

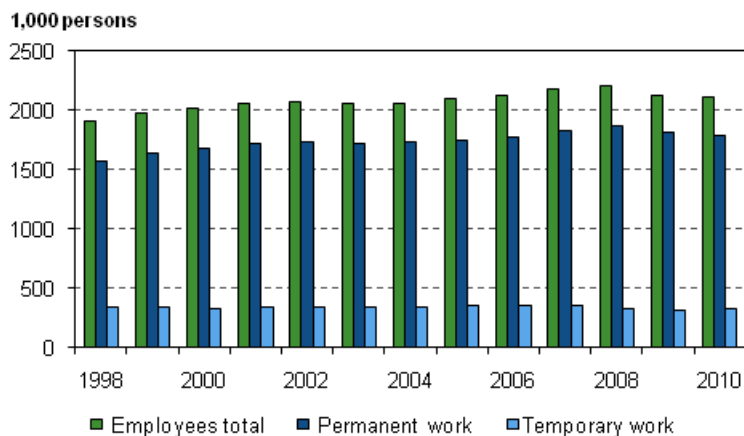
Labour Force Survey

Employment relationships and working hours in 2010

Temporary employment relationships increased in 2010

According to Statistics Finland's Labour Force Survey, the average number of employed employees in 2010 was 2,120,000, which is almost the same as in 2009. Of them, 1,789,000 had permanent employment contracts while 329,000 had temporary employment contracts. The number of persons in permanent employment relationships was 22,000 lower and that of persons in temporary employment relationships 19,000 higher than in 2009. These data derive from Statistics Finland's yearly review *Employment relationships and working hours in 2010*.

Employees' employment relationships in 1998-2010



In the first quarter of 2010, employees' **permanent employment relationships** decreased by 48,000, and in the second and third quarters by 20,000 from the respective quarters of 2009. In the last quarter of 2010, the number of employees with permanent employment contracts was the same as twelve months previously.

Employees' **temporary employment relationships**, in turn, decreased slightly in the first quarter of 2010. In the second quarter, the number of employees with temporary contracts turned towards growth, which then accelerated towards the end of the year. In the last quarter of 2010, the number of temporary employment contracts was 31,000 higher than at the same time twelve months earlier.

In 2010, the average shares of those with temporary employment contracts were 16 per cent among all employees, 12 per cent among men and 18 per cent among women. For approximately two-thirds, the reason for working under a temporary contract was lack of permanent work.

In 2010, new employment contracts of under one year's duration numbered 393,000. The number was nearly the same as in 2009. Fifty-six per cent of the new employment contracts were temporary. Their share was four percentage points higher than in 2009.

Links

The first yearly Labour Force Survey review, [Employment and unemployment in 2010](#), also contains information about changes in employment in 2010.

Key monthly and quarterly Labour Force Survey data for 2011 are available on the web pages of the Survey at : http://tilastokeskus.fi/til/tyti/tau_en.html.

Contents

1 Temporary employment relationships increased in 2010	5
1.1 One employee in six has a temporary employment contract.....	5
1.2 Two out of three temporary employees could not find permanent work.....	6
1.3 Around one-half of new employment contracts were temporary.....	6
1.4 Only one per cent of employees did temporary agency work	7
2 Number of part-time employees went up slightly.....	8
2.1 Number of part-time employees highest in female-dominated industries.....	8
2.2 Studying is still the commonest reason for working part-time.....	9
3 Working hours in 2010.....	10
3.1 Working hours change slowly	10
3.2 Commonest working week is 35 to 40 hours.....	10
3.3 Men's working week in full-time employment longer than women's.....	11
3.4 Hours actually worked per employed increased slightly in 2010.....	12
3.5 Sunday work increased in the trade industry in 2010.....	13
4 Share of women in supervisory position the smallest in the local government sector.....	14
5 Notes to the tables.....	15

Tables

Table 1. Average of employees' usual weekly working hours and hours actually worked per week in the main job in full-time and part-time work in 2010	11
--	----

Table 2. Share of employed persons and employees having done shift work in the main job, and week-end work during the survey week in the main job by sex in 2010, %.....	13
--	----

2008–2010

Appendix table 1. Temporary employees (fixed-term job) by age and sex in 2008 - 2010.....	16
---	----

Appendix table 2. Temporary employees (fixed-term job) aged 15-74 by employer sector and sex in 2008 - 2010.....	16
--	----

Appendix table 3. Temporary employees (fixed-term job) aged 15-74 by industry (TOL 2008) in 2008 - 2010.....	17
--	----

Appendix table 4. Temporary employees (fixed-term job) aged 15-74 by reason for temporary employment in 2008 - 2010, %.....	18
---	----

Appendix table 5. Part-time employed persons by age and sex in 2008 - 2010.....	18
---	----

Appendix table 6. Part-time employees by age and sex in 2008 - 2010.....	19
--	----

Appendix table 7. Part-time employed persons aged 15-74 by employer sector and sex in 2008 - 2010.....	19
--	----

Appendix table 8. Part-time employees aged 15-74 by employer sector and sex in 2008 - 2010.....	20
---	----

Appendix table 9. Part-time employed persons aged 15-74 by industry (TOL 2008) in 2008 - 2010.....	20
--	----

Appendix table 10. Part-time employees aged 15-74 by industry (TOL 2008) in 2008 - 2010.....	21
--	----

Appendix table 11. Part-time employed persons aged 15-74 by sex and reason for part-time employment in 2008 - 2010.....	22
---	----

Appendix table 12. Part-time employees aged 15-74 by sex and reason for part-time employment in 2008 - 2010.....	23
--	----

Appendix table 13. Employees doing temporary agency work by age and sex in 2008 - 2010.....	23
---	----

2010

Appendix table 14. Employed persons aged 15-74 by usual weekly working hours in main job, socio-economic group and sex in 2010.....	24
---	----

Appendix table 15. Employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010.....	24
Appendix table 16. Male employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010.....	25
Appendix table 17. Female employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010.....	25
Appendix table 18. Employed persons aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2010.....	26
Appendix table 19. Employees aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2010.....	27
Appendix table 20. Average usual weekly working hours in main job of employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010.....	27
Appendix table 21. Average usual weekly working hours in main job of full-time employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010.....	28
Appendix table 22. Average usual weekly working hours in main job of part-time employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010.....	28

Figures

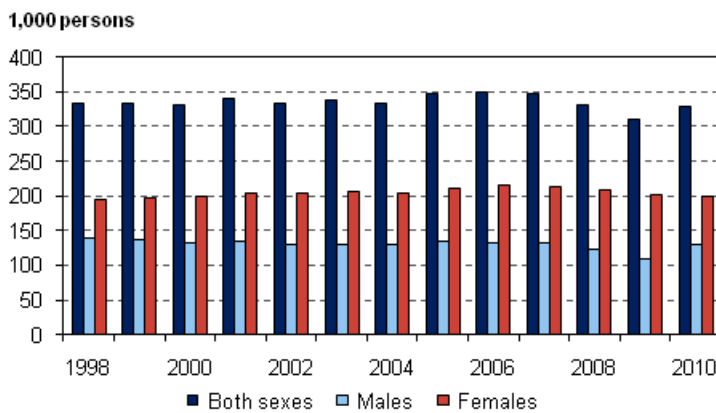
Figure 1. Number of temporary employees aged 15–74 by sex in 1998-2010.....	5
Figure 2. Share of temporary employees of all employees aged 15–74 by sex 1998-2010, %.....	5
Figure 3. New employment contracts of under one year’s duration of employees aged 15–74 in 1998-2010.....	6
Figure 4. Part-time employees aged 15–74 by sex in 1998-2010.....	8
Figure 5. Share of part-time employees among employees aged 15–74 by sex 1998-2010, %.....	8
Figure 6. Share of persons working a usual week of 35 to 40 hours in the main job by socio-economic group in 2010, %	10
Figure 7. Share of persons working a short usual week of 1 to 34 hours in the main job by socio-economic group in 2010, %.....	11
Figure 8. Share of persons working a long usual week of over 40 hours in the main job by socio-economic group in 2010, %.....	11
Figure 9. Average of employees’ usual weekly working hours in the main job in full-time work by occupation in 2010.....	12
Figure 10. Employees' hours actually worked per employed by employer sector in 2005-2010.....	13
Quality Description: Labour force survey.....	29

1 Temporary employment relationships increased in 2010

1.1 One employee in six has a temporary employment contract

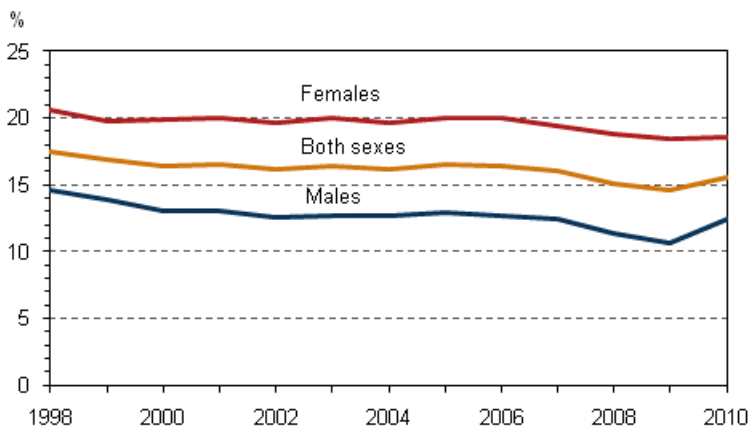
According to Statistics Finland's Labour Force Survey, in 2010 the average number of employees in Finland was 2,120,000, which was nearly the same as one year earlier. The employment situation of employees improved towards the end of 2010. At the same time, the number of employees with temporary employment contracts went up. In 2010, there were 329,000 temporary employees, which was 19,000 more than in the previous year (Figure 1). Approximately 16 per cent of employees had temporary employment contracts in 2010. The share rose by one percentage point from 2009. The share of temporary employees was still below the long-term average. (Figure 2.)

