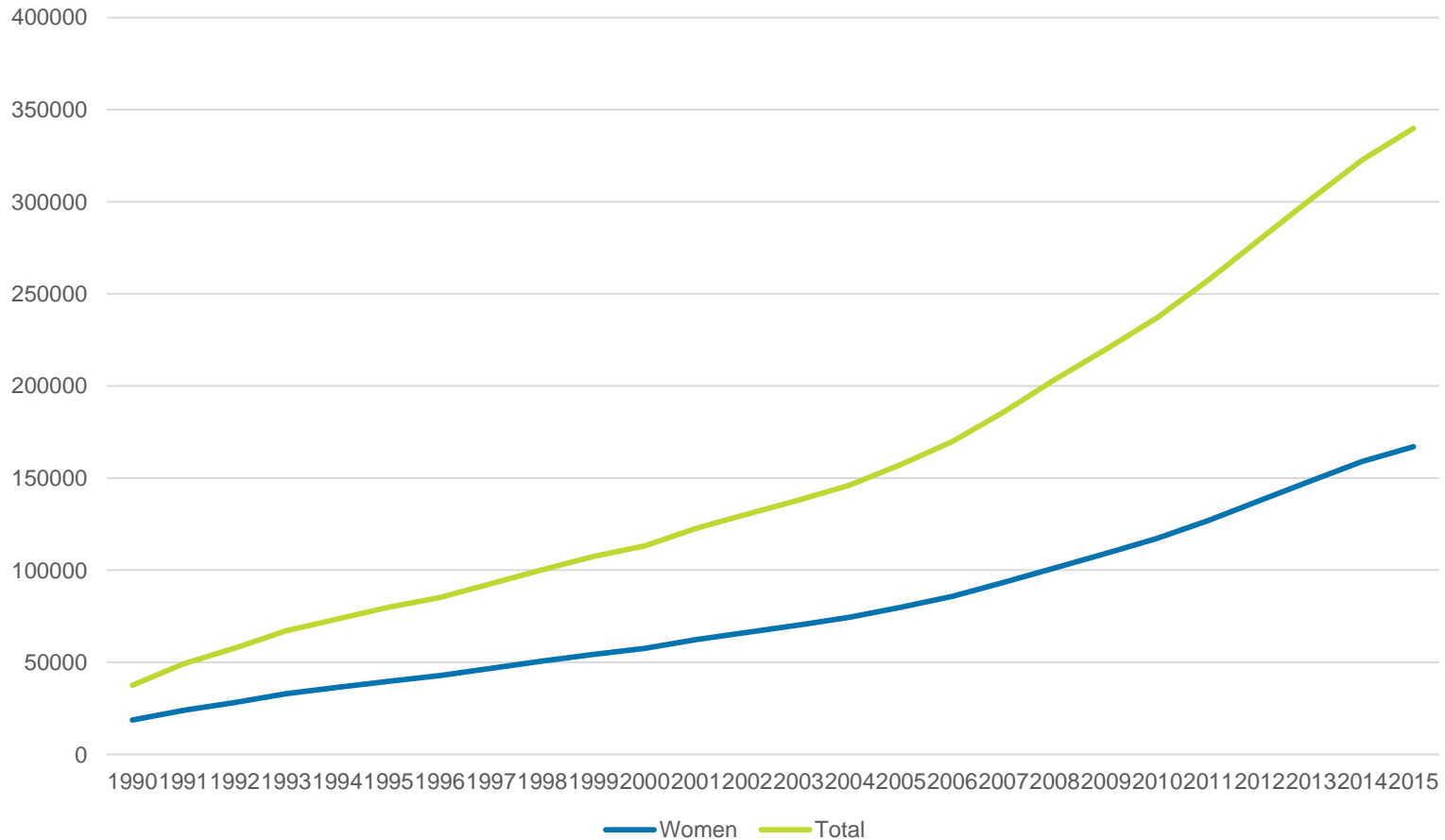


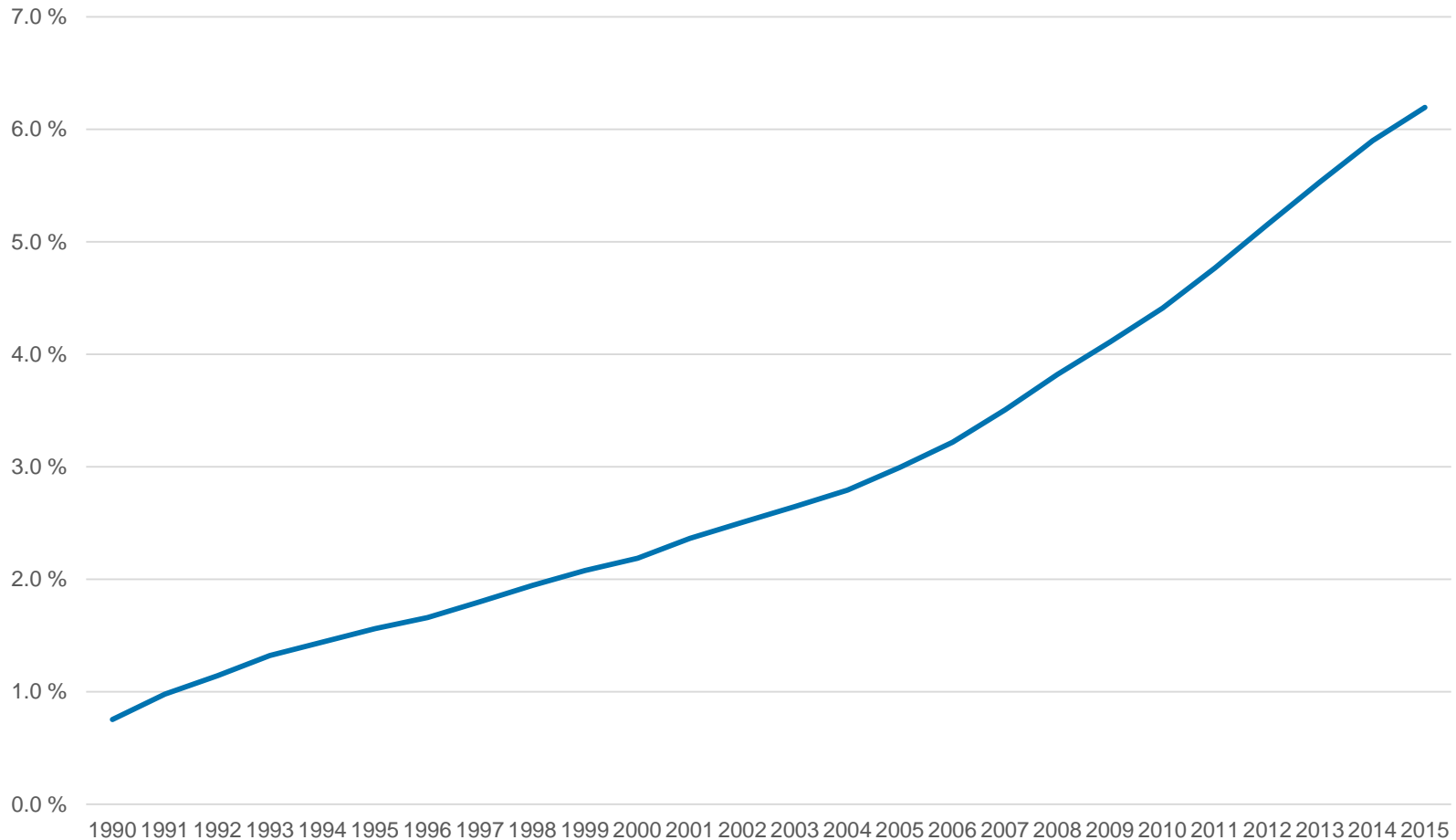
Employment gender gap for migrant population in Finland

