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Gender analysis of census data

Gender aspect in population census in Finland

Note by Statistics Finland ¹

Summary

The paper discusses Finnish population census data from the gender perspective. It starts with a brief description of the Finnish population census system. This is followed by presentations of the data from the gender perspective that are available from the population census on population structure, families, education and employment, and related challenges. In addition, the paper describes unique information on the clients of child protection services gained from an analysis made by combining data from the child protection register with those from register-based population census.

¹ Prepared by Marjut Pietiläinen.

I. Introduction

1. This paper presents the data from the gender perspective that are available from Finnish population censuses, and some analyses performed with them. The paper first gives a brief description of the Finnish population census system. This is followed by descriptions of some data from the gender perspective on the population structure, families, education and employment, and challenges related to them. The paper also presents some studies in which new and unique results have been obtained by combining population census data with register data.

2. Finland has a relatively high birth rate by European comparison, as also do the other Nordic countries. In 2010, the total fertility rate was 1.87 and at the same time the highest in 40 years.

3. According to Statistics Finland's statistics on the population structure, 21 per cent of the 40-year-old women resident in Finland have not given birth to a child. The proportion of women without children has been growing slowly but constantly. In 1990, the share of 40-year-old women without children was 15 per cent.

4. At the end of 2010, the number of families with children totalled 582,000. This represents the lowest figure ever recorded in the statistics, with a decline of 1,800 from the year before. Over the long term, there has been a clear reduction in the number of families. Twenty years ago in 1990, the total number of families with children was still 640,637, and approximately one-half of the population were part of a family with children. Today, 41 per cent of the Finnish population belong to a family with children.

5. Slightly more than 18 per cent of the families with children with a foreign background are single-parent families, and as many as 92 per cent of these single-parent families consist of mother and children.

6. The educational structure of the population has undergone significant changes in the past three decades. Women's educational level has risen considerably. Whereas in 1970, less than one-half of the population over the age of 15 with a tertiary level qualification were women, in 2010 the proportion had risen to as high as 57 per cent. In three decades, the proportion of women with a postgraduate degree has gone up from 14 to 41 per cent.

7. Women's employment rate exceeded men's for the first time in 2009. The economic downturn of 2009 mainly affected export industries and brought men's employment down more than women's. The occupational structures among women and men deviate from each other so that the majority of women work in the public or services sector, which are also less vulnerable than other sectors to economic trends.

8. There are differences in employment and unemployment by native language. The share of the employed is higher among the women than among the men who speak the domestic native languages of Finnish, Swedish or Saame. By contrast, more of the men than of the women who speak the domestic languages are unemployed. Among the Estonian-speaking population, the share of employed women is also higher than the share of employed men, and unemployment more widespread among men. By contrast, among the Russian-speaking population men's employment rate is better than women's and unemployment is more widespread among women than men.

9. Approximately 13.79 per cent of employees worked in gender-balanced occupations in 2009. The share of women employees in gender-balanced occupations was 13.31 per cent and that of men 14.31 per cent. The share of men in gender-balanced occupations has grown while the share of women grew from 2006 to 2008, but diminished in 2009.

10. The educational level of persons who have been taken into care as children or teenagers remains below that of their respective age group and the emphasis in the educational career is on vocational school education. The children having been placed in families when they were aged under 13 progress furthest in studies among all those having been in care. The situation concerning education and employment is better for the women who had been taken into care or placed in family care when aged under 13 than for other women having been in care.

II. Population census statistics in Finland

11. In Finland, the population census and the related count of dwellings and real estate are carried out every ten years in accordance with the Population Census Act. Since 1987, the population census has been drawn annually. In Finland, the complete set of statistics from the 2010 Population Census contains data describing the population structure, families, dwellings and housing conditions, buildings and free-time residences, and employment. Population censuses are drawn in Finland entirely from registers and administrative files. The reference point of time of the census was 31 December 2010. Results from the Finnish population census will be published in related statistics between 2011 and 2012. The data on population censuses are released according the release schedule of statistics. Statistics Finland's population census internet pages http://tilastokeskus.fi/tup/vl2010/index_en.html.

III. Gender aspect in population structure in Finland

A. Birth rate relatively high by European comparison

12. Finland has a relatively high birth rate by European comparison, as also do the other Nordic countries. In 2010, the total fertility rate was 1.87 and at the same time the highest in 40 years. After 1970, the total fertility rate has been at its lowest in 1973 when it was 1.50.

13. Woman's average age at first confinement is 28.3 in Finland. In a couple of decades, the average age of first-time mothers has gone up by nearly two years. The average age of fathers when their first child is born is 30.5 years. Because one-half of first children are these days born outside official marriage, calculating the father's age only for children born to married parents would give a biased picture. For this reason, the information for children born outside marriage has been supplemented with data on the population structure. This way, father can be defined for nearly all children.