Figure 1. Number of temporary employees aged 15–74 by sex in 1998-2010



Temporary employment is more widespread among women than men. In 2010, 200,000 of all temporary employees were women and 129,000 men. The share of temporary employees was around 18 per cent among female employees and around 12 per cent among male employees. The number and share of temporary employment contracts rose among male employees in 2010. Among female employees, they remained on level with the year before. Temporary employment contracts increased mainly in the private sector (+15,000).

Figure 2. Share of temporary employees of all employees aged 15–74 by sex 1998-2010, %



Temporary employment shows clear seasonal variation, for the number of temporary employment contracts usually goes up in the second and third quarters of the year. In 2009, the decrease in temporary employment relationships seemed to occur especially in summer jobs. By contrast, in 2010 the growth in the number of temporary employment contracts from the respective time period of the year before started in the second quarter and continued through to the end of the year.

1.2 Two out of three temporary employees could not find permanent work

To an employee, temporary employment can be either a desired or involuntary form of employment. Approximately one-quarter of temporary employees did not want a permanent job. The majority of them were aged between 15 and 24. Summer workers are a typical group of persons working voluntarily in temporary jobs.

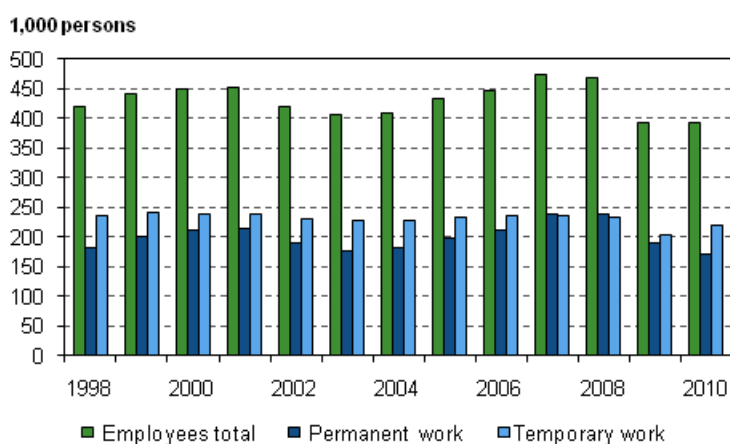
However, a more common reason for working in a temporary employment relationship is that permanent work cannot be found. In 2010, the lack of permanent work was the reason why around 64 per cent of temporary employees worked in temporary jobs. In 2010, there were 206,000 temporary employees on the labour market who had not found a permanent job even though they would have wanted one. Of them, 134,000 were women and 72,000 men. Involuntary working under temporary contracts increases with age.

The share of persons working involuntarily in temporary jobs among all temporary employees decreased slightly from 2009 to 2010.

1.3 Around one-half of new employment contracts were temporary

The number of new employment contracts of under one year's duration fell clearly from 2008 to 2009. In 2010, there were 393,000 new employment contracts, which is almost the same number as in 2009. Fifty-six per cent of the new employment contracts were temporary. The share was four percentage points higher than in 2009. (Figure 3.)

Figure 3. New employment contracts of under one year's duration of employees aged 15–74 in 1998-2010



There is a clear difference between women and men in whether a new employment relationship is temporary or permanent. In 2010, approximately 62 per cent of women's and around 49 per cent of men's new employment relationships were temporary. The majority of men's new employment contracts have almost always been permanent since the year 1997 when a fully comparable time series starts. By contrast, the majority of women's new employment contracts have been temporary over the same time period.

1.4 Only one per cent of employees did temporary agency work

Temporary agency work refers to an employment relationship in which an employee works via an enterprise that intermediates or hires labour force. Data on temporary agency work have been collected in the Labour Force Survey since 2008. In 2010, the average number of persons doing temporary agency work was 29,000, which was 6,000 more than in 2009. Approximately one-half of the temporary agency workers were women.

Among all employees, the share of temporary agency workers was only one per cent or so in 2010. Thus, doing temporary agency work is quite a marginal form of working on the Finnish labour market. Temporary agency work is mainly done by young people; just under five per cent of employees aged 15 to 24 were doing it.

Temporary agency workers are employed by several industries. It is commonest in wholesale and retail trade, in hotel and restaurant activities, and in manufacturing. Each of these industries employed a couple of thousand temporary agency workers.

2 Number of part-time employees went up slightly

2.1 Number of part-time employees highest in female-dominated industries

According to the Labour Force Survey, persons employed part-time numbered 358,000 in 2010. Of them, 294,000 were employees and 64,000 self-employed persons or assisting family members. The Labour Force Survey data on part-time employment are based on the respondents' own reporting. The following only concerns part-time employees.

The number of part-time employees increased slightly (+11,000) from the previous year. Part-time employees accounted for 14 per cent of all employees in 2010. The long-term trend in part-time employment has been a growing one since 1998. (Figures 4 and 5.)

Part-time employment is more widespread among women than men. Among female employees, persons employed part-time numbered 207,000, or 19 per cent, and among male employees 88,000, or 8 per cent. Nearly three-quarters of the part-time employees worked in the private sector. The numbers of part-time employees were the highest in the female dominated industries of wholesale and retail trade, and health and social work. The share of part-time employees of all employees was the largest in hotel and restaurant activities at 32 per cent.

Figure 4. Part-time employees aged 15–74 by sex in 1998-2010

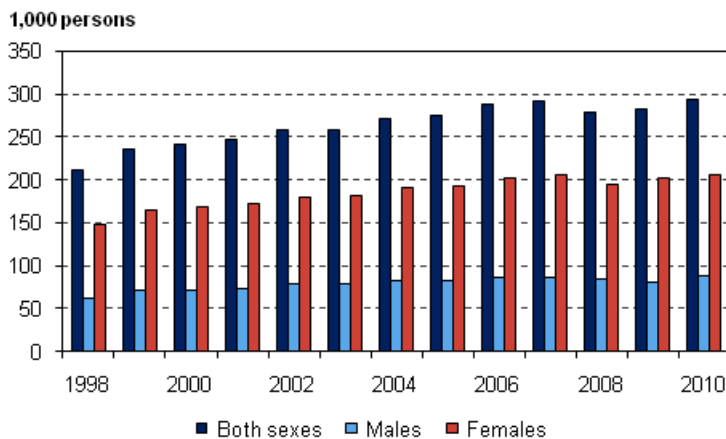
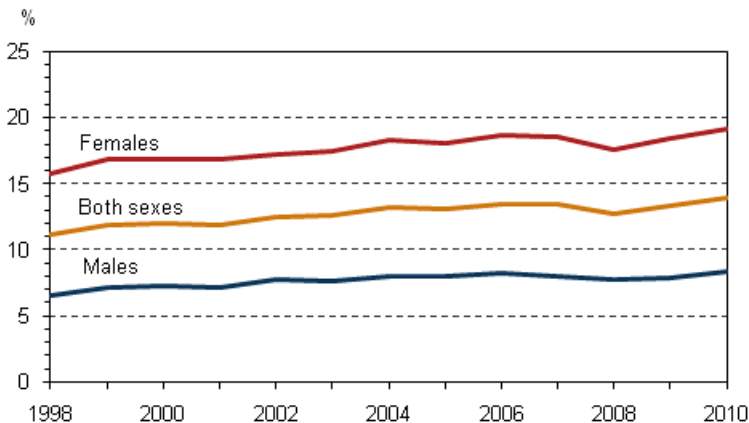


Figure 5. Share of part-time employees among employees aged 15–74 by sex 1998-2010, %



2.2 Studying is still the commonest reason for working part-time

Working part-time suits the life situation of many of those who are employed part-time. By contrast, part-time employment can be viewed as one form of underemployment in cases where the employee has not succeeded in finding full-time work even if he/she would have wanted it. Thus, the reasons for working part-time had not changed much between 2009 and 2010.

Working part-time is widespread among young people, for as many as 39 per cent of employees between the ages of 15 and 24 worked part-time in 2010. Studying was the commonest reason for employees to work part-time in 2010. Approximately 30 per cent of part-time employees quoted this reason. Other reported reasons related to life situation were caring for children or relatives, and health reasons. Approximately 27,000 persons, almost all of them women, reported caring for children or relatives as the reason for working part-time.

For just under one-third of part-time employees the reason for working part-time was that full-time work was not available. In 2010, the number of employees working part-time involuntarily was 82,000. Of them, 60,000 were women and 22,000 men.

Among the 55 to 64-year old employees, the number of part-time workers was 63,000, which was 17 per cent of all employees in this age group.

According to the Labour Force Survey, 40,000 persons were in part-time retirement in 2010. This is 4,000 persons more than one year previously. Under one-quarter of the persons in part-time retirement said that they worked part-time because of health reasons.

3 Working hours in 2010

3.1 Working hours change slowly

The concepts of working hours used in these statistics are usual weekly working hours, hours actually worked per week and hours actually worked per employed.