Hanna Sutela
Global Forum on Gender Statistics
24th October 2016, Helsinki

Number of the population with foreign origin (=both parents born abroad), Statistics on Population Structure



Percentage of the population with foreign origin of total population, Statistics on Population Structure

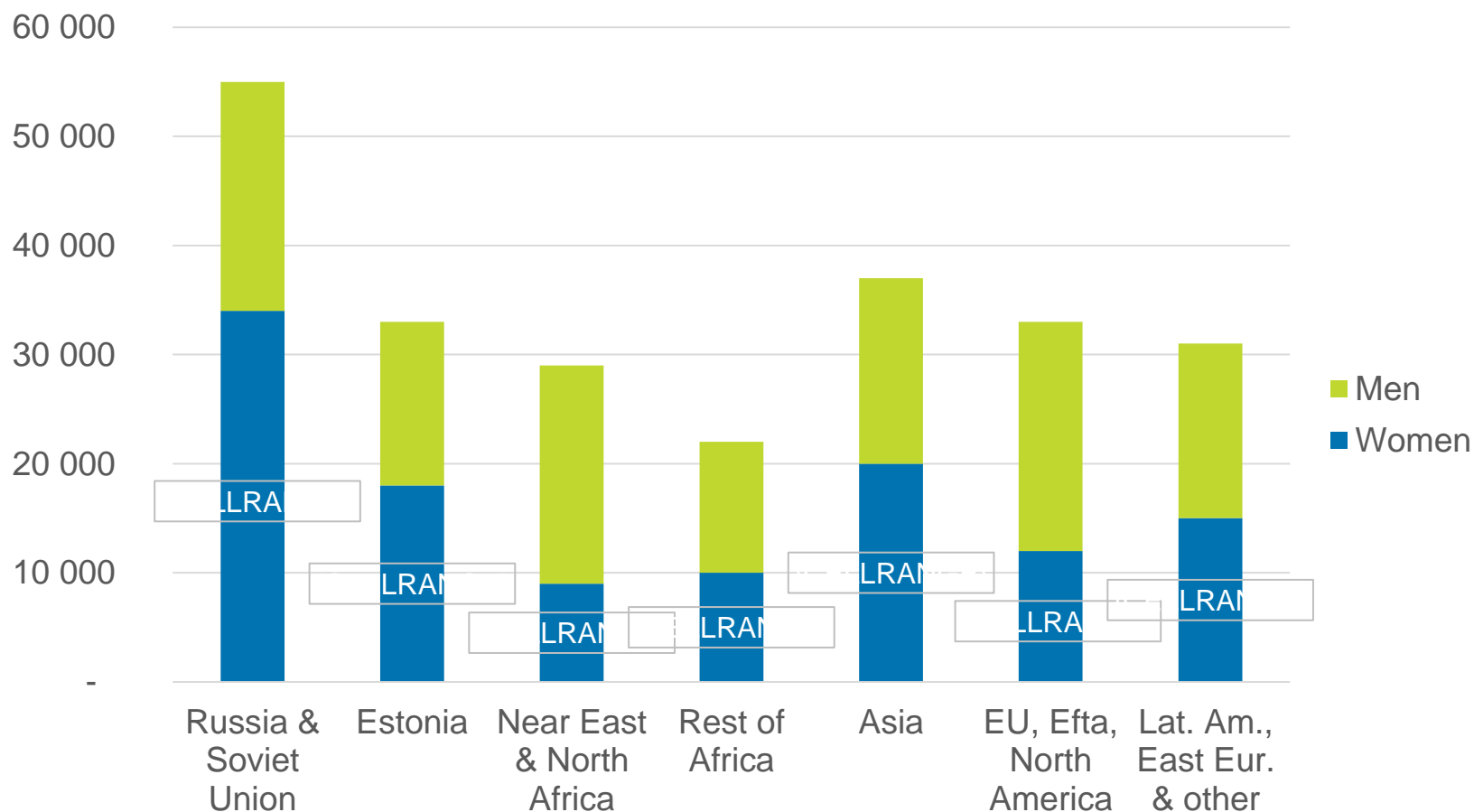


Data

- Work and Well-being among the population with foreign origin in Finland in 2014 -Survey (UTH)
- +
- EU Labour Force Survey ad hoc module 2014
 - 4 009 persons with foreign origin
 - 16 478 persons with Finnish origin
 - Interviews in 12 languages, materials in 28 languages
 - Response rate 66 %
 - The effects of non-response corrected by weight calibration at to the population level → working aged persons with foreign origin 241 000, with Finnish origin 3 251 000
 - In co-operation with The National Institute for Health and Welfare (THL), Finnish Institute for Occupational Health and Ministry of Economic Affairs and Employment

