



Elinkeino-, liikenne- ja ympäristökeskus
Närings-, trafik- och miljöcentralen
Centre for Economic Development, Transport and the Environment

Finnish Women in Work life

Elina Koivulahti

Winnet8
Scotland to Finland – study visit

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05.11.2010



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1906
Women's
suffrage

1922
Right to sign
contract of
employment

1945
Instruction
to pay less
to women

1962
Same salary
for same
job (ILO)

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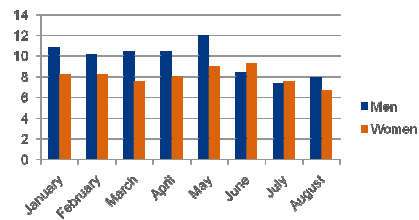


Finnish women's employment

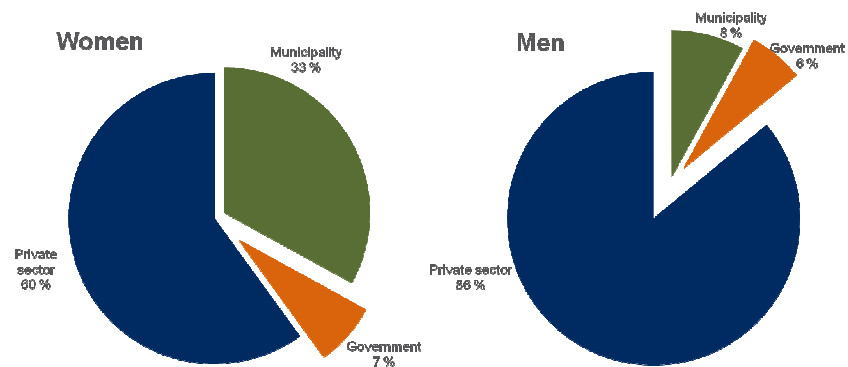
- Women's employment rate → 4th highest in EU
- Full-time job rate → 2nd highest in EU

- Whole country
Unemployment rate **7,3%**
(9/2010)

- South Ostrobothnia
Unemployment rate **7,2**
(total 8750, women 3589 and men 5161)
(9/2010)

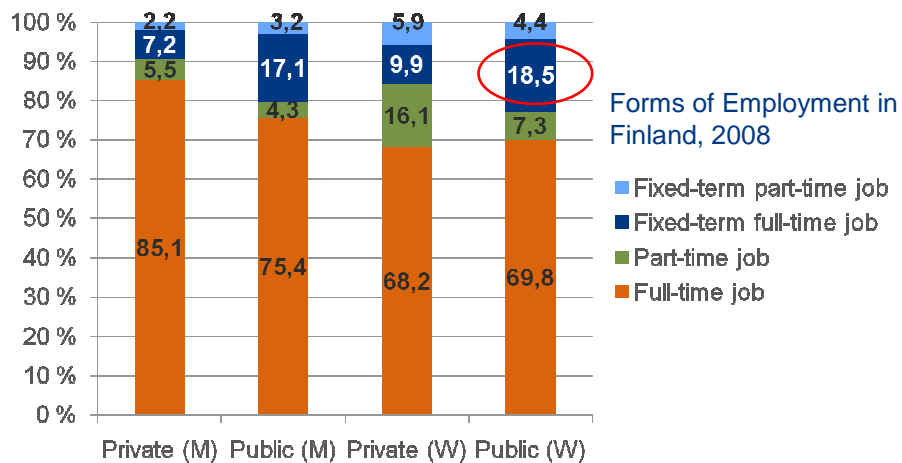
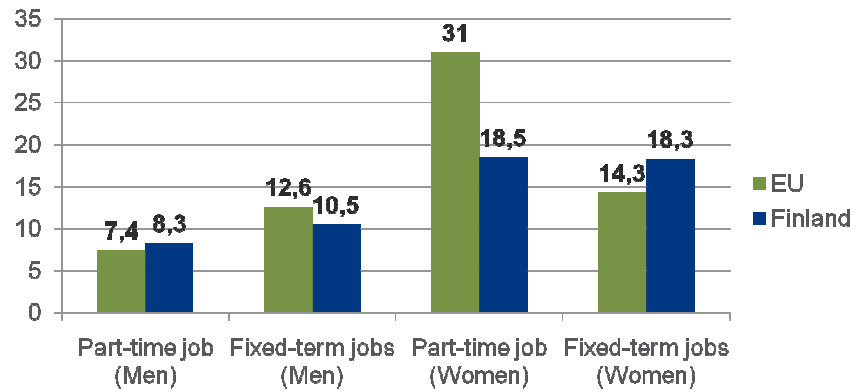


Labour segregation





Part- and Full-time jobs in EU and Finland by gender 2009





Differences in labour market

35% high education

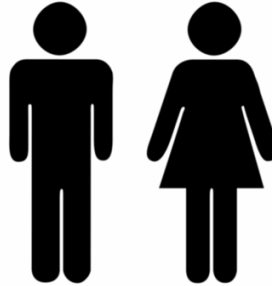
Management:
Operative leadership

Social & Health Care:
Management & Leadership

41,3h (EU 41,7h)

1€

Welders are educated as for
practical nurses



47% high education (EU 30%)

Management:
Personnel and communication

Industry:
Office & Administration

35,8h (EU 34,3h)

0,80€

Practical nurses were educated for
truck drivers and welders



Women in higher positions

- Share of women as leaders has increased a lot lately
- Women are more educated than men
- Women leaders in branches with women employees
- Commerce, hotel- and catering, bank & insurance & IT
- Young women (under 30y) are future leaders (construction 30%, service 47%)
- Highest number of employees with women supervisor (39%)



Work and family

- Long history
- 80% of parents work
- "Everyday infrastructure" in Finland

- Maternal leave 105 days (fathers 1-18 days), 158 days parental leave and care leave until a child is 3years
- 6+6+6 model in discussion
- 3 paid days caring sick child under 10 years



Educational choices

- Majority of university students are women
- Social- and health care, tourism & catering, physical education (90%)
- Humanist & education (80%)
- Technic (20%)
 - textile- and clothing industry (95%)
 - biotechnic (65%)
 - machine-, metal-,electricity- and automatic engineering (10%)
- Women's choices more versatile



Thank you for your attention!

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