

# Employment 2018

## Occupation and socio-economic status

### Number of persons working in critical occupations was 735,000

According to Statistics Finland's employment statistics, there were 2.4 million employed persons in Finland in the last week of 2018. A total of 735,000 persons worked in critical occupations, or 31 per cent of all employed persons. Around 23 per cent of them had a child aged under ten living in the same household. Of those working in critical fields, 67 per cent were women (490,000 persons).

On the least detailed level of the Classification of Occupations, armed forces (8,000 persons) and agricultural and forestry workers, etc. (53,000 persons) were defined as entirely critical.

#### Numbers of critical occupations and other employed persons on the least detailed level of the Classification of Occupations in 2018



The Prime Minister's Office published a list of critical occupations in corona spring 2020. Some of these occupations were defined as 100% critical and some as 50% critical. This text deals with occupational groups classified as entirely critical from the main employment relationships of employed persons during

the last week of 2018. The occupations examined here are based on a list drawn up by the Ministry of Economic Affairs and Employment.

The number of critical occupations is 100 on the 4-digit level of the Classification of Occupations. In total, there are 420 occupations on the 4-digit level in the Classification of Occupations 2010.

After armed forces and agricultural and forestry workers, etc., most employed persons in critical occupations relative to all employed persons in the occupational group concerned were in the categories elementary occupations (48%), service and sales workers (43%) and managers (38%).

Only two per cent of craft and related trades workers were defined as critical. These were on the 3-digit level of the occupational group 751 Food processing and related trades workers.

In five years, the number of employed persons in critical occupations decreased by 1,000 persons, or by around one per mil. At the same time, the number of all employed persons increased by 72,000 persons, or by three per cent.

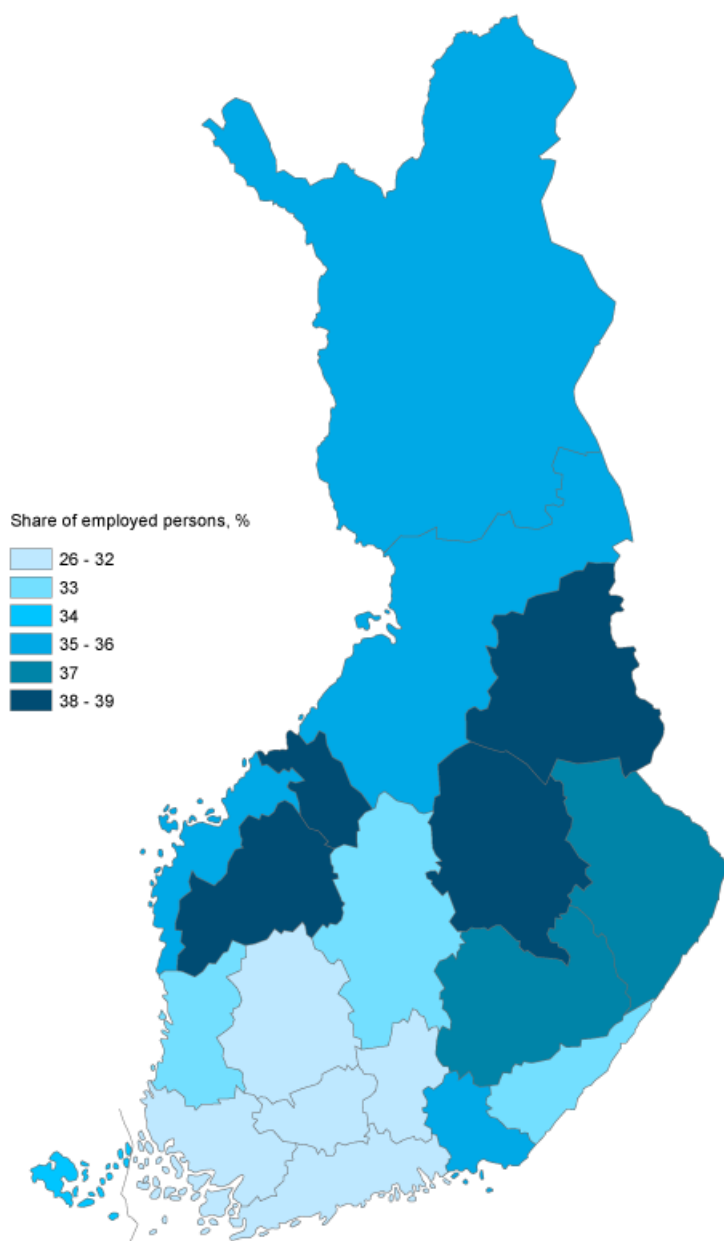
## Geographical distribution of critical occupations