Usual weekly working hours refer to an employee's normal or average weekly working hours in the main job. Regular paid or unpaid overtime is included in the usual weekly working hours of employees. The average of usual weekly working hours is influenced by the form of working hours, i.e. whether full-time or part-time work is concerned.

Hours actually worked per week is the number of hours an employed person has worked in the survey week. Hours actually worked per week are separately inquired about in respect of main job and secondary job. Paid or unpaid overtime hours are also included in it. On the other hand, holidays, weekdays off and absences for other reasons (e.g. sickness) reduce the hours actually worked per week.

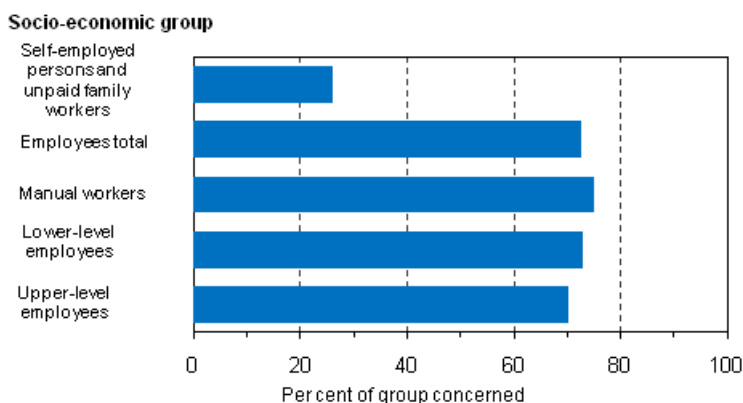
Hours actually worked per employed is a calculated concept, which is obtained by dividing the number of hours actually worked by all employed persons during the year by the annual average number of employed persons. This produces the average hours actually worked per an employed person. The average hours actually worked per employed is calculated in the same way for employed employees.

Working hours and hours worked fluctuate according to changes in employment and in the structure of the employee population. For instance, if part-time work becomes more widespread than full-time work, the average weekly working hours decrease. Working hours also vary by industry and occupation, as well as by employer sector. Working hours change quite slowly.

3.2 Commonest working week is 35 to 40 hours

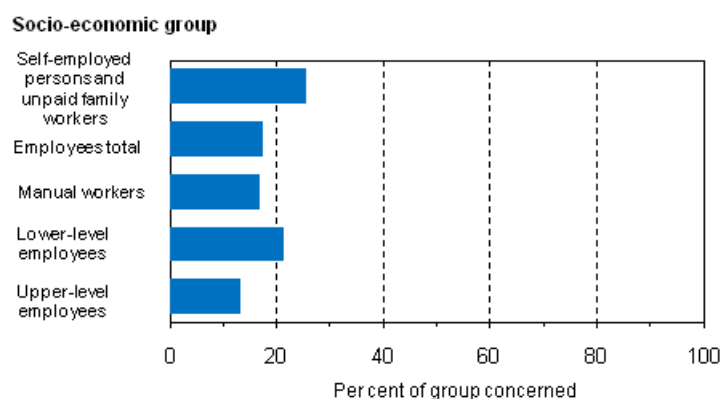
The vast majority (73%) of employees worked a usual week of 35 to 40 hours in 2010. Variations between different employee groups were fairly small. Only one in four of self-employed persons and assisting family members worked a usual week of 35 to 40 hours. (Figure 6.)

Figure 6. Share of persons working a usual week of 35 to 40 hours in the main job by socio-economic group in 2010, %



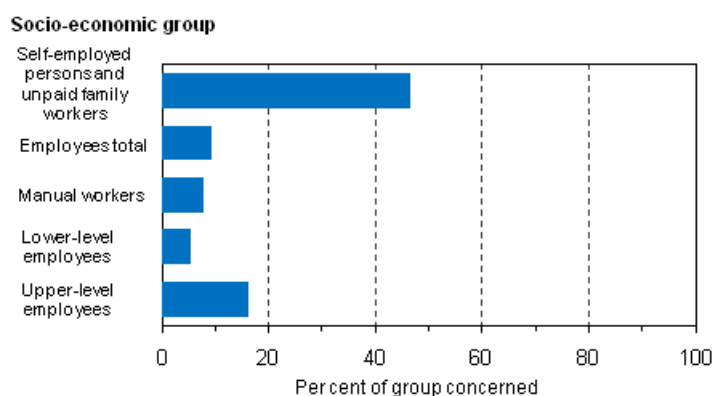
Approximately 18 per cent of employees had a short working week of under 35 hours. Around one in five of lower-level employees worked short hours. Short working weeks were less widespread among upper-level employees. Those with a usual short working week most typically worked 30 to 34 hours per week. One self-employed person and assisting family member in four did a short working week. (Figure 7.)

Figure 7. Share of persons working a short usual week of 1 to 34 hours in the main job by socio-economic group in 2010, %



Approximately nine per cent of employees worked a long week of over 40 hours. Among all employees, upper-level employees most often worked usually long hours. Sixteen per cent of them had long weekly working hours. Long usual weekly working hours were most widespread among self-employed persons and assisting family members, of whom 47 per cent usually worked long hours. (Figure 8.)

Figure 8. Share of persons working a long usual week of over 40 hours in the main job by socio-economic group in 2010, %



3.3 Men's working week in full-time employment longer than women's

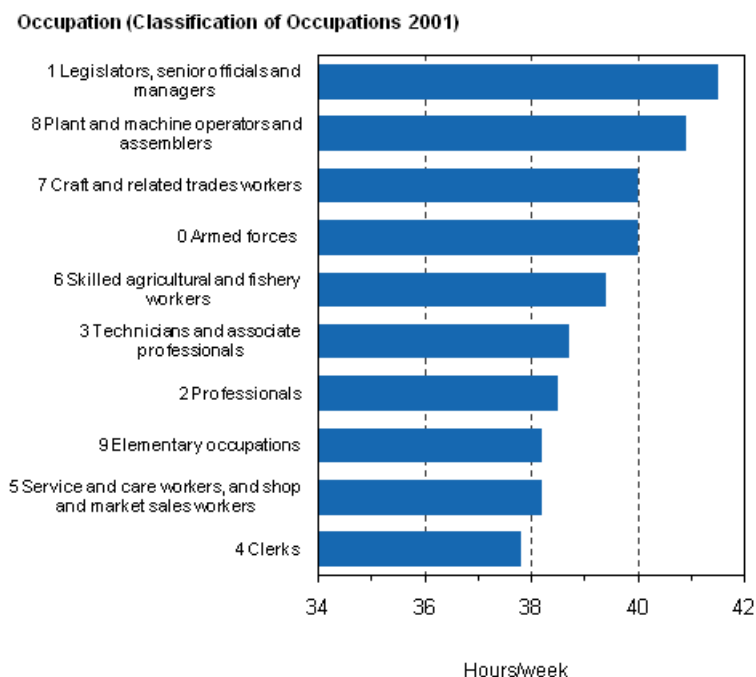
The average usual weekly working hours hardly changed between 2009 and 2010. In 2010, employees' average usual weekly working hours in the main job were 36.5 hours and their hours actually worked per week in the main job were 35.6 hours. The longest weekly hours were worked by self-employed persons and assisting family members whose average usual weekly working hours in the main job totalled 43.3 and hours actually worked per week 41.5 hours. Men's usual weekly working hours and hours actually worked per week are longer than women's (Table 1). Hours actually worked per week are reduced by holidays and other absences and increased by worked overtime hours.

Table 1. Average of employees' usual weekly working hours and hours actually worked per week in the main job in full-time and part-time work in 2010

	Usual weekly working hours		Hours actually worked per week	
	Full-time work	Part-time work	Full-time work	Part-time work
Total	39.1	20.4	37.8	20.8
Men	40.0	19.5	38.9	19.9
Women	38.2	20.8	36.6	21.3

The average usual weekly working hours in the main job of managers and highest office holders in full-time work were around 41.5 hours (Figure 9). Apart from them, only process and transport workers did a long working week of over forty hours in their main job. Office and customer service workers did the shortest working week.

Figure 9. Average of employees' usual weekly working hours in the main job in full-time work by occupation in 2010

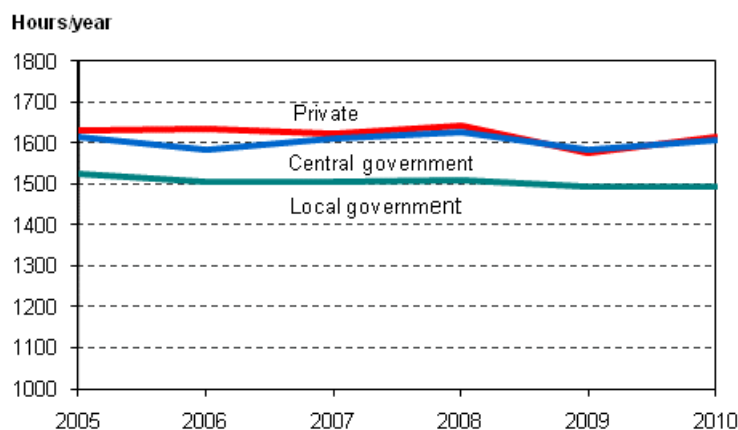


3.4 Hours actually worked per employed increased slightly in 2010

In the private sector and in central government, the hours actually worked per employed (see explanation of the concept above) have been almost equal in recent years. In the private sector, the hours actually worked per employed increased in 2010. This may partly be explained by reductions in temporary lay-offs and shortened working hours. In the central government sector, too, the hours actually worked per employed increased.

