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Atypical Employment in Finland

Discussion Paper

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Research Area

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Project

The Institutional Determinants of Atypical Employment and Social Inequality in Europe, founded by the Hans Böckler Foundation and supervised by Jutta Allmendinger, Johannes Giesecke, and Kathrin Leuze



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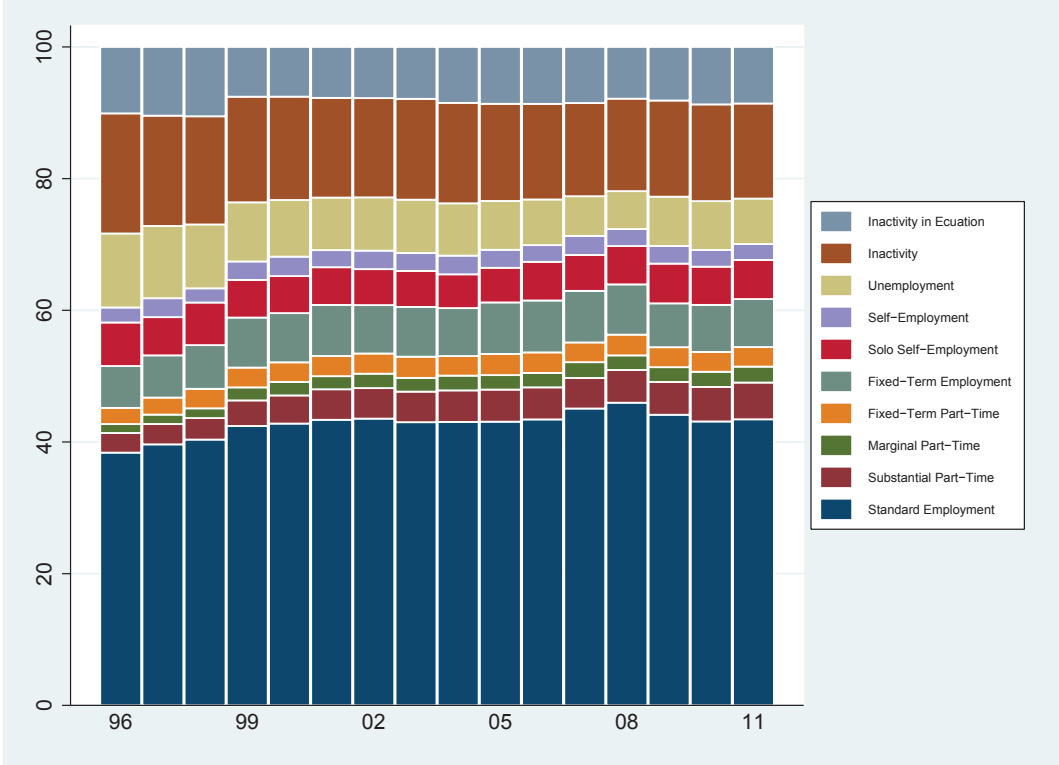
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Finland

Employment increased in Finland up to 2008, to over 72 percent in total. With the exception of young people and low-skilled workers, this increase can be linked to an increase in permanent full-time employment. Between 2009 and 2011, employment in Finland dropped by 2.3 percentage points. However, the rate only fell below the median for the ten-year stable phase for a brief period in 2010. From 2008 to 2011, atypical employment grew by 0.4 percentage points. However, fixed-term contracts decreased and substantial part-time employment increased.

