

Labour Force Survey

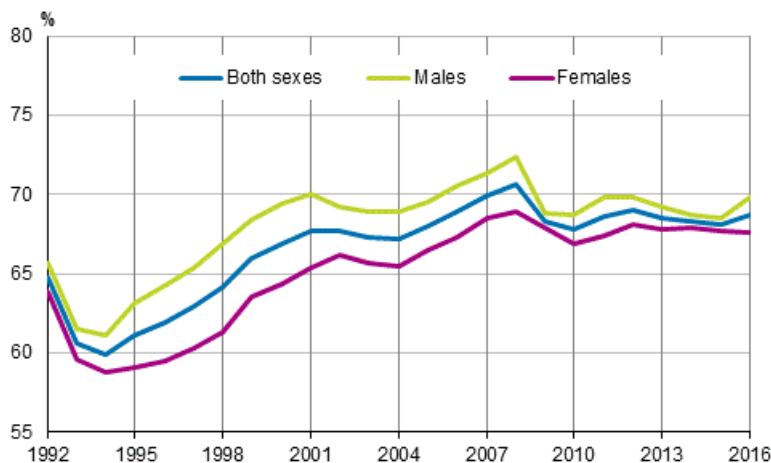
Time series data 2007–2016

Men's employment made an upturn in 2016

Corrected on 18 December 2018. Appendix tables 45 and 46 have been completely corrected.

According to Statistics Finland's Labour Force Survey, the employment rate for the population aged 15 to 64 was 68.7 per cent in 2016. The employment rate grew by 0.6 percentage points from 2015. The growth was mainly due to the employment rate of men, which rose by over one percentage point from 68.5 to 69.8 per cent in 2016. Women's employment rate remained almost unchanged, at 67.6 per cent in 2016. These data derive from Statistics Finland annual review Labour Force Survey 2016, time series data 2007 to 2016.

Employment rates by sex in 1992 to 2016, persons aged 15 to 64, %



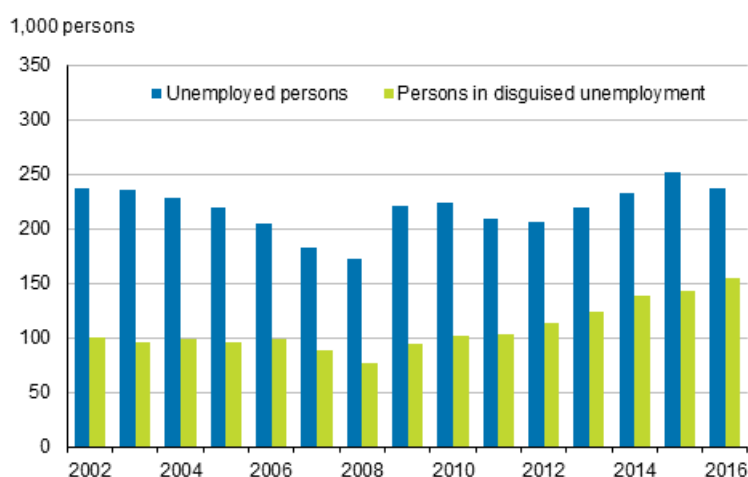
According to Statistics Finland's Labour Force Survey, the average number of employed persons in 2016 was 2,448,000, which was 11,000 persons more than in 2015. The number of employed men grew by 18,000, but the number of employed women declined by 6,000.

Unemployment decreased in 2016. In 2016, the average number of unemployed was 237,000, or 15,000 fewer than in the year before. The unemployment rate among persons aged 15 to 74 was, on average, 8.8 per cent in 2016, having been 9.4 per cent in 2015. Men's unemployment rate was 9.0 per cent and women's

8.6 per cent. The number of unemployed decreased for the first time since 2012. Young men's unemployment fell particularly.

Although the number of unemployed persons declined, the number of persons in disguised unemployment grew by 11,000 from 2015. In 2016, besides unemployed persons, there were 155,000 persons in the inactive population in so-called disguised unemployment, who would and could have accepted work, but had not looked for it actively. Of them, 85,000 were men and 70,000 women. The number of persons in disguised unemployment rose for the second year to the highest level since statistics on disguised unemployment have been compiled starting from 1997.

Unemployed persons and persons in disguised unemployment in 2002 to 2016, persons aged 15 to 74



The number of persons working part-time grew clearly. In 2016, the number of persons working part-time was 399,000, which was 21,000 more than in 2015. Part-time work increased especially among women.

Employees' annual hours actually worked were 1,602 hours in 2016, which was 28 hours more than in the previous year. Annual hours actually worked per employee lengthened particularly in the central government sector, where 59 more hours were worked than in the year before. Central government sector employees worked, on average, 1,672 hours in 2016. This is more than ever before during the 2000s.

Links

Labour Force Survey tables in databases:

http://pxnet2.stat.fi/PXWeb/pxweb/en/StatFin/StatFin__tym__tyti/?tablelist=true.

[Latest monthly release of the Labour Force Survey.](#)

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1 Introduction

This annual Labour Force Survey publication contains statistical data on employment, unemployment, employment relationships and working hours of the population aged 15 to 74. Towards the end of the review section, we will also discuss in more detail persons in the inactive population and young people that are not working or studying. The data derive from the Labour Force Survey, which is a sample-based interview survey. The data are collected for all weeks of the year. Annual data are averages of monthly data, i.e. they describe the situation in an "average" week of the survey year. The annual working hour data are sums of monthly data. The concepts and definitions used in the Labour Force Survey comply with the recommendations of the ILO, the International Labour Organisation, and EU regulations concerning official statistics.

Annual data of the Labour Force Survey concerning the year 2015 have been published in connection with the publication of December and 4th quarter data in early 2016 (27 January 2016). In addition to the review section, this publication also contains Labour Force Survey time series data and annual data concerning the year 2015.

This present annual publication and the previous annual reviews are available on the web pages of the Labour Force Survey http://www.stat.fi/til/tyti/index_en.html. The home page of the statistics also includes monthly and quarterly data and time series tables complementing this publication from Statistics Finland's [database](#).

This autumn, a thematic publication Families and work will also be released, which will highlight data from the household module of the Labour Force Survey on topics like the labour force participation of parents of small children.

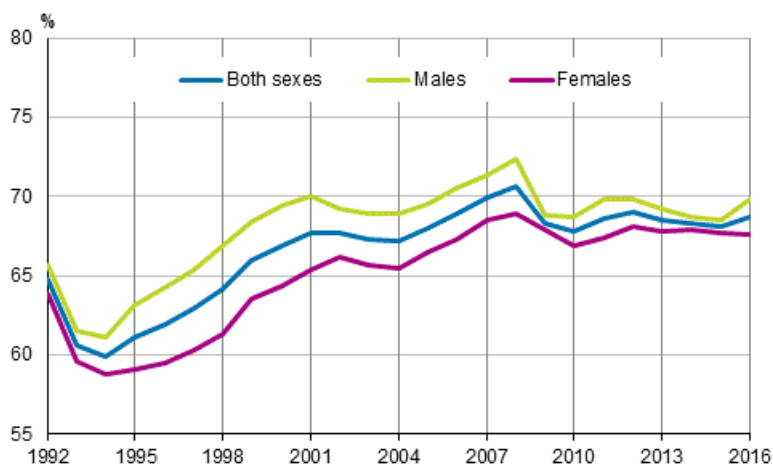
2 Employment and unemployment in 2016

2.1 Men's employment improved in 2016

Number of employed men grew from the previous year

According to Statistics Finland's Labour Force Survey, the employment rate for the population aged 15 to 64 was 68.7 per cent in 2016. The employment rate grew by 0.6 percentage points from 2015. The growth was mainly due to the employment rate of men, which rose by over one percentage point from 68.5 to 69.8 per cent in 2016. Women's employment rate was almost unchanged, at 67.6 per cent in 2016. (Figure 1.)

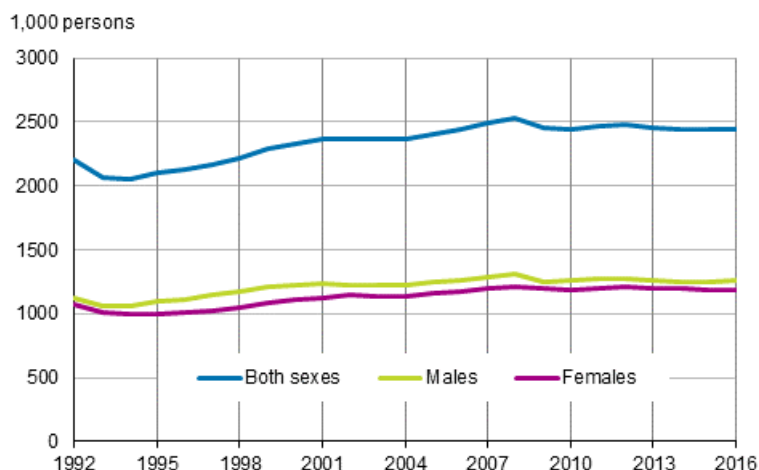
Figure 1. Employment rates by sex in 1992 to 2016 persons aged 15 to 64, %



The employment rate of women aged 15 to 64 is considerably higher in Finland than the corresponding [average for EU28 countries](#). Men's employment rate is slightly below the EU28 average. In 2015, the average employment rate of women in the EU28 countries was 60.4 per cent and 70.8 per cent for men. In Finland, men's and women's employment rates are exceptionally close to each other.

In 2016, the number of employed persons aged 15 to 74 in Finland was 2,448,000, which was 11,000 higher than in 2015 (Figure 2). The number of employed persons increased in all quarters compared to the corresponding quarters of the previous year. The growth was biggest in the second and fourth quarters.

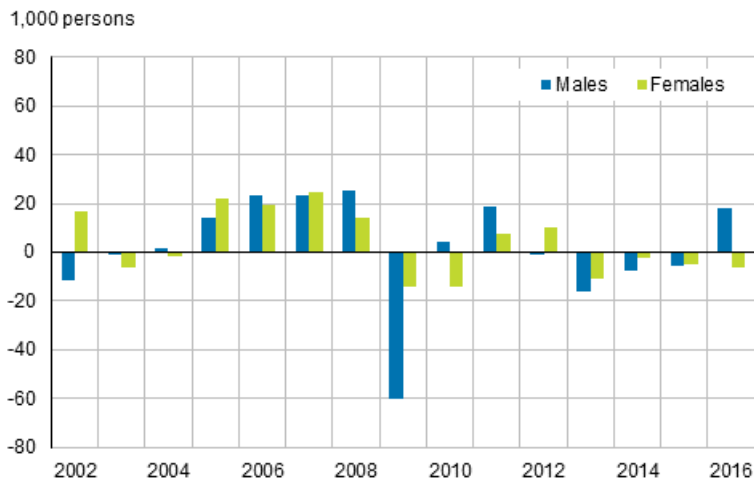
Figure 2. Number of employed persons by sex in 1992 to 2016, persons aged 15 to 74



Number of employed men grew, that of women fell

Men's employment made an upturn in 2016 for the first time since 2011. In turn, women's employment weakened for the fourth year in a row. The number of employed men grew by 18,000, but the group of employed women declined by 6,000 persons from 2015 to 2016. Figure 3 shows the change in the number of employed persons as a time series by sex.

Figure 3. Change from the previous year in the number of employed persons by sex in 2002 to 2016, persons aged 15 to 74



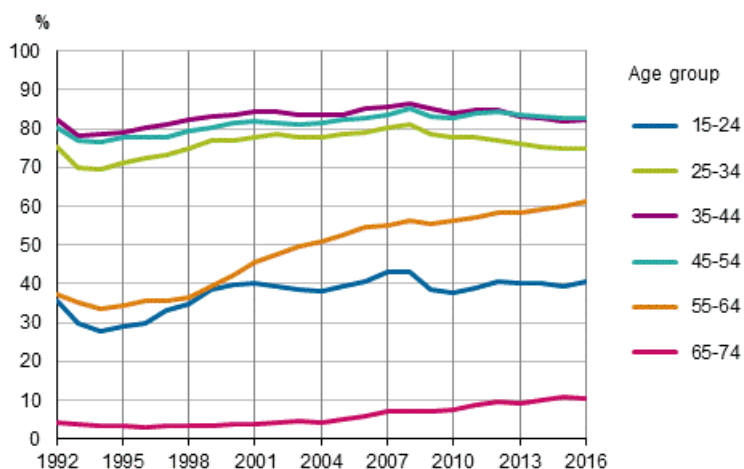
There are clear differences in the development of the employment rate by age group in the long term (Figure 4). The biggest change has taken place in the employment rate of the 55 to 64 age group, which has risen by 26 percentage points during the past 20 years. In addition, the employment rate of the oldest age group, those aged 65 to 74, has tripled in 20 years, being 10.6 per cent in 2016.

The number of employed persons decreased slightly in 2016 in the 65 to 74 age group, and in the 45 to 54 age group the number of employed persons remained unchanged from 2015. In all other age groups the number of employed persons grew from 2015. (Figure 4.)

The number of employed persons increased in 2016 most in the groups of men aged 15 to 24 and 55 to 64; in the group of young employed men the number grew by 6,000 and the number of employed men aged 55 to 64 went up by 7,000 persons. The employment rate increased in these groups by over two percentage points from 2015. Despite this, the employment rates of both men aged 15 to 24 (37.9%) and

55 to 64 (59.8%) were still clearly lower than the employment rates of women (43.2% and 63.0%) in the corresponding age groups in 2016.

Figure 4. Employment rates by age group in 1992 to 2016, %



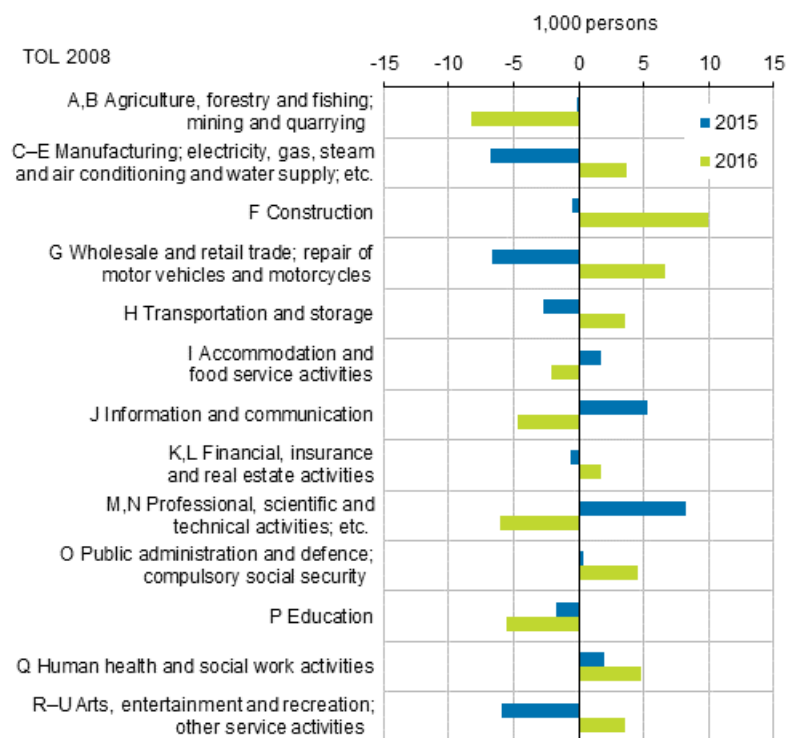
Number of employed persons grew in the industries of construction, trade and human health and social work activities

In 2016, the number of employed persons increased particularly in the industry of construction (F), which grew by 10,000 people. Employment in wholesale and retail trade (G) increased by 6,000 persons, growing mostly in wholesale trade. The number of employed persons increased by a total of 5,000 persons in human health and social work activities (Q), where growth concerned solely employed persons in social work activities. The number of employed persons in public administration and defence and compulsory social security (O) increased by 5,000 persons.

In contrast, the number of employed persons in agriculture, forestry and fishing, and mining and quarrying (A,B) went down by 8,000 persons, in business activities (M,N) by 6,000 persons, in education (P) by 6,000 and in information and communication activities (J) by 5,000. [PX-Web Statfin table 030](#).

Figure 5 shows the change from the previous year in the number of employed persons by industry in 2015 and 2016.

Figure 5. Change from the previous year in the number of employed persons by industry in 2015 and 2016, persons aged 15 to 74



Employment increased in the private sector by 24,000 persons, but decreased in the public sector by 11,000 persons in 2016.

There were 2,105,000 employees in 2016, which was 15,000 more than in the previous year. In contrast, the number of self-employed persons and unpaid family workers fell slightly. In 2016, the total number of self-employed persons and unpaid family workers was 344,000, of whom 13,000 were unpaid family workers. The share of self-employed persons and unpaid family workers among the employed was 14 per cent in 2016, the same as one year earlier.

Examined by socio-economic group, the growth in employment concerned lower-level employee occupations. The number of lower-level employees grew by 12,000, while the number of upper-level employees and manual workers remained unchanged. The number of male lower-level employees grew by 8,000 persons, and that of women by 4,000 persons. The number of men in manual worker occupations also grew clearly, by 10,000, while the number of female manual workers decreased by 9,000. The number of women and men working as upper-level employees did not change much compared with 2015.

The socio-economic structure of male and female employees is very different. Over one-half of female employees worked as lower-level employees, close on one-fifth in manual worker occupations and good one-quarter as upper-level employees in 2016. Manual worker occupations were most common for men, as 44 per cent of male employees worked in them in 2016. Every fourth male employee worked as a lower-level employee and nearly one-third as an upper-level employee.

Number of hours worked grew

In 2016, a total of four billion hours were worked in the whole national economy. The number of hours worked by employed persons grew by 65,000 hours compared to 2015. In 2016, the average annual number of hours worked by an employed was 1,639 hours, whereas in 2015 the respective figure was 1,620 hours.

In 2016, the number of underemployed persons was 145,000, which was 8,000 more than in 2015. The number of underemployed women has grown in particular. Underemployed persons refer to persons

working involuntarily part-time or a shortened working week or that have not had work due to a low number of orders or customers or due to being temporarily laid off.

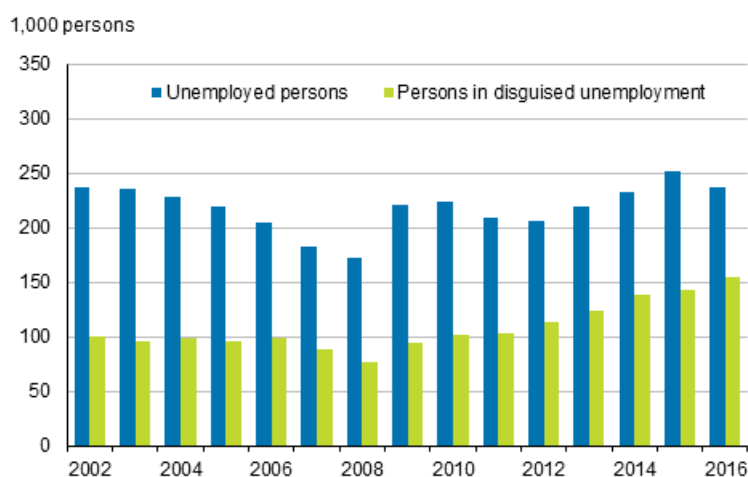
2.2 Number of unemployed decreased in 2016

Unemployment decreased in 2016. In 2016, the average number of unemployed was 237,000, which was 15,000 fewer than in the year before. The number of unemployed men was 126,000 and that of women 111,000. The number of unemployed men fell by 11,000 persons, and that of unemployed women by 4,000 persons.

The unemployment rate among persons aged 15 to 74 was, on average, 8.8 per cent in 2016, having been 9.4 per cent in 2015. Men's unemployment rate was 9.0 per cent and women's 8.6 per cent.

Besides unemployed persons, there were 155,000 persons aged 15 to 74 classified as being in disguised unemployment, who would and could have accepted work, but had not looked for it actively. Although the number of unemployed persons declined, the number of persons in disguised unemployment grew by 11,000 from 2015. Figure 6 shows the change in the number of the unemployed and persons in disguised unemployment as a time series. The total number of unemployed persons and persons in disguised unemployment was 392,000 in 2016, which was somewhat lower than one year before. More about persons in disguised unemployment in Section 4 Inactive population.

Figure 6. Unemployed persons and persons in disguised unemployment in 2002 to 2016, persons aged 15 to 74



In 2016, the unemployment rate for young people aged 15 to 24, that is, the proportion of the unemployed among the labour force, stood at 20.1 per cent, which was 2.3 percentage points lower than one year previously. In the other age groups, the unemployment rates fell less than this or remained unchanged (Figure 7). The relative share of young people in all unemployed persons fell slightly. In the 15 to 24 age group, 65,000 persons were unemployed in 2016, which was 27 per cent of all unemployed persons. In 2015, the corresponding figure was 73,000, or 29 per cent of all unemployed persons. Young men's unemployment fell particularly. In 2016, there were 5,000 fewer unemployed young men than in the year before.