In the local government sector, the hours actually worked per employed are clearly below those in other sectors, and this has hardly changed at all. (Figure 10.)

Figure 10. Employees' hours actually worked per employed by employer sector in 2005-2010



In 2010, the number of hours actually worked per employed was 211 hours lower among female employees than among male employees. Both among men and women, the hours actually worked per employed increased slightly in 2010. Among men, the hours actually worked per employed went up by 29 hours and among women by 26 hours from 2009 to 2010.

The number of female employees' hours actually worked per employed is these days approximately 200 to 250 lower than male employees'. For instance, women work more often part-time than men. Two-thirds of all employees working part-time are women. Family leaves also shorten women's hours actually worked more than men's.

3.5 Sunday work increased in the trade industry in 2010

Saturday and Sunday work and shift work represent working hours that deviate from the usual daywork that is done on weekdays. Around 17 per cent of the employed and 14 per cent of employees did Saturday work in the main job during the survey week in 2010. Approximately 12 per cent of employed persons and 10 per cent of employees did Sunday work during the survey week. (Table 2.)

The opening hours were extended in retail trade as of 1 December 2009. This shows as an increase in Sunday work in the trade industry. In 2010, Sunday work in the main job was done in the survey week by 28,000 employees in the wholesale and retail trade, which is 8,000 more than in the year before. When looking at the total for all industries, the share of employees doing Sunday work did not change from 2009 to 2010.

In 2010, around one in four of female employees and one in five of men did shift work.

Table 2. Share of employed persons and employees having done shift work in the main job, and week-end work during the survey week in the main job by sex in 2010, %

	Employed persons		Employees		
	Saturday work	Sunday work	Saturday work	Sunday work	Shift work
Total	17	12	14	10	23
Men	17	12	12	8	19
Women	18	12	16	11	26

4 Share of women in supervisory position the smallest in the local government sector

Since 2008, the Labour Force Survey has asked employees about the performing of supervisory tasks. In 2010, altogether 20 per cent of employees said that they performed at least some kind of supervisory tasks. Fourteen per cent of women and 26 per cent of men acted as supervisors. The proportions were almost unchanged from 2009.

In the private sector, 17 per cent and in the central government sector 16 per cent of female employees did supervisory tasks. At 11 per cent, the share was the smallest in the local government sector. However, due to the female domination of the local government sector, the majority, or 60 per cent, of all employees with supervisory tasks in the local government sector were women.

Among male employees, the shares of persons in supervisory positions were 26 per cent in the private sector, 35 per cent in the central government sector and 26 per cent in the local government sector.

5 Notes to the tables

- **Small figures describing under 4,000 persons** presented in the tables **should be viewed with reservations** because they are based on a low number of respondents.
- **Symbols used in the tables:**
Magnitude less than half of unit employed “0”
Nil to report or data too uncertain for presentation “.”
- The category “**Industries total**” includes the category “**Industry unknown**”.
- **Due to rounding**, the sums in the tables may not always agree. Unrounded figures are used in calculating the Change column.

2008–2010

Appendix table 1. Temporary employees (fixed-term job) by age and sex in 2008 - 2010

		Year			Change	
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Age group					
Both sexes	15-74	332	310	329	19	6,1
	15-64	329	307	325	18	6,0
	15-24	108	95	103	8	8,4
	25-34	101	96	100	5	4,9
	35-44	53	51	50	-0	-0,2
	45-54	42	41	44	4	9,5
	55-74	27	28	31	3	9,0
Males	15-74	123	109	129	20	18,3
	15-64	121	108	127	19	17,7
	15-24	47	39	46	8	20,1
	25-34	37	34	39	5	16,0
	35-44	15	14	15	2	12,1
	45-54	12	13	14	1	9,6
	55-74	11	10	14	4	39,7
Females	15-74	209	201	200	-1	-0,5
	15-64	208	199	198	-1	-0,3
	15-24	61	56	56	0	0,3
	25-34	64	62	61	-1	-1,2
	35-44	38	37	35	-2	-4,7
	45-54	29	27	30	3	9,4
	55-74	16	19	17	-1	-6,8

Appendix table 2. Temporary employees (fixed-term job) aged 15-74 by employer sector and sex in 2008 - 2010

		Year			Change	
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Employer sector					
Both sexes	Employer sector total	332	310	329	19	6,1
	Private sector	183	162	177	15	9,1
	Public sector	147	146	150	3	2,3
	- central government	36	36	39	3	8,7
	- local government	111	111	111	0	0,2
Males	Employer sector total	123	109	129	20	18,3
	Private sector	84	72	88	16	22,0
	Public sector	38	36	40	4	10,3
	- central government	19	17	17	0	-2,7
	- local government	20	19	23	4	22,1

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Females	Employer sector total	209	201	200	-1	-0,5
	Private sector	98	90	89	-1	-1,3
	Public sector	109	110	110	0	-0,4
	- central government	18	18	22	4	19,4
	- local government	92	92	88	-4	-4,3

Appendix table 3. Temporary employees (fixed-term job) aged 15-74 by industry (TOL 2008) in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Industry	TOL 2008					
Industries total	00-99	332	310	329	19	6,1
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	7	6	7	1	13,8
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	35	23	29	6	26,3
F Construction	41-43	16	13	13	1	4,9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	30	28	31	4	14,0
H Transportation and storage	49-53	12	10	10	0	-3,6
I Accommodation and food service activities	55-56	12	12	12	0	-2,7
J Information and communication	58-63	7	6	7	1	22,8
K, L Financial, insurance and real estate activities	64-68	5	5	6	1	28,1
M, N Professional, scientific and technical activities ; administrative and support service activities	69-82	30	28	33	5	17,0
O Public administration and defence; compulsory social security	84	15	14	14	0	-3,5
P Education	85	47	46	48	1	3,0
Q Human health and social work activities	86-88	83	86	84	-2	-2,8
R-U Arts, entertainment and recreation; other service activities	90-99	31	31	32	2	5,2

Appendix table 4. Temporary employees (fixed-term job) aged 15-74 by reason for temporary employment in 2008 - 2010, %

Reason for temporary employment	Year			Change
	2008	2009	2010	2009/2010
	Per cent, %	Per cent, %	Per cent, %	Percentage points
Temporary employees total	100,0	100,0	100,0	0,0
In practical training related to studies	6,2	5,7	7,4	1,6
Could not find a permanent work	60,8	66,7	63,8	-2,9
Does not want a permanent work	28,7	24,9	24,5	-0,3
On trial period	3,4	2,0	3,2	1,2
Don't know or unknown	0,6	0,4	0,9	0,4

Appendix table 5. Part-time employed persons by age and sex in 2008 - 2010

Sex	Age group	Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Both sexes	15-74	338	343	358	15	4,3
	15-64	316	322	334	11	3,5
	15-24	105	102	99	-3	-2,5
	25-34	56	58	62	4	7,5
	35-44	42	43	45	2	5,4
	45-54	39	43	41	-1	-3,2
	55-74	96	98	110	12	12,3
Males	15-74	116	115	125	10	8,8
	15-64	102	103	110	7	7,1
	15-24	35	35	35	1	1,6
	25-34	16	18	20	2	10,7
	35-44	8	10	10	0	-1,6
	45-54	12	12	12	0	1,5
	55-74	45	40	48	8	18,9
Females	15-74	221	228	232	5	2,0
	15-64	214	220	224	4	1,8
	15-24	70	67	64	-3	-4,7
	25-34	39	40	42	2	6,0
	35-44	34	33	36	2	7,5
	45-54	27	31	29	-2	-5,1
	55-74	51	57	61	4	7,5

Appendix table 6. Part-time employees by age and sex in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Age group					
Both sexes	15-74	279	283	294	12	4,1
	15-64	272	275	285	10	3,6
	15-24	100	97	94	-3	-3,2
	25-34	49	51	55	5	9,1
	35-44	35	36	39	3	8,3
	45-54	31	33	34	0	0,6
	55-74	64	66	72	7	10,3
Males	15-74	84	81	88	7	8,1
	15-64	80	77	83	5	6,8
	15-24	33	32	32	0	0,3
	25-34	14	15	17	3	17,4
	35-44	6	7	7	0	2,0
	45-54	8	7	8	1	10,6
	55-74	23	20	24	3	14,8
Females	15-74	195	202	207	5	2,4
	15-64	192	198	202	5	2,3
	15-24	67	65	62	-3	-4,9
	25-34	35	36	38	2	5,8
	35-44	29	29	32	3	9,7
	45-54	23	26	26	-1	-2,1
	55-74	40	45	49	4	8,3

Appendix table 7. Part-time employed persons aged 15-74 by employer sector and sex in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Employer sector					
Both sexes	Employer sector total	338	343	358	15	4,3
	Private sector	266	269	278	9	3,2
	Public sector	69	73	77	4	5,7
	- central government	12	12	11	-1	-7,5
	- local government	57	60	65	5	8,4
Males	Employer sector total	116	115	125	10	8,8
	Private sector	102	101	108	7	7,2
	Public sector	13	14	16	2	15,7
	- central government	4	5	4	-1	-18,2
	- local government	9	9	12	3	33,4
Females	Employer sector total	221	228	232	5	2,0
	Private sector	164	168	170	1	0,8
	Public sector	56	59	61	2	3,3
	- central government	8	8	8	0	-0,9
	- local government	48	51	53	2	4,0