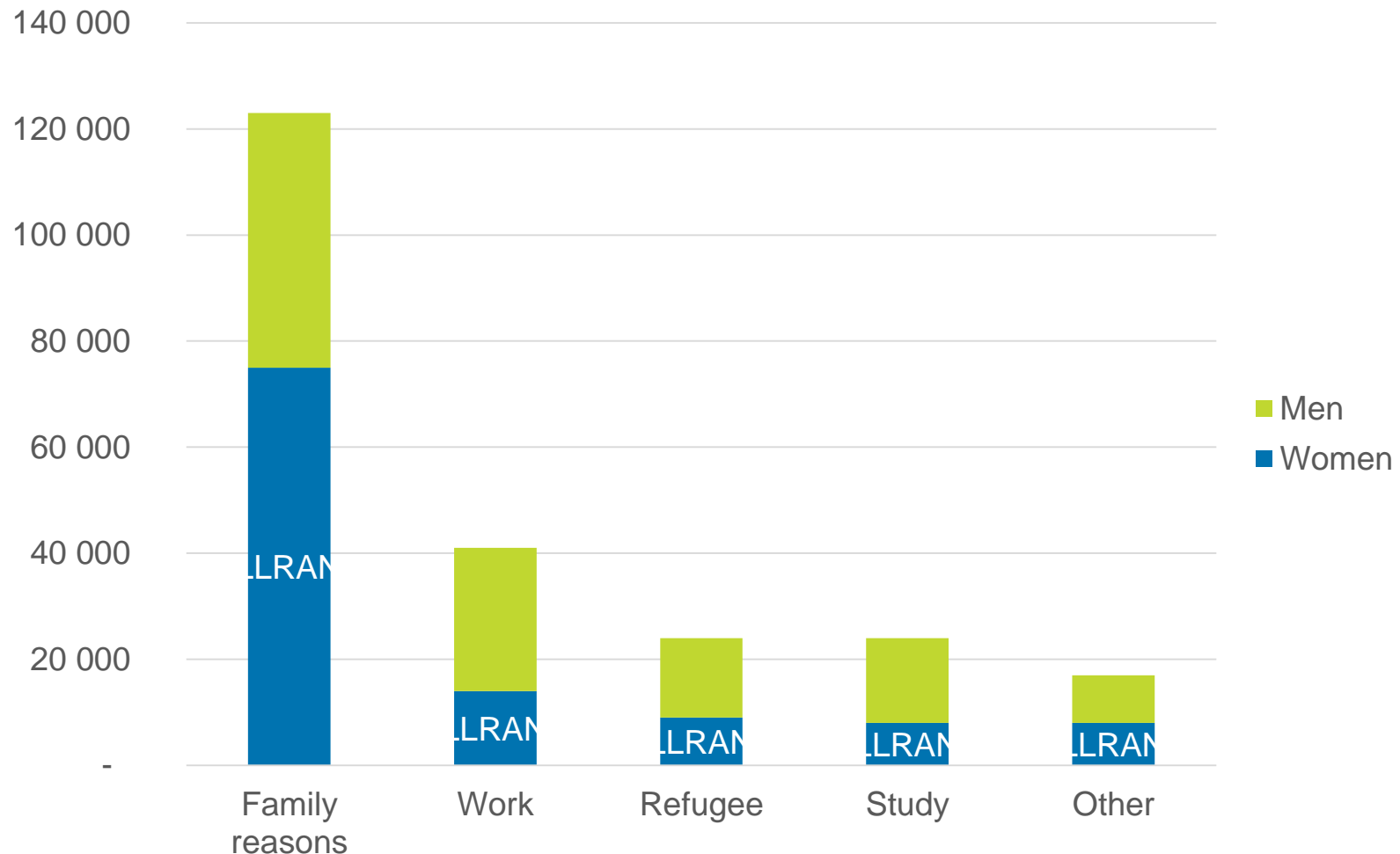
Half of the population with foreign origin are women. Biggest group those with Russian/Soviet origin

Population with foreign origin aged 15 to 64 yrs, by sex and country cluster in 2014, UTh