Examined by area, the highest numbers of persons working in critical occupations were living in Uusimaa (205,000 persons), Pirkanmaa (66,000) and Southwest Finland (65,000). In relative terms, compared to all employed persons in the region, most representatives of critical occupations were found in Central Ostrobothnia (11,000 persons, 39%), South Ostrobothnia (30,000, 38%) and Kainuu (11,000, 38%).

Only in Uusimaa (26%) the share of persons working in critical occupations of all employed in the region was under 30 per cent.

Relative to the population, the numbers of employed persons in critical occupations were highest in North Ostrobothnia (34%), South Savo (30%) and Southwest Finland (30%). Relative to the population, under 10 per cent of employed persons were working in critical occupations in Kymenlaakso, North Savo, Kainuu and South Karelia.

## Shares of critical occupations of all employed persons by region of residence in 2018

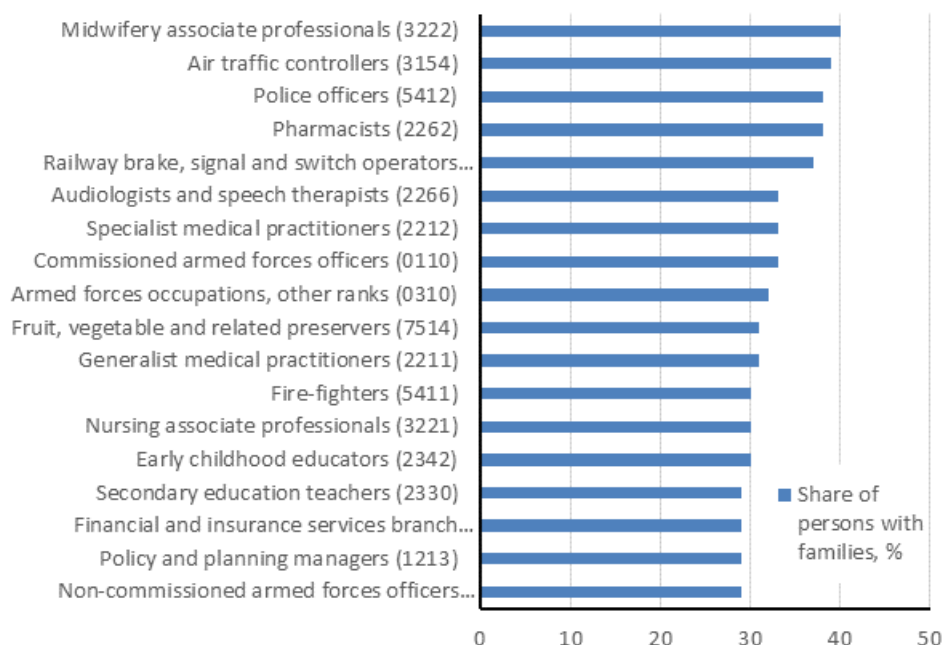


### Persons with families in critical occupations

In 2018, there were 170,000 adults in critical occupations with whom at least one child aged under 10 lived in the same dwelling. These parents accounted for 23 per cent of all those working in critical fields. Children aged under 10 have been selected for the examination because one parent may take temporary child care leave if a child of that age falls ill.

For persons with families with children, the shares of those in critical occupations (occupations with over 10 persons) were biggest in 2018 among midwives (970 persons, 40%), air traffic controllers (110, 39%), pharmacists (560, 38%), railway brake, signal and switch operators (750, 37%) and ambulance workers (1,200, 35%).

**Shares of persons with families working in critical occupations by occupational group on 4-digit level in 2018**



For persons with families with children, the shares of those in critical occupations (occupations with over 10 persons) were biggest in 2018 among midwives (970 persons, 40%), air traffic controllers (110, 39%), pharmacists (560, 38%), railway brake, signal and switch operators (750, 37%) and ambulance workers (1,200, 35%).

In 2018, the number of mothers of children aged under 10 working in critical fields totalled 118,000, which was 16 per cent of all persons working in critical fields. The most common occupational groups for mothers were nurses (20,000, 30% of all women in the occupational group), health care assistants (16,000, 23%) and child care workers (10,000, 25%). Mothers' ten most common critical occupations employed 85,000 persons, which represented 72 per cent of all mothers working in critical occupations.

