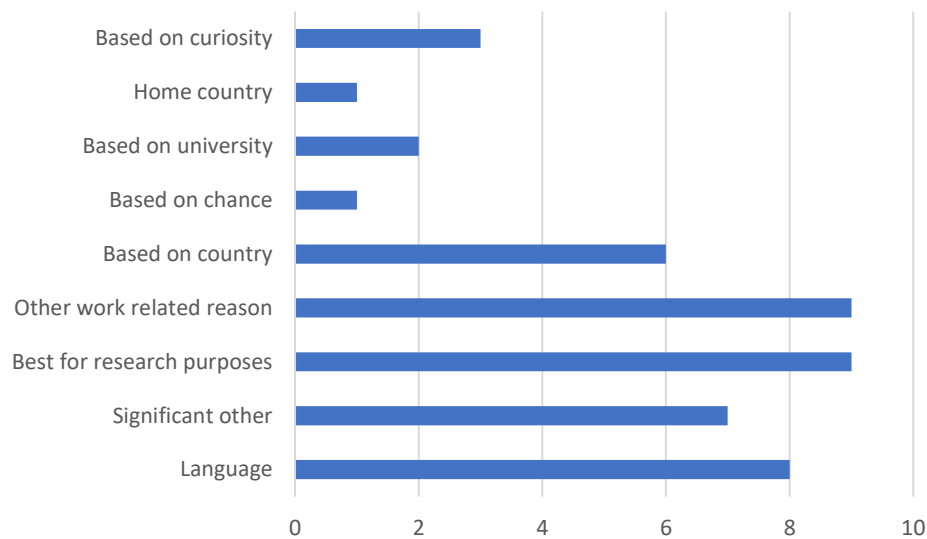


Figure 4. Reasons for choosing the mobility destination

Many seemed to indicate that language was somewhat challenging. Many had similar problems with financial insecurities, friends and family being far away, and (work-based) stress. Adjusting to a new culture was also mentioned a few times. Making new friends was challenging to many, but based on the questionnaire, which asked about participant leisure time, about 31 people of 38 had managed to be social and make new acquaintances and friends.

Funding of mobility

Three men and six women funded their mobility completely with grants, travel compensation, and/or paid living expenses. It is worth noting that three men were completely unfunded, whereas 17 women were completely unfunded. These results overlap because some participants had some mobility periods that were funded and some that were not, and they reported both experiences. Most of the women were ready to move to a new destination without funding, thus it begs to question if women are more willing to move to experience cross-border mobility in general. Of these women, nine left alone, six had a significant other who was in employment, which would indicate that those funds were a factor in their possible mobility, and three of the women moved to their significant others home country to live with them. Relative to the overall numbers, more men received money for their mobility period. Participant experiences were divided into three categories: funded, partially funded, and unfunded, as shown in Figure 5.