14. As cohabiting has become increasingly common, marital status has been losing its importance as a demographic variable. Nowadays as many as every fourth woman and man living together are not married. However, cohabiting cannot be established as a new marital status, as it is practised by widowed, divorced, married and unmarried persons alike.

15. At the end of 2010, there were 3,619 persons living in Finland whose marital status was registered partnership. Of them 1,990 were women and 1,629 men. In addition, 514 persons were divorced from a registered partnership and 45 were widowed after a registered partnership. A total of 322 new partnerships were registered in 2010. There were 198 new partnerships of women and 124 new partnerships of men.

B. One 40-year-old woman in five has no children

16. According to Statistics Finland's statistics on the population structure, 21 per cent of the 40-year-old women resident in Finland have not given birth to a child. The proportion of women without children has been growing slowly but constantly. In 1990, the share of 40-year-old women without children was 15 per cent.

17. The starting of a family is being postponed to an ever later age. In 1990, the share of mothers among 30-year-old women was 67 per cent. At the end of 2010, only around one 30-year-old woman in two had become a mother. If this development continues, there is a threat of an ever growing share of women remaining totally childless in future.

18. In Ostrobothnia, the share of those without children among 40-year-old women was 15 per cent at the end of 2010. In the region of Uusimaa, one 40-year-old woman in four has no children. Among the women living in Helsinki, 36 per cent have not given birth to a child.

19. The marital status of 29 per cent of all 40-year-old women was unmarried, while 57 per cent were married and 13 per cent divorced. Two out of three of the 40-year-old women with no children were unmarried, one in four were married and 8 per cent were divorced.

20. When the starting of a family is postponed because of, for instance, studies, employment or failure to find a partner, having a child at a later age may prove difficult or outright impossible. It is often thought that high level of education is associated with childlessness. However, the level of education does not seem to vary very much among the 40-year-old women without children.

21. One-third of the 40-year-old women with no children have upper secondary level education and 13 per cent have no post-basic level educational qualification or their educational qualification is not known. The native language of 35 per cent of them is not Finnish, Swedish or Saame, which indicates that some of the women in this group are immigrants for whom data on education are not known.

22. Among the 40-year-old women without children, 1.6 per cent have doctorate level university qualifications, but as many as one-quarter of all 40-year-old women with doctorate level education are childless. On the other hand, it should also be noted that doctorate level degrees are not attained until the age of 35, on the average. One-fifth of all 40-year-old women with upper secondary level educational qualifications are childless. Among the women with upper level university degrees the share of those without children is 23 per cent, and the share is the same also among women who have no post-basic level educational qualification or whose level of education is unknown.

23. Approximately one-half of the 40-year-old women without children do not belong to a family, i.e. live alone, and five per cent hold the status of a child in their family, i.e. live with at least one of her parents. One-fifth of the 40-year-old women with no children live with a cohabiting partner. Some of these childless women live in a reconstituted family that has the spouse's children only.

IV. Gender and family statistics

A. Family as a statistical unit

24. The family was introduced as a statistical unit for the first time in the census of 1950. Before this year, censuses carried out in the largest towns had published quantitative

figures on heads of families and other family members, but these data did not provide a picture of the family size and structure.

25. Over sixty decades, there has been little change in the definition of family in censuses. On the other hand, minor changes have taken place in the classification of family types and the concept of a child, of which the family type in particular affects the picture we form of the composition of families and families with children.

26. Persons permanently living in the same household-dwelling unit are regarded as a family, while a person who is temporarily absent is considered part of the family. A family can consist of no more than two successive generations. If several families live in a household-dwelling unit, the family is formed starting with the youngest generation.

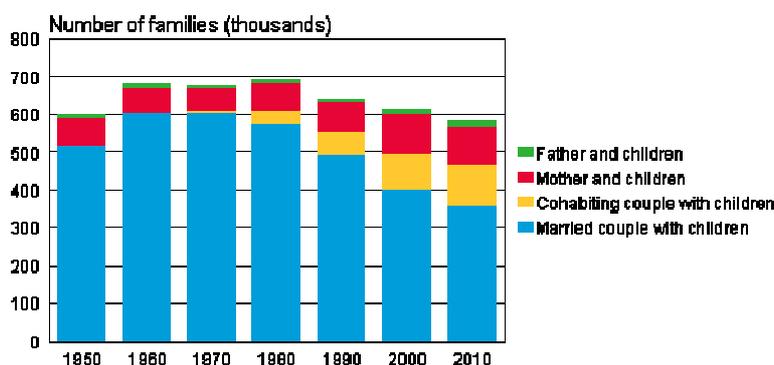
27. As early as in the definition used for the 1950 census, a family consisted of: 1) parents or one parent only and their or his/her child/children who live at home or 2) married couples without children. "Unmarried couples and their children" were also included in families, while their number was included in married couples.