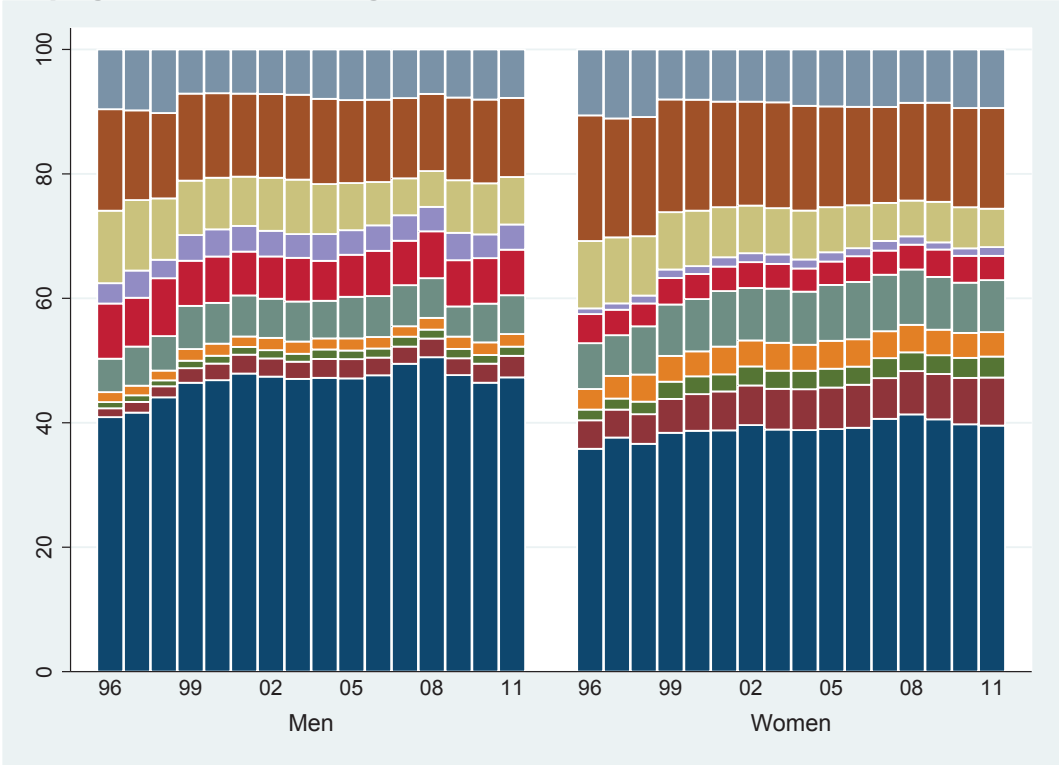
During the crisis, employment fell to a larger extent for men than women (2.8 versus 1.7 percentage points). The slight increase in atypical employment is primarily due to more substantial and marginal part-time employment. The proportion of atypical employment among women did not change during the crisis (from 2008 to 2011). Declining employment during the crisis in Finland is primarily a problem for the younger and middle age groups (-3.8 percentage points for young people in comparison with -2.2 for middle-aged people, and -0.7 for older people). For younger people, fixed-term employment fell by 1.9 and substantial part-time employment increased by 0.9 percentage points. Low-skilled workers in Finland suffered most from the effects of the crisis. Their employment rates fell by 5.4 percentage points, followed by moderately qualified workers at 3.3 and highly qualified workers at 1.4. However, atypical employment remained stable; only fixed-term employment among low-skilled workers fell (by 1.2 percentage points).

Employment in Finland (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).⁷

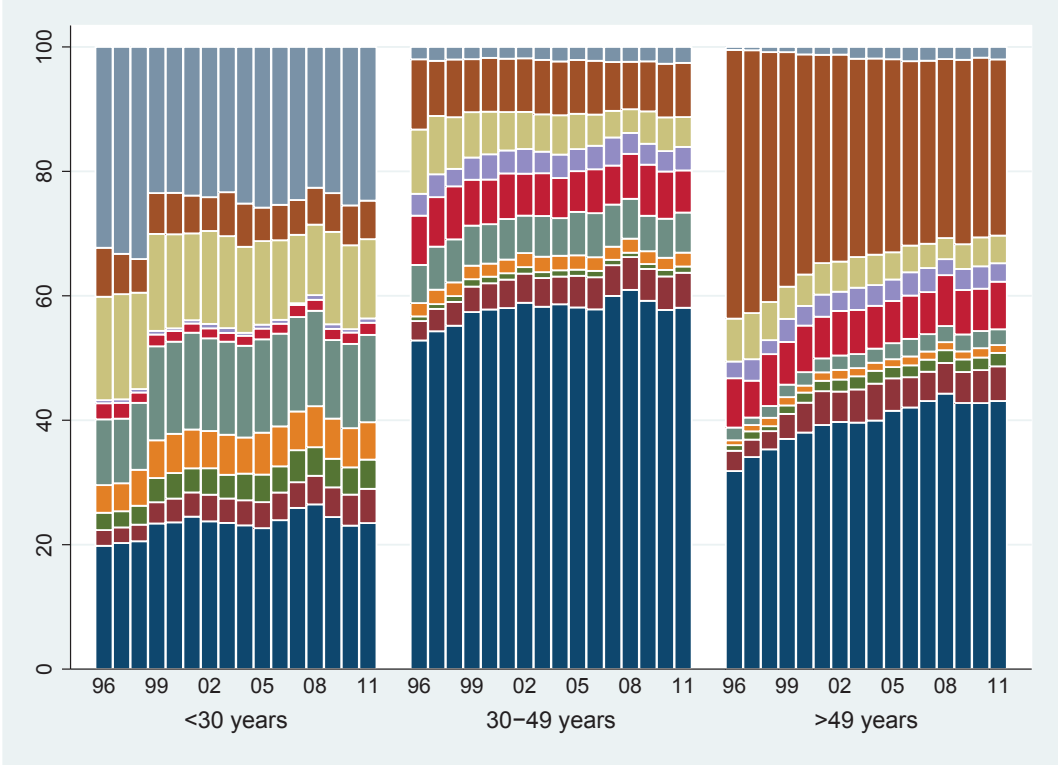
Employment in Finland by Gender (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).⁷