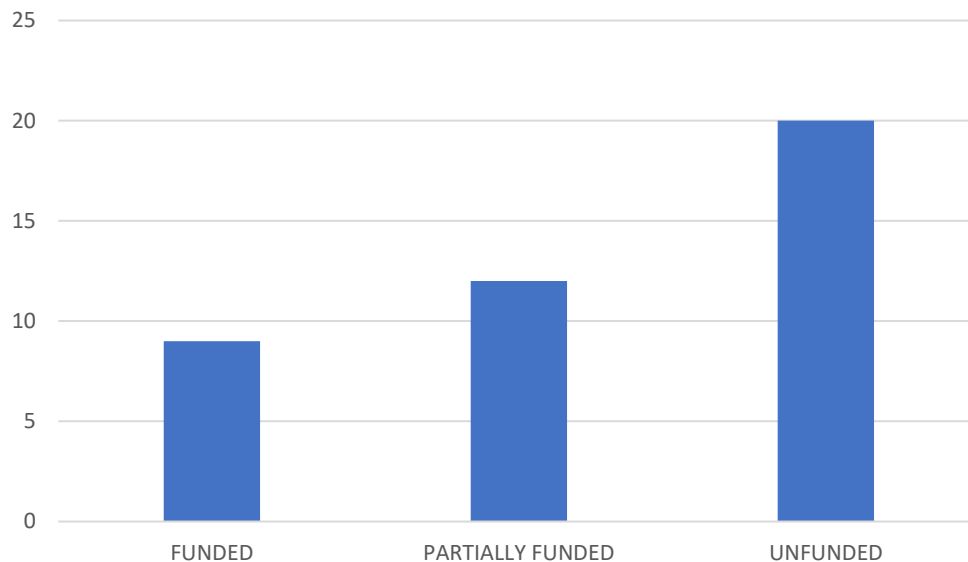


Figure 5. Funding

Partially funded people were mostly in paid employment but had also received a scholarship or possibly a grant. Some had travel budgets to cover costs for being mobile. It is worth noting that many of the participants who were unfunded were actually in paid employment during their mobility period, and they used those funds to cover the costs of their mobility. However, there were some who used benefits, or had to work odd jobs, to fund their mobility period. Three people used benefits and loans (one man, two women), and three people received financial assistance from their or their partners' parents (three women). Funded participants (three men and six women) listed multiple different sources of funding. Some of these were:

- Research grants (e.g. Academy of Finland)
- Nordic mobility grant (Nordplus, n=1)
- European mobility grant (Erasmus, n= 2)
- Host institution/home institution
- Another workplace

Questionnaire results strongly indicate that funding attracts more people to mobility. As one participant's response shows how funding means overall support:

There should be support for women (single parents) traveling, it is a difficult task to be away with family as it is, without funding support, almost impossible.

(Participant 18, F, 42)

these answers ties funding to overall support. There were questions in the questionnaire asking if the participants had received support, advice, guidance, and help. 23 participants told they had not received help. 18 (64%) women

This response ties funding to overall support. There were questions about whether the participants had received support, advice, guidance, and help. 23 participants said they had not received help. 18 (64%) women and four (44%) men did not receive support, nor did one (100%) genderfluid person. People turned to FACEBOOK groups to receive help in going to the destination and returning home. Practical advice and assistance from someone, be it a current employer or a new employer, was regarded very highly, as one participant says:

I did get good help with practicalities, including a university owned flat for me and my family while we stayed there. This was crucial for us to decide to move.

(Participant 25, F, 47)

The above respondent was one of the 17 who said they had received help. The numbers overlap because some participants had received aid for some mobility destinations but not for others. 55.5% of the men had received support for some of their mobility compared to 43% of the women. However, the amount of support was similar for everyone due to the overlap in this section.

Family situation

Figure 6 below shows that 23 people had a significant other when they started their mobility period. Having a significant other presented some extra effort, but no one seemed to have problems that could not be overcome in relation to accommodating their significant other to their mobility destination. Some participants moved with their significant other to their destination country, and some of the significant others stayed in the home country. 10 of the respondents were single during their mobility period, and five people found their significant other during their mobility period. The significant other is marked as S/O, and S/O found refers to those who found their partner abroad in Figure 6.