28. It was not until the census of 1980 that "cohabiting couples with common children" were recorded as a family type of its own. It took another ten years before families with a mother or a father and children that include a cohabiting partner living in the same household-dwelling unit were given the status of a family consisting of a cohabiting couple and children. This reduces the number of single-parent families and increases the number of two-parent ones.

29. Until 1990, the spouses' unmarried biological and adopted children living at home and one spouse's biological and adopted children regardless of age were defined as children of the family. The definition of a child subsequently changed, now referring to a person living with his/her parents regardless of his/her marital status, provided that she/he does not have a spouse or children in the same household-dwelling unit. This has no bearing on the definition or composition of families with children, as a family with children is one where at least one child under the age of 18 is living at home

B. The number of families with underage children lowest in decades

30. At the end of 2010, the number of families with underage children totalled 582,000. This represents the lowest figure ever recorded in the statistics, with a decline of 1,800 from the year before. Over the long term, there has been a clear reduction in the number of families. Twenty years ago in 1990, the total number of families with children was still 640,637, and approximately one-half of the population were part of a family with children. Today, 41 per cent of the population in Finland belong to a family with children.

Figure 1. Development of the number of families with children² 1950–2010

Source: Statistics Finland, Population Statistics

31. A family consisting of a married couple and children still remains the most common type of family with children, but the proportion of this type has been declining steadily over the last few decades. At the end of 1970, 89 per cent of families with children consisted of a married couple and children, whereas today the proportion of this family type in families with children is as low as 61 per cent.

32. The proportion of families consisting of a cohabiting couple and children has doubled in twenty years. In 1970, only one per cent of families with children consisted of cohabiting couples and children. This proportion has been increasing steadily decade by decade, with the exception of the 2000s, when its growth slowed down slightly. At the end of 2010, this figure was 18 per cent.

33. The change in the demographic structure has reduced the number of families with children. The children of the large age groups born in 1945 – 1950 have grown up and moved out. The status of their parents has thus changed from a family with children into a family of two adults in the statistics (married couple/cohabiting couple/couple in a registered partnership without children). Even if a child remains living with his or her parents after becoming of age, the family is no longer recorded as a family with children in the statistics, if no children under the age of 18 now live in the family.

34. Divorces, too, play a role in the trends of family types. In a divorce, or separation of a cohabiting couple, one of the parents (most frequently the father) moves out, and the children remain living with the other parent. Those living alone are not recorded in the family population statistics.

35. The share of single-parent families has increased over the last few decades. Previously, the term single supporter families was used, but as a result of social changes and custody issues, the concept of single-parent families has been introduced in the statistics. It is not possible to take into account, for example, joint custody in the statistics.

36. The share of families made up of a father and children has remained rather low in the last few decades, even if in relative terms their proportion has undergone strong growth. Only three per cent of families with children consist of a father and children. The share of families consisting of a mother and children in all families with children has increased more

² A family with children has at least one child under the age of 18 living at home.

clearly, with a fairly steady progress from the nine per cent in 1970 to the current 18 per cent.

C. 10 per cent of families with children have a foreign background

37. A total of 90 per cent of families with children have two parents born in Finland, or a single parent born in Finland. In some three per cent (2.9%) of families with children, the father was born in Finland, while the mother was born in another country. The share of families consisting of a mother born in Finland and a father born in another country is very similar (2.5%). In approximately five per cent of families with children, both parents, or the only parent, were born outside Finland. However, it should be borne in mind that some Finnish citizens have been born abroad. Respectively, some of those with an immigrant background have been born in Finland.

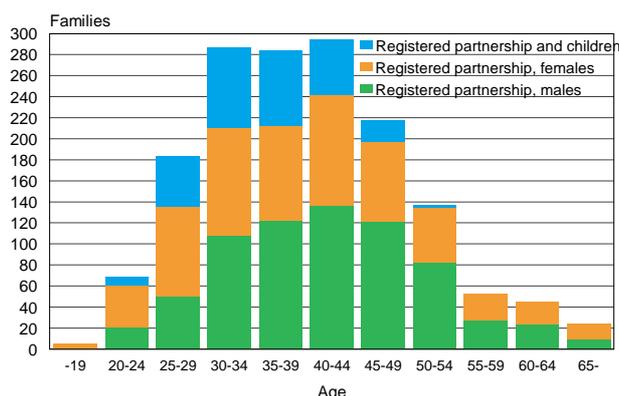
38. Slightly more than 18 per cent of families with children with a foreign background (at least one parent, or the only parent, born outside Finland) are single-parent families, and as many as 92 per cent of these single-parent families consist of a mother and children. Quantitatively, the number of families consisting of mothers born in the former Soviet Union and their children is the highest, or 2,700. The second most frequent are single-parent families of mothers born in Sweden or Estonia.