The share of unemployed people aged 15 to 24 among the population in the same age group was 10.2 per cent in 2016 (Figure 8). The share diminished by one percentage point from 2015.

Figure 7. Unemployment rates by age group in 1992 to 2016, %

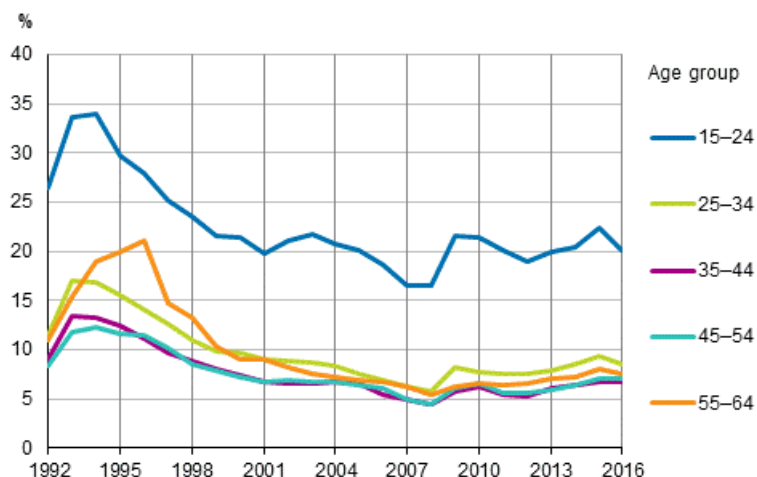
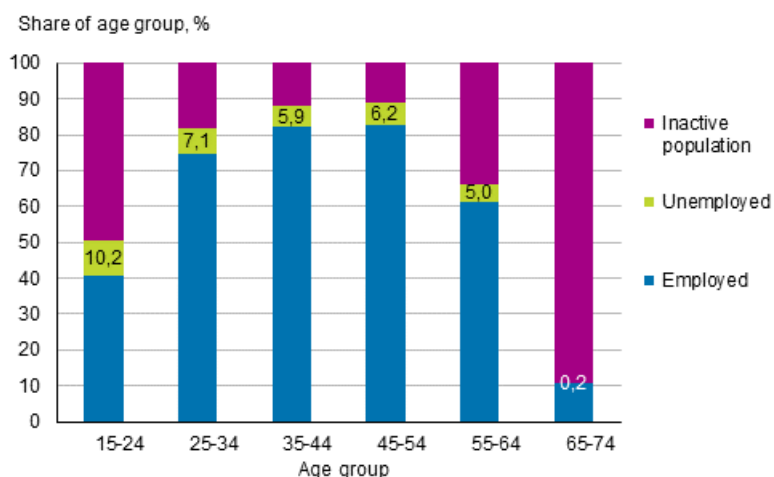


Figure 8. Shares of employed and unemployed persons, and inactive population of age group in 2016, %



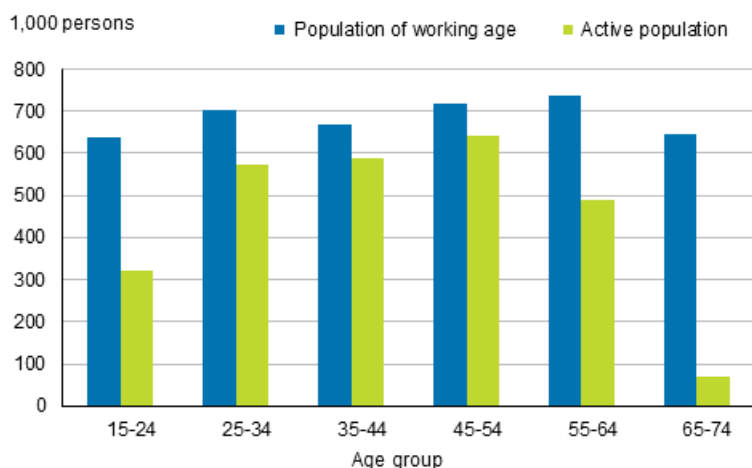
2.3 Growth in the labour force halted

In 2016, the Finnish population included 4,109,000 persons aged 15 to 74. The number of working-age people (aged 15 to 74) grew by 7,000 persons from 2015. Simultaneously, the number of persons aged 15 to 64 decreased, however, as the growth mostly concerned the age group of those aged 65 to 74, which grew by 20,000 persons from the year before. The 55 to 64 age group diminished by 5,000 persons but still remained the largest age group among people of working age (Figure 9).

The share of the active population, i.e. employed and unemployed persons aged 15 to 74, decreased slightly from 65.6 per cent in the previous year to 65.3 per cent in 2016. The size of the active population shrunk by 4,000 persons.

In 2016, the number of persons in the inactive population aged 15 to 74 was 1,424,000, which was 11,000 persons more than in 2015. More about the inactive population in Section 4.

Figure 9. Population of working age and active population by age group in 2016

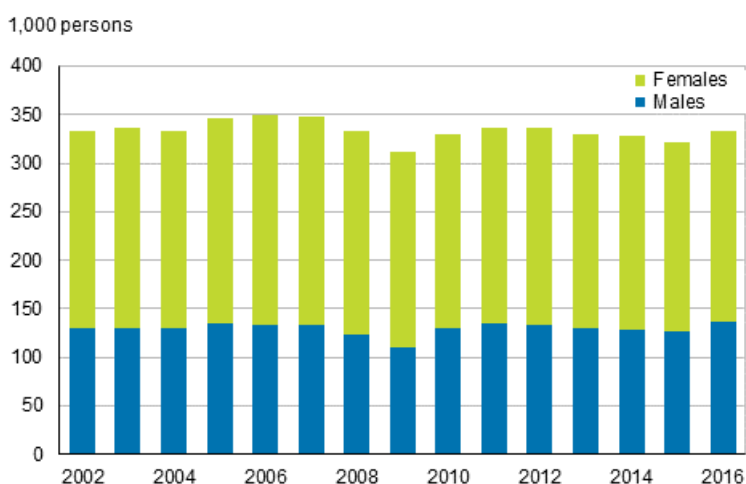


2.4 Number of employees' new employment contracts of under one year's duration increased in 2016

Temporary employment is more widespread among women than men

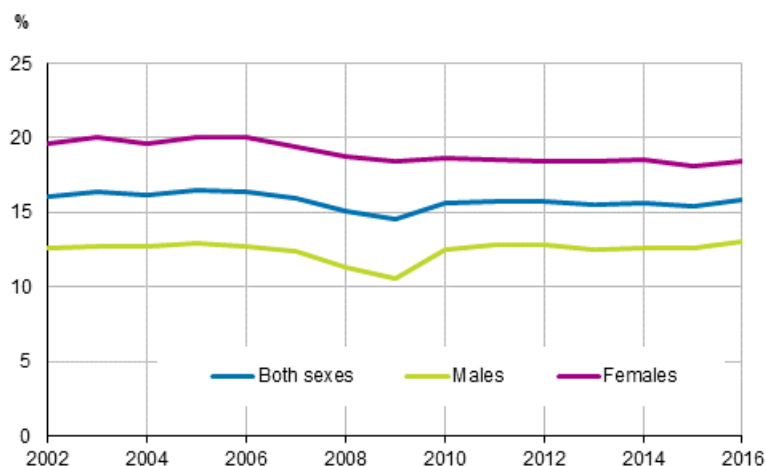
In 2016, the average number of employees in Finland was 2,105,000, which was 15,000 higher than in 2015. In all, 333,000 employees had temporary employment contracts, 197,000 of whom were women and 136,000 men (Figure 10). The number of temporary employees grew by 11,000 from the year before. The number of men working as temporary employees grew by 8,000 persons.

Figure 10. Number of temporary employees aged 15 to 74 by sex in 2002 to 2016



Eighty-four per cent of all employment contracts of employees were permanent and 16 per cent temporary in 2016. The relative share of temporary employees has remained at the same level throughout the 2010s. Temporary employment relationships are more common for women than for men. In 2016, eighteen per cent of female employees and around 13 per cent of male employees worked in a temporary employment relationship. The share of temporary female employees has stayed almost unchanged over the 2010s. For men, the share of temporary employees was in 2016 still higher than in 2008 and 2009. (Figure 11.)

Figure 11. Share of temporary employees of all employees aged 15 to 74 by sex in 2002 to 2016, %



Two out of three temporary employees would want a permanent job

Temporary employment may be suitable for the life situation of the employee, a desired option or be caused by that there is no permanent job available. Approximately 25 per cent of temporary employees did not want a permanent job in 2016. The majority of them (71%) were aged either under 25 or over 55. Summer workers are a typical group of persons working voluntarily in temporary jobs. The oldest temporary employees include many working pensioners.

Forty-three per cent of temporary young employees aged 15 to 24 did not want a permanent job. In contrast, around every tenth person aged 35 to 54 would not have wanted to have a permanent job.

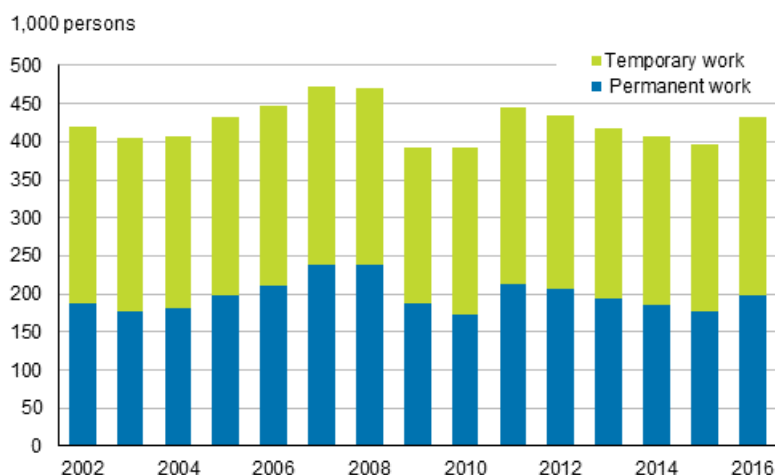
However, a more common reason for working in a temporary employment relationship is that permanent work cannot be found. In 2016, lack of permanent work was the reason why 68 per cent of temporary employees worked in temporary jobs. This was more widespread among women than men. The share of persons working involuntarily in temporary jobs among all temporary employees remained unchanged compared to 2015. Lack of permanent work was most common in age groups of temporary employees aged 35 to 54. Of them, 84 per cent named that as the reason for having a temporary job.

In 2016, there were 226,000 temporary employees on the labour market who had not found a permanent job even though they would have wanted one. Of them, 139,000 were women and 86,000 men. Other reasons for temporary employment were trial period and practical training connected to studies.

Over one-half of new employment contracts were temporary

In 2016, there were 432,000 employees whose employment relationship had lasted less than a year, which was 36,000 more than in 2015. (Figure 12.)

Figure 12. Employees with employment contracts of under one year's duration in 2002 to 2016, persons aged 15 to 74



Fifty-four per cent of the employment contracts of under one year's duration were temporary. The share has fallen somewhat, because the corresponding share in 2015 was 56 per cent. There has been a clear difference between women and men in whether a new employment relationship is temporary or permanent. Forty-eight per cent of men's and 60 per cent of women's new employment relationships were temporary in 2016. New temporary employment contracts of female employees have been made slightly less often than before, because 62 per cent of new employment contracts of female employees were temporary in 2015.

Nearly two per cent of employees did temporary agency work

Temporary agency work refers to an employment relationship in which an employee works via an enterprise which provides or hires out labour force. Data on temporary agency work have been collected in the Labour Force Survey since 2008. Data on temporary agency work describe the situation in an "average" week of the survey year. In 2016, the average number of persons doing temporary agency work was 38,000, which was 7,000 more than in 2015. Temporary agency work has become more widespread especially among men. There were 22,000 men in temporary agency work in 2016, which was 7,000 more than in the previous year. The number of women in temporary agency work remained unchanged at 16,000 persons.

Among all employees, the share of temporary agency workers was nearly two per cent in 2016. Thus, doing temporary agency work is still quite a marginal form of working on the Finnish labour market.

Temporary agency workers are employed by several industries. Temporary agency work is most common in wholesale and retail trade (G), manufacturing (C to E) and accommodation and food service activities (I). In all these industries temporary agency work had also become more widespread compared with 2015.

2.5 Number of women working part-time grew clearly

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

In 2016, altogether 399,000 persons or 16 per cent of all employed persons worked part-time. This was 21,000 more than in 2015. In 2016, the number of part-time working employees was 321,000, which was 15,000 more than in the year before. The Labour Force Survey data on part-time employment is based on the respondents' own reporting. The following only concerns part-time employees.

Part-time employment is more widespread among women than men. In 2016, twenty per cent of female employees worked part-time, or 219,000 persons and 10 per cent of male employees, i.e. 103,000 persons. The share of male employees working part-time remained the same as in 2015, for women, the share of part-time employees in turn grew by one percentage point, i.e. 14,000 persons. (Figures 13 and 14.)

Working part-time is widespread especially among employees between the ages of 15 and 24, of whom 42 per cent worked part-time in 2016 primarily due to studies. In the oldest age group of those aged 65 to 74 part-time work was also common: it was done by 62 per cent of employees. Women working part-time increased especially in the 35 to 44 age group, where the number of part-time female employees grew by 6,000 persons or by a couple of percentage points in 2016. In this women's age group 16 per cent of employees worked part-time in 2016.

Approximately three-quarters (76%) of part-time employees worked in the private sector. The numbers of part-time employees were the highest in the industries of wholesale and retail trade (G), and human health and social work activities (Q). The share of part-time employees of all employees in the industry was the largest, or 39 per cent, in retail trade (excl. motor vehicle trade).

Figure 13. Part-time employees by sex in 2002 to 2016, persons aged 15 to 74

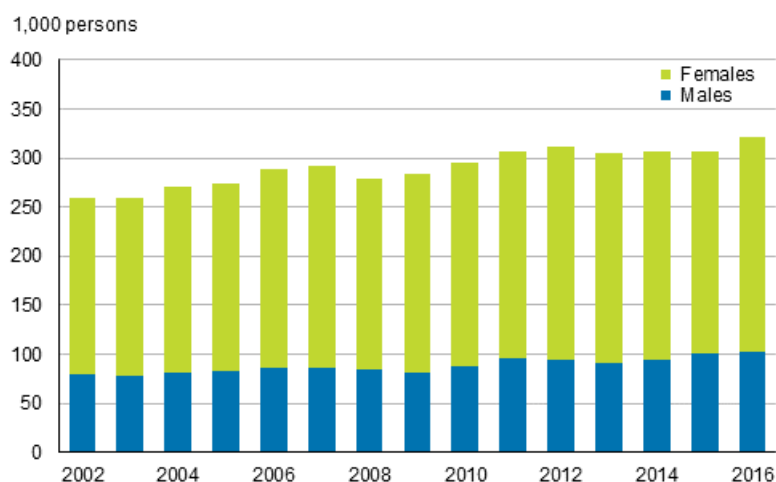
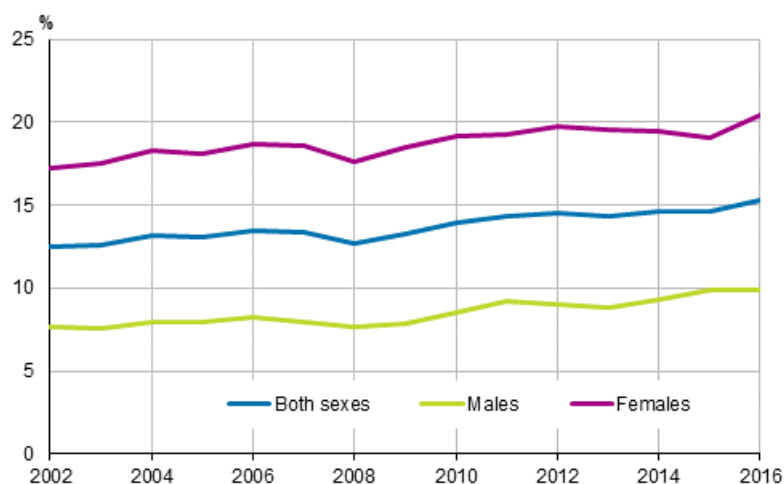


Figure 14. Share of part-time employees among employees by sex in 2002 to 2016, persons aged 15 to 74, %



Lack of full-time work the most common reason for part-time employment

Working part-time suits the life situation of many of those who are employed part-time. However, 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 had wanted one.

In 2016, lack of full-time employment was the most common reason for working part-time. This reason was given by one-third of part-time workers, as in 2015. In previous years, the most common reason for

working part-time has been studying. In 2016, employees working part-time involuntarily numbered 106,000, of whom 73,000 were women and 33,000 men.

Other reported reasons related to life situation were caring for children or relatives, and health reasons. Nearly all of those who reported caring for children or relatives as the reason for working part-time were women. For nearly three in ten part-time employees, the reason for working part-time was studying.

2.6 Different forms of working among the employed

In Figure 15, the forms of working among the employed have been classified as precisely as can be published based on the data of the Labour Force Survey. The figure shows that full-time paid work based on an employment contract valid until further notice, that is, permanent, was still in 2016 by far the most common form of working in Finland among those aged 15 to 64. Sixty-five per cent of employed persons aged 15 to 64 worked in a permanent full-time employment relationship in 2016. Of them, 711,000 were women and 825,000 were men. The number of women in permanent full-time paid work went down by 18,000 persons and that of men grew by 13,000 per cent from the year before.

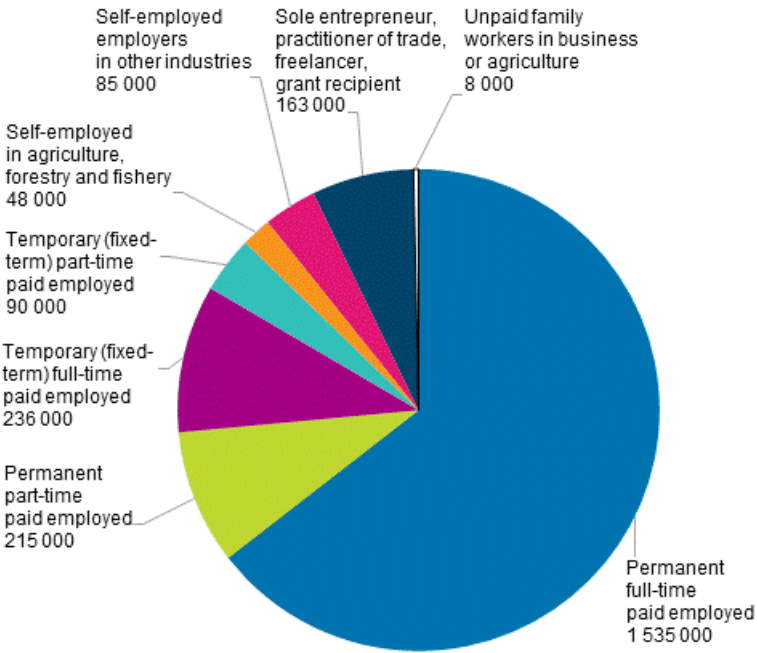
Every tenth employed person was an employee on a full-time temporary employment contract. Four per cent of employed persons did part-time work on a temporary employment contract. Their number grew by 8,000 from the previous year. Nearly every tenth employed person was a part-time employee on an employment contract valid until further notice. Their number also grew by 8,000 persons.

The share of persons working as sole entrepreneurs, own-account workers, freelancers and grant recipients (excl. agriculture and forestry) among all employed persons aged 15 to 64 was seven per cent in 2016. This corresponds to 163,000 persons, of whom 100,000 were men and 63,000 women. The size of the group grew by 5,000 compared with 2015. Of all employed persons aged 15 to 64, 3.6 per cent were employer entrepreneurs (excl. agriculture and forestry), and two per cent were farmers and forestry entrepreneurs. The number of farmers and forestry entrepreneurs has long been falling. From 2015, their number diminished by 7,000 persons.

Table 1. Different forms of working among persons aged 15 to 64 by sex in 2016, %

	Males	Females
Permanent full-time paid work	67	62
Permanent part-time paid work	5	13
Temporary full-time paid work	8	12
Temporary part-time paid work	3	5
Farmer and forestry entrepreneur	3	1
Employer entrepreneur	5	2
Sole entrepreneur, own-account worker, freelancer, grant recipient	8	5
Unpaid family worker in an enterprise / farm	.	.

Figure 15. Different forms of working among employed persons aged 15 to 64 in 2016



3 Working hours in 2016

3.1 Working hours have changed slowly

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

Usual weekly working hours refer to an employed person'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.