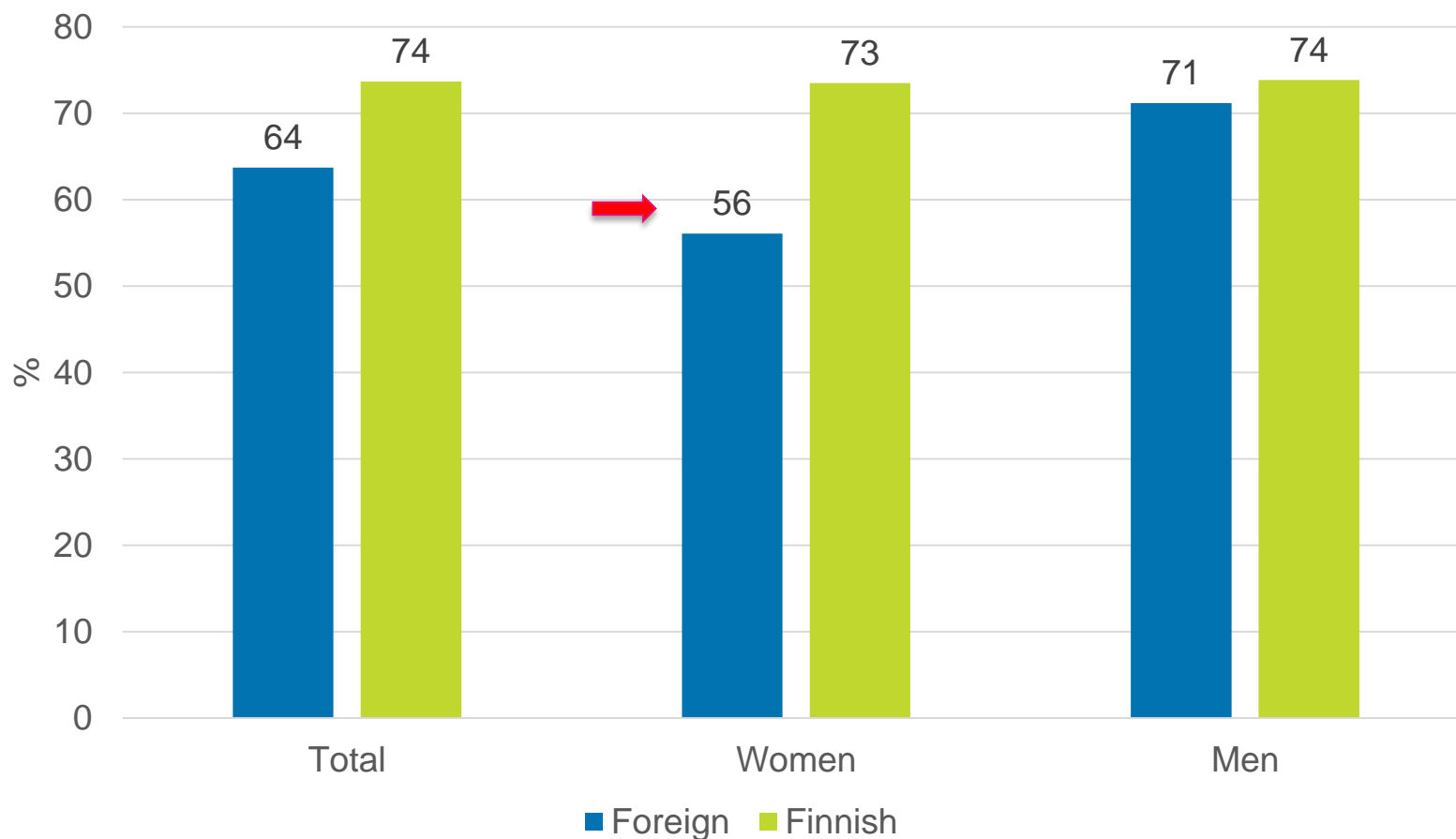
Two in three women moved to Finland for family reasons

Main reason of immigration by sex, population aged 15–64 yrs born in a foreign country, 2014, UTH



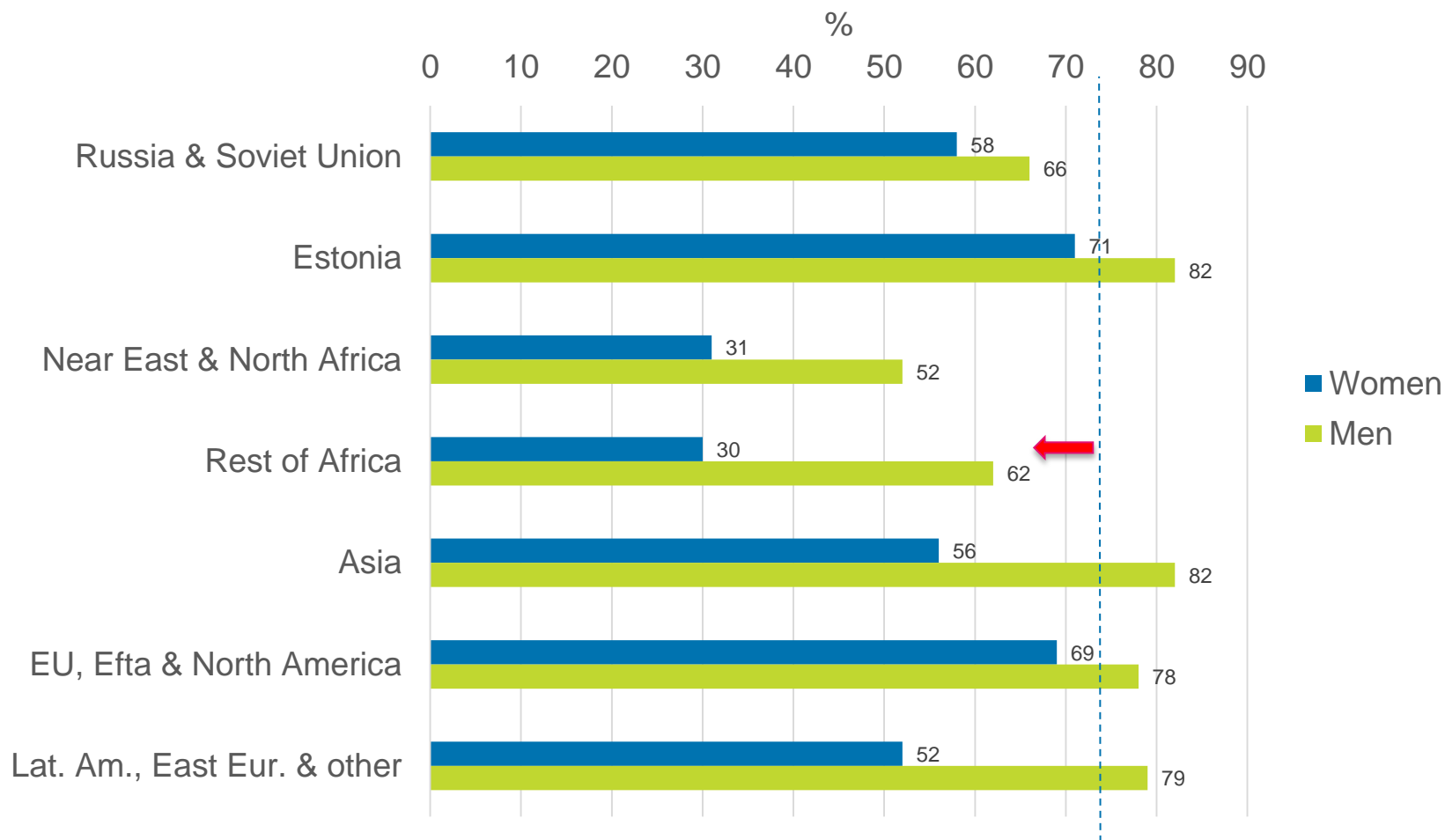
Low female employment rate presses down the employment rate of migrants