39. In the families with children where both parents were born abroad, the parents were most frequently born in the former Soviet Union, Estonia, former Yugoslavia, Iraq and Somalia.

D. Number of registered partnerships is still low

40. At the end of 2010, 706 male couples and 895 female couples lived in a registered partnership, which is a total of 205 couples more than in 2009. In most of the tables of family statistics these families are included in married couples because there are still so few of registered partnerships that they would not be distinguishable as a separate group. Figure 2 shows the age distribution of registered male and female couples according to the younger partner. It shows that male couples are older than female couples.

Figure 2. Registered partnerships by age of younger partner 2010



Source: Population statistics, Statistics Finland

E. Women aged under 40 without children are more often cohabiting than married

41. Cohabitation is the form of family life chosen by young couples without children. Up to the age of 40, women without children tend to prefer cohabitation to marriage. Where mothers are concerned, the only ones to favour cohabitation over marriage are in the small group of mothers aged under 25. The majority of mothers older than this living with their spouses are married. The older the woman, the more likely she is to be married to her spouse.

42. Married couples account for 66 per cent of all families and for 75 per cent of all married and cohabiting couples. Cohabiting couples make up 22 per cent of all families. Of the families consisting of spouses living together, 25 per cent are cohabiting couples.

43. In 82 per cent of all married couples both spouses are married for the first time. Thus the conventional form of family can still be considered to prevail in Finland. In 67 per cent of cohabiting couples neither spouse had been previously married. Hence, on the average, there are clearly more couples where one of the spouses has been married before among cohabiting couples than among married couples. In 84 per cent of the registered male couples neither partner has been married before, the figure for female couples being 75 per cent.

F. Women live alone more often than men do

44. The commonest household-dwelling unit today consists of one person. In the 1975 population census two-person household-dwelling units were still the most numerous. By the next population census in 1980, one-person household-dwelling units had already become the most numerous. One-person household-dwelling units make up 41 per cent and two-person household-dwelling units almost one-third of all household-dwelling units. Household-dwelling units larger than this make up the remaining 26 per cent.

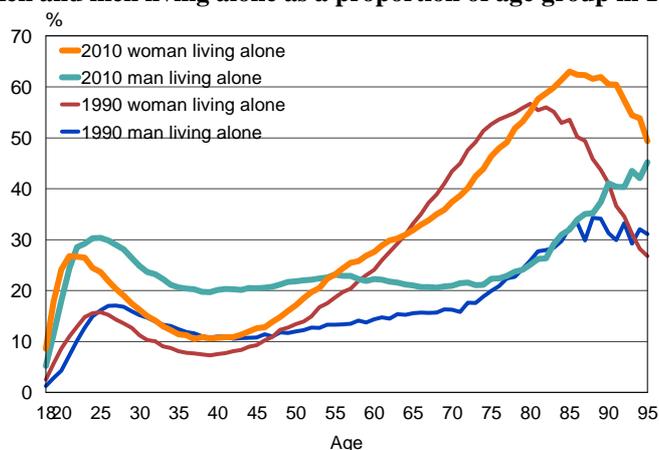
45. Household-dwelling units can also be studied from the population perspective in order to ascertain how many people in Finland live in each household-dwelling unit size class. The proportion of those living alone of the total population has gradually grown from 13 per cent two decades ago to today's one-fifth. The majority (32%) of the population live in two-person household-dwelling units. At least one-half of the population aged 55 to 79 live in two-person household-dwelling units, in other words the children have already flown the nest and both spouses are still alive.

46. All in all, women live alone more often than men do. In percentages, one-quarter of the women and 22 per cent of the men aged over 15 live alone. The gendered proportional distribution of living alone is somewhat different when examined against age. Changes are the most drastic in the life cycle of women, who live alone when young and most probably again when old. The proportion of women living alone is the lowest when they are about 40 years old; this is when 11 per cent of women in this age group live alone. Like young women, young men live alone. However, the number of men living alone does not fall with age to a level as low as that of women living alone. Twenty-three per cent of 33-year-old men live alone and the proportion remains almost unchanged right up to the age of 75. The number of men living alone is partly explained by divorces. In a divorce, the children usually stay with the mother and the father lives alone, at least temporarily. One-third of the men aged at least 80 live alone.