Hours actually worked per week are the number of hours employed persons have worked in the survey week. Hours actually worked per week are separately inquired as concerns the main job and secondary job. All paid or unpaid overtime hours during the survey week are also included. On the other hand, holidays, weekdays off and absences for other reasons (e.g. sickness) reduce the hours actually worked per week.

Annual hours actually worked per employed are an imputed concept, which is obtained by dividing the number of hours worked by all employed in main and secondary jobs during the year by the annual average number of employed. This produces the average annual hours actually worked per employed. The average annual hours actually worked per employed are calculated in the same way for employees.

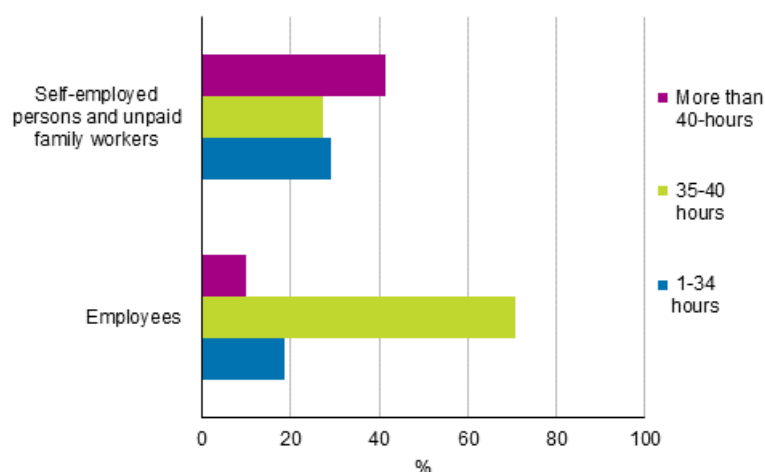
Working hours and hours worked fluctuate according to changes in the employment and in the structure of the employee population. For instance, if part-time work becomes more widespread than full-time work, the average weekly working hours will decrease. Working hours also vary by industry and occupation,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

3.2 Most common usual working week is 35 to 40 hours

The vast majority of employees, 71 per cent, had a usual week of 35 to 40 hours in 2016. Around ten per cent of employees had a usual week of over 40 hours. Nineteen per cent of employees had a usual week of under 35 hours. The most typical usual weekly working hours for those working a short week were 30 to 34 hours.

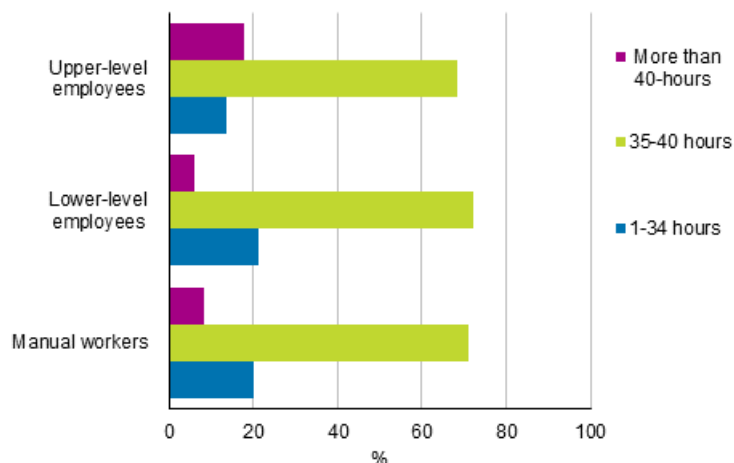
Long usual weekly working hours were clearly more widespread among self-employed persons and unpaid family workers. For 42 per cent of them, usual weekly working hours were over 40 hours. Only 27 per cent of self-employed persons and unpaid family workers had usual weekly working hours of 35 to 40. A short working time of under 35 weekly hours was more common for self-employed persons (29%) than employees (19%). (Figure 16.)

Figure 16. Average usual weekly working hours of employed persons in their main job by status in employment in 2016, persons aged 15 to 74, %



Differences between different employee groups in usual weekly working hours are most clearly visible in the share of those with long weekly working hours. For all groups, clearly the most common working hours were 35 to 40 hours per week, but 18 per cent of upper-level employees usually work over 40 hours per week, while the corresponding share among lower-level employees is six per cent. Around one in five lower-level employees and manual workers had short usual working hours of under 35 hours per week. Short usual weekly working hours were less usual among upper-level employees. (Figure 17.)

Figure 17. Average usual weekly working hours of employees in their main job by socio-economic group in 2016, persons aged 15 to 74, %



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

In 2016, employees' average usual weekly working hours were 36.2 hours in their main job and their hours actually worked per week were 35.3 hours in their main job. Usual working hours remained unchanged from the year before, but hours actually worked lengthened on average by 18 minutes per week.

Working hours were considerably longer for self-employed persons (including unpaid family workers) than for employees: the average for usual weekly working hours was 39.8 hours per week and hours actually worked per week were, on average, 39.0 hours. Compared to usual weekly working hours, hours actually worked per week are reduced by holidays and other absences but on the other hand, are lengthened by worked overtime hours.

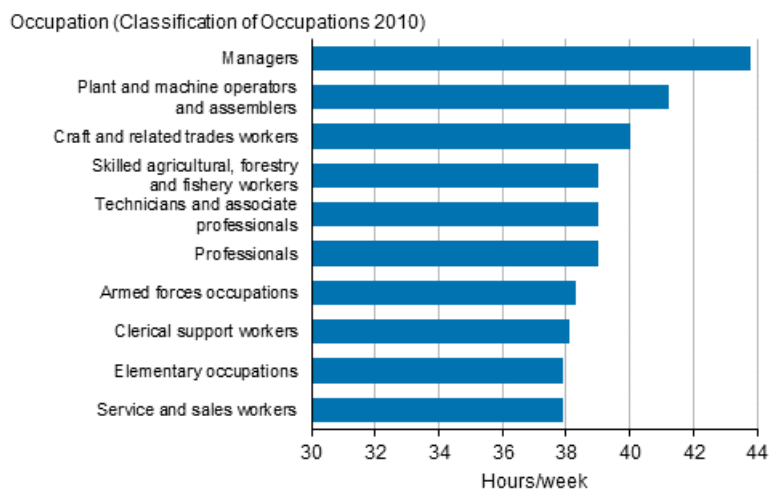
As in previous years, men's usual and actual weekly working hours were longer than women’s in 2016. By contrast, both the usual and actual weekly working hours of women working part-time were slightly longer than for men working part-time. (Table 2.)

Table 2. Average of employees' usual weekly working hours in their main job and hours actually worked per week in full-time and part-time work in their main job by sex in 2016, aged 15 to 74, %

	Usual weekly working hours, hours/week			Hours actually worked per week, hours/week		
	Full-time and part-time work total	Full-time work	Part-time work	Full-time and part-time work total	Full-time work	Part-time work
Sexes, total	36.2	39.1	19.5	35.3	37.9	20.0
Males	38.0	40.0	18.7	37.1	39.0	19.0
Females	34.5	38.1	19.9	33.4	36.6	20.4

Among the occupational groups of employees in full-time employment, managers had the longest usual weekly working hours of 43.8 in 2016. In addition to managers, only plant and machine operators, and assemblers had usual weekly working hours of over 40. Correspondingly, service and sales workers had the shortest usual weekly working hours. (Figure 18.)

Figure 18. Average usual weekly working hours of full-time employees in their main job by occupation in 2016, persons aged 15 to 74, %



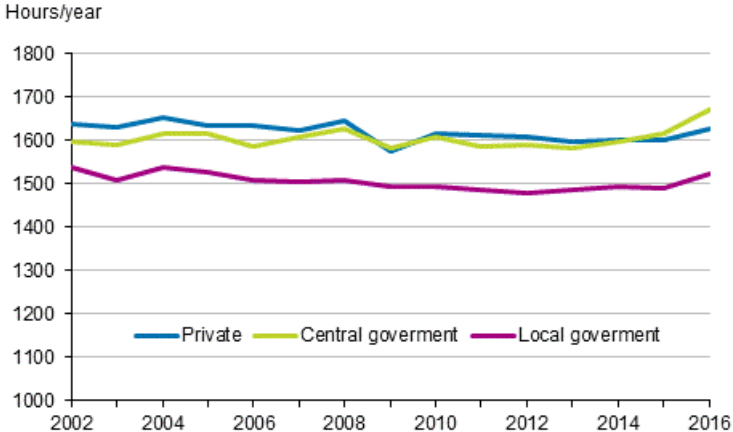
3.4 Annual hours actually worked per employee in the central government sector lengthened by 59 hours

Annual hours actually worked per employee (see definition in Section 3.1) was 1,602 hours in 2016, which was 28 hours more than in the previous year. Annual hours actually worked per employee were last longer than this in 2008. As mentioned in Section 3.2, usual working hours did not grow, but annual hours actually worked per employed lengthened because secondary jobs and overtime work increased and absences from work declined.

In the private sector and in the central government sector, annual hours actually worked per employee have in the past few years been almost of the same size, but in 2016, annual hours actually worked per employee in the central government sector lengthened more than in the private sector. Central government sector employees worked an average of 1,672 hours in 2016, which is most throughout the 2000s. There was also growth in the private and local government sectors. (Figure 19.) The annual hours actually worked per employee in the local government sector has long been clearly shorter than in other sectors, which is connected to that there are clearly fewer employees in the local government sector working a long week of over 40 hours than in the private or central government sectors. The majority of the local government sector employees are women, and long working weeks are rarer among women than men.

In 2016, the number of annual hours actually worked per employee was 1,487 hours among female employees and 1,722 hours among male employees. Compared with 2015, men's annual hours actually worked lengthened by 37 hours and women's by 18 hours. The differences in men's and women's working hours is affected by that women's employment relationships are more often part-time than men's. Two-thirds of all employees working part-time are women. Family leaves also shorten women's hours actually worked more than men's.

Figure 19. Annual hours actually worked per employee by employer sector in 2002 to 2016, persons aged 15 to 74, %



4 Inactive population

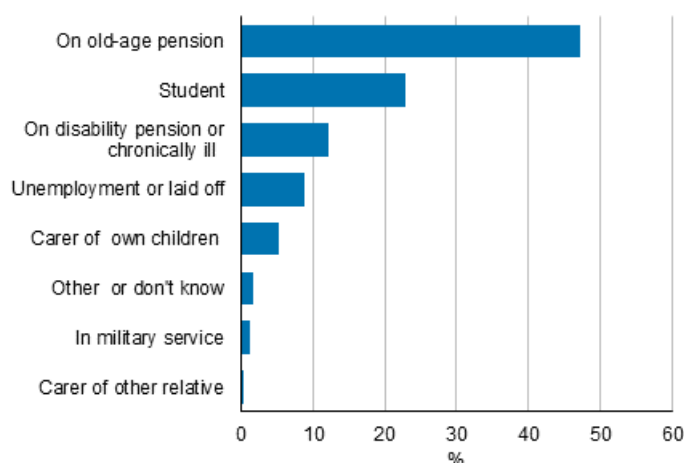
4.1 Share of inactive population 35 per cent in 2016

In 2016, there were 1,424,000 persons in the inactive population, or 35 per cent of persons aged 15 to 74. The number was 11,000 higher than in 2015. In the Labour Force Survey, the inactive population refers to persons who were not employed or unemployed during the survey week.

The Labour Force Survey also collects data on what the persons in the inactive population see as their principal activity. A majority of the inactive population, approximately 60 per cent, reported that they were on old-age or disability pension or chronically ill. The small growth in the number of the inactive population is precisely due to the growing number of persons on old-age pension.

Slightly under one-quarter of the inactive population reported that they were full-time students or pupils. Of the inactive population, close on one-tenth reported that they were unemployed or laid off but were not classified as [unemployed](#) in the Labour Force Survey. Around six per cent were caring for their own children or some other relative. (Figure 20.)

Figure 20. Persons in the inactive population by main activity* in 2016, persons aged 15 to 74, %



Data concerning main type of activity are based on the respondent's own reporting.

4.2 Number of persons in disguised unemployment continued growing

Persons in the inactive population who would want gainful work and would be available for work within a fortnight, but who have not looked for work in the past four weeks are considered persons in disguised unemployment in the Labour Force Survey. Persons in disguised unemployment can be considered as potential additional labour force.

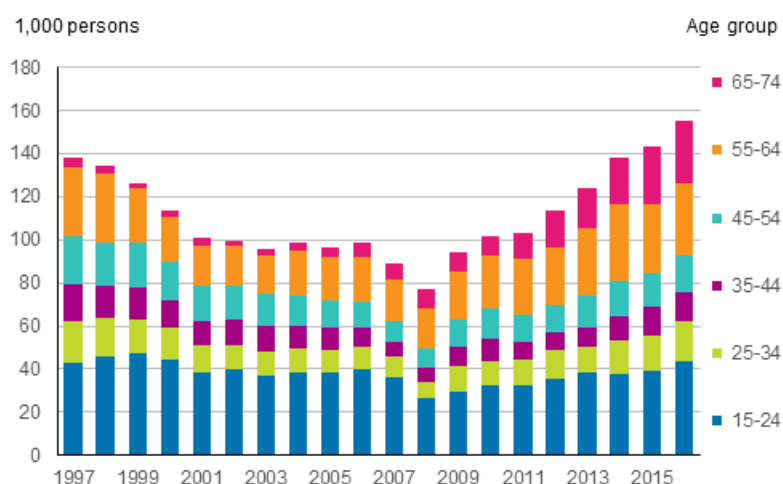
There were a total of 155,000 persons aged 15 to 74 in disguised unemployment in 2016, up by 11,000 from the year before. The number of persons in disguised unemployment rose for the second year to the highest level since disguised unemployment has been reported starting from 1997. The number of persons in disguised unemployment has grown steadily since 2008, when the number was at its lowest, 77,000 persons. Compared with the year before, the youngest and oldest age groups of all had especially grown. (Figure 21.)

The assumption that no work is available was the most common reason among persons in disguised unemployment for not seeking employment. This was believed by good one-quarter of persons in disguised unemployment. For around one-fifth, the reason was studying and for one-tenth that they had started full pension.

In 2016, like in previous years, most persons in disguised unemployment were found in the age group 15 to 24, in total 44,000 persons. A majority of them mentioned studying as the reason for not seeking employment. They were thus students who wanted work (besides studies), but had not looked for it. There were 34,000 persons in disguised unemployment among the age group 55 to 64 of whom nearly one-half had not sought employment because they did not believe work was available.

In the age group 65 to 74, the number of people in disguised unemployment has increased during good ten years from a few thousand to the current 29,000 persons. The majority of those aged 65 to 74 in disguised unemployment had not looked for work because they had started full pension or because they believed work was not available.

Figure 21. Persons in disguised unemployment by age group in 1997 to 2016

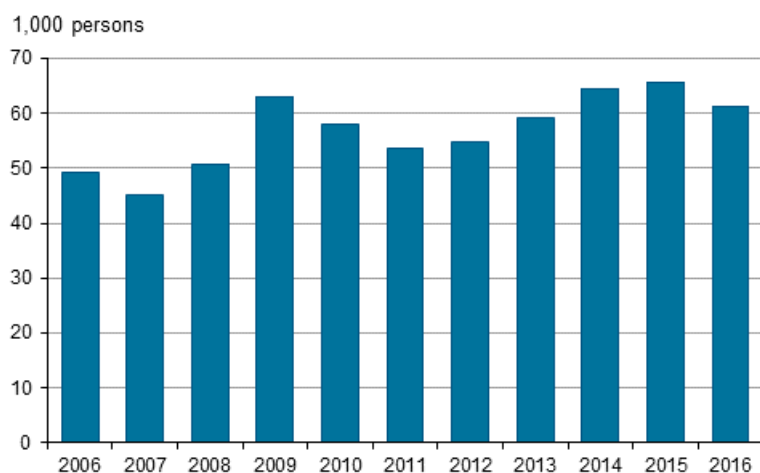


4.3 Ten per cent of young people outside work and education

There are a great number of full-time students among unemployed young people who are seeking, for example, part-time employment during studies or work during summer holidays. For this reason, in addition to youth unemployment, [young people aged 15 to 24 outside work and education](#) and their share of age group, or the NEET rate (Not in Employment, Education or Training) have also been monitored in recent years. This Section describes young people who are not employed and have not participated in any type of education in four weeks before the Survey and who are not performing compulsory military service either. Here, participation in education refers to both education leading to a qualification and participation in various types of courses.

In 2016, there were a total of 61,000 young people not working, studying or performing compulsory military service, which represented 10 per cent of the entire 15 to 24 age group (Figure 22). The number of young people outside work and education fell for first time since 2011. Nevertheless, their relative share in the age group remained the same (10%) because the size of the age group decreased slightly compared with the previous year.

Figure 22. Young people aged 15 to 24 who were not working, studying or performing compulsory military service in 2006 to 2016



Around one-half of young people outside work and education were men and one-half women. About 60 per cent of them considered themselves unemployed in 2016. Around 16 per cent reported that they were on disability pension or chronically ill. About one in ten were caring for their children.

Thus, the majority of young people outside work and education consider themselves unemployed or unable to work. However, being outside work and education is not always a problem for young people. The number of young people outside work and education has been highest during summer and at the turn of the year, which partially suggests that for many this is a short period during which they prepare for entrance examinations, take a holiday, or wait in between studies, work or compulsory military service.

Being outside work and education is more common for those aged 20 to 24 than for those aged 15 to 19. Study for entrance examinations or take compulsory military service after the upper secondary general school or vocational school is common at the age from 20 to 24. However, around every third young person aged 20 to 24 outside work and education in 2016 had not yet completed an upper secondary level qualification.

5 Labour Force Survey data content from January 2008 onwards

1. Labour force status and other activity

- Active population
- Employed and employment rate
- Unemployed and unemployment rate
- Activity of persons not in labour force
- Main activity (own view)

2. Data on workplace and occupation in both main and secondary job

- Number of jobs
- Size of workplace
- Industry
- Employer sector (private, local government, central government)
- Location and country of workplace
- Occupation
- Status in employment (employee, self-employed, unpaid family worker)
- Socio-economic group (manual worker, upper-level and lower-level employees)
- Paid labour force of the self-employed
- Employees in supervisory functions
- Employees' monthly salary

3. Data on employment relationship

- Permanent / temporary employment relationship and reason for temporary employment relationship
- Duration of employment relationship
- Part-time / full-time work and reason for part-time work
- Temporary employment agency work

4. Data on working hours and arrangements related to them

- Shift work
- Period-based work
- Usual weekly working hours
- Hours worked (work input) in main and secondary job
- Days worked
- Overtime (paid / unpaid)
- On-call hours at the place of work
- Evening, night and weekend work
- Working at home
- Absence during the Survey week: main reason and duration of absence
- Absence due to sickness and family leaves

5. Unemployment, underemployment, job seeking

- Lay-off for a fixed period of time or until further notice
- Duration of unemployment
- Methods of job seeking
- Obstacles to job seeking
- Type of job sought (full-time or part-time job, as an employee or a self-employed person)
- Valid registration with the employment and economic development office, and unemployment benefit
- Underemployment: whether an employed person would like to increase his/her present working hours
- Number of weekly working hours desired by the employed
- Disguised unemployment

6. Education completed and studies in the past four weeks

- General basic education
- Qualification or degree attained (Register of Completed Education and Degrees)
- Level and field of qualification or degree
- Participation in education leading to a qualification or degree
- Participation in course training
- Participation in course training related to work or occupation
- Participation in course training during paid working hours
- Total number of lessons in four weeks

7. Previous activity

- Activity one year ago and data on job held one year ago
- Previous paid employment of persons currently unemployed during the past eight years and data on previous workplace

8. Data on the household

- Size of household
- Type of household
- Activity of household members aged 15 to 74
- Employment relationships and working hours of employed household members aged 15 to 74

The most important background variables for key employment and unemployment indicators

- Sex
- Age
- Education
- Region
- Industry
- Employer sector (private, local government, central government)
- Occupation
- Status in employment
- Socio-economic group

6 Concepts and definitions used in the Finnish Labour Force Survey

- **Active population**
All persons aged 15 to 74 who were employed or unemployed during the survey week belong to the active population. The concept of labour force can also be used of the active population.
- **Activity rate**
The ratio of those in the active population to the population of the same age. The concept of labour force participation rate can also be used of the activity rate.
- **Annual hours worked**
See hours actually worked per employed.
- **Disguised unemployment**
Persons outside the labour force who would like gainful work and would be available for work within a fortnight, but who have not looked for work in the past four weeks are counted as persons in disguised unemployment. The reasons for disguised unemployment are giving up searching for a job or other reasons, such as studies, caring for children or health reasons.
- **Employed**
A person is employed if he/she has during the survey week been in gainful employment at least one hour against wages or salary or fringe benefits, or to make profit. Employees temporarily absent from work during the survey week are also classified as employed if the reason for absence is maternity or paternity leave or own illness or the absence has lasted for under three months. A self-employed person or an unpaid worker in an enterprise of a family member is calculated in employed regardless of the length or reason for absence.
- **Employee**
Employee is a person who works in paid employment for a pay or fee. Employees are further classified into manual workers and salaried employees.
- **Employer sector**
The employed are divided according to the employer into public and private sectors. The public sector is sub-divided into central and local government. In the Labour Force Survey the employer sector is determined on the basis of the information on the job or enterprise in the Business Register. The classification differs to some extent from that used in the National Accounts.
- **Employment rate**
The ratio of employed persons to the population of the same age. The employment rate of the total population is calculated as the ratio of 15 to 64-year-old employed persons to the population of the same age.
- **Evening work**
Evening work is work made between 6 and 11 pm.
- **Full-time work**
Employees or self-employed persons who report they work full-time in their main job are classified as full-time workers. The definition is not based on any hour limits, but on the respondent's own idea of the work being full-time.
- **Hired work/Temporary agency work**
An employment relationship in which the employee works through an agency providing or hiring labour force.