Correspondingly, fathers of children aged under 10 working in critical fields numbered 54,000 in 2018, which was seven per cent of all persons working in critical fields. The most common occupational groups for fathers were heavy truck and lorry drivers (8,000, 20% of all men in the occupational group), livestock and dairy producers (2,700, 21%) and secondary education teachers (2,500, 30%). Altogether 25,000 persons are employed in fathers' ten most common critical occupations, which was 10 per cent of all fathers working in critical occupations.

In Statistics Finland's employment statistics for 2018, the occupations of wage and salary earners and entrepreneurs aged 18 to 74 according to their main employment relationship in the last week of the year have been classified into occupational groups according to the Classification of Occupations 2010.

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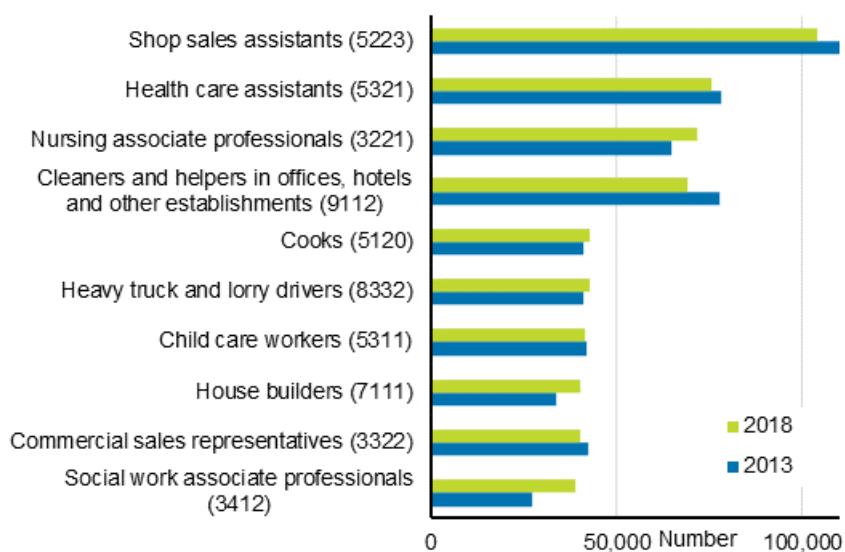
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# 1. Ten most common occupational groups of employed persons and employed women and men in 2018 compared to 2013

According to the data of Statistics Finland's employment statistics, the most common occupations at the end of 2018 were shop sales assistants (104,000), health care assistants (75,500) and nurses (71,500). Over the past five years, two occupational groups, transport and storage labourers, as well as general secretaries have dropped from the list of the ten most common occupational groups. House builders and social work associate professionals have risen to the ten most common groups.

**Figure 1. Ten most common occupational groups for employed persons in 2018**



The most common occupational groups were examined on the 4-digit level of the Classification of Occupations 2010. <sup>1)</sup>

In 2018, a total of 38,000 persons worked as transport and storage labourers and the occupational group held position 11, while five years ago, its position was still 10. Previously, 36,300 persons had worked as transport and storage labourers. Around 7,100 persons working as transport and storage labourers in 2013 were no longer employed or did not belong to the population in 2018.

In 2018, a total of 32,900 persons worked as general secretaries, and the occupational group held position 13. Five years earlier, general secretaries were in position 9. At the time, 40,500 persons worked as general secretaries. Around 9,300 of those working as general secretaries in 2013 were no longer employed or did not belong to the population in 2018.

In 2018, women worked most commonly as shop sales assistants (68,100), health care assistants (67,500) and nurses (65,900). Men's most common occupational groups were heavy truck and lorry drivers (40,100), house builders (38,000) and shop sales assistants (36,000).

Shop sales assistants were still the only occupational group among the ten most common occupational groups for both women and men in 2018. The situation has remained unchanged throughout the examined period 2013 to 2018. Around 65 per cent of shop sales assistants were women and about 35 per cent men. Compared to 2013, the shares had come closer to each other by around three percentage points (68 per cent of shop sales assistants were women and 32 per cent men in 2013).