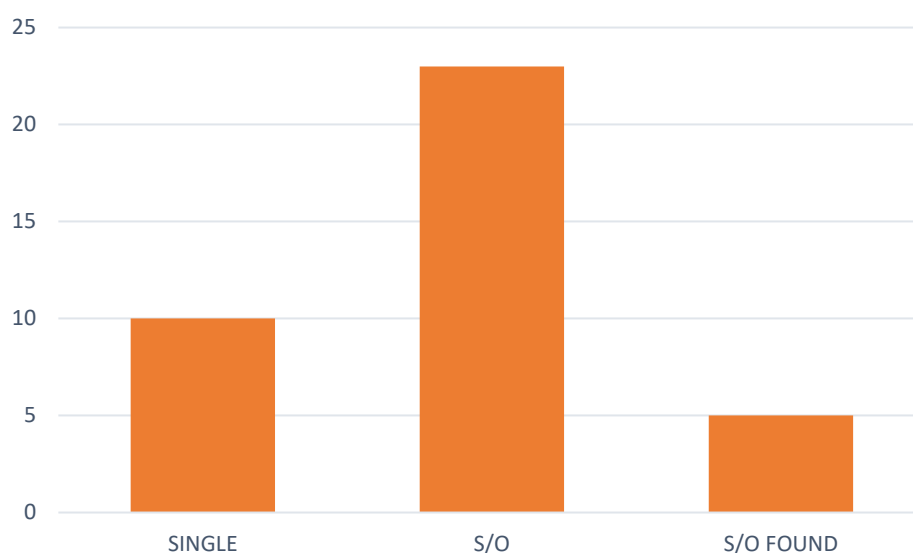


Figure 6. Relationship status

Four women participants started a family during their mobility period. 1/3 of the men had a child or children, and 2/3 of the women had a child or children. One person under 35 years old had a child or children. Two of the men with a child or children brought them with them during the mobility period. Two of the women brought a child or children with them, and some of children remained at home because they were not old enough to accompany their parent. Eight women always had their child or children with them, and the children of six women remained at home during the women's mobility periods. There were four single parents, and people who had adult children that did not live with them were not counted in the survey because children were not a factor in their mobility.

Accommodation

[If] the university admin could help with living arrangements, more researchers would do research mobility.

(Participant 23, F, 44)

I have a husband, three children and two dogs whom were not with me, but they visited me occasionally. If the accommodation was more accessible, I would have maybe brought my family with me.

(Participant 28, F, 50)

Two men and two women had their accommodation paid for by their workplace. Three of these four participants had a spouse and/or family with them. It seems to be more common to receive aid for other sectors in cross-border mobility than for accommodation. As this project concentrated on the Arctic areas, it should be noted that there

was no assisted accommodation in mobility inside these areas, which means no help with finding or financing accommodation. 36 responded that they had to find accommodation themselves and pay for it themselves. This overlap was due to the fact that two of the respondents said that they had paid accommodation, whom also reported to have had another experience where accommodation was not paid. Some had accommodation arranged by their workplace but had to pay for it on their own. There were overlapping experiences, so not every mobility period of those respondents who had experienced employer-paid accommodation had paid accommodation. 15 Participants said they lived in a shared house or flat, three said that they owned a house, and the rest of the respondents said they either rented alone or used Airbnb and hotels.

Work practices and conditions

19 people said they had a workstation in their mobility destination. It is assumed in the study that those who did not were able to do distance work or only worked from home. 13 people said that they were able to do distance work. Quite a high percentage of people were not confined to the normal 9-to-5 job environment because, in addition to those who said that they did distance work, 12 said that they could choose their hours. These were not necessarily the same people; some worked in an office but chose their own hours, and some did distance work but had set hours. Having financing did not influence the potential for any of these options.