- **Hours actually worked per employed**
Hours actually worked per employed are a mathematical concept, derived by dividing the number of all hours worked in a year by the annual average of employed persons. Thus is obtained the average annual hours actually worked per employed. Hours actually worked can also be calculated separately for employees.
- **Hours actually worked per week**
Hours actually worked per week are the number of hours worked by an employee, self-employed or unpaid family worker in the survey week. Hours actually worked per week are inquired separately on main and secondary jobs. Included are also paid and unpaid overtime hours. On the other hand, holidays, mid-week holidays and absences for other reasons (e.g. sickness) shorten hours actually worked per week.
- **Hours actually worked per year**
Hours actually worked per year are the sum of hours worked by all employed persons, or the actual work input. It can be calculated by month, quarter or year. Hours actually worked include hours at main and secondary jobs as well as paid and unpaid overtime hours.
- **Inactive population**
The economically inactive population consists of persons who are not employed or unemployed during the survey week. The concept of persons not in labour force can also be used of the inactive population.
- **Industry**
The industry is defined for the main and secondary jobs of employed persons according to the employer's establishment or the industry of one's own enterprise. Statistics Finland's Standard Industrial Classification is used in the definition of industry.
- **Labour force**
See Active population
- **Labour force participation rate**
See Activity rate
- **Laid off**
In the Labour Force Survey, a person is defined as laid off if he or she has been completely absent from work in the survey week (also from a secondary job) and in the interview reports temporary lay-off as the reason for the absence. The person can be laid off either for a fixed period or for the time being. In the Labour Force Survey, a laid-off person may be defined either as employed, unemployed or economically inactive (http://tilastokeskus.fi/til/tyti/tyti_2013-08-20_men_006_en.html).
- **Long-term unemployed**
Long-term unemployed is a person who has been continuously unemployed during the survey time for 12 months or longer.
- **Main job**
The main job is the only or principal job of an employed person. Where several jobs exist, the main job is usually the job on which the respondent spends the most time or from which the highest income is earned. The definition of main and secondary jobs is based on the respondent's own reporting.
- **Night work**
Night work is work made between 11 pm and 6 am.
- **Not in labour force**
See Inactive population

- **Occupation**
Data on occupations are based on the interviewees' own reporting in the Labour Force Survey. The occupation of an employed person is defined according to the occupation in the main job. The occupation of an unemployed person is determined according to the situation before unemployment. In the Labour Force Survey the occupation is classified according to the classifications of occupations used at Statistics Finland.
- **Overtime ratio**
The ratio of those working paid overtime hours in the survey week to all employed persons.
- **Overtime work**
Overtime work is made by an employee in addition to agreement-based working hours. Overtime may be unpaid or paid, for which compensation is received either in pay or as time off.
- **Part-time work**
Employees or self-employed persons who report they work part-time in their main job are classified as part-time workers. The definition is not based on any hour limits, but on the respondent's own idea of the work being part-time.
- **Persons at work/not at work**
An employed person who was at work at least on one day in the survey week is counted as being at work. An employed person who was temporarily absent from work during the whole survey week because of holiday, sickness or lay-off period, for example, is counted as not being at work.
- **Private sector**
In the Labour Force Survey the employer sector is determined on the basis of the information on the job or enterprise in the Business Register. The classification differs to some extent from that used in the National Accounts. The private sector comprises those whose employer is a company (including companies owned by the state or municipality), a private person, an enterprise, a foundation, a co-operative or an association, and those who are self-employed or own-account workers. Non-profit institutions, such as the church and parishes, are also included in the private sector.
- **Public sector**
In the Labour Force Survey the employer sector is determined on the basis of the information on the job or enterprise in the Business Register. The classification differs to some extent from that used in the National Accounts. The public sector includes central and local government. The central government sector includes state administration, universities, the Social Insurance Institution, the Bank of Finland and unincorporated central government enterprises. Municipalities and joint municipal authorities comprise the municipal administration, the municipal school system, as well as the unincorporated service institutions and agencies of the municipalities and joint municipal authorities, such as health centres, hospitals, day-care centres and unincorporated enterprises.
- **Regular weekly working hours**
See Usual weekly working hours
- **Secondary job**
Work made in addition to the employee's or self-employed person's main job. The definition of main and secondary jobs is based on the respondent's own reporting. The secondary job is usually the job on which less time is spent or from which the earnings gained are lower than from the main job.
- **Secondary job rate**
The ratio of those working at secondary jobs in the survey week to all employed persons.

- **Self-employed**
Self-employed persons are those who are engaged in economic activities on their own account and at their own risk. Self-employed can be self-employed with employees or without employees, such as own-account workers or freelancers. A person acting in a limited company, who alone or together with his/her family owns at least one half of the company, is counted as self-employed.
- **Self-employed employer**
A self-employed person employing paid labour force.
- **Self-employed without employees**
A self-employed person or an own-account worker with no paid labour force.
- **Shift work**
Shift work is work in which shifts change regularly according to an agreed rota of time periods. If the person permanently works only a specific shift, such as night shift, he/she is not counted as a shift worker.
- **Share of young people not working, studying or performing compulsory military service**
The “share of young people not working, studying or performing compulsory military service” used by Statistics Finland’s Labour Force Survey describes the share of young people aged 15 to 24 who are not working studying for a degree or qualification, attending course training or performing military or nonmilitary service compared to the entire age group.
The figure of Statistics Finland’s Labour Force survey differs slightly from the almost corresponding NEET rate used by Eurostat. NEET is an abbreviation of “Not in Employment, Education or Training”. The figure published by Eurostat is based on data where the population does not include young people performing military or non-military service.
- **Sickness day**
Absence from the main job in the survey week because of the employed person's own sickness or accident.
- **Socio-economic group**
Employees are classified according to socio-economic group into upper-level and lower-level employees and manual workers. Self-employed persons can be grouped into self-employed without employees, self-employed with employees and unpaid family workers. Statistics Finland's Classification of Socio-economic Groups is used in the classification.
- **Status in employment**
Status in employment classifies employed persons into those in paid employment, that is, into employees and self-employed and unpaid family workers. Self-employed persons can also be grouped into self-employed without employees and self-employed with employees. For an unemployed person the status in employment is defined according to the job preceding unemployment.
- **Temporary employment**
Employees with an employment contract for a fixed term, for a trial period, or for carrying out certain tasks are considered as being in temporary employment.
- **Underemployed**
Underemployed are those who are engaged in part-time work because full-time work is not available, or whose employer has them work a reduced working week, or who have had no work due to shortage of orders or customers or because of having been laid off. Thus underemployed is an employed person who would like to do more work.

- **Unemployed**
A person is unemployed if he/she is without work during the survey week (not in paid employment or working as self-employed), 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. Persons laid off for the time being who fulfil the above-mentioned criteria are also counted as unemployed.
- **Unemployment rate**
The unemployment rate is the ratio of the unemployed to the active population (labour force) of the same age, i.e. employed and unemployed persons. The unemployment rate of the total population is calculated as the ratio of 15 to 74-year-old unemployed persons to the active population (labour force) of the same age.
- **Unpaid family worker**
Unpaid family workers are members of the same household working without actual pay in an enterprise or farm owned by a family member.
- **Usual weekly working hours**
An employed person's usual weekly working hours are the customary or average weekly working hours in the main job. Absences have no effect on usual weekly working hours. For employees usual weekly working hours include paid or unpaid overtime. Earlier the concepts of normal working hours or regular weekly working hours were used.
- **Work attendance rate**
The ratio of persons at work to the total number of employed persons.

7 Classifications

7.1 Socio-economic Groups

Classification of Socio-economic Groups 1989

Code	Heading
3	Upper-level employees with administrative, managerial, professional and related occupations
31	Senior officials and upper management
32	Senior officials and employees in research and planning
33	Senior officials and employees in education and training
34	Other senior officials and employees
4	Lower-level employees with administrative and clerical occupations
41	Supervisors
42	Clerical and sales workers, independent work
43	Clerical and sales workers, routine work
44	Other lower-level employees with administrative and clerical occupations
5	Manual workers
51	Workers in agriculture, forestry and commercial fishing
52	Manufacturing workers
53	Other production workers
54	Distribution and service workers

From 2011 onwards, the socio-economic groups are based on the new Classification of Occupations 2010. Data are not fully comparable with earlier data starting from 2011. Further information http://tilastokeskus.fi/til/tyti/tyti_2012-03-09_uut_001_en.html.

7.2 Standard Industrial Classification

Standard Industrial Classification TOL 2008

Code	Heading
	Industries total
A	Agriculture, forestry and fishing
01	Crop and animal production, hunting and related service activities
02	Forestry and logging
3	Fishing and aquaculture
B	Mining and quarrying
5	Mining of coal and lignite
6	Extraction of crude petroleum and natural gas
7	Mining of metal ores
8	Other mining and quarrying
9	Mining support service activities
C	Manufacturing
10	Manufacture of food products
11	Manufacture of beverages
12	Manufacture of tobacco products
13	Manufacture of textiles
14	Manufacture of wearing apparel
15	Manufacture of leather and related products
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials
17	Manufacture of paper and paper products
18	Printing and reproduction of recorded media
19	Manufacture of coke and refined petroleum products
20	Manufacture of chemicals and chemical products
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations
22	Manufacture of rubber and plastic products
23	Manufacture of other non-metallic mineral products
24	Manufacture of basic metals
25	Manufacture of fabricated metal products, except machinery and equipment
26	Manufacture of computer, electronic and optical products
27	Manufacture of electrical equipment
28	Manufacture of machinery and equipment n.e.c.
29	Manufacture of motor vehicles, trailers and semi-trailers
30	Manufacture of other transport equipment
31	Manufacture of furniture
32	Other manufacturing
33	Repair and installation of machinery and equipment
D	Electricity, gas, steam and air conditioning supply
35	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities
36	Water collection, treatment and supply
37	Sewerage
38	Waste collection, treatment and disposal activities; materials recovery
39	Remediation activities and other waste management services

Code	Heading
F	Construction
41	Construction of buildings
42	Civil engineering
43	Specialised construction activities
G	Wholesale and retail trade; repair of motor vehicles and motorcycles
45	Wholesale and retail trade and repair of motor vehicles and motorcycles
46	Wholesale trade, except of motor vehicles and motorcycles
47	Retail trade, except of motor vehicles and motorcycles
H	Transportation and storage
49	Land transport and transport via pipelines
50	Water transport
51	Air transport
52	Warehousing and support activities for transportation
53	Postal and courier activities
I	Accommodation and food service activities
55	Accommodation
56	Food and beverage service activities
J	Information and communication
58	Publishing activities
59	Motion picture, video and television programme production, sound recording and music publishing activities
60	Programming and broadcasting activities
61	Telecommunications
62	Computer programming, consultancy and related activities
63	Information service activities
K	Financial and insurance activities
64	Financial service activities, except insurance and pension funding
65	Insurance, reinsurance and pension funding, except compulsory social security
66	Activities auxiliary to financial services and insurance activities
L	Real estate activities
68	Real estate activities
M	Professional, scientific and technical activities
69	Legal and accounting activities
70	Activities of head offices; management consultancy activities
71	Architectural and engineering activities; technical testing and analysis
72	Scientific research and development
73	Advertising and market research
74	Other professional, scientific and technical activities
75	Veterinary activities
N	Administrative and support service activities
77	Rental and leasing activities
78	Employment activities
79	Travel agency, tour operator and other reservation service and related activities
80	Security and investigation activities
81	Services to buildings and landscape activities
82	Office administrative, office support and other business support activities
O	Public administration and defence; compulsory social security
84	Public administration and defence; compulsory social security
P	Education

Code	Heading
85	Education
Q	Human health and social work activities
86	Human health activities
87	Residential care activities
88	Social work activities without accommodation
R	Arts, entertainment and recreation
90	Creative, arts and entertainment activities
91	Libraries, archives, museums and other cultural activities
92	Gambling and betting activities
93	Sports activities and amusement and recreation activities
S	Other service activities
94	Activities of membership organisations
95	Repair of computers and personal and household goods
96	Other personal service activities
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
97	Activities of households as employers of domestic personnel
98	Undifferentiated goods- and services-producing activities of private households for own use
U	Activities of extraterritorial organisations and bodies
99	Activities of extraterritorial organisations and bodies
X	Industry unknown
00	Industry unknown

7.3 Classification of Occupations

Classification of Occupations 2010

Code	Heading
	Occupations total
1	Managers
11	Chief executives, senior officials and legislators
12	Administrative and commercial managers
13	Production and specialised services managers
14	Hospitality, retail and other services managers
2	Professionals
21	Science and engineering professionals
22	Health professionals
23	Teaching professionals
24	Business and administration professionals
25	Information and communications technology professionals
26	Legal, social and cultural professionals
3	Technicians and associate professionals
31	Science and engineering associate professionals
32	Health associate professionals
33	Business and administration associate professionals
34	Legal, social, cultural and related associate professionals
35	Information and communications technicians
4	Clerical support workers
41	General and keyboard clerks
42	Customer services clerks
43	Numerical and material recording clerks
44	Other clerical support workers
5	Service and sales workers
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
6	Skilled agricultural, forestry and fishery workers
61	Market-oriented skilled agricultural workers
62	Market-oriented skilled forestry, fishery and hunting workers
63	Subsistence farmers, fishers, hunters and gatherers
7	Craft and related trades workers
71	Building and related trades workers, excluding electricians
72	Metal, machinery and related trades workers
73	Handicraft and printing workers
74	Electrical and electronic trades workers
75	Food processing, wood working, garment and other craft and related trades workers

Code	Heading
8	Plant and machine operators, and assemblers
81	Stationary plant and machine operators
82	Assemblers
83	Drivers and mobile plant operators
9	Elementary occupations
91	Cleaners and helpers
92	Agricultural, forestry and fishery labourers
93	Labourers in mining, construction, manufacturing and transport
94	Food preparation assistants
95	Street and related sales and service workers
96	Refuse workers and other elementary workers
0	Armed forces occupations
01	Commissioned armed forces officers
02	Non-commissioned armed forces officers
3	Armed forces occupations, other ranks

From 2012 onwards, data on occupations are published according to the Classification of Occupations 2010. Data are not comparable with earlier data based on the Classification of Occupations 2001. Further information http://www.stat.fi/meta/luokitukset/ammatti/001-2010/index_en.html.

7.4 Levels of education

Classification of Education 2011, levels of education

Code	Heading
0	<p>Pre-primary education Usually provided by children's day care centres or comprehensive schools to children aged between 3 and 6. At least one member of day care centre staff per group must have a teacher's qualification.</p>
1	<p>Primary education Completion of the primary school (kansakoulu). Grades 1 to 6 of the comprehensive school.</p>
2	<p>Lower secondary education Completion of the middle school (keskikoulu). Grades 7 to 9 and the voluntary 10th grade of the comprehensive school (peruskoulu).</p>
3	<p>Upper secondary level education Upper secondary level education comprises matriculation examination, vocational qualifications attained in 2 to 3 years, further vocational qualifications and specialist vocational qualifications. Matriculation examination gives general eligibility for tertiary education. Upper secondary vocational education gives a vocational competence and the opportunity to pursue further studies in polytechnics and, subject to certain conditions, in universities.</p>
5	<p>Lowest level tertiary education Lowest level tertiary education comprises vocational college education with a duration of 2 to 3 years after upper secondary education. Examples of vocational college qualifications include Technician Engineer (teknikko), Diploma in Business and Administration (merkonomi) and Diploma in Nursing (sairaanhoitaja).</p>
6	<p>Lower-degree level tertiary education Lower-degree level tertiary education comprises, among others, polytechnic degrees and lower university degrees, as well as engineering and sea captain's qualifications, for example. The duration of polytechnic education is 3.5 to 4.5 years. The duration for the attainment of a lower university degree (bachelor level) is 3 to 4 years.</p>
7	<p>Higher-degree level tertiary education Higher-degree level tertiary education comprises higher university degrees (Master level), specialist's degrees in medicine and polytechnic Master's degrees. The duration for the attainment of a higher university degree (Master level) is 5 to 6 years and for polytechnic Master's degree requiring additional work experience 1 to 1.5 years.</p>
8	<p>Doctorate or equivalent level tertiary education Comprises post higher-degree level academic degrees of licentiate and doctorate (scientific post-graduate degrees).</p>
9	<p>Level of education unknown</p>

8 Notes to the appendix tables

- **Definitions of the used concepts** can be found on the home page of the Labour Force Survey under “Concepts and definitions”, and its pdf version.
- **Small figures concerning no more than 4,000 persons** that are 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 “.”
- **Due to rounding**, the sums in the tables may not always agree.
- **Data on education** are from 2015. Data on education concerning 2016 will be available in late 2017.
- Data according to the **socio-economic groups** are not fully comparable with earlier data starting from 2011. From 2011 onwards, the socio-economic groups are based on the new Classification of Occupations 2010. Further information http://tilastokeskus.fi/til/tyti/tyti_2012-03-09_uut_001_en.html.
- The category “total” of data by **industry** and by **employer sector** includes those whose industrial status or employer sector is unknown.