## 1.1 Over the past five years, accounting associate professionals fell from the ten most common occupational groups of women and were replaced by primary school teachers in 2018

1) Numbers of cThe data on occupations remained unknown for 3.8 per cent of all employed persons, for some 3.6 per cent of all employed women and for 4.0 per cent of employed men in 2018.

Compared to 2013, among employed women's ten most common occupational groups, accounting associate professionals dropped to position 12 and were replaced by primary school teachers, rising to position 10 in 2018.

**Table 1. Most common occupational groups for employed women in 2018**

Occupational group (AML2010 4-digit level)	Employed persons	Women	Of all employed women, %	Share of women, %	Share of men, %
5223 Shop sales assistants	104,034	68,102	5.8	65.5	34.5
5321 Health care assistants	75,513	67,475	5.7	89.4	10.6
3221 Nursing associate professionals	71,514	65,868	5.6	92.1	7.9
9112 Cleaners and helpers in offices, hotels and other establishments	69,116	56,969	4.8	82.4	17.6
5311 Child care workers	41,298	39,539	3.3	95.7	4.3
5322 Home-based personal care workers	36,915	32,909	2.8	89.1	10.9
3412 Social work associate professionals	38,872	30,569	2.6	78.6	21.4
4120 Secretaries (general)	32,945	28,683	2.4	87.1	12.9
5120 Cooks	42,792	28,339	2.4	66.2	33.8
2341 Primary school teachers	27,046	21,115	1.8	78.1	21.9
Employed persons among the ten most common occupational groups of women	540,045	439,568	37.2	81.4	18.6
Employed persons, total	2,373,668	1,182,292	100.0	49.8	50.2

In 2018, a total of 17,800 women worked as accounting associate professionals and the occupation group held position 12, while five years ago, its position was 10. In 2018, the number of women working as accounting associate professionals was 3,400 lower than in 2013 (21,200 persons in 2013). Around 4,300 of the women working as accounting associate professionals in 2013 were not employed or did no longer belong to the population in 2018.

In 2018, altogether 3,600 men worked as accounting associate professionals, which was 200 fewer than in 2013. The occupational group was the 87th most common for men in 2018.

The occupational group of primary school teachers rose to the ten most common occupational groups for women and replaced accounting associate professionals, in position 10. A total of 21,100 women worked as primary school teachers in 2018, which is 1,000 women more than in 2013.

Around 6,000 men worked as primary school teachers in 2018 (nearly 100 fewer than in 2013) and the occupational group was the 50th most common for men.

### **1.2 During the past five years, carpenters and joiners dropped from men's ten most common occupational groups and were replaced by software developers**

Compared with 2013, software developers emerged in the ten most common occupational groups of employed men in 2018, standing at seven (previously in position 17). Carpenters and joiners dropped from the list, from position 9 to 12.

A total of 23,400 men worked as software developers in 2018. The number of men as software developers grew around 1.6-fold from 2013. In 2013, there were 13,800 men working as software developers. Around 1,000 more women worked as software developers in 2018 than in 2013, altogether 5,100 and it was the 43rd most common occupational group for women (previously in position 57).

**Table 2. Most common occupational groups for employed men in 2018**

Occupational group (AML2010 4-digit level)	Employed persons	Men	Of all employed men, %	Share of men, %	Share of women, %
8332 Heavy truck and lorry drivers	42,645	40,140	3.4	94.1	5.9
7111 House builders	40,232	37,994	3.2	94.4	5.6
5223 Shop sales assistants	104,034	35,932	3.0	34.5	65.5
9333 Freight handlers	37,986	30,692	2.6	80.8	19.2
3322 Commercial sales representatives	40,072	25,383	2.1	63.3	36.7
7231 Motor vehicle mechanics and repairers	24,507	23,448	2.0	95.7	4.3
2512 Software developers	27,629	22,508	1.9	81.5	18.5
5153 Building caretakers	25,650	21,895	1.8	85.4	14.6
7233 Agricultural and industrial machinery mechanics and repairers	19,288	18,773	1.6	97.3	2.7
3115 Mechanical engineering technicians	17,464	16,061	1.3	92.0	8.0
Employed persons among the ten most common occupational groups of men	379,507	272,826	22.9	71.9	28.1
Employed persons, total	2,373,668	1,191,376	100.0	50.2	49.8

In 2018, the number of men working as carpenters and joiners was 15,800, which was 200 lower than in 2013. Around 3,800 of men working as carpenters and joiners in 2013 were no longer employed in 2018 or did not belong to the population.