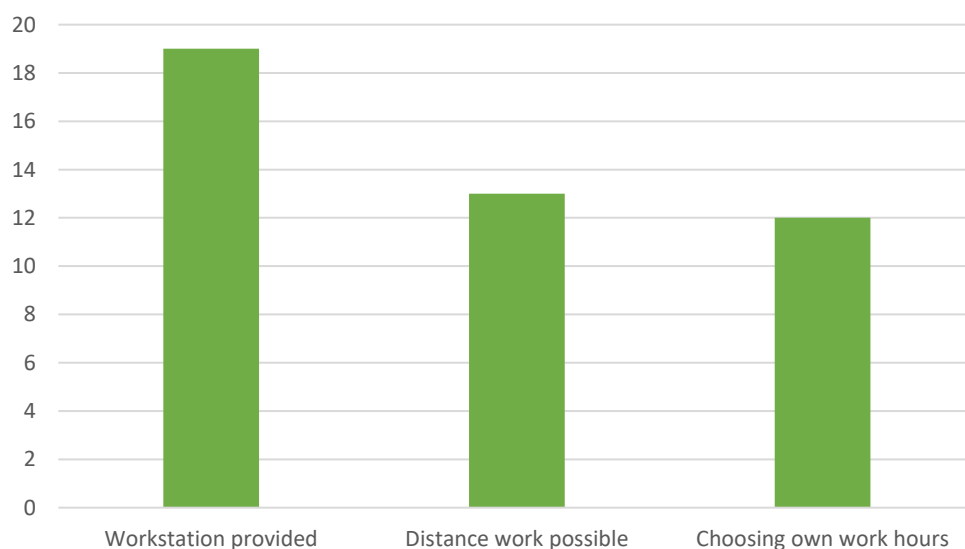


Figure 7. Work conditions and choosing how to work.

The questionnaire also included questions about discrimination, and as Figure 8 shows, most of the participants did not face any discrimination. Six (19%) participants, all of whom were women, mentioned that they had faced

discrimination in some way, not necessarily blatant alienation or racism, but small things, such as not being included in conversations. One participant had probably the most extreme case of discrimination, and she wrote:

I was welcomed by the community but faced a lot of racial and gender-based discrimination by work and local community. Less pay, denied housing, denied bank account, stopped and searched, less holiday, forced to wear high heels and skirts etc.

(Participant 5, F, 27)

This discrimination happened in Japan, and it is good to see that it is not common, or at least based on the responses, that the workplaces were quite equal for different genders. No one else reported anything as major as the incidents mentioned above.

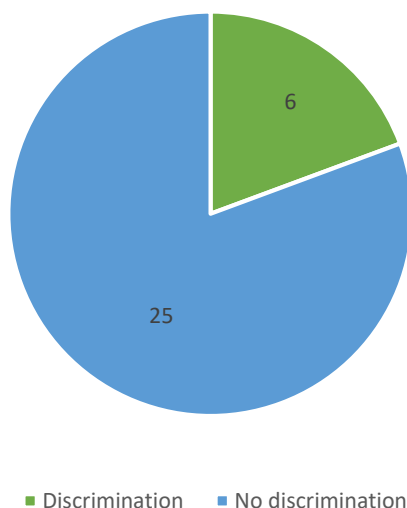


Figure 8. Reported discrimination at work place

Working practices also included an inquiry into commuting because it is interesting to see how many participants prefer to commute than work in one country for the duration of their mobility period. Five participants mentioned that they commute either regularly or occasionally between their home country and their workplace abroad. Commuting can present different problems than staying in the destination country during the mobility period, for example, there can be potential problems with taxation, even though only one person reported such a situation. Good help for these issues is a publication by Karttunen, Pasanen & Tannila called *Työmatkat ja verotus* (2017). This publication is in Finnish, but many times, taxation differs from one country to another, and every situation is different.

Returning to the home country, attitudes towards the mobility experience, and benefits

23 of the 38 respondents said that they had returned to their home country at some point. Some had shorter periods at home before they continued to other places. Some had shorter mobility periods and were stationed in their own country. As mentioned earlier in the introduction, the threshold might have become lower for follow-up mobility; it may be that a mobility experience increases mobility.

The questionnaire asked how the respondents' mobility experience was perceived by their colleagues and employer when they returned. Eleven of 38 responded that they either had not returned at any point, or they did not answer this question. The responses were separated into positive, negative, and neutral perceptions.