Appendix tables, time series 2007–2016 and 2012–2016

Appendix table 1. Population aged 15-74 by labour force status and sex in 2007 - 2016

		Population	Active population	Employed	Unemployed	Inactive population
		1000 persons	1000 persons	1000 persons	1000 persons	1000 persons
Sex	Year					
Both sexes total	2007	3 981	2 675	2 492	183	1 306
	2008	4 004	2 703	2 531	172	1 301
	2009	4 025	2 678	2 457	221	1 347
	2010	4 043	2 672	2 447	224	1 372
	2011	4 059	2 682	2 474	209	1 376
	2012	4 075	2 690	2 483	207	1 385
	2013	4 087	2 676	2 457	219	1 411
	2014	4 095	2 679	2 447	232	1 416
	2015	4 102	2 689	2 437	252	1 413
	2016	4 109	2 685	2 448	237	1 424
Males	2007	1 991	1 380	1 289	90	611
	2008	2 003	1 400	1 315	85	603
	2009	2 014	1 377	1 255	122	637
	2010	2 024	1 385	1 259	126	639
	2011	2 032	1 395	1 278	117	637
	2012	2 041	1 392	1 277	115	648
	2013	2 047	1 383	1 261	122	664
	2014	2 052	1 383	1 254	129	669
	2015	2 056	1 386	1 249	137	671
	2016	2 061	1 392	1 267	126	669
Females	2007	1 990	1 295	1 202	93	695
	2008	2 001	1 303	1 216	87	698
	2009	2 011	1 301	1 202	99	710
	2010	2 020	1 287	1 188	98	733
	2011	2 027	1 287	1 196	91	739
	2012	2 034	1 298	1 206	92	736
	2013	2 039	1 293	1 195	97	747
	2014	2 043	1 296	1 193	103	747
	2015	2 046	1 303	1 188	115	742
	2016	2 047	1 293	1 182	111	755

Appendix table 2. Active population by age and sex in 2007 - 2016

		Active population, 1000 persons							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	2 675	2 642	341	558	636	674	433	33
	2008	2 703	2 669	341	573	624	677	455	34
	2009	2 678	2 644	322	579	611	673	460	34
	2010	2 672	2 634	317	575	598	669	476	38
	2011	2 682	2 637	323	575	595	668	476	46
	2012	2 690	2 637	331	569	590	666	482	53
	2013	2 676	2 622	331	570	580	662	480	54
	2014	2 679	2 617	330	569	581	659	479	62
	2015	2 689	2 619	326	575	583	652	484	70
	2016	2 685	2 615	323	574	588	640	490	70
Males	2007	1 380	1 358	168	305	333	336	216	22
	2008	1 400	1 376	169	315	327	338	228	24
	2009	1 377	1 355	158	316	320	336	225	22
	2010	1 385	1 360	158	318	314	337	234	25
	2011	1 395	1 366	160	318	314	337	237	29
	2012	1 392	1 359	163	314	312	335	235	33
	2013	1 383	1 349	161	316	309	332	231	34
	2014	1 383	1 343	163	312	309	330	229	39
	2015	1 386	1 343	158	317	309	327	231	43
	2016	1 392	1 350	159	317	312	326	237	42
Females	2007	1 295	1 284	173	253	303	338	217	11
	2008	1 303	1 293	172	259	297	339	226	11
	2009	1 301	1 289	164	263	291	337	234	12
	2010	1 287	1 274	159	257	284	333	242	13
	2011	1 287	1 271	163	256	281	331	240	17
	2012	1 298	1 278	168	255	278	330	247	20
	2013	1 293	1 272	169	254	271	330	249	20
	2014	1 296	1 274	167	256	272	329	249	23
	2015	1 303	1 277	167	258	274	324	253	27
	2016	1 293	1 265	164	257	276	314	254	28

Appendix table 3. Activity rates by age and sex in 2007 - 2016

		Activity rate, %							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	67,2	75,1	51,8	85,6	90,1	88,1	58,8	7,2
	2008	67,5	75,5	51,7	86,1	90,5	89,0	59,7	7,3
	2009	66,5	74,5	49,0	85,4	90,4	88,7	59,1	7,1
	2010	66,1	74,1	48,0	84,1	89,7	88,7	60,2	7,7
	2011	66,1	74,5	49,0	83,9	89,9	89,1	60,9	8,8
	2012	66,0	74,8	50,1	83,0	89,5	89,2	62,3	9,6
	2013	65,5	74,7	50,3	82,8	88,4	88,9	62,9	9,4
	2014	65,4	75,0	50,5	82,2	88,5	89,0	63,8	10,3
	2015	65,6	75,4	50,5	82,5	88,2	89,2	65,2	11,1
	2016	65,3	75,5	50,7	81,8	88,1	89,0	66,4	10,8
Males	2007	69,3	76,4	50,1	91,3	92,8	87,4	59,1	10,4
	2008	69,9	77,0	50,1	92,1	93,3	88,5	60,6	10,9
	2009	68,4	75,6	46,9	90,7	93,1	88,2	58,7	10,0
	2010	68,4	75,7	46,8	90,5	92,4	88,7	60,1	11,0
	2011	68,7	76,3	47,5	90,6	92,9	89,4	61,4	11,9
	2012	68,2	76,2	48,3	89,2	92,6	89,4	61,6	12,9
	2013	67,6	76,0	47,9	89,3	92,3	88,8	61,5	12,5
	2014	67,4	76,0	48,7	88,0	91,9	88,7	61,9	13,9
	2015	67,4	76,3	48,0	88,6	91,2	88,9	63,2	14,5
	2016	67,5	76,9	48,5	88,0	91,2	89,9	65,1	13,7
Females	2007	65,1	73,8	53,5	79,7	87,3	88,9	58,4	4,4
	2008	65,1	73,9	53,4	79,8	87,6	89,5	58,8	4,2
	2009	64,7	73,5	51,1	79,7	87,6	89,3	59,5	4,6
	2010	63,7	72,5	49,3	77,3	86,8	88,7	60,3	4,8
	2011	63,5	72,6	50,4	76,9	86,7	88,8	60,4	6,0
	2012	63,8	73,4	52,0	76,5	86,3	89,1	62,9	6,7
	2013	63,4	73,4	52,8	75,9	84,4	89,0	64,3	6,6
	2014	63,4	73,9	52,4	76,0	84,9	89,4	65,5	7,1
	2015	63,7	74,4	53,2	76,0	85,0	89,4	67,2	8,1
	2016	63,1	74,1	53,1	75,3	84,8	88,1	67,6	8,2

Appendix table 4. Inactive population by age and sex in 2007 - 2016

		Inactive population, 1000 persons							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	1 306	875	317	94	70	91	304	431
	2008	1 301	867	318	93	66	84	307	433
	2009	1 347	903	336	99	65	85	318	444
	2010	1 372	921	343	109	69	85	315	451
	2011	1 376	902	337	110	67	82	306	474
	2012	1 385	887	330	116	69	80	292	497
	2013	1 411	886	327	118	76	83	283	524
	2014	1 416	874	322	123	76	81	272	542
	2015	1 413	856	319	122	78	79	258	557
	2016	1 424	848	314	127	79	79	248	576
Males	2007	611	420	168	29	26	48	149	191
	2008	603	411	168	27	23	44	149	192
	2009	637	438	179	32	24	45	159	199
	2010	639	437	179	33	26	43	156	202
	2011	637	423	177	33	24	40	149	214
	2012	648	424	175	38	25	40	147	224
	2013	664	426	175	38	26	42	145	238
	2014	669	424	171	42	27	42	141	245
	2015	671	417	171	41	30	41	135	254
	2016	669	405	168	43	30	37	127	264
Females	2007	695	455	150	64	44	42	155	240
	2008	698	456	150	66	42	40	159	242
	2009	710	465	157	67	41	41	159	245
	2010	733	484	163	76	43	42	159	249
	2011	739	479	160	77	43	42	157	261
	2012	736	463	155	78	44	40	145	273
	2013	747	461	151	80	50	41	138	286
	2014	747	451	151	81	48	39	131	296
	2015	742	439	147	81	48	38	124	303
	2016	755	443	145	84	49	43	121	312

Appendix table 5. Employed persons by age and sex in 2007 - 2016

		Employed, 1000 persons							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	2 492	2 459	285	523	605	640	406	33
	2008	2 531	2 497	285	540	596	647	430	34
	2009	2 457	2 423	253	531	576	632	431	34
	2010	2 447	2 410	249	530	560	626	445	37
	2011	2 474	2 428	258	532	562	630	446	45
	2012	2 483	2 431	268	526	559	628	450	52
	2013	2 457	2 403	265	525	545	623	446	53
	2014	2 447	2 386	262	519	544	617	444	61
	2015	2 437	2 368	253	521	543	606	446	69
	2016	2 448	2 380	258	524	548	596	453	69
Males	2007	1 289	1 267	141	288	319	318	201	22
	2008	1 315	1 291	140	298	315	323	215	23
	2009	1 255	1 233	120	289	301	313	210	22
	2010	1 259	1 234	121	292	294	312	217	25
	2011	1 278	1 249	125	294	295	316	219	29
	2012	1 277	1 244	131	290	294	313	216	33
	2013	1 261	1 228	124	291	290	310	212	34
	2014	1 254	1 215	126	285	288	307	210	39
	2015	1 249	1 206	118	288	287	303	210	43
	2016	1 267	1 225	124	290	292	302	217	41
Females	2007	1 202	1 191	144	235	285	322	205	11
	2008	1 216	1 206	145	242	281	323	215	10
	2009	1 202	1 190	133	242	275	318	221	12
	2010	1 188	1 176	128	239	267	314	228	12
	2011	1 196	1 179	133	238	267	315	227	17
	2012	1 206	1 187	137	236	264	315	234	19
	2013	1 195	1 175	140	234	254	313	234	20
	2014	1 193	1 171	136	235	256	310	234	22
	2015	1 188	1 162	134	233	256	303	235	26
	2016	1 182	1 154	134	234	257	294	236	27

Appendix table 6. Employment rates by age and sex in 2007 - 2016

		Employment rate, %							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	62,6	69,9	43,2	80,3	85,7	83,7	55,0	7,1
	2008	63,2	70,6	43,2	81,1	86,4	85,0	56,5	7,2
	2009	61,1	68,3	38,4	78,4	85,3	83,3	55,5	7,1
	2010	60,5	67,8	37,8	77,6	84,0	82,9	56,2	7,6
	2011	60,9	68,6	39,1	77,6	84,9	84,1	57,0	8,7
	2012	60,9	69,0	40,6	76,8	84,8	84,2	58,2	9,5
	2013	60,1	68,5	40,3	76,3	83,0	83,6	58,5	9,2
	2014	59,8	68,3	40,2	75,1	82,8	83,3	59,1	10,2
	2015	59,4	68,1	39,2	74,8	82,1	82,9	60,0	11,0
	2016	59,6	68,7	40,5	74,8	82,2	82,8	61,4	10,6
Males	2007	64,8	71,3	41,9	86,2	89,0	82,9	55,1	10,4
	2008	65,6	72,3	41,5	87,3	89,9	84,7	57,1	10,8
	2009	62,3	68,8	35,6	83,1	87,6	82,3	54,6	10,0
	2010	62,2	68,7	35,7	83,1	86,5	82,1	55,6	11,0
	2011	62,9	69,8	37,2	83,5	87,4	83,8	56,8	11,8
	2012	62,6	69,8	38,7	82,4	87,6	83,5	56,6	12,8
	2013	61,6	69,2	36,9	82,3	86,7	82,8	56,5	12,3
	2014	61,1	68,7	37,6	80,2	85,6	82,4	56,8	13,7
	2015	60,7	68,5	35,8	80,5	84,9	82,2	57,4	14,4
	2016	61,4	69,8	37,9	80,6	85,3	83,2	59,8	13,5
Females	2007	60,4	68,5	44,7	74,2	82,2	84,6	55,0	4,4
	2008	60,8	68,9	45,0	74,6	82,9	85,4	55,8	4,1
	2009	59,8	67,9	41,4	73,4	83,0	84,4	56,3	4,6
	2010	58,8	66,9	39,9	71,8	81,5	83,8	56,9	4,7
	2011	59,0	67,4	41,2	71,4	82,4	84,4	57,2	6,0
	2012	59,3	68,1	42,6	70,8	81,9	84,9	59,7	6,6
	2013	58,6	67,8	43,8	70,0	79,2	84,5	60,5	6,5
	2014	58,4	67,9	42,8	69,7	79,9	84,3	61,4	7,0
	2015	58,1	67,7	42,7	68,7	79,3	83,6	62,5	8,0
	2016	57,7	67,6	43,2	68,6	78,9	82,4	63,0	8,0

Appendix table 7. Employed persons aged 15-64 and employment rates by Regional State Administrative Agencies (AVI) in 2012 - 2016

	Employed, 1000 persons					Employment rate, %				
	Year					Year				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Regional State Administrative Agencies										
Whole country	2 431	2 403	2 386	2 368	2 380	69,0	68,5	68,3	68,1	68,7
Southern Finland AVI	1 079	1 063	1 058	1 056	1 065	71,9	70,9	70,6	70,5	71,0
Southwestern Finland AVI	307	300	293	291	293	69,1	68,2	67,0	67,1	67,8
Eastern Finland AVI	231	231	231	225	222	64,0	64,9	65,5	64,6	64,5
Western and Inland Finland AVI	529	523	522	516	517	68,2	67,8	68,2	67,7	68,2
Northern Finland AVI	197	198	195	192	196	64,3	65,0	64,2	63,5	65,3
Lapland AVI	73	73	72	73	73	62,1	62,4	62,5	65,0	65,3
State Department of Åland	15	14	15	15	15	80,7	78,7	81,7	81,8	81,8

Appendix table 8. Employed persons aged 15-74 by socio-economic group and sex in 2007 - 2016

		Employed, 1000 persons									
		Year									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sex											
Both sexes total	Employed persons total	2 492	2 531	2 457	2 447	2 474	2 483	2 457	2 447	2 437	2 448
	Employees total	2 178	2 207	2 123	2 120	2 143	2 146	2 127	2 105	2 090	2 105
	- upper-level employees	594	607	603	626	597	591	590	594	605	606
	- lower-level employees	819	830	816	805	842	851	853	851	832	844
	- manual workers	761	764	697	682	695	697	678	654	649	650
	Self-employed persons and unpaid family workers total	313	324	334	328	331	337	330	343	346	344
Males	Employed persons total	1 289	1 315	1 255	1 259	1 278	1 277	1 261	1 254	1 249	1 267
	Employees total	1 075	1 095	1 029	1 038	1 052	1 047	1 036	1 023	1 015	1 034
	- upper-level employees	325	329	324	343	327	319	317	317	317	319
	- lower-level employees	212	219	212	213	239	241	244	249	251	259
	- manual workers	535	543	490	478	482	484	473	454	444	454
	Self-employed persons and unpaid family workers total	214	220	226	221	225	230	225	231	234	233
Females	Employed persons total	1 202	1 216	1 202	1 188	1 196	1 206	1 195	1 193	1 188	1 182
	Employees total	1 103	1 112	1 094	1 082	1 091	1 099	1 090	1 082	1 076	1 071
	- upper-level employees	269	279	279	283	271	272	273	277	288	287
	- lower-level employees	606	610	604	592	603	610	609	602	581	585
	- manual workers	226	221	207	203	213	214	205	200	205	196
	Self-employed persons and unpaid family workers total	99	104	109	107	105	107	105	111	112	111

Appendix table 9. Employed persons aged 15-74 by educational level and sex in 2007 - 2015

		Employed, 1000 persons								
		Year								
		2007	2008	2009	2010	2011	2012	2013	2014	2015
Sex	Level of education									
Both sexes total	Total	2 492	2 531	2 457	2 447	2 474	2 483	2 457	2 447	2 437
	Upper secondary education (3)	1 138	1 155	1 120	1 116	1 120	1 139	1 120	1 103	1 098
	Tertiary education total (5,6,7,8)	918	942	942	965	997	1 003	1 025	1 043	1 057
	- lowest level tertiary education (5)	367	364	354	351	351	326	308	300	293
	- lower university level (6)	269	282	283	294	315	335	355	366	382
	- higher university or doctorate level (7,8)	281	297	305	319	331	342	362	377	382
	No post-basic level education or level of education unknown	436	434	395	367	357	342	312	302	282
Males	Total	1 289	1 315	1 255	1 259	1 278	1 277	1 261	1 254	1 249
	Upper secondary education (3)	627	639	614	614	622	632	623	608	607
	Tertiary education total (5,6,7,8)	406	419	410	427	438	438	449	457	461
	- lowest level tertiary education (5)	140	142	133	133	134	122	116	116	112
	- lower university level (6)	128	133	130	136	147	157	165	166	174
	- higher university or doctorate level (7,8)	138	144	147	158	157	158	168	175	175
	No post-basic level education or level of education unknown	256	257	230	218	217	208	189	190	180
Females	Total	1 202	1 216	1 202	1 188	1 196	1 206	1 195	1 193	1 188
	Upper secondary education (3)	511	516	506	502	498	507	497	495	491
	Tertiary education total (5,6,7,8)	511	524	532	538	558	565	575	586	595
	- lowest level tertiary education (5)	228	222	221	218	217	203	192	184	181
	- lower university level (6)	140	149	154	158	168	178	190	200	207
	- higher university or doctorate level (7,8)	143	153	157	162	173	184	193	202	207
	No post-basic level education or level of education unknown	180	176	165	149	139	134	123	112	102

Appendix table 10. Employed persons aged 15-74 by industry (TOL 2008) and sex in 2012 - 2016

			Employed, 1000 persons				
			Year				
			2012	2013	2014	2015	2016
Sex	Industry	TOL 2008					
Both sexes total	Industries total	00-99	2 483	2 457	2 447	2 437	2 448
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	109	107	109	109	101
	C Manufacturing	10-33	357	350	331	328	327
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	25	27	28	24	29
	F Construction	41-43	175	176	169	168	178
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	300	296	290	284	290
	H Transportation and storage	49-53	144	142	140	137	141
	I Accommodation and food service activities	55-56	86	86	86	87	85
	J Information and communication	58-63	101	100	100	106	101
	K, L Financial, insurance and real estate activities	64-68	74	71	74	73	75
	M Professional, scientific and technical activities	69-75	161	164	169	171	163
	N Administrative and support service activities	77-82	100	96	101	107	109
	O Public administration and defence; compulsory social security	84	113	111	106	106	111
	P Education	85	175	175	180	179	173
	Q Human health and social work activities	86-88	409	399	402	404	409
	R Arts, entertainment and recreation	90-93	59	62	64	61	63
	S-U Other service activities	94-99	83	83	87	84	85
Males	Industries total	00-99	1 277	1 261	1 254	1 249	1 267
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	81	80	81	82	75
	C Manufacturing	10-33	268	263	249	244	245
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	20	21	22	18	21
	F Construction	41-43	161	161	155	155	164
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	150	145	144	146	149
	H Transportation and storage	49-53	114	112	108	108	114
	I Accommodation and food service activities	55-56	25	27	27	26	27
	J Information and communication	58-63	68	68	69	71	71
	K, L Financial, insurance and real estate activities	64-68	30	30	32	31	33
	M Professional, scientific and technical activities	69-75	87	93	96	99	93
	N Administrative and support service activities	77-82	55	47	49	55	57
	O Public administration and defence; compulsory social security	84	52	48	47	48	50
	P Education	85	58	58	58	55	54
	Q Human health and social work activities	86-88	52	50	54	52	56
	R Arts, entertainment and recreation	90-93	29	29	30	28	28
	S-U Other service activities	94-99	23	26	26	25	24

			Employed, 1000 persons				
			Year				
			2012	2013	2014	2015	2016
Females	Industries total	00-99	1 206	1 195	1 193	1 188	1 182
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	29	27	28	27	25
	C Manufacturing	10-33	89	88	83	84	82
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	5	6	6	6	7
	F Construction	41-43	14	15	13	13	14
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	150	152	147	138	141
	H Transportation and storage	49-53	30	31	32	29	27
	I Accommodation and food service activities	55-56	61	60	59	61	58
	J Information and communication	58-63	33	32	32	35	30
	K, L Financial, insurance and real estate activities	64-68	44	42	42	42	42
	M Professional, scientific and technical activities	69-75	74	71	72	71	69
	N Administrative and support service activities	77-82	46	50	51	52	52
	O Public administration and defence; compulsory social security	84	61	63	58	58	60
	P Education	85	117	117	122	124	119
	Q Human health and social work activities	86-88	357	349	349	352	354
	R Arts, entertainment and recreation	90-93	30	32	33	33	35
	S-U Other service activities	94-99	60	57	61	59	62

Appendix table 11. Employees and self-employed persons aged 15-74 by industry (TOL 2008) in 2012 - 2016

			Year				
			2012	2013	2014	2015	2016
			1000 persons	1000 persons	1000 persons	1000 persons	1000 persons
Employees total	Industry	TOL 2008					
	Industries total	00-99	2 146	2 127	2 105	2 090	2 105
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	37	39	36	38	36
	C Manufacturing	10-33	333	327	308	305	304
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	25	26	26	23	28
	F Construction	41-43	133	134	127	126	132
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	261	259	251	245	254
	H Transportation and storage	49-53	120	121	120	116	121
	I Accommodation and food service activities	55-56	76	76	74	75	73
	J Information and communication	58-63	92	91	90	95	91
	K, L Financial, insurance and real estate activities	64-68	67	65	67	66	68
	M Professional, scientific and technical activities	69-75	123	126	130	130	120
	N Administrative and support service activities	77-82	89	85	89	94	94
	O Public administration and defence; compulsory social security	84	113	111	106	106	111
	P Education	85	172	172	176	174	169
	Q Human health and social work activities	86-88	389	378	381	382	386
	R Arts, entertainment and recreation	90-93	46	46	48	47	48
S-U Other service activities	94-99	61	61	65	63	63	

			Year				
			2012	2013	2014	2015	2016
			1000 persons	1000 persons	1000 persons	1000 persons	1000 persons
Self-employed persons and unpaid family workers total	Industry	TOL 2008					
	Industries total	00-99	337	330	343	346	344
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	72	69	73	72	65
	C Manufacturing	10-33	23	23	24	23	23
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	.	.	.	.	.
	F Construction	41-43	42	42	41	42	47
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	39	38	39	39	36
	H Transportation and storage	49-53	24	21	20	21	20
	I Accommodation and food service activities	55-56	10	10	12	12	12
	J Information and communication	58-63	9	9	10	11	10
	K, L Financial, insurance and real estate activities	64-68	7	6	7	7	7
	M Professional, scientific and technical activities	69-75	38	38	39	41	42
	N Administrative and support service activities	77-82	12	11	12	13	15
	O Public administration and defence; compulsory social security	84	.	.	.	.	.
	P Education	85	3	3	4	5	4
	Q Human health and social work activities	86-88	20	21	21	23	23
	R Arts, entertainment and recreation	90-93	14	16	16	14	15
S-U Other service activities	94-99	22	22	23	21	23	

Appendix table 12. Employed persons aged 15-74 by employer sector and industry (TOL 2008) in 2012 - 2016

			Employed, 1000 persons				
			Year				
			2012	2013	2014	2015	2016
Employer sector	Industry	TOL 2008					
Employer sector total	Industries total	00-99	2 483	2 457	2 447	2 437	2 448
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	109	107	109	109	101
	C Manufacturing	10-33	357	350	331	328	327
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	25	27	28	24	29
	F Construction	41-43	175	176	169	168	178
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	300	296	290	284	290
	H Transportation and storage	49-53	144	142	140	137	141
	I Accommodation and food service activities	55-56	86	86	86	87	85
	J Information and communication	58-63	101	100	100	106	101
	K, L Financial, insurance and real estate activities	64-68	74	71	74	73	75
	M Professional, scientific and technical activities	69-75	161	164	169	171	163
	N Administrative and support service activities	77-82	100	96	101	107	109
	O Public administration and defence; compulsory social security	84	113	111	106	106	111
	P Education	85	175	175	180	179	173
	Q Human health and social work activities	86-88	409	399	402	404	409
	R Arts, entertainment and recreation	90-93	59	62	64	61	63
	S-U Other service activities	94-99	83	83	87	84	85
	Private sector	Industries total	00-99	1 808	1 781	1 764	1 759	1 783
A, B Agriculture, forestry and fishing; mining and quarrying		01-09	102	100	102	102	94
C Manufacturing		10-33	356	350	331	328	327
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management		35-39	17	17	16	14	17
F Construction		41-43	170	169	162	164	174
G Wholesale and retail trade; repair of motor vehicles and motorcycles		45-47	299	295	289	283	289
H Transportation and storage		49-53	139	137	135	134	138
I Accommodation and food service activities		55-56	77	78	77	76	77
J Information and communication		58-63	99	97	97	103	97
K, L Financial, insurance and real estate activities		64-68	71	67	70	69	71
M Professional, scientific and technical activities		69-75	123	125	126	130	130
N Administrative and support service activities		77-82	82	78	81	87	89
O Public administration and defence; compulsory social security		84	5	4	4	3	4
P Education		85	32	27	29	30	28
Q Human health and social work activities		86-88	111	110	112	112	119
R Arts, entertainment and recreation		90-93	40	43	44	42	44
S-U Other service activities		94-99	81	81	85	82	84

			Employed, 1000 persons				
			Year				
			2012	2013	2014	2015	2016
Public sector	Industries total	00-99	666	668	673	668	657
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	8	8	7	7	7
	C Manufacturing	10-33	.	.	.	.	.
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	8	10	11	10	12
	F Construction	41-43	5	6	6	5	4
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	.	.	.	.	.
	H Transportation and storage	49-53	5	5	5	4	3
	I Accommodation and food service activities	55-56	9	9	9	11	8
	J Information and communication	58-63	.	3	4	3	4
	K, L Financial, insurance and real estate activities	64-68	3	4	4	4	4
	M Professional, scientific and technical activities	69-75	38	39	42	41	32
	N Administrative and support service activities	77-82	18	18	20	20	20
	O Public administration and defence; compulsory social security	84	108	107	102	103	106
	P Education	85	143	148	151	149	144
	Q Human health and social work activities	86-88	295	288	288	290	289
	R Arts, entertainment and recreation	90-93	19	19	19	18	19
	S-U Other service activities	94-99	.	.	.	.	.