Appendix table 8. Part-time employees aged 15-74 by employer sector and sex in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Employer sector					
Both sexes	Employer sector total	279	283	294	11	4,1
	Private sector	208	208	214	5	2,6
	Public sector	69	73	77	4	5,9
	- central government	12	12	11	-1	-7,8
	- local government	57	60	66	5	8,7
Males	Employer sector total	84	81	88	7	8,1
	Private sector	70	67	70	4	5,4
	Public sector	13	14	16	2	16,7
	- central government	4	5	4	-1	-18,2
	- local government	9	9	12	3	35,0
Females	Employer sector total	195	202	207	5	2,4
	Private sector	138	142	144	2	1,3
	Public sector	56	59	61	2	3,4
	- central government	8	8	8	0	-1,4
	- local government	48	51	53	2	4,1

Appendix table 9. Part-time employed persons aged 15-74 by industry (TOL 2008) in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Industry	TOL 2008					
Industries total	00-99	338	343	358	15	4,3
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	23	23	23	0	0,5
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	21	20	20	0	-1,3
F Construction	41-43	8	9	10	0	5,2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	64	63	66	3	5,5
H Transportation and storage	49-53	19	18	20	1	7,7
I Accommodation and food service activities	55-56	25	24	24	0	-0,6
J Information and communication	58-63	10	9	10	1	7,7
K, L Financial, insurance and real estate activities	64-68	7	8	9	1	13,6
M, N Professional, scientific and technical activities ; administrative and support service activities	69-82	37	40	44	5	11,4
O Public administration and defence; compulsory social security	84	7	7	7	-1	-7,1
P Education	85	25	27	26	-2	-5,9
Q Human health and social work activities	86-88	53	56	60	4	7,8
R-U Arts, entertainment and recreation; other service activities	90-99	36	36	37	0	1,1

Appendix table 10. Part-time employees aged 15-74 by industry (TOL 2008) in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Industry	TOL 2008					
Industries total	00-99	279	283	294	11	4,1
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	5	5	4	0	-9,3
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	17	16	17	1	3,6
F Construction	41-43	5	5	5	0	6,7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	59	58	61	3	5,2
H Transportation and storage	49-53	18	16	17	1	4,6
I Accommodation and food service activities	55-56	23	23	23	-1	-2,7
J Information and communication	58-63	8	8	8	0	0,1
K, L Financial, insurance and real estate activities	64-68	7	6	7	1	9,2
M, N Professional, scientific and technical activities ; administrative and support service activities	69-82	27	29	34	5	15,8
O Public administration and defence; compulsory social security	84	7	7	7	0	-5,6
P Education	85	24	26	25	-1	-4,4
Q Human health and social work activities	86-88	48	51	55	4	7,1
R-U Arts, entertainment and recreation; other service activities	90-99	28	28	28	-1	-2,0

Appendix table 11. Part-time employed persons aged 15-74 by sex and reason for part-time employment in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex						
Both sexes	Persons employed part-time total	338	343	358	15	4,3
	Full-time work was not available	87	93	95	2	1,8
	Studying	100	93	92	-1	-1,4
	Caring for own children or other relatives	28	29	31	3	8,9
	Health reasons	24	27	32	5	20,4
	Wants to work part-time for some other reason	99	100	107	6	6,1
Males	Persons employed part-time total	116	115	125	10	8,8
	Full-time work was not available	25	29	30	1	3,1
	Studying	36	35	35	0	0,2
	Caring for own children or other relatives	1	1	1	0	.
	Health reasons	10	10	13	3	28,8
	Wants to work part-time for some other reason	44	40	46	6	15,4
Females	Persons employed part-time total	221	228	232	5	2,0
	Full-time work was not available	62	64	65	1	1,3
	Studying	64	58	57	-1	-2,4
	Caring for own children or other relatives	26	28	30	2	8,8
	Health reasons	14	17	19	3	15,3
	Wants to work part-time for some other reason	55	61	61	0	0,1

Appendix table 12. Part-time employees aged 15-74 by sex and reason for part-time employment in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex						
Both sexes	Persons employed part-time total	279	282	293	11	3,8
	Full-time work was not available	76	81	82	2	2,1
	Studying	94	87	85	-1	-1,2
	Caring for own children or other relatives	23	24	27	3	10,9
	Health reasons	18	21	25	4	18,4
	Wants to work part-time for some other reason	68	69	73	4	5,2
Males	Persons employed part-time total	84	81	87	6	7,7
	Full-time work was not available	19	22	22	1	4,0
	Studying	32	31	31	0	0,0
	Caring for own children or other relatives	1	1	1	0	.
	Health reasons	7	6	8	2	25,6
	Wants to work part-time for some other reason	24	21	24	3	16,6
Females	Persons employed part-time total	195	201	206	5	2,3
	Full-time work was not available	57	59	60	1	1,4
	Studying	62	55	54	-1	-1,9
	Caring for own children or other relatives	21	24	26	2	10,5
	Health reasons	12	15	17	2	15,3
	Wants to work part-time for some other reason	43	48	48	0	0,2

Appendix table 13. Employees doing temporary agency work by age and sex in 2008 - 2010

		Year			Change	Change
		2008	2009	2010	2009/2010	2009/2010
		1000 persons	1000 persons	1000 persons	1000 persons	Per cent, %
Sex	Age group					
Both sexes	15-74	32	23	29	6	23,9
	15-24	13	9	11	2	24,1
	25-74	19	15	18	4	23,8
Males	15-74	16	10	15	5	48,4
	15-24	6	4	6	2	53,7
	25-74	10	7	10	3	45,5
Females	15-74	16	13	14	1	5,2
	15-24	7	5	5	0	2,9
	25-74	9	8	9	1	6,6

2010

Appendix table 14. Employed persons aged 15-74 by usual weekly working hours in main job, socio-economic group and sex in 2010

		Employed, 1000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Sex							
Both sexes		2 447	156	300	1 626	148	203
	Employees total	2 120	122	250	1 540	116	82
	- upper-level employees	626	22	60	439	63	39
	- lower-level employees	805	55	117	587	26	17
	- manual workers	682	43	72	511	27	26
	Self-employed persons and unpaid family workers total	328	34	49	86	31	121
Males		1 259	58	106	833	99	155
	Employees total	1 038	39	77	778	79	61
	- upper-level employees	343	9	23	241	41	28
	- lower-level employees	213	11	18	161	13	9
	- manual workers	478	19	35	374	24	23
	Self-employed persons and unpaid family workers total	221	19	29	55	20	94
Females		1 188	98	194	793	49	48
	Employees total	1 082	83	173	762	38	21
	- upper-level employees	283	13	37	198	22	11
	- lower-level employees	592	44	99	426	13	8
	- manual workers	203	24	36	136	3	2
	Self-employed persons and unpaid family workers total	107	15	21	31	11	27

Appendix table 15. Employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010

		Employed, 1000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Employer sector							
Employer sector total	Employees total	2 120	122	250	1 540	116	82
	- upper-level employees	626	22	60	439	63	39
	- lower-level employees	805	55	117	587	26	17
	- manual workers	682	43	72	511	27	26
Private sector	Employees total	1 447	90	165	1 031	88	67
	- upper-level employees	381	12	24	269	46	29
	- lower-level employees	477	40	82	322	18	13
	- manual workers	585	37	58	438	24	25
Public sector	Employees total	663	30	83	505	28	15
	- upper-level employees	243	10	36	169	17	10
	- lower-level employees	324	14	34	262	8	4
	- manual workers	95	6	13	72	3	1

Appendix table 16. Male employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010

		Male employees, 1,000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Employer sector							
Employer sector total	Employees total	1 038	39	77	778	79	61
	- upper-level employees	343	9	23	241	41	28
	- lower-level employees	213	11	18	161	13	9
	- manual workers	478	19	35	374	24	23
Private sector	Employees total	849	31	56	639	66	55
	- upper-level employees	250	5	10	178	33	23
	- lower-level employees	161	9	15	117	12	9
	- manual workers	436	17	30	343	21	23
Public sector	Employees total	185	7	21	138	12	6
	- upper-level employees	92	4	12	62	9	5
	- lower-level employees	51	2	3	44	1	0
	- manual workers	42	2	5	31	3	1

Appendix table 17. Female employees aged 15-74 by usual weekly working hours in main job, employer sector and socio-economic group in 2010

		Female employees, 1,000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Employer sector							
Employer sector total	Employees total	1 082	83	173	762	38	21
	- upper-level employees	283	13	37	198	22	11
	- lower-level employees	592	44	99	426	13	8
	- manual workers	203	24	36	136	3	2
Private sector	Employees total	598	59	110	392	22	12
	- upper-level employees	131	7	14	91	13	6
	- lower-level employees	316	31	67	205	6	4
	- manual workers	149	20	28	95	2	2
Public sector	Employees total	478	23	62	367	16	9
	- upper-level employees	151	6	23	107	9	5
	- lower-level employees	273	12	31	218	7	3
	- manual workers	53	4	8	41	0	0

Appendix table 18. Employed persons aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2010