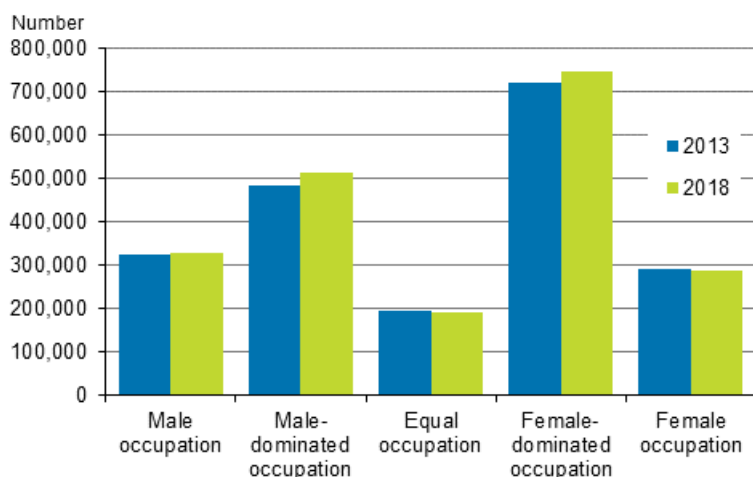
In 2018, altogether about 500 women worked as carpenters and joiners, which was good 100 more than in 2013. The occupational group was the 230th most common for women in 2018.



## 2. Professional differentiation among wage and salary earners and entrepreneurs in 2018 and 2013

The shares of entrepreneurs and wage and salary earners working in equal occupations did not change much in five years. The shares of wage and salary earners or entrepreneurs with occupational data working in equal occupational groups were for both around half a percentage point lower in 2018 than in 2013.

**Figure 1. Number of wage and salary earners in various segregation classes in 2013 and 2018**



Professional differentiation by sex, segregation, is based on the classification of occupational groups by gender proportions. The strength of the segregation is determined based on how many persons work in equal occupational groups.

**Table 1. 5-class segregation classification of occupations**

Segregation class	The occupational groups in which
Female occupation	women > 90 %
Female-dominated occupation	60 % < share of women <= 90 %
Equal occupation	40 % <= share of women / men <=60 %
Male-dominated occupation	60 % < share of men <= 90 %
Male occupation	men > 90 %

Occupational segregation among wage and salary earners and entrepreneurs is examined in the following sections based on the 5-digit level of the Classification of Occupations 2010.

### 2.1 Number of wage and salary earners working in equal occupations fell by 4,000 in five years

In all, 9.2 per cent of all wage and salary earners were in 2018 in so-called equal occupational groups, where the share of different sexes among those included in the occupational group is 40 to 60 per cent. The share of wage and salary earners working in equal occupations among all wage and salary earners was 0.45 percentage points lower in 2018 than in 2013.

For wage and salary earners, the following occupational groups had been removed from equal occupations in the past five years: other transport clerks (6,640), insurance representatives (3,990), and musicians, singers and composers (4,490). In all, 4,070 fewer worked in equal occupational groups of wage and salary earners in 2018.

Altogether 23,100 wage and salary earners worked in occupations that had become even by their gender distribution during this period. The biggest occupational groups turned into equal occupational groups over the past five years were mail carriers (9,400 persons), building construction architects (3,310 persons) and sports coaches, instructors and officials (2,450 persons).

For wage and salary earners, the most evenly divided occupational groups in 2018 were chemical and physical science technicians (240 persons in total of whom 49.6 per cent women and 50.4 per cent men), advertising and public relations managers (1,050 persons of whom 49.5 per cent women and 50.5 per cent men), and head teachers (universities of applied sciences) (700 persons of whom 50.1 per cent women and 49.9 per cent men).

In 2018, wage and salary earners' most common equal occupational groups were advertising and marketing professionals (15,300 persons), food and related products machine operators (15,300 persons) and vocational education teachers (12,700 persons).