Employment rate by sex and origin, population aged 20 to 64 yrs in 2014, UTH



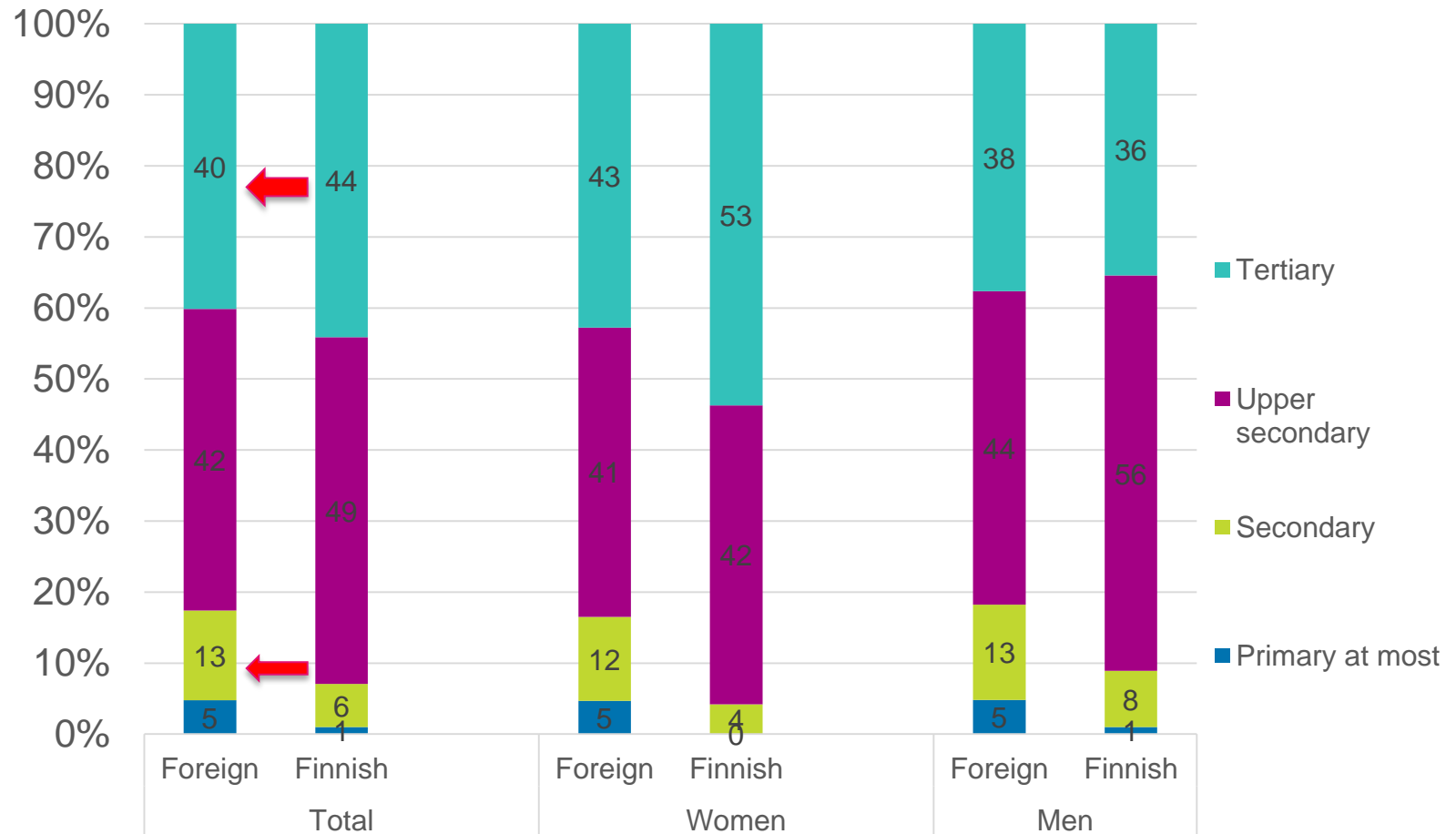
Gender employment gap exist in all country clusters

Employment rate by sex and country of origin, population aged 20 to 64 yrs in 2014, UTH