		Employed, 1000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Industry	TOL 2008						
Industries total	00-99	2 447	156	300	1 626	148	203
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	115	11	16	38	10	38
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	388	7	20	322	21	17
F Construction	41-43	172	4	8	123	11	25
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	298	24	55	171	19	27
H Transportation and storage	49-53	156	9	16	88	15	27
I Accommodation and food service activities	55-56	83	11	17	43	2	9
J Information and communication	58-63	95	4	8	69	7	7
K, L Financial, insurance and real estate activities	64-68	71	4	6	47	7	6
M, N Professional, scientific and technical activities ; administrative and support service activities	69-82	250	20	32	164	15	17
O Public administration and defence; compulsory social security	84	117	3	5	98	8	2
P Education	85	174	11	43	101	11	7
Q Human health and social work activities	86-88	379	24	49	283	12	9
R-U Arts, entertainment and recreation; other service activities	90-99	139	21	24	74	8	11

Appendix table 19. Employees aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2010

		Employees, 1000 persons					
		Usual weekly working hours					
		Total	1-19 hours	20-34 hours	35-40 hours	41-49 hours	50+ hours
Industry	TOL 2008						
Industries total	00-99	2 120	122	250	1 540	116	82
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	39	1	4	25	4	4
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	367	6	17	314	19	10
F Construction	41-43	132	3	4	109	7	9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	258	22	51	162	13	10
H Transportation and storage	49-53	131	8	14	84	13	12
I Accommodation and food service activities	55-56	71	10	16	41	1	2
J Information and communication	58-63	86	3	6	66	7	4
K, L Financial, insurance and real estate activities	64-68	64	4	4	45	7	4
M, N Professional, scientific and technical activities ; administrative and support service activities	69-82	207	15	24	149	11	7
O Public administration and defence; compulsory social security	84	117	3	5	98	8	2
P Education	85	170	11	42	100	11	7
Q Human health and social work activities	86-88	362	21	44	279	10	7
R-U Arts, entertainment and recreation; other service activities	90-99	104	16	16	63	5	4

Appendix table 20. Average usual weekly working hours in main job of employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010

Classification of Occupations 2001	Usual weekly working hours, hours/week		
	Both sexes	Males	Females
	36,5	38,3	34,9
1 Legislators, senior officials and managers	40,7	41,5	39,3
2 Professionals	36,8	37,7	35,8
3 Technicians and associate professionals	36,6	38,2	35,7
4 Clerks	35,0	35,9	34,8
5 Service and care workers, and shop and market sales workers	33,6	34,7	33,3
6 Skilled agricultural and fishery workers	35,8	36,6	34,9
7 Craft and related trades workers	39,1	39,3	36,7
8 Plant and machine operators and assemblers	39,8	40,1	38,1
9 Elementary occupations	32,6	33,9	31,4
0 Armed forces	39,8	40,0	.

Appendix table 21. Average usual weekly working hours in main job of full-time employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010

Classification of Occupations 2001	Usual weekly working hours, hours/week		
	Both sexes	Males	Females
	39,1	40,0	38,2
1 Legislators, senior officials and managers	41,5	42,1	40,4
2 Professionals	38,5	39,0	37,9
3 Technicians and associate professionals	38,7	39,8	38,0
4 Clerks	37,8	38,2	37,6
5 Service and care workers, and shop and market sales workers	38,2	38,8	38,0
6 Skilled agricultural and fishery workers	39,4	40,3	38,5
7 Craft and related trades workers	40,0	40,0	39,2
8 Plant and machine operators and assemblers	40,9	41,2	39,6
9 Elementary occupations	38,2	38,8	37,6
0 Armed forces	40,0	40,0	.

Appendix table 22. Average usual weekly working hours in main job of part-time employees aged 15-74 by occupation (Occupational Classification 2001) and sex in 2010

Classification of Occupations 2001	Usual weekly working hours, hours/week		
	Both sexes	Males	Females
	20,4	19,5	20,8
1 Legislators, senior officials and managers	20,8	18,8	22,3
2 Professionals	19,7	19,0	20,0
3 Technicians and associate professionals	20,5	18,3	21,2
4 Clerks	20,9	20,5	21,0
5 Service and care workers, and shop and market sales workers	21,6	20,5	21,8
6 Skilled agricultural and fishery workers	20,3	19,0	21,4
7 Craft and related trades workers	21,3	21,2	21,4
8 Plant and machine operators and assemblers	22,0	22,0	21,9
9 Elementary occupations	17,9	17,9	17,9
0 Armed forces	.	.	.

Quality Description: Labour force survey

1. Relevance of statistical information

The Labour Force Survey is a sample survey used in the compilation of monthly, quarterly and annual statistics on participation in the labour market, employment, unemployment and working hours among the population aged between 15 and 74. The data content of the Survey is based on an EU regulation, and approximately 12,000 persons are interviewed for it every month. The information provided by the respondents is used to draw a picture of the activities of the entire population aged between 15 and 74 on the labour market during one week. In the basic classification of labour market status, the population is divided into the employed, the unemployed and the economically inactive. The active population (labour force) consists of the employed and the unemployed.

The Survey provides an up-to-date and comprehensive picture of the active population (labour force) and changes on the labour market. Public attention focuses each month especially on the changes in employment and unemployment from the corresponding month of the previous year. Seasonally adjusted figures are used to monitor the trend of the changes. The Survey also provides information about persons of working age who are not employed or job seekers. Since 2003, information has also been obtained from a subsample about the structure of households and the activities of all household members aged 15 to 74 relative to the labour market. A description of the data content of the Labour Force Survey is available at:

http://tilastokeskus.fi/til/tyti/tyti_2008-02-19_tlu_001_en.html.

The monthly and quarterly results of the Labour Force Survey describe the seasonal and trend variation of employment. The Labour Force Survey time series describe long term changes in the labour market. Annual averages describe the active population, that is, the employed and the unemployed, and the economically inactive persons by, for instance, industry, occupation, education, age, gender and area.

The results of the Survey are used in preparing, among other things, labour market projections and plans, as support for decision-making and in the monitoring of the effects of different measures on employment. Key users of the results are ministries, authorities responsible for regional planning, employers' and employees' organisations, universities and research institutes, international organisations and the European Union. At Statistics Finland the data are used in, for instance, calculations of National Accounts. The Statistical Office of the European Communities, Eurostat, steers the content of the Survey and monitors its quality. Eurostat produces structural indicators and other statistics from the quarterly data that are submitted to it.

The concepts and definitions used in the Survey comply with the recommendations of ILO, the International Labour Organisation of the UN, and the regulations of the European Union on official statistics. The current data content of the Labour Force Survey is mainly based on the EU Regulations concerning Labour Force Surveys (Nos 577/98, 2257/2003 and 430/2005). A detailed description of the EU Labour Force Survey is available at: http://forum.europa.eu.int/irc/dsis/employment/info/data/eu_ifs/index.htm. Since 1999 a harmonised EU ad hoc survey with an annually changing topic has been conducted in connection with the Labour Force Survey. Further information about the ad hoc surveys can be found (in Finnish) at: http://tilastokeskus.fi/til/tyti/tyti_2010-01-15_men_001.html

Concepts:

- A person is **employed** if he/she has during the survey week been in gainful employment for at least one hour against pay in money or fringe benefits, or to make a profit, or has been temporarily absent from work. Persons absent from work during the survey week are classified as employed if the reason for absence is own illness or maternity or paternity leave or the absence has lasted for under three months. The employed are divided into employees, self-employed or unpaid family workers.
- A person is **unemployed** if he/she is without work during the survey week, has actively sought employment in the past four weeks as an employee or self-employed and would be available for work within two weeks. A person who is without work and waiting for an agreed job to start within three months is also classified as unemployed, if he/she could start work within two weeks.

- The **active population (labour force)** comprises all persons who are employed or unemployed during the survey week.
- The **economically inactive population** consists of persons who are not employed or unemployed during the survey week. The economically inactive population can also be referred as persons outside the labour force. Explanations for other concepts of the Labour Force Survey can be found at: http://tilastokeskus.fi/til/tyti/kas_en.html.

The classifications used in the Labour Force Survey in 2010 include the Standard Industrial Classification (TOL 2008, NACE Rev. 2), the Classification of Occupations 2001 (ISCO-88), the Classification of Socio-economic Groups 1989 and the Classification of Education 1997 (ISCED 1997) as well as the regional classification into Major Regions, Regional State Administrative Agencies (AVI), Centres for Economic Development, Transport and the Environment (ELY Centre) and Regions.

2. Methodological description of the statistical survey

The population of the Labour Force Survey consists of persons aged between 15 and 74 who are permanent residents of Finland. The population also comprises persons residing temporarily (for under one year) abroad as well as foreign nationals registered in the Finnish Population Information System whose stay in Finland will last for at least one year (<http://www.vrk.fi/default.aspx?id=39>).

The sample of the Labour Force Survey is drawn twice a year as a stratified random sample from Statistics Finland's population database, which is based on the Central Population Register. The survey is a panel survey in which one person is interviewed five times. The interviews are conducted every three months, apart from the fourth interview which is conducted six months after the third interview. The first and last interviews are 15 months apart. The sample of each month consists of approximately 12,000 persons, which is, on the average, every 300th person in the population. The sample for one survey month consists of five rotation groups which have entered the survey at different points of time. The sample changes gradually so that different persons answer the questions during three consecutive months. In consecutive quarters three-fifths of the respondents are the same. In consecutive years the overlap is two-fifths. The data are collected from all weeks of the year.