**Table 2. Wage and salary earners aged 18 to 74 in segregation classes in 2018<sup>1)</sup>**

Segregation class	Wage and salary earners	Share of wage and salary earners, %	Women	Share of women, %	Men	Share of men, %
Female occupations	289,275	14.0	270,821	25.3	18,454	1.8
Female-dominated occupations	747,820	36.1	565,663	52.8	182,157	18.2
Equal occupations	190,989	9.2	97,486	9.1	93,503	9.3
Male-dominated occupations	514,485	24.8	120,394	11.2	394,091	39.4
Male occupations	328,739	15.9	16,558	1.5	312,181	31.2
Total	2,071,308	100.0	1,070,922	100.0	1,000,386	100.0

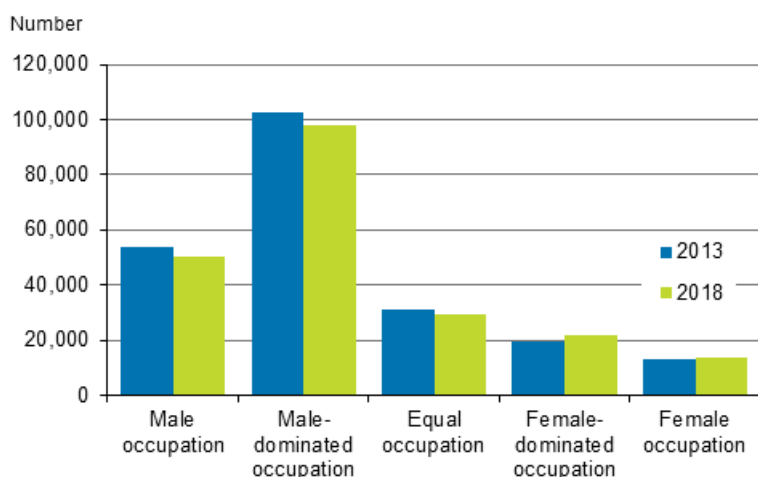
1) Segregation classes are based on 5-digit level occupation groups of the Classification of Occupations 2010. Shares in table are shares of those wage and salary earners who had occupational groups. Wage and salary earners were 2,135,347 total, from which share of women was 51.6 per cent and share of men was 48.4 per cent. The data on occupations remained unknown for some 3 per cent of all wage and salary earners, for some 2.8 per cent of all female wage and salary earners and for 3.2 per cent of male wage and salary earners in 2018.

## 2.2 Number of entrepreneurs working in equal occupations fell by 2,000 in five years

In 2018, a total of 13.7 per cent of all entrepreneurs were in equal occupations, where the share of different sexes among those included in the occupational groups is 40 to 60 per cent. The share of entrepreneurs working in equal occupations among all entrepreneurs was 0.43 percentage points lower in 2018 than in 2013.

The examination disregards the fact that women's share of all entrepreneurs was only 34 per cent.

**Figure 2. Number of entrepreneurs in various segregation classes in 2013 and 2018**



For entrepreneurs, occupational groups that have become equal occupations in five years were such as contact centre salespersons (1,100), other teaching professionals (980) and stall and market salespersons

(460). Among the removed equal occupational groups, the largest were massage therapists and practical rehabilitation nurses (2,710 persons), estate agents (1,220), and bakers, pastry-cooks and confectionery makers (370). In all, 1,940 fewer persons worked in equal occupational groups of entrepreneurs in 2018.

For entrepreneurs, the most evenly divided occupational groups were laundry machine operators (around 160 persons in total of whom 49.7 per cent women and 50.3 per cent men), journalists (90 persons in total of whom 49.4 per cent women and 50.6 per cent men), domestic housekeepers (490 persons in total of whom 49.1 per cent women and 50.9 per cent men), and other therapists (200 persons in total of whom 51.0 per cent women and 49.0 per cent men).

In 2018, the most common equal occupational groups of entrepreneurs were shop keepers (small entrepreneurs) (8,590 persons), restaurant services supervisors and shift managers (4,390 persons) and fitness and recreation instructors and programme leaders (2,550 persons).

**Table 3. Entrepreneurs aged 18 to 74 in segregation classes in 2018** <sup>1)</sup>

Segregation class	Entrepreneurs	Share of entrepreneurs, %	Women	Share of women, %	Men	Share of men, %
Female occupations	13,383	6.3	12,562	18.2	821	0.6
Female-dominated occupations	21,870	10.3	15,308	22.2	6,562	4.6
Equal occupations	29,027	13.7	13,723	19.9	15,304	10.7
Male-dominated occupations	98,028	46.1	24,493	35.5	73,535	51.2
Male occupations	50,311	23.7	2,933	4.2	47,378	33.0
Total	212,619	100.0	69,019	100.0	143,600	100.0

1) Segregation classes are based on 5-digit level occupation groups of the Classification of Occupations 2010. Shares in table are shares of those entrepreneurs who had occupational groups. Entrepreneurs were 238,321 total, from which share of women was 33.9 per cent and share of men was 66.1 per cent. The data on occupations remained unknown for some 10.8 per cent of all entrepreneurs, for some 14.6 per cent of all female entrepreneurs and for 8.9 per cent of male entrepreneurs in 2018.