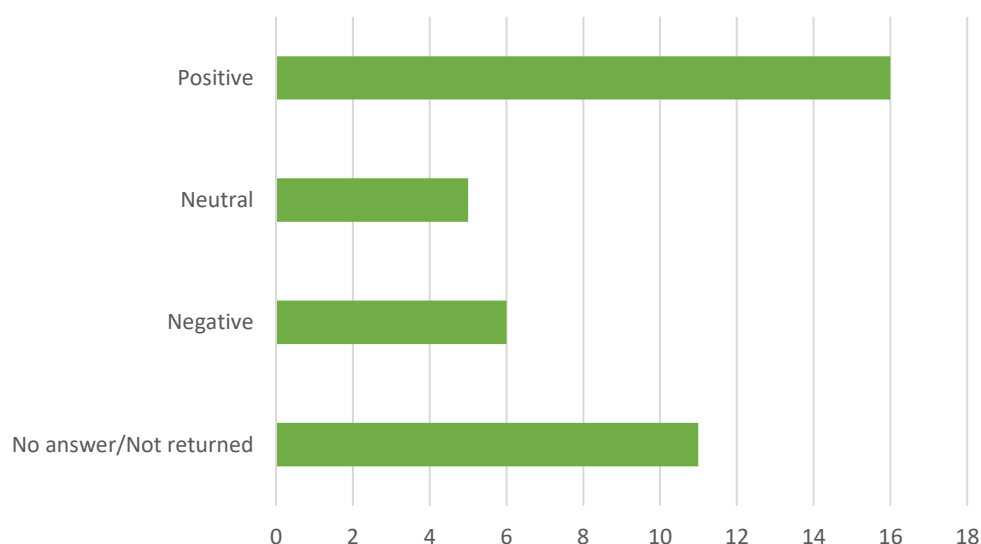


Figure 9. Attitude towards mobility

Six people felt that their mobility had been perceived somewhat negatively, not blatantly negative but with slight scepticism or little understanding for and uninterest in it. One participant wrote:

I have applied for 3 jobs since coming back to Finland, but it seems employers are sceptical about my experience and achievements, even when I see they match the requirements.

(Participant 19, F, 42).

Of these six, two had experienced mobility to the arctic areas.

Five respondents reported that their experience had been perceived quite neutrally or had both positive and somewhat negative receptions. One respondent said:

Everyone was very happy when I left but when I returned it was ignored. Which is odd because the university hails international experience but then it does not show anywhere i.e. in salary or no one notices your experience other ways.

(participant 28, F, 50)

Another said:

People are curious, but I am not sure if they appreciate or value this kind of experience. It seems like they value more the internal networks they've built inside workplace rather than world-wide perspective.

(Participant 6, F, 27).

Both respondents were from the Arctic area, and their mobility was concentrated to this area.

39% (15) felt that their mobility had been perceived positively. Most of the participants were sure their colleagues and employers saw their mobility experience as good, and they thought that it had been received well. But the positive perception had not necessarily been helpful, which suggests that even if mobility seems to be perceived positively, it does not necessarily affect the potential to help or to get a job, despite that mobility is hailed as something to aspire for. One respondent wrote: 'It is mainly been received well. But getting a degree from abroad and then make it suit the Finnish job requirements is challenging'. (participant 2, F, 25). Another participant said:

When I mentioned that I had been outside the country and working there it is very appreciated in the beginning and it is respected. People could use my expertise in many ways if they asked but I have not been asked. Maybe they don't know how to use this expertise or something else. I feel like I could give more and share the knowledge and experience with my colleagues.

(Participant 30, M, 50)

It seems that employers and colleagues do not necessarily know how to use the benefits of someone's mobility. 5/9 men had received favourable attitudes towards their mobility, whereas 11/28 women responded that mobility was perceived positively. It can be debated whether negative or neutral reactions are bad or not, but a reason for that might be that mobility is seen as a necessity and not something special anymore?

I learn a lot in the past two years. It is a game changing experience for sure. As for my career, this mobility is an enhancement that strengthen my calling for being a teacher. I love education, children, interacting with parents. So yeah, I think Finnish community that appreciate education has very much impacted my life. For instance, the free PhD

seminars. I am still amazed by these kinds of programs. I can learn something for free. So, yeah, I am happy to be in a community that has an ongoing loving for learning.

(Participant 8, M, 29)

Mobility was seen as a benefit, and even though attitudes may not always have been the best, the participants mostly thought they had a good, useful experience. Comparing the challenges and the benefits of mobility, it seems that the latter trumped the former when considering impressions that remained in participants minds after or during their mobility period.