Appendix table 13. Employees aged 15-74 by employer sector and sex in 2007 - 2016

		Employees, 1000 persons									
		Year									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sex	Employer sector										
Both sexes total	Employer sector total	2 178	2 207	2 123	2 120	2 143	2 146	2 127	2 105	2 090	2 105
	Private sector	1 517	1 532	1 459	1 447	1 466	1 472	1 451	1 422	1 414	1 440
	Public sector	657	666	657	663	667	666	668	673	668	657
	- central government	152	157	155	153	151	144	142	139	136	129
	- local government	505	509	502	510	517	522	526	534	532	528
Males	Employer sector total	1 075	1 095	1 029	1 038	1 052	1 047	1 036	1 023	1 015	1 034
	Private sector	886	905	844	849	857	860	846	827	829	848
	Public sector	188	187	182	185	191	184	188	192	183	183
	- central government	75	79	76	74	74	70	68	69	68	65
	- local government	112	107	106	111	117	114	120	123	115	118
Females	Employer sector total	1 103	1 112	1 094	1 082	1 091	1 099	1 090	1 082	1 076	1 071
	Private sector	631	628	615	598	608	612	605	595	585	593
	Public sector	470	479	475	478	476	481	480	481	485	474
	- central government	77	77	79	79	77	73	73	70	68	64
	- local government	393	402	396	399	399	408	407	411	417	410

Appendix table 14. Part-time employed persons by age and sex in 2007 - 2016

		Part-time employed persons, 1000 persons							
		Age group							
		15-74	15-64	15-24	25-34	35-44	45-54	55-64	65-74
Sex	Year								
Both sexes total	2007	351	329	106	55	46	48	74	22
	2008	338	316	105	56	42	39	74	22
	2009	343	322	102	58	43	43	77	21
	2010	358	334	99	62	45	41	85	24
	2011	369	341	100	63	49	44	85	28
	2012	374	343	105	60	47	49	82	32
	2013	370	336	104	61	47	45	80	33
	2014	377	337	108	64	46	43	77	40
	2015	378	335	105	70	49	43	68	44
	2016	399	355	109	74	56	44	72	43
Males	2007	119	105	35	17	9	13	31	14
	2008	116	102	35	16	8	12	30	15
	2009	115	103	35	18	10	12	28	13
	2010	125	110	35	20	10	12	33	16
	2011	135	117	38	22	10	13	34	18
	2012	132	113	37	20	9	14	33	19
	2013	128	108	35	20	10	12	31	20
	2014	137	112	37	20	11	13	31	25
	2015	143	117	39	25	12	14	26	26
	2016	147	122	40	26	13	14	29	25
Females	2007	232	224	71	38	37	35	43	8
	2008	221	214	70	39	34	27	44	7
	2009	228	220	67	40	33	31	49	8
	2010	232	224	64	42	36	29	53	9
	2011	235	224	63	41	38	31	51	10
	2012	243	230	68	40	38	35	49	13
	2013	241	228	69	41	36	33	49	13
	2014	241	225	70	44	35	30	46	15
	2015	235	217	66	44	37	28	42	18
	2016	251	233	70	48	43	30	43	18

Appendix table 15. Part-time employed persons aged 15-74 by industry (TOL 2008) in 2012 - 2016

		Part-time employed persons, 1000 persons				
		Year				
		2012	2013	2014	2015	2016
Industry	TOL 2008					
Industries total	00-99	374	370	377	378	399
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	23	22	25	24	26
C Manufacturing	10-33	20	20	19	19	19
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	.	.	.	.	.
F Construction	41-43	10	10	11	12	13
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	67	69	68	66	70
H Transportation and storage	49-53	22	20	20	22	21
I Accommodation and food service activities	55-56	25	25	27	29	30
J Information and communication	58-63	9	8	7	9	8
K, L Financial, insurance and real estate activities	64-68	9	8	8	8	9
M Professional, scientific and technical activities	69-75	23	24	24	24	24
N Administrative and support service activities	77-82	20	19	21	24	26
O Public administration and defence; compulsory social security	84	7	7	6	6	5
P Education	85	28	27	26	28	29
Q Human health and social work activities	86-88	70	65	63	61	68
R Arts, entertainment and recreation	90-93	17	20	21	20	23
S-U Other service activities	94-99	20	21	24	22	25

Appendix table 16. Employees aged 15-74 by type of employment relationship and sex in 2007 - 2016

		Employees, 1000 persons									
		Year									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sex											
Both sexes total	Employees total	2 178	2 207	2 123	2 120	2 143	2 146	2 127	2 105	2 090	2 105
	- permanent full-time work	1 625	1 678	1 610	1 581	1 585	1 588	1 580	1 558	1 549	1 545
	- permanent part-time work	205	196	201	209	222	222	217	218	219	227
	- temporary (fixed-term) full-time work	261	249	229	244	251	247	243	241	235	239
	- temporary (fixed-term) part-time work	87	84	82	86	85	89	88	88	87	94
	Temporary (fixed-term) work total	348	333	311	330	336	336	330	329	322	333
	Part-time work total	292	280	283	295	307	311	304	306	306	321
Males	Employees total	1 075	1 095	1 029	1 038	1 052	1 047	1 036	1 023	1 015	1 034
	- permanent full-time work	882	913	865	851	851	847	846	827	817	830
	- permanent part-time work	60	58	55	58	67	66	61	67	71	69
	- temporary (fixed-term) full-time work	107	98	83	99	105	105	100	101	97	101
	- temporary (fixed-term) part-time work	26	26	27	30	30	29	30	28	30	34
	Temporary (fixed-term) work total	133	124	109	129	135	134	129	129	127	136
	Part-time work total	87	84	81	88	96	95	91	95	101	103
Females	Employees total	1 103	1 112	1 094	1 082	1 091	1 099	1 090	1 082	1 076	1 071
	- permanent full-time work	744	765	746	730	734	741	734	730	733	715
	- permanent part-time work	145	137	147	151	155	156	155	151	149	159
	- temporary (fixed-term) full-time work	154	151	146	145	146	142	143	140	138	137
	- temporary (fixed-term) part-time work	60	58	55	56	56	60	58	60	56	60
	Temporary (fixed-term) work total	214	209	201	201	202	202	201	200	194	197
	Part-time work total	205	195	202	207	211	216	213	211	205	219

Appendix table 17. Employees aged 15-74 in permanent and temporary (fixed-term) employment relationship by sex in 2007 - 2016, %

		Employees, %									
		Year									
		2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sex											
Both sexes total	Employees total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	74,6	76,1	75,9	74,6	74,0	74,0	74,3	74,0	74,1	73,4
	- permanent part-time work	9,4	8,9	9,5	9,9	10,3	10,3	10,2	10,4	10,5	10,8
	- temporary (fixed-term) full-time work	12,0	11,3	10,8	11,5	11,7	11,5	11,4	11,4	11,2	11,3
	- temporary (fixed-term) part-time work	4,0	3,8	3,9	4,1	4,0	4,2	4,1	4,2	4,2	4,5
	Temporary (fixed-term) work total	16,0	15,1	14,6	15,6	15,7	15,7	15,5	15,6	15,4	15,8
	Part-time work total	13,4	12,7	13,3	13,9	14,3	14,5	14,3	14,6	14,6	15,3
Males	Employees total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	82,0	83,4	84,0	82,0	80,9	80,9	81,6	80,9	80,5	80,2
	- permanent part-time work	5,6	5,3	5,3	5,6	6,3	6,3	5,9	6,5	6,9	6,6
	- temporary (fixed-term) full-time work	10,0	8,9	8,1	9,6	10,0	10,0	9,6	9,8	9,6	9,8
	- temporary (fixed-term) part-time work	2,5	2,4	2,6	2,9	2,8	2,8	2,9	2,8	3,0	3,3
	Temporary (fixed-term) work total	12,4	11,3	10,6	12,5	12,8	12,8	12,5	12,6	12,6	13,1
	Part-time work total	8,0	7,7	7,9	8,5	9,2	9,0	8,8	9,3	9,9	9,9
Females	Employees total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	67,4	68,8	68,2	67,5	67,3	67,4	67,3	67,5	68,1	66,8
	- permanent part-time work	13,1	12,4	13,4	14,0	14,2	14,2	14,3	14,0	13,8	14,8
	- temporary (fixed-term) full-time work	13,9	13,6	13,4	13,4	13,4	12,9	13,1	13,0	12,8	12,8
	- temporary (fixed-term) part-time work	5,5	5,2	5,1	5,2	5,1	5,5	5,3	5,5	5,3	5,6
	Temporary (fixed-term) work total	19,4	18,8	18,4	18,6	18,5	18,4	18,4	18,5	18,1	18,4
	Part-time work total	18,6	17,6	18,5	19,2	19,3	19,7	19,6	19,5	19,1	20,4

Appendix table 18. Hours actually worked, including hours worked at secondary jobs, of employed persons aged 15-74 by industry (TOL 2008) in 2012 - 2016

		Hours actually worked, 1000 hours				
		Year				
		2012	2013	2014	2015	2016
Industry	TOL 2008					
Industries total	00-99	4 040 428	3 963 673	3 956 312	3 947 135	4 011 631
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	229 203	219 526	219 690	222 050	199 370
C Manufacturing	10-33	604 076	594 177	565 242	560 500	565 129
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	41 928	44 465	45 879	42 308	48 986
F Construction	41-43	317 660	312 902	303 391	303 742	328 793
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	484 868	475 349	464 621	458 739	471 247
H Transportation and storage	49-53	250 410	241 312	239 247	233 699	246 941
I Accommodation and food service activities	55-56	136 635	135 222	131 584	132 687	131 057
J Information and communication	58-63	168 317	165 765	170 191	178 612	172 015
K, L Financial, insurance and real estate activities	64-68	120 331	116 556	119 289	120 423	125 599
M Professional, scientific and technical activities	69-75	266 686	266 600	272 442	276 031	270 848
N Administrative and support service activities	77-82	160 565	152 788	157 501	167 727	172 335
O Public administration and defence; compulsory social security	84	177 734	172 940	165 109	167 190	184 425
P Education	85	237 982	244 102	253 755	242 997	242 550
Q Human health and social work activities	86-88	612 104	598 518	612 739	614 254	624 089
R Arts, entertainment and recreation	90-93	86 202	86 667	89 068	87 608	89 154
S-U Other service activities	94-99	128 921	120 565	128 709	125 493	126 568

Appendix table 19. Hours actually worked, including hours worked at secondary jobs, of employees aged 15-74 by industry (TOL 2008) in 2012 - 2016

		Hours actually worked, 1000 hours				
		Year				
		2012	2013	2014	2015	2016
Industry	TOL 2008					
Industries total	00-99	3 381 045	3 334 695	3 307 924	3 289 398	3 372 160
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	71 059	73 129	68 616	70 886	67 752
C Manufacturing	10-33	556 145	549 517	520 069	514 170	518 858
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	40 672	42 816	43 257	39 698	47 495
F Construction	41-43	233 406	231 929	224 500	222 019	236 388
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	405 098	398 125	383 816	382 255	398 894
H Transportation and storage	49-53	195 895	194 614	195 942	189 185	204 069
I Accommodation and food service activities	55-56	111 284	110 639	104 715	104 377	103 168
J Information and communication	58-63	152 214	149 160	151 531	158 549	155 544
K, L Financial, insurance and real estate activities	64-68	109 177	106 872	108 393	106 678	114 134
M Professional, scientific and technical activities	69-75	203 657	205 069	208 650	209 374	201 571
N Administrative and support service activities	77-82	139 363	132 106	134 826	142 826	145 090
O Public administration and defence; compulsory social security	84	177 672	172 765	165 021	167 000	184 377
P Education	85	231 024	237 616	246 367	235 442	236 105
Q Human health and social work activities	86-88	582 135	565 570	579 216	576 916	587 168
R Arts, entertainment and recreation	90-93	65 290	64 703	64 499	65 361	68 676
S-U Other service activities	94-99	91 916	85 749	92 953	93 212	91 664

Appendix table 20. Hours actually worked per employed by employer sector and industry (TOL 2008) in 2012 - 2016

			Annual hours actually worked per employed				
			Year				
			2012	2013	2014	2015	2016
Employer sector	Industry	TOL 2008					
Employer sector total	Industries total	00-99	1 627	1 613	1 617	1 620	1 639
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	2 098	2 042	2 012	2 037	1 980
	C Manufacturing	10-33	1 693	1 696	1 705	1 708	1 727
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	1 682	1 670	1 666	1 756	1 707
	F Construction	41-43	1 812	1 782	1 798	1 805	1 845
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	1 616	1 604	1 600	1 617	1 623
	H Transportation and storage	49-53	1 741	1 696	1 709	1 703	1 754
	I Accommodation and food service activities	55-56	1 583	1 565	1 537	1 520	1 539
	J Information and communication	58-63	1 663	1 658	1 694	1 689	1 702
	K, L Financial, insurance and real estate activities	64-68	1 618	1 633	1 617	1 648	1 678
	M Professional, scientific and technical activities	69-75	1 655	1 625	1 616	1 619	1 666
	N Administrative and support service activities	77-82	1 598	1 585	1 564	1 568	1 583
	O Public administration and defence; compulsory social security	84	1 576	1 560	1 563	1 577	1 668
	P Education	85	1 358	1 397	1 406	1 360	1 401
	Q Human health and social work activities	86-88	1 498	1 498	1 522	1 519	1 525
	R Arts, entertainment and recreation	90-93	1 454	1 407	1 402	1 439	1 415
	S-U Other service activities	94-99	1 554	1 457	1 477	1 495	1 483
Private sector	Industries total	00-99	1 674	1 654	1 656	1 661	1 672
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	2 122	2 069	2 026	2 042	1 987
	C Manufacturing	10-33	1 691	1 695	1 704	1 707	1 725
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	1 718	1 723	1 766	1 801	1 697
	F Construction	41-43	1 813	1 786	1 801	1 808	1 847
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	1 614	1 600	1 595	1 613	1 616
	H Transportation and storage	49-53	1 743	1 691	1 708	1 697	1 748
	I Accommodation and food service activities	55-56	1 589	1 559	1 540	1 514	1 544
	J Information and communication	58-63	1 664	1 661	1 696	1 687	1 701
	K, L Financial, insurance and real estate activities	64-68	1 627	1 641	1 615	1 645	1 678
	M Professional, scientific and technical activities	69-75	1 653	1 627	1 625	1 619	1 672
	N Administrative and support service activities	77-82	1 600	1 589	1 580	1 579	1 587
	O Public administration and defence; compulsory social security	84	1 539	1 779	1 841	1 739	1 760
	P Education	85	1 477	1 484	1 440	1 375	1 385
	Q Human health and social work activities	86-88	1 475	1 485	1 507	1 528	1 512
	R Arts, entertainment and recreation	90-93	1 444	1 370	1 376	1 405	1 345
	S-U Other service activities	94-99	1 545	1 446	1 469	1 482	1 472

			Annual hours actually worked per employed				
			Year				
			2012	2013	2014	2015	2016
Public sector	Industries total	00-99	1 502	1 506	1 516	1 514	1 552
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	1 779	1 691	1 800	1 952	1 887
	C Manufacturing	10-33	.	.	.	.	.
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	1 606	1 583	1 521	1 693	1 721
	F Construction	41-43	1 801	1 676	1 713	1 707	1 767
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	.	.	.	.	.
	H Transportation and storage	49-53	1 682	1 830	1 746	1 908	2 038
	I Accommodation and food service activities	55-56	1 554	1 630	1 506	1 573	1 491
	J Information and communication	58-63	.	1 521	1 634	1 757	1 708
	K, L Financial, insurance and real estate activities	64-68	1 414	1 516	1 657	1 684	1 688
	M Professional, scientific and technical activities	69-75	1 663	1 620	1 590	1 619	1 647
	N Administrative and support service activities	77-82	1 593	1 581	1 500	1 529	1 569
	O Public administration and defence; compulsory social security	84	1 578	1 552	1 553	1 572	1 664
	P Education	85	1 331	1 382	1 400	1 357	1 403
	Q Human health and social work activities	86-88	1 506	1 503	1 530	1 515	1 533
	R Arts, entertainment and recreation	90-93	1 472	1 493	1 459	1 518	1 585
S-U Other service activities	94-99	.	.	.	.	.