47. When comparing living alone today with the situation in 1990 we find that living alone has increased strongly expressly in the youngest age groups of women and men as

well as among both old men and old women. In terms of numbers, 64-year-old women are the largest age group of those living alone.

Figure 3. **Women and men living alone as a proportion of age group in 1990 and 2010**



G. Challenges

48. Because the Finnish population census is register-based, there are no challenges from the gender aspect that would arise from the interview situation as such. The data on gender arrive into the census file direct from population information system. In respect of single-parent families, it can be viewed as challenging from the gender aspect that children are registered as resident at the address of one parent only even if they regularly live with each parent in turn and the parents look after them jointly (joint custody). This is problematic especially from the male perspective, because in a divorce children often remain registered at the mother's address, and the father becomes a person living alone, i.e. without a family. The same of course also concerns reconstituted families, which may regularly have more children to take care of than indicated by register data. The custody of children of registered same-sex partnerships is also at least partly deficiently recorded in statistics, for instance in a case where the child has two mothers or fathers and he/she is officially registered as living with either his/her mothers or his/her fathers only.

49. At the moment, statistics on families neither examine situations where several generations live together nor the distances of grandparents from the family. However, the code for place of residence could be exploited to study cases where several generations live together. The distance of grandparents, in turn, could be studied by utilising the coordinates of the code for place of residence. In 2007, the publication "Children in Finland" examined the distance of grandparent's place of domicile from a child's place of domicile. This leads to the same questions as the custody of children, in other words, the real distance cannot be ascertained without information about the child's practical living arrangements, for instance in divorce cases. It would also be interesting to study how far away women and men live from their aged parents. This information combined with such data on the family as number and ages of children, and employment, would provide valuable information about women's and men's everyday lives and care responsibilities.

50. Population censuses also make it possible to study girls and boys by statistical means. The latest extensive study concerning children in Finland is the aforementioned compendium of articles published in 2007. The previous issue of "Children in Finland" was produced in 2000. The Population Statistics Department of Statistics Finland has now built a new database from the data produced in 2010 on children. The intention is also to update the database with data on employment and bring it up-to-date annually.

51. With respect to family statistics, one of the challenges from the gender perspective are couples living apart together, i.e. couples with spouses living at different addresses. The matter is complicated even further if the couple also have children, either together or separately, which the concept in itself is not interested in.

52. Data on gender are received from registers as officially classified into the system. This puts the studying of gender experiencing and orientation out of the reach of statistics. In principle, the subject could be studied with a survey and the data obtained with it perhaps supplemented with data from register files. However, it is essential that when surveys are made the interviewees are told what the collected data will be used for.

53. One of the challenges to register-based population censuses are co-habiting couples of same sex. Co-habiting couples of women and men are formed from the data with inference rules, but the forming of inference rules for couples of same sex has, at least thus far, not been done.

V. Educational structure of population

A. Women's educational level has risen considerably

54. By the end of 2010, a total of 3,005,000 persons in Finland had attained post-basic level educational qualifications in upper secondary general school education, vocational education, polytechnic education or university education. Four decades earlier, their number was 3.4 times lower, or 882,000. By the end of 1970, one out of four and by the end of 2010 two out of three in the population aged 15 or over had attained a post-basic level educational qualification.

55. Persons having only completed the basic level of education, i.e. comprehensive school, middle school or elementary school, numbered 1,483,000 in 2010, or one-third of the population aged 15 or over. Upper secondary level qualifications were held by 39 per cent and tertiary level qualifications by 28 per cent. In 1970, persons having only completed the basic level of education numbered 2,600,000, or three-quarters of the population aged 15 or over. At that time, upper secondary level qualifications were held by 16 per cent and tertiary level qualifications by 9 per cent.

56. One-third of the population aged 15 or over have completed only basic level of education or less. There is not much difference in this by gender. Sixty-seven per cent of women and one percentage point fewer men have an educational qualification. By contrast, a larger proportion of men than women in the population aged 15 or over have completed upper secondary level education. Forty-two per cent of men have completed upper secondary level education (ISCED 3/4), while the respective share among women is 37 per cent. Thirty-one per cent of women, but only one-quarter of men have completed tertiary level education. The share of those with lowest level tertiary (polytechnic) educational qualifications is 13 per cent among women and eight per cent among men. A larger share of women than men have also lower and higher level university qualifications, but a larger share of men than women have highest (doctorate) level university qualifications. However, the share of those with highest level university qualifications would be quite different if examined by age group, because more young women than young men complete postgraduate studies. These days, women attain more than one-half of all postgraduate degrees. While the total number of attained doctorate degrees has gone up from around 500 to 1,500 during the past two decades, women's share of them has increased considerably. Whereas in 1990, less than one-third of doctorate degrees were attained by women, in 2010 the share was already 52 per cent.