In most European countries the Labour Force Survey data are collected from a sample of households, which means that all members of a household living at the same address are interviewed at the same time. Besides Finland, Sweden, Denmark and Switzerland are the only other countries where the sample is based on individual persons, i.e. only the target persons drawn into the sample are interviewed. However, the EU regulation also requires data concerning households and in Finland this has been solved by exploiting the panel nature of the Labour Force Survey. In addition to the basic interview, a household interview is conducted on the fifth interview round to ascertain the members who belong to the household of the interviewee and the activity of the household members aged 15 to 74 on the labour market. So that the data would describe the whole population, a supplementing sample is added to it of households in which all members are aged 75 or over. Children under the age of 15 and persons aged over 75 are not interviewed in the Labour Force Survey, but certain data are imputed for them to describe their status on the labour market.

The household data enable examinations of, for instance, employment in the family and the joint status of both spouses on the labour market. In 2009, the household data comprised approximately 59,000 persons who formed 24,000 households. The household data for the Labour Force Survey have been collected by the present method since 2003 and the data can mainly be published starting from the year 2004.

The data content of the survey varies by survey round. Certain basic pieces of information are inquired in the first round and checks are then made in subsequent rounds to see whether they have remained unchanged. The data content is wider in the last, or the fifth, survey round which includes the household module, the annual ad hoc module with variable topics, as well as certain additional questions concerning the main job.

Statistics Finland's interviewers collect the data with computer-assisted telephone interviews. Approximately 111,000 interviews were conducted in 2010. On the average, the non-response rate of this survey was 22 per cent.

The results from the sample are weighted to correspond to the entire population aged between 15 and 74. The effects of non-response on the results are corrected by using so called weight calibration, in which weighting is used to produce the correct population distributions by area, gender and age. Information from the job seeker register of the Ministry of Employment and the Economy is also used as supplementary data.

Like all figures collected with a sample survey, the figures of the Labour Force Survey are so called estimates. An **estimate** is an estimation of a quality of the population derived by applying a mathematical procedure (estimation) to sample observations. For example, the number of the unemployed in January 2010, 250,000 persons, is an estimate of the number of unemployed persons aged between 15 and 74 obtained by such a procedure.

Quarterly and annual estimates are averages of monthly estimates. Working days and hours worked are estimated basing on the number of calendar days in the month concerned. Quarterly and annual estimates of working days and hours worked are sums of monthly estimates.

The employment and unemployment figures of the Labour Force Survey vary relatively regularly in different months of the year. So-called trends are also published from the Labour Force Survey. Variation which occurs annually in similar ways has been removed from these trends. The direction of long-term developments and cyclical variations are easier to see from a trend than from unadjusted monthly data. Due to the method used, the last data of the trend become slightly revised when the data of the following month are inserted into the time series. This preliminary nature of trends should be taken into account when drawing conclusions. Starting from June 2007, the trend components of the time series have been calculated with the Tramo/Seats method recommended by Eurostat, the Statistical Office of the European Communities. Further information about the trend and limitations in its use can be found in Finnish at: <http://tilastokeskus.fi/til/tyti/men.html>.

3. Correctness and accuracy of data

The reliability of the figures of the Labour Force Survey is affected by non-response (see above), measurement errors and random variation due to sampling.

Measurement errors arise from, among other things, differences in interpreting or understanding of the questions, respondents' inability to recall or unwillingness to give certain information, or erroneous recording of answers. Development and testing of the questions, interviewer instructions and the user interface, and training of interviewers are measures used to contain measurement errors.

Random variation due to sampling means that figures calculated from different samples deviate somewhat from each other. When evaluating roughly the magnitude of random variation due to sampling in different situations, the main principle is that **1) the larger the sample is from which the figures are calculated and 2) the larger the population described by the figures is, the less uncertainty due to sampling there will be in the figures**. For instance, quarterly figures are more accurate than monthly figures in describing the same phenomenon, as quarterly data have been collected by interviewing three times the number of persons interviewed for monthly data. Annual figures are the most accurate. The latter principle means that the figures of the employed and the unemployed, that is the estimates, based on a sample of the same size are the more accurate the larger the subgroup they apply to. As the relevant subgroup becomes smaller, random variation due to sampling increases. Therefore e.g. the numbers of the unemployed in different age groups or in different areas are not as reliable as the number of all the unemployed.

Inaccuracy due to sampling is assessed with the standard error of the estimate. The magnitude of the standard error is influenced by the size of the sample and the variance of the variable being investigated. Standard error can be used to calculate the **confidence interval**, within which the value of the population lies with a certain probability. The **95 per cent confidence interval** used in the Labour Force Survey is **the interval within which the real value of the characteristic being investigated lies with 95 per cent probability**. For example, the confidence interval of the number of the unemployed in January 2009 is

184,000 ± 15,000, i.e. 169,000-199,000. The share to be added to the estimate or deducted from it, in this case 15,000, is obtained by multiplying the estimate's standard error, here 7,500 persons, with the 1.96 coefficient of the 95 per cent confidence interval.

Examples of the accuracy of the number of the employed and the unemployed by size of subgroup

To illustrate the magnitude of random variation, examples of the estimates of different numbers of the employed and the unemployed, their 95 per cent confidence intervals and other key figures of reliability are presented in the following tables 1-3. The magnitude of random variation in the examples is a rough estimate of the upper boundary of random variation, when the figure being investigated is **a correspondingly large estimate of the number of the employed or the unemployed by gender, age or region**. In correspondingly large subgroups by industry, the confidence interval is wider. The examples in table 1 refer to monthly estimates. Tables 2-3 include the corresponding data for quarterly and annual estimates.

Table 1. Examples of the accuracy of monthly estimates of different sizes: the numbers of the employed and the unemployed by gender, age and region.¹⁾

	Monthly estimate	Monthly estimate's 95% confidence interval	Standard error	Relative standard error
	persons	persons	persons	%
Employed	2 400 000	± 27 800	14 200	0,6
	1 200 000	± 21 000	10 700	0,9
	600 000	± 15 300	7 800	1,3
	300 000	± 11 600	5 900	2,0
	100 000	± 6 700	3 400	3,4
	50 000	± 4 700	2 400	4,8
	10 000	± 2 900	1 500	15,0
Unemployed	230 000	± 15 100	7 700	3,3
	120 000	± 11 800	6 000	5,0
	90 000	± 10 800	5 500	6,1
	60 000	± 9 000	4 600	7,7
	30 000	± 6 900	3 500	11,7
	20 000	± 5 100	2 600	13,0
	10 000	± 3 700	1 900	19,0

1) The data can be used as indicative estimates of the accuracy of comparable numbers of the employed and unemployed by gender, age and region.

We can see from table 1 that if the monthly estimate of the employed in the subgroup is 300,000 persons, the real number of the employed lies, with a probability of 95 per cent, within the range 300,000 ± 11,600 persons. The size of this confidence interval relative to the size of the estimate is clearly larger than the corresponding share in the large estimate on the first row of the table. For estimates of less than 300,000 persons the confidence intervals are relatively even wider.

A comparison of data in tables 1–3 illustrates also that annual and quarterly data are more accurate than monthly data. The 95 per cent confidence interval corresponding to the estimate of the employed in a subgroup of 300,000 persons examined above, that is 300,000 ± 6,700 persons (table 2), is clearly narrower than the confidence interval of the monthly estimate. Annual estimates are even more accurate than quarterly estimates (table 3). This difference in accuracy is, however, not as large as the corresponding difference between monthly and quarterly data.

Table 2. Examples of the accuracy of quarterly estimates of different sizes: the numbers of the employed and the unemployed by gender, age and region.¹⁾

	Quarterly estimate	Quarterly estimate's 95% confidence interval	Standard error	Relative standard error
	persons	persons	persons	%
Employed	2 400 000	± 16 100	8 200	0,3
	1 200 000	± 12 500	6 400	0,5
	600 000	± 8 800	4 500	0,8
	300 000	± 6 700	3 400	1,1
	100 000	± 4 700	2 400	2,4
	50 000	± 3 900	2 000	4,0
	10 000	± 2 000	1 000	10,0
Unemployed	230 000	± 8 800	4 500	2,0
	120 000	± 6 900	3 500	2,9
	90 000	± 6 100	3 100	3,4
	60 000	± 5 100	2 600	4,3
	30 000	± 3 500	1 800	6,0
	20 000	± 3 100	1 600	8,0
	10 000	± 2 400	1 200	12,0

1) The data can be used as indicative estimates of the accuracy of comparable numbers of the employed and unemployed by gender, age and region.

Table 3. Examples of the accuracy of annual estimates of different sizes: the numbers of the employed and the unemployed by gender, age and region.¹⁾

	Annual estimate	Annual estimate's 95% confidence interval	Standard error	Relative standard error
	persons	persons	persons	%
Employed	2 400 000	± 15 700	8 000	0,3
	1 200 000	± 11 400	5 800	0,5
	600 000	± 7 800	4 000	0,7
	300 000	± 6 100	3 100	1,0
	100 000	± 3 300	1 700	1,7
	50 000	± 2 500	1 300	2,6
	10 000	± 800	400	4,0
Unemployed	230 000	± 7 100	3 600	1,6
	120 000	± 5 700	2 900	2,4
	90 000	± 4 500	2 300	2,6
	60 000	± 3 500	1 800	3,0
	30 000	± 2 400	1 200	4,0
	20 000	± 2 000	1 000	5,0
	10 000	± 1 600	800	8,0

1) The data can be used as indicative estimates of the accuracy of comparable numbers of the employed and unemployed by gender, age and region.