# Appendix tables

**Appendix table 1. Critical occupations on AML2010 2-digit level examined by sex and persons with families (at least one under 10 -year-old children in household)**

Occupational group	Employed persons	Women	Men	Employed persons in critical occupations	Share of critical employees, %	Mothers in critical occupations	Fathers in critical occupations
01 Commissioned armed forces officers	4,734	120	4,614	4,734	100	48	1,501
02 Non-commissioned armed forces officers	3,167	202	2,965	3,167	100	44	873
03 Armed forces occupations, other ranks	114	29	85	114	100	8	28
11 Chief executives, senior officials and legislators	7,570	2,411	5,159	1,883	25	136	170
12 Administrative and commercial managers	23,506	7,942	15,564	1,954	8	126	445
13 Production and specialised services managers	49,440	13,232	36,208	22,720	46	1,827	3,268
14 Hospitality, retail and other services managers	15,307	4,703	10,604	8,987	59	492	1,713
22 Health professionals	37,899	26,769	11,130	36,047	95	7,026	3,222
23 Teaching professionals	130,668	96,192	34,476	130,668	100	26,497	8,455
26 Legal, social and cultural professionals	62,480	41,697	20,783	1,557	2	289	133
31 Science and engineering associate professionals	79,773	17,086	62,687	301	0	19	98
32 Health associate professionals	110,046	97,394	12,652	91,371	83	24,607	2,786
33 Business and administration associate professionals	149,368	88,699	60,669	14,457	10	2,116	1,239
44 Other clerical support workers	21,922	11,877	10,045	12,666	58	711	963
51 Personal service workers	114,433	68,181	46,252	6,249	5	703	482
53 Personal care workers	181,507	163,997	17,510	181,507	100	37,977	3,351
54 Protective services workers	23,114	4,781	18,333	23,114	100	897	4,441
61 Market-oriented skilled agricultural workers	47,665	16,383	31,282	47,665	100	3,598	5,891
62 Market-oriented skilled forestry, fishery and hunting workers	5,868	850	5,018	5,868	100	164	778
75 Food processing, wood working, garment and other craft and related trades workers	19,945	7,559	12,386	6,121	31	706	707
83 Drivers and mobile plant operators	101,296	7,619	93,677	60,891	60	867	11,287
91 Cleaners and helpers	70,785	58,184	12,601	70,390	99	8,745	1,724
92 Agricultural, forestry and fishery labourers	1,546	671	875	1,546	100	34	41
93 Labourers in mining, construction, manufacturing and transport	52,486	9,676	42,810	37	0	1	9
96 Refuse workers and other elementary workers	7,651	2,681	4,970	1,024	13	57	116

**Appendix table 2. Critical occupations by region of residence in 2018**

Region of residence	Employed persons in critical occupations, number	Employed persons in the region, number	Inhabitants in the region, number	Share of critical occupations in employed persons in the region, %	Share of critical occupations in inhabitants in the region, %
Uusimaa	204,556	797,737	1,671,024	26	12
Southwest Finland	65,324	207,212	478,582	32	14
Satakunta	29,322	87,837	218,624	33	13
Kanta-Häme	22,858	71,700	171,364	32	13
Pirkanmaa	65,748	222,042	515,095	30	13
Päijät-Häme	23,651	79,145	200,629	30	12
Kymenlaakso	23,350	66,762	173,388	35	13
South Karelia	16,359	50,293	128,756	33	13
South Savo	20,466	54,725	144,615	37	14
North Savo	36,966	98,538	245,602	38	15
North Karelia	22,401	61,090	162,240	37	14
Central Finland	36,727	109,970	275,521	33	13
South Ostrobothnia	29,678	77,684	189,715	38	16
Ostrobothnia	27,586	79,559	180,794	35	15
Central Ostrobothnia	10,938	28,271	68,437	39	16
North Ostrobothnia	57,920	166,784	412,161	35	14
Kainuu	10,531	27,836	73,061	38	14
Lapland	25,560	71,610	178,522	36	14
Åland	5,097	14,873	29,789	34	17

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