Table 1. Population aged 15 or over by level of education and gender 2010

Level of education (ISCED 1997)	Population aged 15 or over		Women aged 15 or over		Men aged 15 or over	
		%		%		%
Basic education or less (ISCED 2 or less)	1 482 696	33,0	749 658	32,6	733 038	33,6
Population with educational qualifications	3 004 903	67,0	1 553 170	67,4	1 451 733	66,4
Upper secondary /Post-secondary non tertiary education (ISCED 3/4)	1 758 056	39,2	845 951	36,7	912 105	41,7
Tertiary level (ISCED 5/6)	1 246 847	27,8	707 219	30,7	539 628	24,7
ISCED 5 B programmes	472 283	10,5	288 632	12,5	183 651	8,4
ISCED 5 A Medium programmes (Bachelor level)	395 862	8,8	218 903	9,5	176 959	8,1
ISCED 5 A Long/very long programmes (Master level)	342 598	7,6	185 011	8,0	157 587	7,2
Second stage of tertiary Education (ISCED 6)	36 104	0,8	14 673	0,6	21 431	1,0
Total	4 487 599	100	2 302 828	100	2 184 771	100

Source: Education Statistics, Statistics Finland

57. In 1970, only 16 per cent of the women aged 15 or over had completed upper secondary level qualifications but in 2010 the share was already 37 per cent. Huge growth has also taken place in women's share of tertiary level qualifications. Only forty years back, eight per cent of women had completed tertiary level educational qualifications, but by 2010 the share had already risen to 31 per cent.

58. Women's share of the population with doctorate (ISCED 6) level degrees has gone up clearly since 1970 when it was 14 per cent. Twenty years later, the share of women in the population with doctorate (ISCED 6) level degrees was already one-fifth and in 2010 41 per cent. Women's share has gone up in all other levels of education apart from the very lowest level (ISCED 2 or less) and the upper secondary level (ISCED 3/4).

Table 2. Population aged 15 or over by level of education 1970, 1990 and 2010, share of women

Level of education	%		
	1970	1990	2010
Basic education or less (ISCED 2 or less)	53,7	53,7	50,6
Population with educational qualifications	49,5	50,5	51,7
Upper secondary /Post-secondary non tertiary education (ISCED 3/4)	50,3	49,9	48,1
Tertiary level (ISCED 5/6)	48,1	51,7	56,7
ISCED 5 B programmes	51,5	57,0	61,1
ISCED 5 A Medium programmes (Bachelor level)	52,9	48,3	55,3
ISCED 5 A Long/very long programmes (Master level)	32,1	43,4	54,0
Second stage of tertiary Education (ISCED 6)	14,3	22,8	40,6
Population aged 15 or over	52,6	52,1	51,3

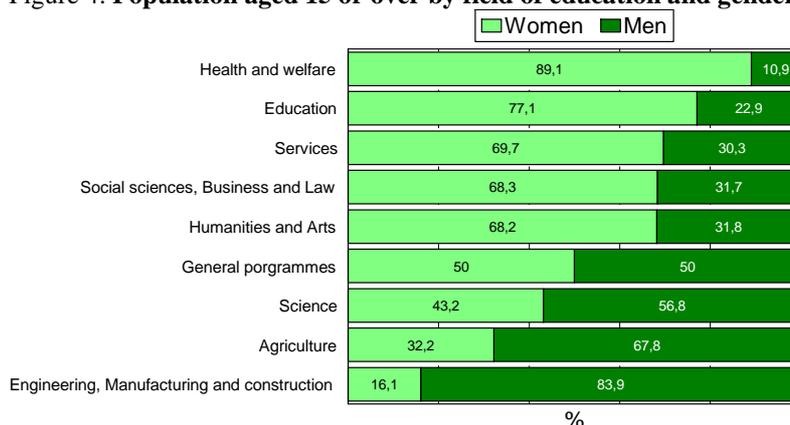
Source: Education Statistics, Statistics Finland

B. Gendered differences in fields of education

59. Reduction of gendered segregation in education has been among the central aims in the equality programmes of Finnish governments and the aim has applied to all levels of education. Despite these aims, and measures taken, strong gendered segregation still persists in both university and polytechnic education.