Appendix table 21. Hours actually worked per employee by employer sector and industry (TOL 2008) in 2012 - 2016

			Annual hours actually worked per employee				
			Year				
			2012	2013	2014	2015	2016
Employer sector	Industry	TOL 2008					
Employer sector total	Industries total	00-99	1 575	1 568	1 572	1 574	1 602
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	1 927	1 888	1 882	1 890	1 903
	C Manufacturing	10-33	1 668	1 679	1 691	1 686	1 707
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	1 659	1 649	1 639	1 736	1 703
	F Construction	41-43	1 754	1 732	1 761	1 764	1 796
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	1 555	1 539	1 527	1 559	1 570
	H Transportation and storage	49-53	1 634	1 608	1 639	1 628	1 689
	I Accommodation and food service activities	55-56	1 461	1 453	1 413	1 393	1 418
	J Information and communication	58-63	1 648	1 636	1 677	1 676	1 701
	K, L Financial, insurance and real estate activities	64-68	1 618	1 634	1 612	1 623	1 677
	M Professional, scientific and technical activities	69-75	1 651	1 626	1 608	1 613	1 673
	N Administrative and support service activities	77-82	1 570	1 550	1 519	1 525	1 550
	O Public administration and defence; compulsory social security	84	1 575	1 559	1 562	1 575	1 668
	P Education	85	1 344	1 383	1 400	1 355	1 395
	Q Human health and social work activities	86-88	1 498	1 496	1 519	1 511	1 522
	R Arts, entertainment and recreation	90-93	1 431	1 419	1 345	1 383	1 417
	S-U Other service activities	94-99	1 505	1 407	1 439	1 481	1 459
	Private sector	Industries total	00-99	1 609	1 597	1 599	1 602	1 626
A, B Agriculture, forestry and fishing; mining and quarrying		01-09	1 966	1 935	1 902	1 873	1 907
C Manufacturing		10-33	1 666	1 677	1 689	1 684	1 705
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management		35-39	1 684	1 691	1 726	1 769	1 691
F Construction		41-43	1 752	1 734	1 764	1 766	1 796
G Wholesale and retail trade; repair of motor vehicles and motorcycles		45-47	1 551	1 534	1 521	1 555	1 563
H Transportation and storage		49-53	1 631	1 599	1 634	1 618	1 681
I Accommodation and food service activities		55-56	1 449	1 432	1 400	1 364	1 409
J Information and communication		58-63	1 650	1 639	1 678	1 673	1 700
K, L Financial, insurance and real estate activities		64-68	1 628	1 642	1 609	1 619	1 677
M Professional, scientific and technical activities		69-75	1 646	1 629	1 619	1 612	1 684
N Administrative and support service activities		77-82	1 565	1 545	1 525	1 525	1 545
O Public administration and defence; compulsory social security		84	1 527	1 736	1 817	1 681	1 748
P Education		85	1 408	1 398	1 399	1 344	1 344
Q Human health and social work activities		86-88	1 470	1 470	1 489	1 496	1 496
R Arts, entertainment and recreation		90-93	1 401	1 368	1 264	1 296	1 310
S-U Other service activities		94-99	1 491	1 392	1 428	1 464	1 443

			Annual hours actually worked per employee				
			Year				
			2012	2013	2014	2015	2016
Public sector	Industries total	00-99	1 502	1 506	1 516	1 514	1 552
	A, B Agriculture, forestry and fishing; mining and quarrying	01-09	1 779	1 691	1 800	1 952	1 887
	C Manufacturing	10-33	.	.	.	.	.
	D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	1 606	1 583	1 521	1 693	1 721
	F Construction	41-43	1 801	1 676	1 713	1 707	1 767
	G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	.	.	.	.	.
	H Transportation and storage	49-53	1 682	1 830	1 746	1 908	2 038
	I Accommodation and food service activities	55-56	1 554	1 630	1 506	1 573	1 491
	J Information and communication	58-63	.	1 521	1 634	1 757	1 708
	K, L Financial, insurance and real estate activities	64-68	1 414	1 516	1 657	1 684	1 688
	M Professional, scientific and technical activities	69-75	1 663	1 620	1 590	1 619	1 646
	N Administrative and support service activities	77-82	1 593	1 581	1 500	1 529	1 569
	O Public administration and defence; compulsory social security	84	1 578	1 552	1 553	1 572	1 664
	P Education	85	1 331	1 382	1 400	1 357	1 403
	Q Human health and social work activities	86-88	1 506	1 503	1 530	1 515	1 533
	R Arts, entertainment and recreation	90-93	1 472	1 493	1 459	1 518	1 591
S-U Other service activities	94-99	.	.	.	.	.

Appendix table 22. Unemployed persons by age and sex in 2007 - 2016

		Unemployed, 1000 persons						
		Age group						
		15-74	15-64	15-24	25-34	35-44	45-54	55-64
Sex	Year							
Both sexes total	2007	183	183	56	34	32	34	27
	2008	172	172	56	33	28	30	25
	2009	221	221	69	47	35	41	29
	2010	224	224	68	44	37	43	31
	2011	209	208	65	43	33	37	31
	2012	207	206	63	43	31	38	32
	2013	219	219	66	45	35	39	33
	2014	232	231	68	49	37	42	35
	2015	252	251	73	54	40	46	39
	2016	237	236	65	50	39	45	37
Males	2007	90	90	28	17	14	17	15
	2008	85	85	29	16	12	14	13
	2009	122	122	38	27	19	23	16
	2010	126	126	38	26	20	25	17
	2011	117	117	35	25	19	21	18
	2012	115	115	33	24	17	22	19
	2013	122	122	37	25	19	22	19
	2014	129	129	37	28	21	23	19
	2015	137	136	40	29	21	25	21
	2016	126	125	35	27	20	24	19
Females	2007	93	93	29	18	18	16	13
	2008	87	87	27	17	16	16	11
	2009	99	98	31	21	16	18	13
	2010	98	98	30	18	17	19	14
	2011	91	91	30	18	14	16	13
	2012	92	91	30	19	14	16	13
	2013	97	97	29	20	16	17	15
	2014	103	103	31	21	16	19	16
	2015	115	115	33	25	18	21	18
	2016	111	110	31	23	19	20	17

Appendix table 23. Unemployment rates by age and sex in 2007 - 2016

		Unemployment rate, %						
		Age group						
		15-74	15-64	15-24	25-34	35-44	45-54	55-64
Sex	Year							
Both sexes total	2007	6,9	6,9	16,5	6,2	5,0	5,0	6,3
	2008	6,4	6,4	16,5	5,8	4,5	4,4	5,4
	2009	8,2	8,4	21,5	8,2	5,7	6,1	6,2
	2010	8,4	8,5	21,4	7,7	6,3	6,5	6,5
	2011	7,8	7,9	20,1	7,5	5,5	5,6	6,4
	2012	7,7	7,8	19,0	7,6	5,3	5,6	6,6
	2013	8,2	8,3	19,9	7,9	6,1	5,9	7,0
	2014	8,7	8,8	20,5	8,6	6,4	6,4	7,3
	2015	9,4	9,6	22,4	9,4	6,8	7,0	8,0
	2016	8,8	9,0	20,1	8,6	6,7	7,0	7,5
Males	2007	6,5	6,6	16,4	5,5	4,1	5,2	6,8
	2008	6,1	6,2	17,1	5,2	3,6	4,2	5,8
	2009	8,9	9,0	24,1	8,4	6,0	6,8	7,0
	2010	9,1	9,3	23,8	8,2	6,4	7,4	7,4
	2011	8,4	8,6	21,8	7,8	5,9	6,2	7,5
	2012	8,3	8,5	19,9	7,7	5,5	6,6	8,1
	2013	8,8	9,0	22,9	7,9	6,0	6,7	8,1
	2014	9,3	9,6	22,8	8,9	6,9	7,1	8,3
	2015	9,9	10,2	25,4	9,2	6,9	7,5	9,2
	2016	9,0	9,3	21,8	8,4	6,5	7,5	8,2
Females	2007	7,2	7,3	16,6	6,9	5,9	4,8	5,9
	2008	6,7	6,7	15,8	6,5	5,4	4,6	5,0
	2009	7,6	7,6	19,0	7,9	5,3	5,4	5,5
	2010	7,6	7,7	19,0	7,1	6,1	5,6	5,7
	2011	7,1	7,2	18,4	7,1	4,9	5,0	5,3
	2012	7,1	7,1	18,0	7,4	5,0	4,7	5,1
	2013	7,5	7,6	17,1	7,9	6,1	5,1	5,9
	2014	8,0	8,1	18,4	8,4	5,9	5,7	6,3
	2015	8,8	9,0	19,7	9,6	6,7	6,5	7,0
	2016	8,6	8,7	18,6	8,9	7,0	6,5	6,9

Appendix table 24. Unemployed persons aged 15-74 and unemployment rates by Regional State Administrative Agencies (AVI) in 2012 - 2016

	Unemployed, 1000 persons					Unemployment rate, %				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Regional State Administrative Agencies										
Whole country	207	219	232	252	237	7,7	8,2	8,7	9,4	8,8
Southern Finland AVI	77	83	92	101	92	6,6	7,1	7,9	8,5	7,7
Southwestern Finland AVI	26	29	30	33	32	7,6	8,5	9,0	9,8	9,6
Eastern Finland AVI	25	26	24	26	28	9,5	10,1	9,4	10,0	11,0
Western and Inland Finland AVI	48	49	52	57	53	8,1	8,4	8,8	9,7	9,1
Northern Finland AVI	22	23	25	24	22	9,9	10,2	11,2	11,0	9,9
Lapland AVI	9	9	8	10	9	10,4	10,5	9,7	11,8	10,7
State Department of Åland	0	1	1	1	1	1,7	3,9	4,1	4,7	4,0

Appendix table 25. Unemployment rates by educational level and sex in 2007 - 2015, persons aged 15-74

		Unemployment rate, %								
		Year								
		2007	2008	2009	2010	2011	2012	2013	2014	2015
Sex	Level of education									
Both sexes total	Total	6,9	6,4	8,2	8,4	7,8	7,7	8,2	8,7	9,4
	Upper secondary education (3)	7,1	6,5	9,3	9,0	8,4	8,3	8,9	9,6	10,6
	Tertiary education total (5,6,7,8)	3,7	3,5	4,3	4,6	4,0	4,1	4,7	5,3	6,0
	- lowest level tertiary education (5)	3,9	3,3	3,8	4,4	3,6	3,7	4,1	4,5	5,2
	- lower university level (6)	4,1	3,9	5,2	5,8	4,8	4,3	5,4	6,3	6,8
	- higher university or doctorate level (7,8)	3,2	3,2	3,8	3,6	3,8	4,1	4,4	4,9	5,7
	No post-basic level education or level of education unknown	12,3	11,9	14,0	15,5	15,3	15,3	15,9	15,9	16,2
Males	Total	6,5	6,1	8,9	9,1	8,4	8,3	8,8	9,3	9,9
	Upper secondary education (3)	6,4	5,9	9,9	9,7	8,8	8,8	9,4	10,1	10,8
	Tertiary education total (5,6,7,8)	3,4	3,0	4,2	4,8	4,3	4,6	5,1	5,8	6,5
	- lowest level tertiary education (5)	3,6	2,9	4,8	5,5	4,7	5,6	5,1	4,7	5,8
	- lower university level (6)	4,1	3,2	4,8	5,9	5,0	4,3	5,6	7,4	7,6
	- higher university or doctorate level (7,8)	2,7	3,0	3,2	3,3	3,3	4,2	4,6	5,1	5,8
	No post-basic level education or level of education unknown	11,4	11,0	13,7	14,9	14,8	13,9	14,9	14,7	14,7
Females	Total	7,2	6,7	7,6	7,6	7,1	7,1	7,5	8,0	8,8
	Upper secondary education (3)	7,9	7,1	8,5	8,2	7,9	7,7	8,3	9,0	10,3
	Tertiary education total (5,6,7,8)	4,0	3,8	4,3	4,4	3,8	3,7	4,3	4,8	5,6
	- lowest level tertiary education (5)	4,0	3,6	3,3	3,8	2,9	2,6	3,5	4,3	4,9
	- lower university level (6)	4,2	4,6	5,6	5,7	4,6	4,4	5,2	5,3	6,1
	- higher university or doctorate level (7,8)	3,7	3,4	4,4	3,8	4,2	4,1	4,2	4,6	5,6
	No post-basic level education or level of education unknown	13,4	13,3	14,4	16,3	16,1	17,3	17,5	18,0	18,9

Appendix tables, statistics for 2016

Appendix table 26. Population aged 15-74 by labour force status, age and sex in 2016

		Population	Active population	Employed	Unemployed	Inactive population
		1000 persons	1000 persons	1000 persons	1000 persons	1000 persons
Sex	Age group					
Both sexes total	15-74	4 109	2 685	2 448	237	1 424
	15-64	3 463	2 615	2 380	236	848
	15-24	637	323	258	65	314
	25-34	701	574	524	50	127
	35-44	667	588	548	39	79
	45-54	720	640	596	45	79
	55-64	738	490	453	37	248
	65-74	646	70	69	.	576
Males	15-74	2 061	1 392	1 267	126	669
	15-64	1 755	1 350	1 225	125	405
	15-24	327	159	124	35	168
	25-34	360	317	290	27	43
	35-44	342	312	292	20	30
	45-54	363	326	302	24	37
	55-64	363	237	217	19	127
	65-74	306	42	41	.	264
Females	15-74	2 047	1 293	1 182	111	755
	15-64	1 708	1 265	1 154	110	443
	15-24	310	164	134	31	145
	25-34	341	257	234	23	84
	35-44	325	276	257	19	49
	45-54	357	314	294	20	43
	55-64	375	254	236	17	121
	65-74	340	28	27	.	312

Appendix table 27. Population aged 15-74 by labour force status, age and sex in 2016, %

		Population	Active population	Employed	Unemployed	Inactive population
		Per cent	Per cent	Per cent	Per cent	Per cent
Sex	Age group					
Both sexes total	15-74	100,0	65,3	59,6	5,8	34,7
	15-64	100,0	75,5	68,7	6,8	24,5
	15-24	100,0	50,7	40,5	10,2	49,3
	25-34	100,0	81,8	74,8	7,1	18,2
	35-44	100,0	88,1	82,2	5,9	11,9
	45-54	100,0	89,0	82,8	6,2	11,0
	55-64	100,0	66,4	61,4	5,0	33,6
	65-74	100,0	10,8	10,6	.	89,2
Males	15-74	100,0	67,5	61,4	6,1	32,5
	15-64	100,0	76,9	69,8	7,1	23,1
	15-24	100,0	48,5	37,9	10,6	51,5
	25-34	100,0	88,0	80,6	7,4	12,0
	35-44	100,0	91,2	85,3	5,9	8,8
	45-54	100,0	89,9	83,2	6,7	10,1
	55-64	100,0	65,1	59,8	5,3	34,9
	65-74	100,0	13,7	13,5	.	86,3
Females	15-74	100,0	63,1	57,7	5,4	36,9
	15-64	100,0	74,1	67,6	6,5	25,9
	15-24	100,0	53,1	43,2	9,9	46,9
	25-34	100,0	75,3	68,6	6,7	24,7
	35-44	100,0	84,8	78,9	5,9	15,2
	45-54	100,0	88,1	82,4	5,7	11,9
	55-64	100,0	67,6	63,0	4,7	32,4
	65-74	100,0	8,2	8,0	.	91,8

Appendix table 28. Population aged 15-64 by labour force status and region (2011) in 2016

Region	Population	Active population	Employed	Unemployed	Inactive population	Employment rate	Unemployment rate
	1000 persons	1000 persons	1000 persons	1000 persons	1000 persons	Per cent	Per cent
Whole country	3 463	2 615	2 380	236	848	68,7	9,0
Uusimaa	1 083	853	789	64	231	72,8	7,5
Varsinais-Suomi	298	224	202	22	74	67,7	9,9
Satakunta	133	100	91	10	33	67,9	9,7
Kanta-Häme	106	78	73	5	28	68,7	6,7
Pirkanmaa	321	239	213	26	82	66,4	11,0
Päijät-Häme	123	93	85	8	30	69,1	8,5
Kymenlaakso	108	76	67	9	32	62,1	11,8
South Karelia	80	56	51	5	23	64,6	9,0
Etelä-Savo	88	64	57	7	24	64,8	10,4
Pohjois-Savo	154	114	103	11	40	67,0	9,5
North Karelia	102	72	62	11	29	60,6	14,8
Central Finland	171	124	111	13	47	64,8	10,8
South Ostrobothnia	115	88	81	7	27	70,2	8,0
Ostrobothnia	110	87	82	5	24	74,4	5,4
Central Ostrobothnia	41	32	30	.	9	73,1	.
North Ostrobothnia	255	186	167	18	69	65,8	9,9
Kainuu	45	32	28	3	14	62,7	10,6
Lapland	111	82	73	9	30	65,3	10,9
Åland	18	16	15	1	3	81,8	4,2

Appendix table 29. Employed persons aged 15-74 by status in employment, age and sex in 2016

		Employed persons total	Employees	Self-employed persons and unpaid family workers total	Self-employed persons
		1000 persons	1000 persons	1000 persons	1000 persons
Sex	Age group				
Both sexes total	15-74	2 448	2 105	344	331
	15-64	2 380	2 076	303	296
	15-24	258	245	12	9
	25-34	524	475	49	48
	35-44	548	479	69	68
	45-54	596	503	93	93
	55-64	453	373	80	78
	65-74	69	28	40	35
Males	15-74	1 267	1 034	233	225
	15-64	1 225	1 020	205	201
	15-24	124	116	8	6
	25-34	290	259	32	31
	35-44	292	247	45	44
	45-54	302	238	64	64
	55-64	217	160	57	56
	65-74	41	14	27	25
Females	15-74	1 182	1 071	111	105
	15-64	1 154	1 056	98	95
	15-24	134	130	4	3
	25-34	234	216	18	17
	35-44	257	232	24	24
	45-54	294	265	29	29
	55-64	236	213	23	22
	65-74	27	14	13	11

Appendix table 30. Employed persons aged 15-74 by industry (TOL 2008) and sex in 2016

Industry	TOL 2008	Employed, 1000 persons		
		Both sexes total	Males	Females
Industries total	00-99	2 448	1 267	1 182
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	101	75	25
Agriculture	01	71	49	22
C Manufacturing	10-33	327	245	82
Manufacture of food products, beverages and textiles	10-15	45	21	24
Manufacture of wood products, paper and paper products; printing and reproduction of recorded media	16-18	50	39	11
Manufacture of chemicals and chemical products and basic pharmaceutical products	19-23	47	32	14
Manufacture of basic metals and of fabricated metal products, except machinery and equipment	24-25	54	47	7
Manufacture of electronic and optical products, electrical equipment, machinery and vehicles	26-30	101	80	21
Manufacture of furniture, other manufacturing; repair and installation of machinery and equipment	31-33	30	26	4
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	29	21	7
F Construction	41-43	178	164	14
Construction of buildings	41	68	62	6
Specialised construction activities	43	95	88	7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	290	149	141
Wholesale and retail trade and repair of motor vehicles and motorcycles	45	41	36	5
Wholesale trade, except of motor vehicles and motorcycles	46	89	61	28
Retail trade, except of motor vehicles and motorcycles	47	161	53	108
H Transportation and storage	49-53	141	114	27
Land, water and air transport	49-51	90	78	11
Warehousing and support activities for transportation; postal and courier activities	52-53	51	36	15
I Accommodation and food service activities	55-56	85	27	58
J Information and communication	58-63	101	71	30
K, L Financial, insurance and real estate activities	64-68	75	33	42
M Professional, scientific and technical activities	69-75	163	93	69
Architectural and engineering activities; technical testing and analysis	71	61	44	17
N Administrative and support service activities	77-82	109	57	52
Services to buildings and landscape activities	81	64	31	33
O Public administration and defence; compulsory social security	84	111	50	60
P Education	85	173	54	119
Q Human health and social work activities	86-88	409	56	354
Human health activities	86	190	32	159
Residential care activities	87	91	11	80
Social work activities without accommodation	88	128	13	115
R Arts, entertainment and recreation	90-93	63	28	35
S-U Other service activities	94-99	85	24	62

Appendix table 31. Employed persons aged 15-64 by industry (TOL 2008) and age in 2016

		Employed, 1000 persons					
		Age group					
		15-64	15-24	25-34	35-44	45-54	55-64
Industry	TOL 2008						
Industries total	00-99	2 380	258	524	548	596	453
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	88	11	13	17	25	24
C Manufacturing	10-33	322	24	74	80	86	59
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	29	.	7	7	8	6
F Construction	41-43	173	20	47	38	40	28
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	283	54	67	59	66	37
H Transportation and storage	49-53	137	17	27	33	35	24
I Accommodation and food service activities	55-56	83	24	20	14	15	10
J Information and communication	58-63	99	6	28	33	22	12
K, L Financial, insurance and real estate activities	64-68	72	5	15	18	18	16
M Professional, scientific and technical activities	69-75	156	8	42	41	35	29
N Administrative and support service activities	77-82	106	16	26	21	21	21
O Public administration and defence; compulsory social security	84	110	3	18	27	34	27
P Education	85	170	6	30	45	50	38
Q Human health and social work activities	86-88	400	32	82	86	106	94
R Arts, entertainment and recreation	90-93	61	14	13	12	12	9
S-U Other service activities	94-99	83	13	14	17	21	18

Appendix table 32. Employed persons aged 15-74 by employer sector and industry (TOL 2008) in 2016

		Employed, 1000 persons		
		Employer sector total	Private sector	Public sector
Industry	TOL 2008			
Industries total	00-99	2 448	1 783	657
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	101	94	7
C Manufacturing	10-33	327	327	.
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	29	17	12
F Construction	41-43	178	174	4
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	290	289	.
H Transportation and storage	49-53	141	138	3
I Accommodation and food service activities	55-56	85	77	8
J Information and communication	58-63	101	97	4
K, L Financial, insurance and real estate activities	64-68	75	71	4
M Professional, scientific and technical activities	69-75	163	130	32
N Administrative and support service activities	77-82	109	89	20
O Public administration and defence; compulsory social security	84	111	4	106
P Education	85	173	28	144
Q Human health and social work activities	86-88	409	119	289
R Arts, entertainment and recreation	90-93	63	44	19
S-U Other service activities	94-99	85	84	.