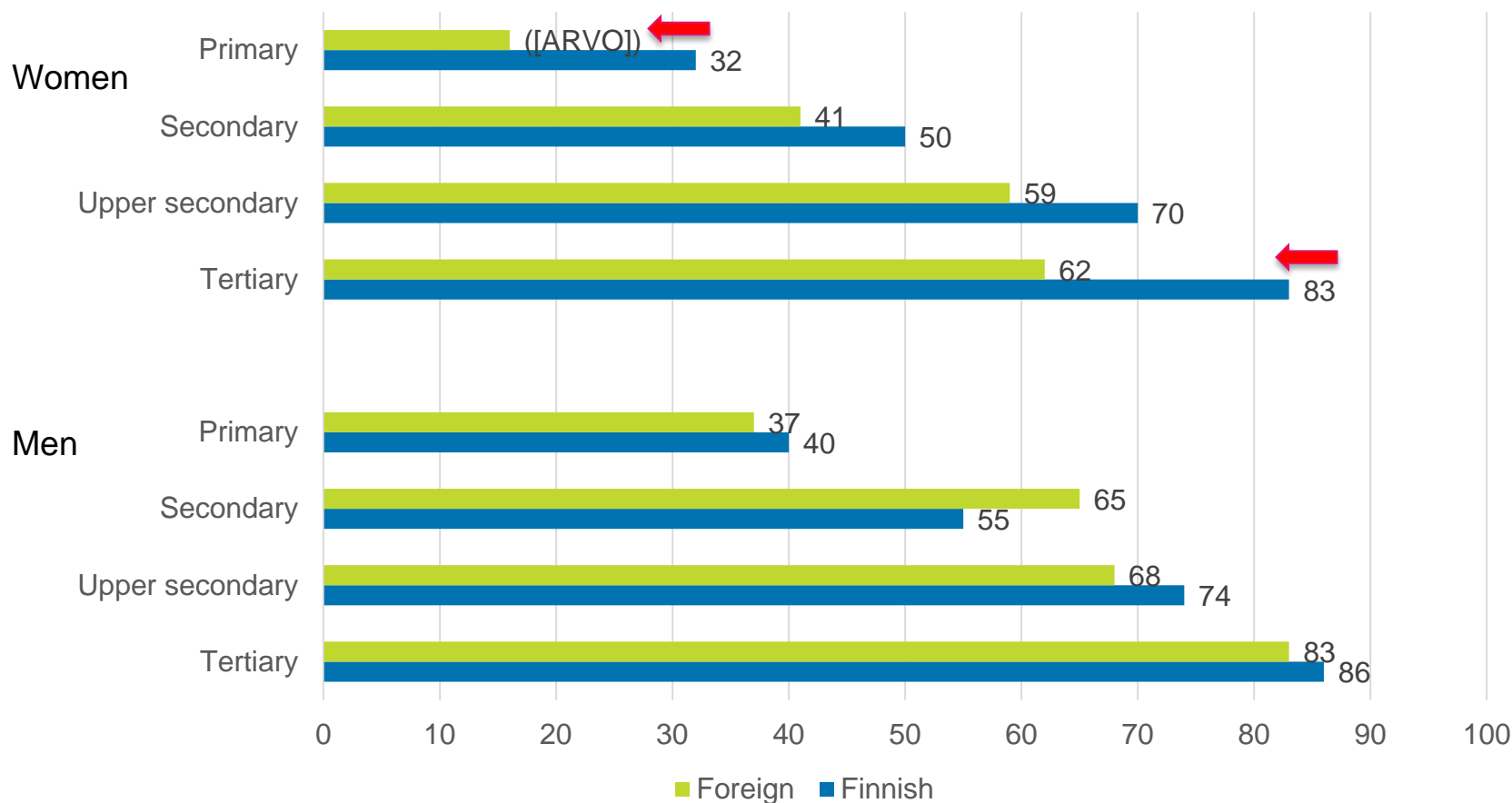
Educational structure of the population with foreign origin more polarised

Educational structure by sex and origin, population aged 25 to 54 yrs in Finland in 2014, UTH



Tertiary education no guarantee of employment for women with foreign origin

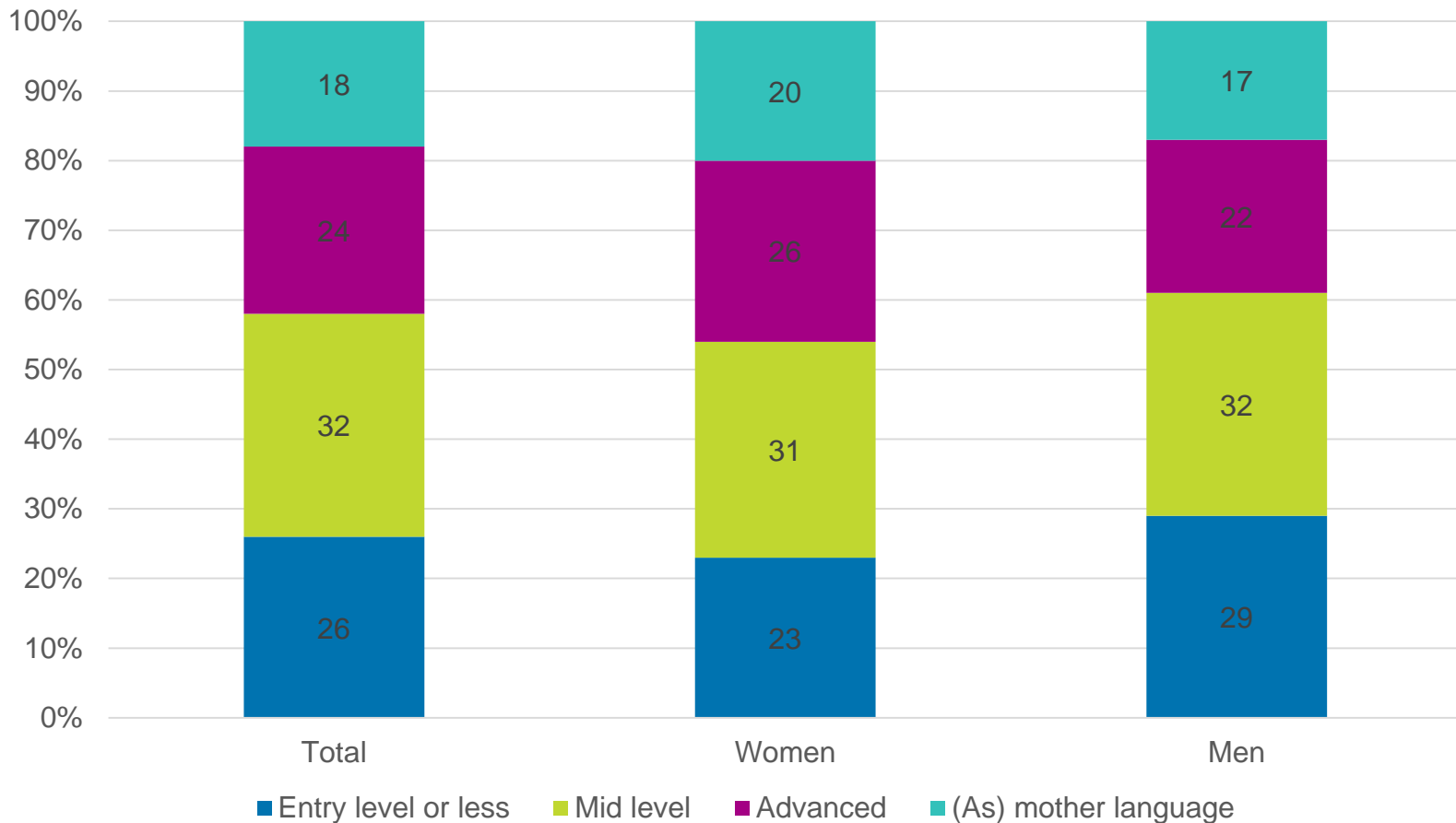
Employment rate by education, sex and origin, population aged 20 to 64 yrs in Finland in 2014, UTH