60. Women’s share is clearly the highest in the field of health and welfare and the share has hardly changed. In this field of education, women’s share has grown from 69 to 77 per cent over four decades. Women’s share of completers of education in the field of technology (engineering, manufacturing and construction) is still no higher than 16 per cent and, compared with 1970, the share has even fallen slightly (20.8% in 1970). Only barely one-third of qualifications in the field of agriculture, too, are completed by women. Female majority still prevails in services even though women’s share has shrunk by five percentage points since 1970. Women also complete the vast majority of qualifications in the field of humanities and arts. Women completed over one-half (58.2%) of the qualifications in this field already forty year ago. In the past few decades, women’s share has grown also in the fields of social sciences, commerce and law.

Figure 4. Population aged 15 or over by field of education and gender 2010, %



Source: Education statistics, Statistic Finland

C. Challenges

61. The challenge in education statistics arises from the lack of data on educational qualifications of the immigrant population as well as on educational qualifications attained by Finnish citizens abroad. For this reason it has not been possible to examine, for instance, the education of immigrant women and men relative to the rest of the population, and their employment according to their education. Obtaining of these data on education would require conducting a survey among the immigrant population in Finland, which has actually already been done in Sweden and Norway.

VI. Employment

62. Imminent labour shortage has been one of the biggest concerns in Finland in recent years. While age cohorts of over 80,000 are today exiting the population of working age, the age cohorts of around 60,000 born in the early 1990s are entering the working life. Thus, there is a difference of some 20,000 between the exiting and entering age groups. For a couple of decades, Finland has received migration gains from abroad, and this has boosted the entering age cohorts. In recent years, the gain has amounted to 15,000 persons of whom 10,000 are of working age. The migration gain is a welcome addition to the

population of working age, which would otherwise diminish by good 20,000 persons per year. Thanks to the migration gain, the decrease is halved.³

A. Women's employment rate higher than men's

63. Women's employment rate now exceeds men's employment rate for the first time. The economic downturn of 2009 mainly affected export industries and brought men's employment down more than women's. The occupational structure of women and men deviate from each other so that the majority of women work in the public or services sector, which are also less vulnerable than other sectors to economic trends.

64. In Finland, the public sector employs above all women and the private sector men. At the end of 2009, 41 per cent of employed women, but only 16 per cent of employed men worked in the public sector.

65. The local government sector is highly female-dominated and 78 per cent of its employees are women. The proportion of women working in the local government sector is lowest among young women and highest among women over the age of 45 of whom 41 per cent worked in the local government sector. The gendered division of employees is more even in the central government sector than in the local government sector. The private sector, in turn, employs especially young people.

66. The shares of employed and unemployed persons of working age by native language and gender have been studied with the census data. The share of domestic language (Finnish, Swedish, Saame) speaking women of working age who were employed was 71.1 per cent while the respective share for men was 68.5 per cent. The share of those employed was also higher for Estonian-speaking women than men of working age. Among the working-age speakers of other languages the share of employed men was higher than that of employed women. The shares of employed among the speakers of different languages may be connected with the countries of origin and their local conventions on working.

67. Among the examined language groups, the shares of unemployed working age men were higher than those of women among speakers of domestic languages, Estonian, English, German, Italian and Greek. By contrast, the unemployment rate for women of working age was higher than that for men for speakers of Russian and Spanish. Nearly one-fifth of Russian-speaking women of working age were unemployed at the end of 2010.

Table 3. Employed and unemployed in the population of working age in 2010 by native language and gender

Mother tongue	Women				Men							
	Total	Employed	Unemployed	%	Total	Employed	Unemployed	%				
Finnish, Swedish, Saame	1 574 199	1 118 552	99 154	100	71,1	6,3	1 606 541	1 100 480	143 430	100	68,5	8,9
Russian	26 306	13 101	5 036	100	49,8	19,1	15 693	8 661	2 721	100	55,2	17,3
Estonian	11 926	8 387	1 038	100	70,3	8,7	10 683	7 292	1 000	100	68,3	9,4
English	3 213	1 560	200	100	48,6	6,2	7 136	4 128	623	100	57,9	8,7
German	1 764	941	86	100	53,3	4,9	2 461	1 608	173	100	65,3	7,0
Italian	322	160	26	100	49,7	8,1	1 125	648	116	100	57,6	10,3
Greek	125	57	11	100	45,6	8,8	500	273	74	100	54,6	14,8
Spanish	1 687	767	190	100	45,5	11,3	2 198	1 185	229	100	53,9	10,4

Source: Annual census Statistics, Statistics Finland

³ Myrskylä, Pekka (2012 and 2011)