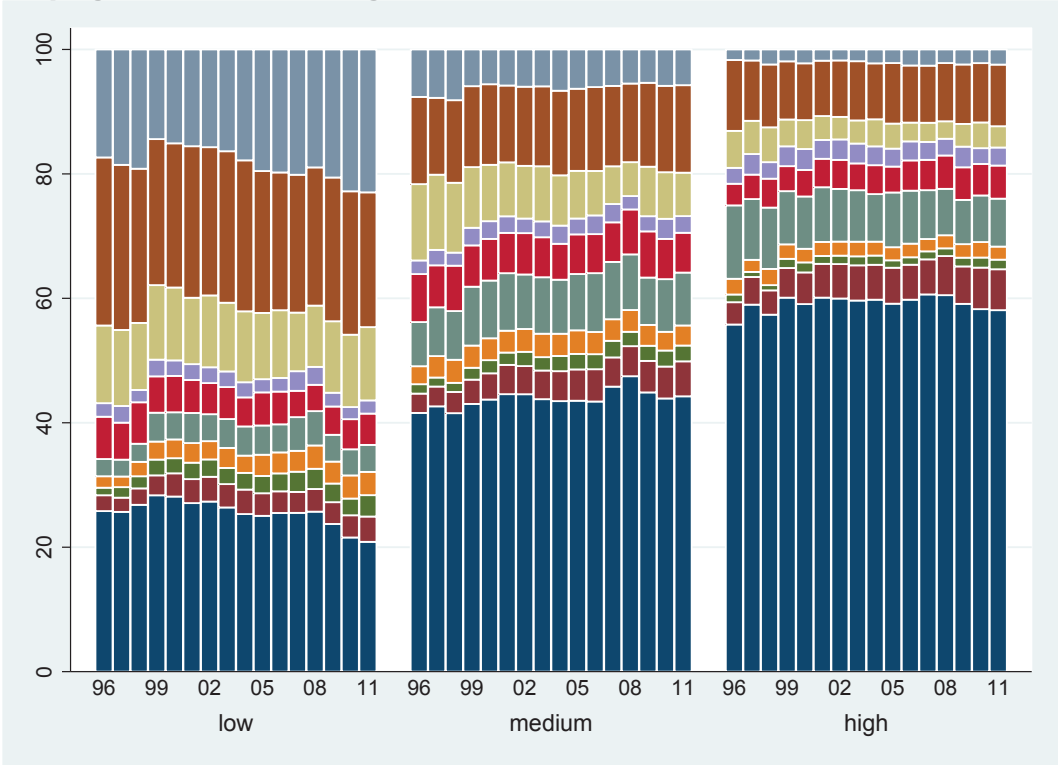
⁷ A dramatic shift in the statistics occurred between the years 1998 and 1999. This is due to a change in the sampling procedure used, from pure random sampling to stratified random sampling. The sample size was also doubled from 1999 onwards.

Employment in Finland by Age (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).⁷

Employment in Finland by Education (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).⁷

Important terms

The **population studied** includes all people who were of working age (between 15 and 64 years of age) at the time of the survey but excludes those living in collective living quarters (monasteries/convents, hospitals, etc.) and those doing military service.

A person was considered **employed** if they were working in the private or public sector, either in a dependent or self-employed capacity, for at least one hour a week and received a salary, wage, or other monetary remuneration for this.

Individuals were considered **unemployed** if they were not employed but were actively seeking work and were available to the labor market or if they were entering employment within the following three months.

Those who were neither employed nor unemployed were considered economically **inactive**. Inactive individuals who were in education or training were assigned to the inactive **in education or training** category.

A **standard employment relationship** exists when an individual is in a dependent employment relationship for at least 35 hours weekly and has a permanent employment contract.

Marginal part-time employment is employment with fewer than 20 hours a week.

Substantial part-time employment is employment with 20 hours and more a week but less than 35 hours a week.

Fixed-term employment exists when the period during which a contract is valid is limited. We differentiate between fixed-term employment (35 hours and more a week) and fixed-term part-time employment (less than 35 hours a week).

Self-employment exists when an individual's main economic activity is not dependent employment.

Solo self-employment refers to self-employment without employees.

The **educational/skill levels** "low," "medium," and "high" are based on the ISCED classification of qualifications developed by UNESCO.

The aggregated data used in our country profiles can be downloaded from the project's website (www.wzb.eu/atypical). Interested users can also find explanations regarding some of the methodological problems that exist for certain years or variables.