Women have better language skills than men

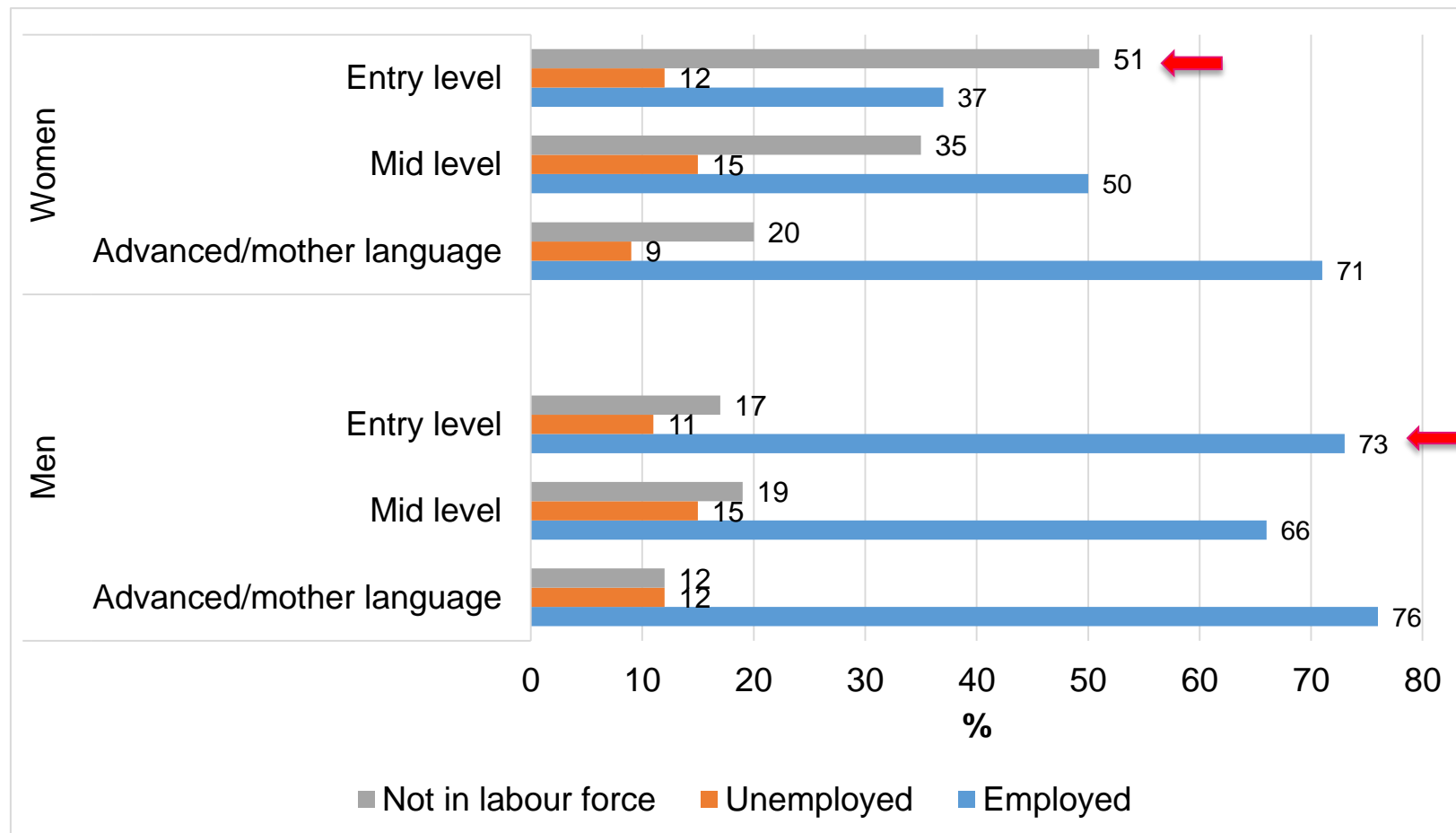
Level of language skills in Finnish or Swedish by sex

Population with foreign origin, first generation aged 15 to 64 in 2014, UTH



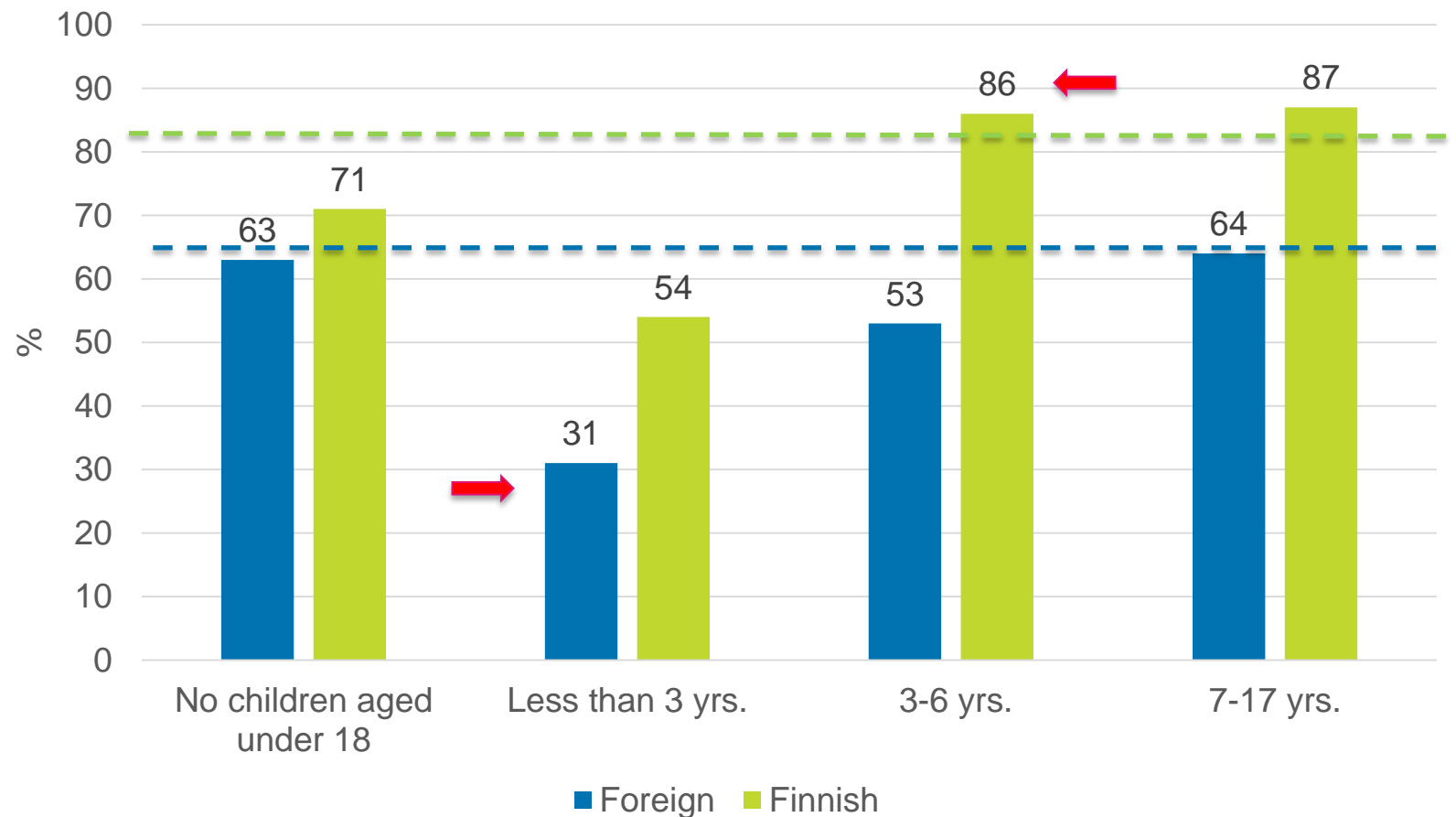
For women, better language skills are required to get employed than for men