B. Gender-balanced occupations

68. The Finnish labour market continues to be quite strongly segregated, that is, divided by gender, and for a long time Finland's equality policy has included reduction of the gendered division of the labour market. Women and men still largely work in different sectors. Although the overall picture of the gendered division, or segregation, of the labour market has not essentially changed in the past decade, some change has taken place in women getting educated to many specialised expert occupations, such as doctors, lawyers, etc., that require high education and were previously male-dominated. On the other hand, the numbers of men in many occupational groups in health and social care, as well as in education have not gone up.⁴

69. The data of employment statistics have been studied to find out how many of the employed women and men work in so-called gender-balanced occupations, i.e. in occupations in which the shares of women and men are 40 to 59 per cent. This information is not yet available from the employment statistics for 2010 but according to the 2009 data 13.79 per cent of employees worked in gender-balanced occupations. The share of women employees in gender-balanced occupations was 13.31 per cent and that of men 14.31 per cent.

70. In 2009, there were relatively more men than women among legislators, senior officials and managers, craft and related trades workers, and among plant and machine operators and assemblers. The largest occupational group for women was service workers and shop and market sales workers, also comprising sales persons and employees responsible for care services (childminders and practical nurses). Women's second largest group of occupations was technicians and associate professionals, which also comprises nurses. The proportions of women and men were almost equal among professionals. Women professionals are concentrated in tasks in the field of education and men in the fields of technology and IT.

C. Challenges

71. It would be essential from the point of the data (annual census statistics) describing employment to be also able to gain exhaustive data by gender on the citizens of other countries who are working in Finland temporarily. At the moment, the data are only available on the persons who are permanently resident in Finland.

72. It would also be interesting to examine by gender the integration of immigrants into society (employment, unemployment, economic inactivity) according to level of education. However, no data are collected on the education of immigrants so the information is not available.

73. Women's and men's career development can be examined by age and education from the data on employment. An article is being produced on the topic and will be published in Statistics Finland's Hyvinvointikatsaus periodical (Welfare review, in Finnish only) in March 2012.

⁴ Government report on gender equality VNS 7/2010 vp. Publication of the Ministry of Social Affairs and Health 2011:4. Helsinki, Finland 2011.

VII. How persons taken into care as children cope when young adults

A. Data sources and study research group

74. In Finland, register data compiled for the Employment Statistics have been combined with data from the child protection register and this has produced entire new gendered data on how those who have been taken into care as children or teenagers adhere to social institutions (family, education, working life) as young adults (in 2006).⁵

75. Heino and Johnson have made a follow-up study among young adults who have been in care in their childhood. The data of the study are combined from registers: the child protection register (Stakes/THL) and the employment statistic (Statistics Finland). The child protection register is compiled by THL from data sent in by municipalities from 1991 onwards and it contains longitudinal data including identity numbers. It describes children and young people placed outside their own home by age, gender, date of placement and legal grounds for placement. The data from the employment statistics comprise cross-sectional data at the end of 2006 on student enrolment, the highest degree taken, economic activity, family type and status in family.

B. Results

76. Difficulties with school attendance are often the underlying grounds for taking school-age children into care. Its objective of completion of the comprehensive school has been achieved quite well. However, the educational level of those having been taken into care remains lower than the level for their age group. The emphasis in their educational careers is on vocational school education. Among those having been taken into care, the children having been placed in families when they were aged under 13 progress furthest in studies. The educational and employment situation is best for the women who had been taken into care or placed in family care when aged under 13. Family care as placement correlates with education and employment in general, as do also early age at the time of placement (under 13) and gender (female). Boys placed outside own home when teenagers who have had several placements or been in institutional care seem to integrate least successfully into society. As many as 80 per cent of them are still without educational qualifications beyond the comprehensive school at the age of 23 or 24. It has also been established internationally that the children and young people who have not been taken into care until they are teenagers or have been placed in institutions have the greatest risk of marginalisation.

77. Young people who have been in care form a relationship with a partner and start of a family at a younger age than others in the same age group. As many as 42 per cent of the women who had been in care live with their own child when they are aged 24, whereas only around 20 per cent of all women of this age live with their own child. (Heino & Johnson, 2010).

⁵ Heino, Tarja & Johnson, Marianne. National Institute for Health and Welfare (THL) / Article (2010) in a book edited by Ulla Hämäläinen & Olli Kangas: *Perhepiirissä* (family circles). KELA (Folkpensionsanstaltet; The Social Insurance Institution of Finland). 266–293.

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IX. Inquiries

Gender statistics: tasa-arvo.tilasto@stat.fi

Education statistics: koulutustilastot@stat.fi

Employment statistics: tyossakaynti@stat.fi

Population statistics, Statistics Finland: vaesto.tilasto@stat.fi