Mobility in Arctic areas

18 out of 38 went to arctic areas, of which Finland was the most popular, as shown in Figure 10. Six men out of nine (66,6%) went to the arctic area during their mobility period. 12 women of 28 (42,85%) went to arctic areas. Consequently, 2/3 of the men and 2/5 of the women experienced mobility in the arctic areas. One person had two periods in two different arctic countries, thus, the total in Figure 10 is 19 even though the actual number of arctic area mobility periods was 18.

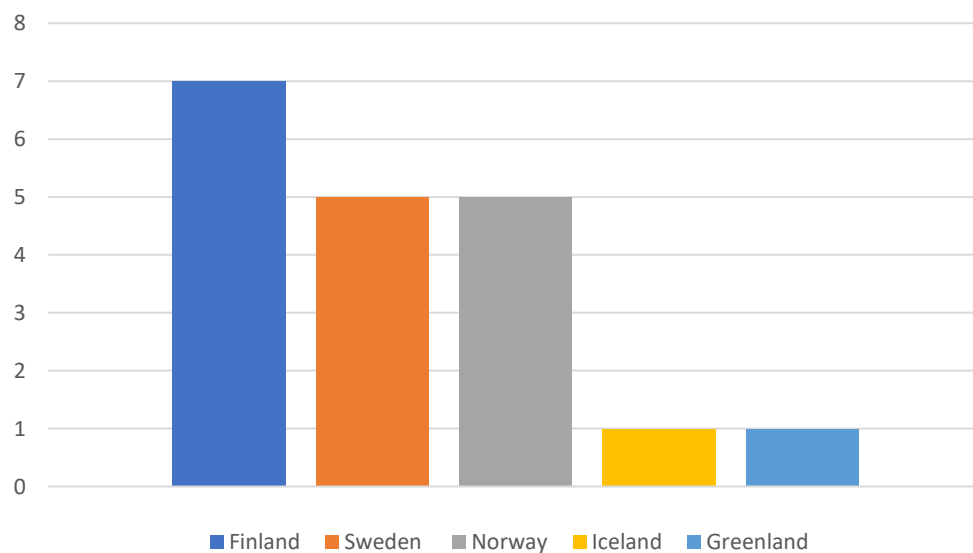


Figure 10. Arctic areas as destination

There was no significant difference if people with families chose the arctic areas, and no difficulties with child care were reported. Four people had funding that covered their periods abroad in the arctic areas, either completely or partly, and they listed the following sources:

- Money from the EURES project for moving
- Workplace paid suitable accommodation
- Teacher exchange, World bank financing, NGE0
- Research grants, paid mobility costs

People going to the arctic areas did not necessarily know the target language but managed with English or Swedish. However, one problem was that sometimes emails would be in the language of the country, which then excluded the participants from knowing everything, i.e. emails in Finnish or Norwegian were mentioned. This fact was mostly the only thing mentioned as possible discrimination in the arctic areas. Commuting is very easy in the arctic areas, and it should be made as easy possible for people who wish to commute, because not everyone wants to move to their mobility destination permanently. In family matters, nothing was significantly different than elsewhere, except that possibly the inclination to leave the significant other and children at home was more prominent in mobility in the arctic areas because the arctic areas are so close to each other. As stated previously in the section for accommodation, there was no assisted accommodation in mobility inside the arctic areas, which means people found no help with finding or financing accommodation. It is important to note that seven out of 18 received help with their mobility. What the data showed was that Norwegian institutions were more inclined than others to provide help for people coming there, and Finland provided help for two native Finnish people leaving the country for their mobility period, which was the most reported aid from a home country. Two people who had experienced mobility to the arctic areas felt that their experience was perceived negatively; two said their experience had been perceived neutrally, and seven people said their mobility had been perceived positively. Most felt that their mobility was seen positively, but it would be crucial to find out the reasons behind the negative perceptions.