Statistical description of the reliability of estimation

The estimation procedure of the Labour Force Survey is based on the calibration of weights in which the original sample weights calculated on the basis of the sample design are adjusted with a regression model to get the desired population distributions.

The accuracy of estimates is evaluated on the basis of their standard error. **Standard error** (the square root of the sample variance) describes how neatly the value of the parameter estimated from the observations is concentrated around the parameter of the population. The magnitude of the standard error is affected by sample design, the number of observations in the relevant population or subgroup, variation due to the distribution of the research variable as well as properties of the mathematical formula.

Key figures of reliability derived from the standard error are the confidence intervals and relative standard error. **Confidence interval** describes the width of the range in which the real value of the parameter is relative to the estimate calculated from the sample. When calculating the confidence interval, the desired level of risk is fixed. The 5 per cent risk level applied in the Labour Force Survey means that if the samples were drawn again, in 95 cases out of one hundred the real value of the parameter would be within the confidence interval and in 5 cases out of one hundred it would be outside the confidence interval.

Relative standard error (variation coefficient) is the percentage share of the standard error of the estimate. Proportioning the standard error to the estimate's size removes the effect of the scale of the variable. Hence the values of the relative standard error of different variables and the values of the standard error of the same variable in different subgroups are easy to compare with one another.

In the monthly and quarterly data of the Labour Force Survey, the estimator of the standard error is the variance estimator of the generalised regression estimator (GREG). The statistical accuracy of the annual estimates and its evaluation is also affected by the fact that the sample of the Labour Force Survey changes gradually during the year. In consecutive quarters 60 per cent of the respondents are the same. During one year 90 per cent of the interviewees have been interviewed at least twice. The responses given by the same persons in different interviews during the year correlate to one another if the person's labour market status does not change between interviews. To account for this co-dependence of responses, the Labour Force Survey uses an approximation of single stage cluster sampling in which a cluster internal variance is calculated for persons interviewed several times during the year. Clusters are formed on the basis of interviewee's age. Cluster internal variance is zero if the interviewee's labour market status does not change during the year between different interviews.

For example, the standard error calculated for annual estimate of the unemployed in a subgroup of 230,000 persons is 3,600 persons and the confidence interval is $230,000 \pm 7,100$ persons. If the interviews on which the annual estimate is based had all been with different persons, the standard error of the estimate of the unemployed would have been 2,300 persons and the confidence interval $230,000 \pm 4,500$ persons. Interviewing the same persons again in different quarters of the year explains why the difference in the accuracy of the annual and quarterly data of the Labour Force Survey is not as large as could be expected on the basis of the number of interviews conducted.

4. Timeliness and promptness of published data

The results of the Labour Force Survey are released monthly, quarterly and annually. Quarterly and annual results are the averages of monthly results, i.e. they describe the situation on an "average" week during the survey period. Data on labour input are sums of the results of periods. The released data are final. Only seasonal adjustment slightly alters the latest seasonally adjusted monthly results. Monthly data are released approximately three weeks from the end of the survey month. Quarterly data are released simultaneously with the last monthly data of each quarter. Quarterly data are statistically more reliable than monthly data and contain more detailed data on, among other things, employment and labour input by industry and more specific regional data. The most detailed results are published in annual statistics. Quarterly deliveries of data are made to the Eurostat, the Statistical Office of the European Communities, which are used to compile statistics on EU Member States.

5. Accessibility and transparency/clarity of data

The results of the Labour Force Survey are published in the Labour market series of Official Statistics of Finland. The key monthly, quarterly and annual results are released on predefined days on the Internet on the home page of the Labour Force Survey http://tilastokeskus.fi/til/tyti/index_en. The links on the home page lead to, among other things, a description of the statistics, concepts and definitions as well as the

free of charge tables from the statistical databases of the Labour Force Survey (StatFin). Data are also available over the Internet from Statistics Finland's chargeable time series database (ASTIKA). Eurostat publishes quarterly and annual Labour Force Survey data on its own website.

The printed annual publication of Labour Force Statistics contains a review of the past statistical reference year, definitions of key concepts, descriptions of the classifications used, time series and annual tables as well as this Quality description of Labour Force Survey. In addition, Labour Force Survey data are published regularly in the Statistical Yearbook of Finland and in the Bulletin of Statistics. Chargeable special compilations can be requested from the Labour Force Survey information service.

Labour Force Survey data are not released outside Statistics Finland in identifiable form (Statistics Act 280/2004, Personal Data Act 523/1999). Data can be released only on the basis of a separate application for licence to use statistical data and without identifiers for scientific research and statistical surveys. Data adjusted for the EU Labour Force Survey are delivered to Eurostat, the Statistical Office of the European Communities without identifiers. The Labour Force Survey data are protected according to the protection class defined in Statistics Finland's data protection guidelines. A register description can be found (in Finnish) at: http://www.tilastokeskus.fi/meta/rekisteriselosteet/rekisteriseloste_tyovoimatutkimusty81.html

Information service: tyovoimatutkimus@stat.fi and tel. +358 9 17341.

6. Comparability of statistics

A monthly Labour Force Survey, initially called Labour Force Inquiry, has been conducted since 1959. During this time the data content, data collection methods and methodology have been revised on several occasions. A comparable time series of the key data exists since 1989.

Initially, the inquiry with a somewhat limited data content was conducted as a postal survey. In 1976 the data content was expanded and the methodology modernised. During 1977–1993 the survey consisted of a monthly inquiry and supplementary annual interviews conducted over the telephone. The data collection of the monthly inquiry was changed in 1983 from a postal survey to telephone interviews, as a result of which non-response dropped from 30 to 4 per cent.

When Finland joined the European Union the Labour Force Survey was harmonised with the EU Labour Force Survey. At the beginning in 1995–1998, the data for the EU Labour Force Survey were collected as a separate interview survey in March-May. The monthly survey was gradually revised to correspond to the EU Labour Force Survey. The contents of the monthly survey were extended, computer-assisted telephone interviews (CATI) were introduced in the data collection and the concepts and definitions were harmonised to correspond better than before to the EU and ILO guidelines and recommendations. The definition of an unemployed person was revised in May 1998 and the published time series were retrospectively revised to correspond with the new definitions starting from 1989.

In April 1999 the Labour Force Survey's data content was widened again with the combining of the monthly survey and the EU Labour Force Survey into a single, continuous Labour Force Survey. As of the beginning of 2000 the survey changed over into a continuous survey week, whereas previously data for each month had been collected in one survey week. This changeover affected data on working days and hours worked, which are not fully comparable with earlier data starting from the beginning of the year 2000. Starting from 2003 the data content of the survey widened with the so-called household module which is collected from a subsample. A new data collection questionnaire was introduced in 2008. In consequence of this the data content of the survey became slightly revised and collection of some of the data was started from a subsample, whose data are only used as annual data.

7. Coherence and consistency/uniformity

In addition to the Labour Force Survey Statistics Finland's statistics related to the labour market include the Job Vacancy Survey, the Quality of Work Life Survey, statistics on labour disputes, statistics on accidents at work as well as register-based employment statistics (RES).

Of these the RES provide data on the labour market activities of the population. The data in them differ from those of the Labour Force Survey due to the data collection method and the definitions of the employed

and the unemployed. The RES are based on total data derived from the administrative data of different authorities. The RES data on a person's activities mainly describe the last week of the year. RES data on unemployment are based on the Ministry of Employment and the Economy's register of unemployed job seekers. The statistics take good 18 months to complete; preliminary data are ready within about a year. Since the employment statistics represent total data, they offer better regional data (incl. data by municipality) as well as better data on small population groups, e.g. small industries and occupations, than the Labour Force Survey. The concepts of the employment statistics based on administrative registers are not internationally comparable.

Statistics Finland uses the Labour Force Survey data in the compiling of National Accounts. This is among the reasons why the definitions of the key concepts in the Labour Force Survey, such as population, employment and working hours, follow as closely as possible the recommendations for National Accounts (the UN System of National Accounts, SNA, and the European System of Accounts, ESA). The Labour Force Survey definition of the public sector is somewhat different from the classification of sectors in National Accounts. In National Accounts, conscripts are classified as employed according to ILO recommendations, whereas in the Labour Force Survey conscripts are outside the labour force.

The results from the Finnish Labour Force Survey published by Eurostat, the Statistical Office of the European Communities, differ from those published in Finland in that conscripts are not included in the statistics published by Eurostat. In most EU countries conscripts are not included in the target group of the Labour Force Survey, i.e. population living in private households. This causes differences especially in the results concerning the 15 to 24 age group. In the figures published by Finland persons performing their conscript duty are included in the population outside the labour force. In some cases differences can arise from the fact that Eurostat's figures include the whole population living in private household whereas in Finland the figures only include those between the ages of 15 and 74.

The Ministry of Employment and the Economy also publishes data on unemployed job seekers. The Ministry's data derive from register-based Employment Service Statistics, which describe the last working day of the month. The definition of unemployed applied in the Employment Service Statistics is based on legislation and administrative orders which make the statistical data internationally incomparable. In the Employment Service Statistics an unemployed person is not expected to seek work as actively as in the Labour Force Survey. There are also differences in the acceptance of students as unemployed. More detailed information about differences between the statistics is available in Finnish at: http://tilastokeskus.fi/til/tyti/tyti_2008-02-19_men_002.html.

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Source: Labour force survey 2010. Statistics Finland