Appendix table 33. Employed persons aged 15-74 by industry (TOL 2008) and Regional State Administrative Agencies (AVI) in 2016

		Employed, 1000 persons						
		Regional State Administrative Agencies						
		Whole country (incl. Åland)	Southern Finland AVI	Southwestern Finland AVI	Eastern Finland AVI	Western and Inland Finland AVI	Northern Finland AVI	Lapland AVI
Industry	TOL 2008							
Industries total	00-99	2 448	1 093	302	228	532	201	76
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	101	19	13	18	30	14	6
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	356	134	54	32	96	29	8
F Construction	41-43	178	74	22	17	40	17	7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	290	143	33	25	59	20	8
H Transportation and storage	49-53	141	67	18	12	27	10	4
I Accommodation and food service activities	55-56	85	42	10	8	16	6	3
J Information and communication	58-63	101	65	7	4	18	6	.
K, L Financial, insurance and real estate activities	64-68	75	44	7	5	12	5	2
M, N Professional, scientific and technical activities; administrative and support service activities	69-82	271	143	28	18	54	19	7
O Public administration and defence; compulsory social security	84	111	57	14	10	17	8	4
P Education	85	173	70	22	17	40	17	6
Q Human health and social work activities	86-88	409	160	55	47	91	38	15
R-U Arts, entertainment and recreation; other service activities	90-99	148	73	16	13	32	11	4

Appendix table 34. Employed persons aged 15-74 by occupation (Occupational Classification 2010) and sex in 2016

		Employed, 1000 persons		
		Both sexes total	Males	Females
Occupation code	Occupation			
	Occupations total	2 448	1 267	1 182
1	Managers	81	53	28
11	Chief executives, senior officials and legislators	14	10	4
12	Administrative and commercial managers	27	18	9
13	Production and specialised services managers	32	20	11
14	Hospitality, retail and other services managers	9	6	3
2	Professionals	586	306	280
21	Science and engineering professionals	140	109	31
22	Health professionals	36	12	24
23	Teaching professionals	133	34	99
24	Business and administration professionals	112	55	57
25	Information and communications technology professionals	84	66	18
26	Legal, social and cultural professionals	79	30	49
3	Technicians and associate professionals	463	199	264
31	Science and engineering associate professionals	88	72	16
32	Health associate professionals	112	16	96
33	Business and administration associate professionals	158	66	92
34	Legal, social, cultural and related associate professionals	82	28	54
35	Information and communications technicians	22	17	5
4	Clerical support workers	143	35	108
41	General and keyboard clerks	43	4	40
42	Customer services clerks	36	7	28
43	Numerical and material recording clerks	40	14	25
44	Other clerical support workers	25	9	15
5	Service and sales workers	479	140	339
51	Personal service workers	114	46	68
52	Sales workers	168	61	107
53	Personal care workers	178	18	160
54	Protective services workers	19	15	4
6	Skilled agricultural and fishery workers	81	57	24
61	Market-oriented skilled agricultural workers	71	48	23
62	Market-oriented skilled forestry, fishery and hunting workers	10	9	.
7	Craft and related trades workers	263	245	18
71	Building and related trades workers, excluding electricians	107	103	4
72	Metal, machinery and related trades workers	86	84	3
73	Handicraft and printing workers	10	7	3
74	Electrical and electronic trades workers	38	38	.
75	Food processing, wood working, garment and other craft and related trades workers	21	14	8
8	Plant and machine operators and assemblers	189	161	28
81	Stationary plant and machine operators	57	39	18
82	Assemblers	15	10	4
83	Drivers and mobile plant operators	117	112	6
9	Elementary occupations	149	59	90
91	Cleaners and helpers	63	8	55

		Employed, 1000 persons		
		Both sexes total	Males	Females
92	Agricultural, forestry and fishery labourers	5	3	2
93	Labourers in mining, construction, manufacturing and transport	46	35	11
94	Food preparation assistants	24	6	18
95	Street and related sales and service workers	3	.	.
96	Refuse workers and other elementary workers	9	6	3
00	Armed forces	9	9	.
01	Commissioned armed forces officers	4	4	.
02	Non-commissioned armed forces officers	5	5	.

Appendix table 35. Employees aged 15-74 by socio-economic group and sex in 2016

		Employees, 1000 persons		
		Both sexes total	Males	Females
Socio-economic group				
Employees total	3-9	2 105	1 034	1 071
Upper-level employees	3	606	319	287
- senior officials and upper management	31	72	46	27
- senior officials and employees in research and planning	32	170	113	56
- senior officials and employees in education and training	33	120	31	89
- other senior officials and employees	34	244	130	115
Lower-level employees	4	844	259	585
- supervisors	41	83	50	34
- clerical and sales workers, independent work	42	278	86	192
- clerical and sales workers, routine work	43	26	5	21
- other lower-level employees	44	456	119	338
Manual workers	5	650	454	196
- workers in agriculture, forestry and commercial fishing	51	32	22	10
- manufacturing workers	52	245	215	30
- other production workers	53	107	71	36
- distribution and service workers	54	266	146	120
Unknown	9	4	2	2

Appendix table 36. Employed persons aged 15-74 having worked at secondary jobs during the survey week by industry (TOL 2008) of main job in 2016

Industry	TOL 2008	Employed persons total	Those having worked at secondary jobs	Share of those having worked at secondary jobs
		1000 persons	1000 persons	Per cent
Industries total	00-99	2 448	104	4,2
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	101	6	5,8
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	356	9	2,5
F Construction	41-43	178	5	2,9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	290	10	3,5
H Transportation and storage	49-53	141	5	3,5
I Accommodation and food service activities	55-56	85	5	5,4
J Information and communication	58-63	101	3	3,3
K, L Financial, insurance and real estate activities	64-68	75	2	2,9
M, N Professional, scientific and technical activities; administrative and support service activities	69-82	271	12	4,4
O Public administration and defence; compulsory social security	84	111	5	4,6
P Education	85	173	13	7,3
Q Human health and social work activities	86-88	409	19	4,7
R-U Arts, entertainment and recreation; other service activities	90-99	148	10	6,6

Appendix table 37. Employees aged 15-74 having paid overtime during the survey week and the proportion of them of all employees by industry (TOL 2008) in 2016

		Employees total	Those having worked overtime for pay	Share of those having worked overtime for pay
		1000 persons	1000 persons	Per cent
Industry	TOL 2008			
Industries total	00-99	2 105	252	12,0
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	36	6	15,5
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	332	42	12,7
F Construction	41-43	132	20	14,8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	254	29	11,3
H Transportation and storage	49-53	121	20	16,8
I Accommodation and food service activities	55-56	73	8	10,9
J Information and communication	58-63	91	12	13,6
K, L Financial, insurance and real estate activities	64-68	68	8	11,6
M, N Professional, scientific and technical activities; administrative and support service activities	69-82	214	28	12,9
O Public administration and defence; compulsory social security	84	111	12	10,9
P Education	85	169	12	6,9
Q Human health and social work activities	86-88	386	45	11,8
R-U Arts, entertainment and recreation; other service activities	90-99	111	10	9,4

Appendix table 38. Employees aged 15-74 in permanent and temporary (fixed-term) work by industry (TOL 2008) in 2016

		Employees total	Permanent work	Temporary (fixed-term) work
		1000 persons	1000 persons	1000 persons
Industry	TOL 2008			
Industries total	00-99	2 105	1 772	333
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	36	30	5
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	332	301	31
F Construction	41-43	132	118	13
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	254	219	35
H Transportation and storage	49-53	121	110	11
I Accommodation and food service activities	55-56	73	59	14
J Information and communication	58-63	91	85	7
K, L Financial, insurance and real estate activities	64-68	68	61	7
M, N Professional, scientific and technical activities; administrative and support service activities	69-82	214	184	30
O Public administration and defence; compulsory social security	84	111	94	17
P Education	85	169	125	44
Q Human health and social work activities	86-88	386	301	85
R-U Arts, entertainment and recreation; other service activities	90-99	111	80	31

Appendix table 39. Employees aged 15-74 in permanent and temporary (fixed-term) work by employer sector and sex in 2016

		Employees total	Permanent work	Temporary (fixed-term) work
		1000 persons	1000 persons	1000 persons
Sex	Employer sector			
Both sexes total	Employer sector total	2 105	1 772	333
	Private sector	1 440	1 252	189
	Public sector	657	516	142
	- central government	129	97	32
	- local government	528	418	110
Males	Employer sector total	1 034	898	136
	Private sector	848	754	94
	Public sector	183	142	41
	- central government	65	50	16
	- local government	118	93	25
Females	Employer sector total	1 071	874	197
	Private sector	593	498	95
	Public sector	474	373	101
	- central government	64	48	16
	- local government	410	326	85

Appendix table 40. Employees aged 15-74 in temporary (fixed-term) work by reason for temporary work and sex in 2016, %

	Both sexes total	Males	Females
	Per cent	Per cent	Per cent
Temporary employees total	100,0	100,0	100,0
In practical training related to studies	4,2	5,4	3,3
Could not find a permanent work	67,8	63,5	70,8
Does not want a permanent work	24,5	26,5	23,1
On trial period	2,0	2,7	1,5
Don't know or unknown	0,7	.	.

Appendix table 41. Full-time and part-time employees aged 15-74 by industry (TOL 2008) in 2016

Industry	TOL 2008	Employees total	Full-time work total	Part-time work total
		1000 persons	1000 persons	1000 persons
Industries total	00-99	2 105	1 783	321
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	36	30	5
C-E Manufacturing; electricity, gas, steam and air conditioning and water supply; sewerage and waste management	10-39	332	315	17
F Construction	41-43	132	124	8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	254	190	64
H Transportation and storage	49-53	121	102	19
I Accommodation and food service activities	55-56	73	45	28
J Information and communication	58-63	91	85	6
K, L Financial, insurance and real estate activities	64-68	68	61	7
M, N Professional, scientific and technical activities; administrative and support service activities	69-82	214	179	35
O Public administration and defence; compulsory social security	84	111	106	5
P Education	85	169	142	27
Q Human health and social work activities	86-88	386	324	62
R-U Arts, entertainment and recreation; other service activities	90-99	111	76	35

Appendix table 42. Full-time and part-time employees aged 15-74 by employer sector and sex in 2016

		Employees total	Full-time work total	Part-time work total
		1000 persons	1000 persons	1000 persons
Sex	Employer sector			
Both sexes total	Employer sector total	2 105	1 783	321
	Private sector	1 440	1 196	245
	Public sector	657	583	74
	- central government	129	121	8
	- local government	528	462	66
Males	Employer sector total	1 034	931	103
	Private sector	848	761	87
	Public sector	183	168	15
	- central government	65	62	3
	- local government	118	106	11
Females	Employer sector total	1 071	852	219
	Private sector	593	435	158
	Public sector	474	415	59
	- central government	64	59	4
	- local government	410	356	54

Appendix table 43. Employees aged 15-74 by type of employment relationship, age and sex in 2016

		Employees total, 1000 persons						
		Age group						
		15-74	15-24	25-34	35-44	45-54	55-64	65-74
Sex								
Both sexes total	Total	2 105	245	475	479	503	373	28
	- permanent full-time work	1 545	76	331	391	435	303	9
	- permanent part-time work	227	63	46	37	27	42	12
	- temporary (fixed-term) full-time work	239	67	78	40	33	19	.
	- temporary (fixed-term) part-time work	94	40	21	11	8	9	5
	Temporary (fixed-term) work total	333	107	99	51	41	28	7
	Part-time work total	321	103	66	48	35	51	18
Males	Total	1 034	116	259	247	238	160	14
	- permanent full-time work	830	48	203	222	215	136	5
	- permanent part-time work	69	21	15	7	7	13	6
	- temporary (fixed-term) full-time work	101	32	32	14	14	8	.
	- temporary (fixed-term) part-time work	34	14	9	3	2	3	3
	Temporary (fixed-term) work total	136	47	41	17	16	11	3
	Part-time work total	103	36	23	11	9	16	8
Females	Total	1 071	130	216	232	265	213	14
	- permanent full-time work	715	28	127	169	219	167	4
	- permanent part-time work	159	42	31	29	20	30	7
	- temporary (fixed-term) full-time work	137	34	46	26	19	11	.
	- temporary (fixed-term) part-time work	60	26	12	8	6	5	3
	Temporary (fixed-term) work total	197	60	58	34	25	16	4
	Part-time work total	219	68	43	38	26	35	9

Appendix table 44. Different types of employment relationships of employees whose present work has continued less than 12 months by age and sex in 2016, persons aged 15-64, %

		Employees' employment relationships of less than 12 months, %					
		Age group					
		15-64	15-24	25-34	35-44	45-54	55-64
Sex							
Both sexes total	Total	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	33,9	20,1	38,8	48,4	45,6	26,6
	- permanent part-time work	12,3	20,4	9,2	7,3	6,1	7,5
	- temporary (fixed-term) full-time work	38,3	37,5	40,9	32,8	37,3	46,3
	- temporary (fixed-term) part-time work	15,6	22,0	11,1	11,5	11,0	19,6
	Temporary (fixed-term) work total	53,8	59,5	52,0	44,3	48,3	65,9
	Part-time work total	27,9	42,4	20,3	18,8	17,1	27,1
Males	Total	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	44,2	28,1	49,7	63,6	56,4	33,0
	- permanent part-time work	8,5	14,6	6,4	.	.	.
	- temporary (fixed-term) full-time work	35,6	40,7	34,1	26,3	32,5	43,6
	- temporary (fixed-term) part-time work	11,7	16,6	9,8	6,5	.	16,7
	Temporary (fixed-term) work total	47,3	57,3	43,9	32,8	39,2	60,3
	Part-time work total	20,2	31,2	16,2	10,2	11,1	23,4
Females	Total	100,0	100,0	100,0	100,0	100,0	100,0
	- permanent full-time work	24,3	12,8	28,5	35,5	34,5	20,6
	- permanent part-time work	15,8	25,7	11,8	10,4	7,8	.
	- temporary (fixed-term) full-time work	40,8	34,7	47,2	38,4	42,2	48,8
	- temporary (fixed-term) part-time work	19,1	26,9	12,4	15,8	15,5	22,4
	Temporary (fixed-term) work total	59,9	61,6	59,6	54,2	57,7	71,1
	Part-time work total	34,9	52,6	24,2	26,1	23,3	30,6

Appendix table 45. Employed persons aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2016 (The appendix table has been corrected on 18 December 2018)

		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	2 448	189	304	1 583	166	190
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	101	13	15	33	9	28
C Manufacturing	10-33	327	6	18	261	23	18
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	29	1	1	23	2	1
F Construction	41-43	178	6	9	120	16	27
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	290	28	55	164	18	23
H Transportation and storage	49-53	141	10	15	78	15	22
I Accommodation and food service activities	55-56	85	13	21	40	3	8
J Information and communication	58-63	101	4	7	76	9	5
K, L Financial, insurance and real estate activities	64-68	75	4	7	49	8	7
M Professional, scientific and technical activities	69-75	163	14	17	101	14	15
N Administrative and support service activities	77-82	109	13	17	67	5	7
O Public administration and defence; compulsory social security	84	111	2	4	91	10	2
P Education	85	173	15	39	99	12	7
Q Human health and social work activities	86-88	409	31	50	304	12	10
R Arts, entertainment and recreation	90-93	63	14	12	29	3	4
S-U Other service activities	94-99	85	15	15	43	7	5

Appendix table 46. Employees aged 15-74 by usual weekly working hours in main job and industry (TOL 2008) in 2016 (The appendix table has been corrected on 18 December 2018)

		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	2 105	144	248	1 489	131	82
A, B Agriculture, forestry and fishing; mining and quarrying	01-09	36	3	3	22	4	3
C Manufacturing	10-33	304	5	15	254	19	10
D, E Electricity, gas, steam and air conditioning and water supply; sewerage and waste management	35-39	28	0	1	23	2	1
F Construction	41-43	132	4	4	103	10	10
G Wholesale and retail trade; repair of motor vehicles and motorcycles	45-47	254	25	50	155	14	9
H Transportation and storage	49-53	121	8	13	73	14	12
I Accommodation and food service activities	55-56	73	11	20	37	2	1
J Information and communication	58-63	91	3	5	73	8	3
K, L Financial, insurance and real estate activities	64-68	68	3	6	47	7	5
M Professional, scientific and technical activities	69-75	120	6	9	88	10	6
N Administrative and support service activities	77-82	94	10	14	63	3	2
O Public administration and defence; compulsory social security	84	111	2	4	91	10	2
P Education	85	169	14	37	98	12	6
Q Human health and social work activities	86-88	386	27	45	296	9	6
R Arts, entertainment and recreation	90-93	48	10	8	26	2	2
S-U Other service activities	94-99	63	11	10	35	4	2

Appendix table 47. Average usual weekly working hours in main job of employed persons aged 15-74 in full-time and part-time work by socio-economic group and sex in 2016

		Usual weekly working hours		
		Full-time and part-time work total	Full-time work	Part-time work
Sex	Socio-economic group			
Both sexes total	Employed persons total	36,7	40,1	18,9
	Employees total	36,2	39,1	19,5
	- upper-level employees	37,7	39,5	18,2
	- lower-level employees	35,3	38,4	20,7
	- manual workers	36,0	39,7	18,5
	Self-employed persons and unpaid family workers total	39,8	46,5	16,3
Males	Employed persons total	38,6	41,3	18,1
	Employees total	38,0	40,0	18,7
	- upper-level employees	38,8	40,3	17,9
	- lower-level employees	37,2	39,4	19,3
	- manual workers	37,8	40,2	18,7
	Self-employed persons and unpaid family workers total	41,7	47,5	16,7
Females	Employed persons total	34,6	38,6	19,3
	Employees total	34,5	38,1	19,9
	- upper-level employees	36,5	38,7	18,5
	- lower-level employees	34,4	37,9	21,0
	- manual workers	31,6	38,0	18,3
	Self-employed persons and unpaid family workers total	36,0	44,3	15,6

Appendix table 48. Average usual weekly working hours in main job of employees aged 15-74 by socio-economic group and employer sector in 2016

		Usual weekly working hours			
		Employees total	Upper-level employees	Lower-level employees	Manual workers
Sex	Employer sector				
Both sexes total	Employer sector total	36,2	37,7	35,3	36,0
	Private sector	36,2	38,4	34,8	36,1
	Public sector	36,1	36,6	36,1	34,9
	- central government	37,4	38,2	36,3	38,5
	- local government	35,8	36,0	36,1	34,7
Males	Employer sector total	38,0	38,8	37,2	37,8
	Private sector	38,2	39,5	37,3	38,0
	Public sector	36,8	36,9	37,0	36,3
	- central government	37,7	38,1	37,1	38,9
	- local government	36,3	36,0	37,0	36,1
Females	Employer sector total	34,5	36,5	34,4	31,6
	Private sector	33,3	36,6	33,2	30,9
	Public sector	35,9	36,4	35,9	34,0
	- central government	37,1	38,3	35,7	37,9
	- local government	35,7	36,0	35,9	33,8

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 the Survey sample includes approximately 12,000 persons 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://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market_and_Labour_force_survey_\(LFS\)_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market_and_Labour_force_survey_(LFS)_statistics).

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_2016-03-03_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 include the Standard Industrial Classification (TOL 2008, NACE Rev. 2), the Classification of Occupations 2010 (ISCO-08), the Classification of Socio-economic Groups 1989 (based on the Classification of Occupations 2010) and the Classification of Education 2011 (ISCED) 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://vrk.fi/en/registration-of-foreign-citizens>).

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 2015, the household data comprised approximately 51,000 persons who formed 22,000 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. In 2016, around 101,000 persons were interviewed for the Labour Force Survey. The response rate of this survey was 70 per cent, on average.

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 Economic Affairs and Employment 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 published in a certain month is an estimate of the number of unemployed persons aged between 15 and 74 in Finland 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 at: http://tilastokeskus.fi/til/tramo_seats_en.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 instance, if the estimate for the number of unemployed persons in a certain month is

230,000 and its standard error is 7,700, the 95 per cent confidence interval of the number of the unemployed is $230,000 \pm 15,100$, i.e. 214,900–245,100 persons. The share to be added to the estimate or deducted from it, in this case 15,100, is obtained by multiplying the estimate’s standard error with the 1.96 coefficient of the 95 per cent confidence interval. This share describes the inaccuracy caused by random variation due to sampling and is called the **margin of error**.

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 margins of error 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 margin of error 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 margins of error (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 $300,000 \pm 11,600$ 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 $300,000 \pm 6,700$ 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 margins of error (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 margins of error (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 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.stat.fi/meta/rekisteriselosteet/rekisteriseloste_tyovoimatutkimus.html.

Information service: tyovoimatutkimus@stat.fi and tel. +358 29 551 1000.

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 Economic Affairs and Employment'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 Economic Affairs and Employment 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:

http://tilastokeskus.fi/til/tyti/tyti_2016-08-23_men_001_en.html.

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