CONCLUSIONS

Due to the small size of the sample material, no general conclusions can be drawn, however, responses to the questionnaire reveal crucial experienced information regarding issues of mobility. However, it is possible to say that people from all walks of life are willing to mobilise themselves, and mobility destinations are all over the world. Multiple challenges would be resolved if funding and other forms of support were offered more often. It is also crucial that accommodation and commuting problems are resolved to encourage mobility and give people the option to either stay in their work country abroad or move between their work and home countries. However, it appears that mobility is not necessarily solely tied to these issues. People have a wish and possibly a need for cross-border mobility to conduct research and will, thus, strive for mobility despite the multitude of challenges it might pose. What was surprising in the responses is that there was a significant lack of Nordic mobility funds mentioned or maybe not even used. Should there be more information about these funds available for people in the arctic

areas so they can apply for them and, thus, gain a better opportunity to complete a period of cross-border mobility? There might be problems with commuting and taxation, and as part of the Arctic five collaborations, it is planned that the juridical, taxational and health services will be reviewed, and the results of this revision will be utilized to provide services to the potential upcoming joint virtual HR portal. A lack of easily accessible, sufficient information on taxation, work contracts, and available health services must be resolved since these matters are crucial for cross-border work-based mobility. Accommodation assistance in the Arctic area will be taken into consideration in the same Virtual HR services follow-up project. Another unexpected matter was the attitudes of colleagues and the employer towards the mobility experiences of the participants. Cross-border mobility, the willingness to do it, and the expenses and experience accrued due to mobility should be seen as worthy and positive; those who have been mobile have an extended network. They may have new insights, broader skill sets, and knowledge that might be useful for colleagues or the employer. It is possible that the concept is already so normal that it does not incite opportunities as before. This report analysed the push and pull factors for cross-border mobility. For many it seems to be an experience to aspire for, however, there are obvious aspects that require further consideration. Below are recommendations for improvement.

RECOMMENDATIONS

1. Considering mobility in a life situation:

Accommodating families is integral to the possibility for mobility so that people who have a family have the same opportunities as people who do not have one. Young single people are more inclined to leave for longer periods of time and have no need to think about financing a family, which probably makes leaving easier. Financial background plays a role in the possibility to be mobile if there is no funding available. Cross-border mobility should be accessible to anyone who is interested. A mobility period could take place at any phase of life if appropriate support services are available. Therefore, easily accessible virtual Human Resource (HR) services are necessary. Virtual HR services would provide personal assistance and offer updated information on available support and perhaps provide some tailored services to help candidates make a fully informed decision to move.

2. Promoting Arctic Mobility destinations:

Information on Arctic mobility destinations remains quite scattered. Existing networks, such as the University of the Arctic (UArctic), provide information on currently 213 member institutes:

<https://www.uarctic.org/>. The UArctic is a cooperative network of universities, colleges, research institutes

and other organisations concerned with education and research in and about the North – providing opportunities for career development. Arctic areas are English-language friendly, and this is a positive aspect to promote. This would probably attract more people who are not from inside the arctic area themselves. The area also has the advantage of being known for great education and leading research in different areas. Promotion of the area could include information about financing to encourage people to choose the Arctic. The Arctic areas have a lot to offer, and these things must be identified, so that they can be used.

3. Support available during the mobility period:

Help with figuring out taxation, work contracts, available health services, and accommodation is necessary. Sharing more information about different financing options and possibilities would most likely make cross-border mobility more attractive. Help with accommodation would increase the possibilities for people with families to cross borders for mobility.

4. Challenges are to be overcome:

No one should be left alone with challenges. Therefore, there should be online services that are easily accessible and are available during the mobility period. A local mentor could be appointed for each mobile person to ensure smooth acculturation to the destination. Inclusivity is always better, and any possible discrimination must be reduced to zero.

5. Clarifying benefits of the mobility period:

Indifference after the mobility period is discouraging, therefore, institutions should take good care of students and staff who return from a mobility period. For example, a small event could be held where all the people who have been mobile can tell about their experience. This would encourage other people to consider a cross-border mobility period in their career.

6. Providing easy access Virtual HR services:

Such services would benefit employers looking for the best work force and to job seekers looking for possible job opportunities. Providing a service of this type would most likely make the areas included in the service more attractive simply because of its easy accessibility. The concerns of people interested in mobility are planned to be answered, which would be a tremendous help.

