



Finnish Institute of
Occupational Health

Slow life – time to balance work – life demands at different life stages

**Kaisa Kauppinen, Research Professor
Finnish Institute of Occupational Health (FIOH)**

Family-project, Final conference, July 2011

Finland: combining 3 'highs': high employment rate, high degree of education and high fertility

- Finnish women are the **best educated** in EU
 - Of women aged 25-59, 42 % have tertiary education
- Gender **employment gap** is the narrowest in Finland and Sweden
- The **total fertility rate** was record high in 2009 (1.86)
- Average age of women at **first marriage (30,1)** and at **first childbirth (28.2)**
- Every fifth family has more than two children

Parents by economic activity and age of the youngest child, 2008

- **The youngest child **under 3 years****
 - **Mothers in employment** **51 %**
 - **Fathers in employment** **93 %**

- **The youngest child **3-6 years****
 - **Mothers in employment** **81 %**
 - **Fathers in employment** **93 %**

- **The youngest child is **7-17 years****
 - **Mothers in employment** **88 %**
 - **Fathers in employment** **90 %**

Examples of family-friendly arrangements in Finnish workplaces



- 70 % have **flexibility** in starting and leaving times
- 20-30 % can work from home (**telework, e-work**)
- 35 % have a **time bank**
- **Employers' child care services as a bonus**
- **Age-friendly workplace practices for people 55+**
- **Gender equality plan in 94 % of big and 57 % of small enterprises**
- **About 75 % of employees belong to trade unions**

Thank you very much!
www.ttl.fi