Appendix: Questions of the questionnaire

ACADEMIC NORTH—Mobility experiences questionnaire

This Academic North project aims to further academic cross-border mobility in the Arctic North. During 2019, information about people’s mobility experiences will be collected to identify the enabling support factors and positive features as well as the potential challenges and discriminating factors in cross-border mobility.

We are also interested in the reasons and circumstances that motivate people to move back to their home regions in the north.

If you have worked abroad, you are in a key position to provide us with new perspectives on how to approach the mobility phenomenon. The questionnaire’s language is English, and we would appreciate English responses.

Thank you for your contribution.

1. BACKGROUND INFORMATION

Please provide your contact information.

Age	<hr/>
Your gender as you define it	<hr/>
Your previous and current home countries	<hr/>
The main subject of your degree	<hr/>
Your current work position	<hr/>
Your mobility destination country/countries	<hr/>
Organization and the field of expertise in which you worked during your mobility	<hr/>
The sector in which you worked during your mobility	<hr/>
Year(-s) and duration(-s) of your mobility	<hr/>
Your motivation for mobility	<hr/>

Your employment situation before your mobility

2. FUNDING

Please tell us about how you funded your mobility period. For example, did you participate in paid employment, or did you work as a sub-contractor? Did you receive a grant from your home country? What was your salary level? How did you finance your mobility costs, including your moving and living expenses?

3. RECEIVED SUPPORT, ADVICE, GUIDANCE, AND HELP

Did you make all the practical arrangements alone, or did you get help? If you got help, from where and for what purposes did you receive help? Did you notice any development needs?

4. CHOOSING THE COUNTRY OF DESTINATION

On what grounds did you choose your country/countries of destination and location? What linguistic capabilities did you have in this destination(-s)?

5. WORK PRACTICES AND CONDITIONS

Did you commute between your home and work countries, or did you stay in your work country? If you stayed, were you offered a workstation or room? Were you able to choose your own work hours, and were you allowed to complete

distance work if necessary? Did you feel welcomed by your new work community? Did you experience any discrimination? If yes, what kind of discrimination did you experience?

6. FAMILY SITUATION

What was your family situation during your mobility period? If you had a spouse and a child/children during your mobility period, please tell us about their experiences. Were they with you? Please tell us about your spouse's background information: occupation, employment status, nationality, and gender. Please tell us about your children's background information, such as age. How did you organize childcare when you were working?

7. ACCOMMODATION

Describe your accommodation arrangements during your mobility.

8. LEISURE TIME

Describe how you spent your free time during your mobility period. Did you make new friends and/or develop new hobbies, and did you feel lonely at any time? Did your colleagues help you acclimate to your new living environment?

9. CHALLENGES CONFRONTED

Did you experience any challenges during your mobility period? What was your biggest challenge?

10. RETURNING TO YOUR HOME COUNTRY

If you have returned to your home country, did you receive any financial and/or practical help during your return? Are you (and your partner) currently employed in your home country? Was your family situation considered by others when you returned? If your mobility period was not temporary, what made you return to your home country?

11. ATTITUDES TOWARDS YOUR MOBILITY EXPERIENCE

How was your mobility experience perceived by your colleagues and employer when you returned?

12. MEANINGS AND BENEFITS OF YOUR MOBILITY

What did your mobility period mean for you and your career?

13. YOUR MOBILITY STORY

Please describe your "mobility story."

14. ADDITIONAL INTERVIEW

May we contact you for an additional interview? If yes, please add your contact information below. Your contact information will not be used for any other purposes and will be deleted by October 2019.

☐ Yes

☐ No

15. USING THE DATA

Do you give us your permission to cite your answers on our website?

☐ Yes, but only anonymously.

☐ Yes, with my name.

☐ Yes, with my name and photo.

☐ No, I do not give you my permission to use my answers publicly.

16. PHOTO

If you gave permission for us to use your photo on our website, please upload it here.