First generation of the population with foreign origin aged 20 to 64 yrs by sex and skills in Finnish/Swedish in 2014, UTH



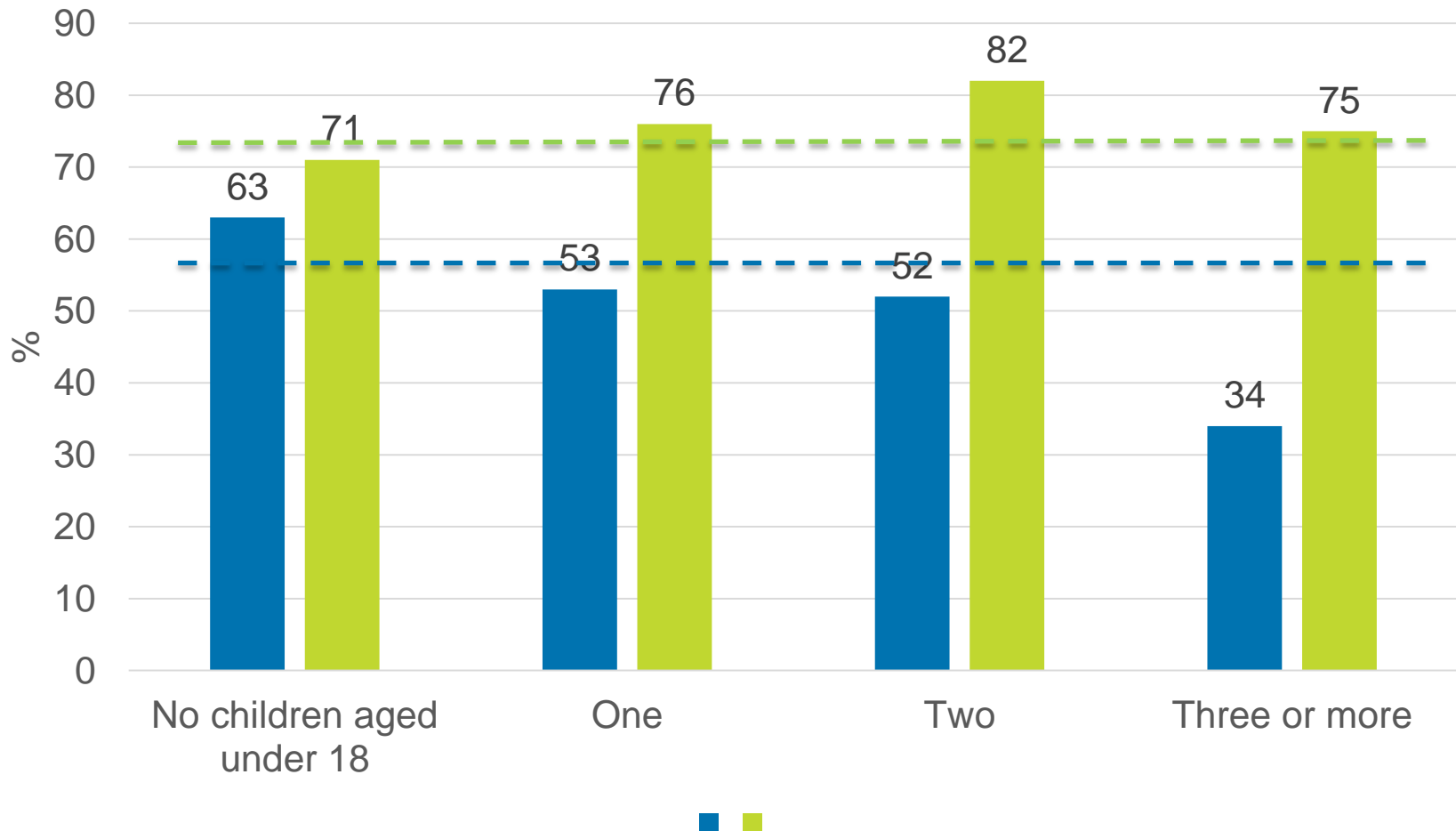
Motherhood impact negative for women with foreign origin

Female employment rate by origin and age of the youngest child, women aged 20 to 64 yrs, 2014, UTH



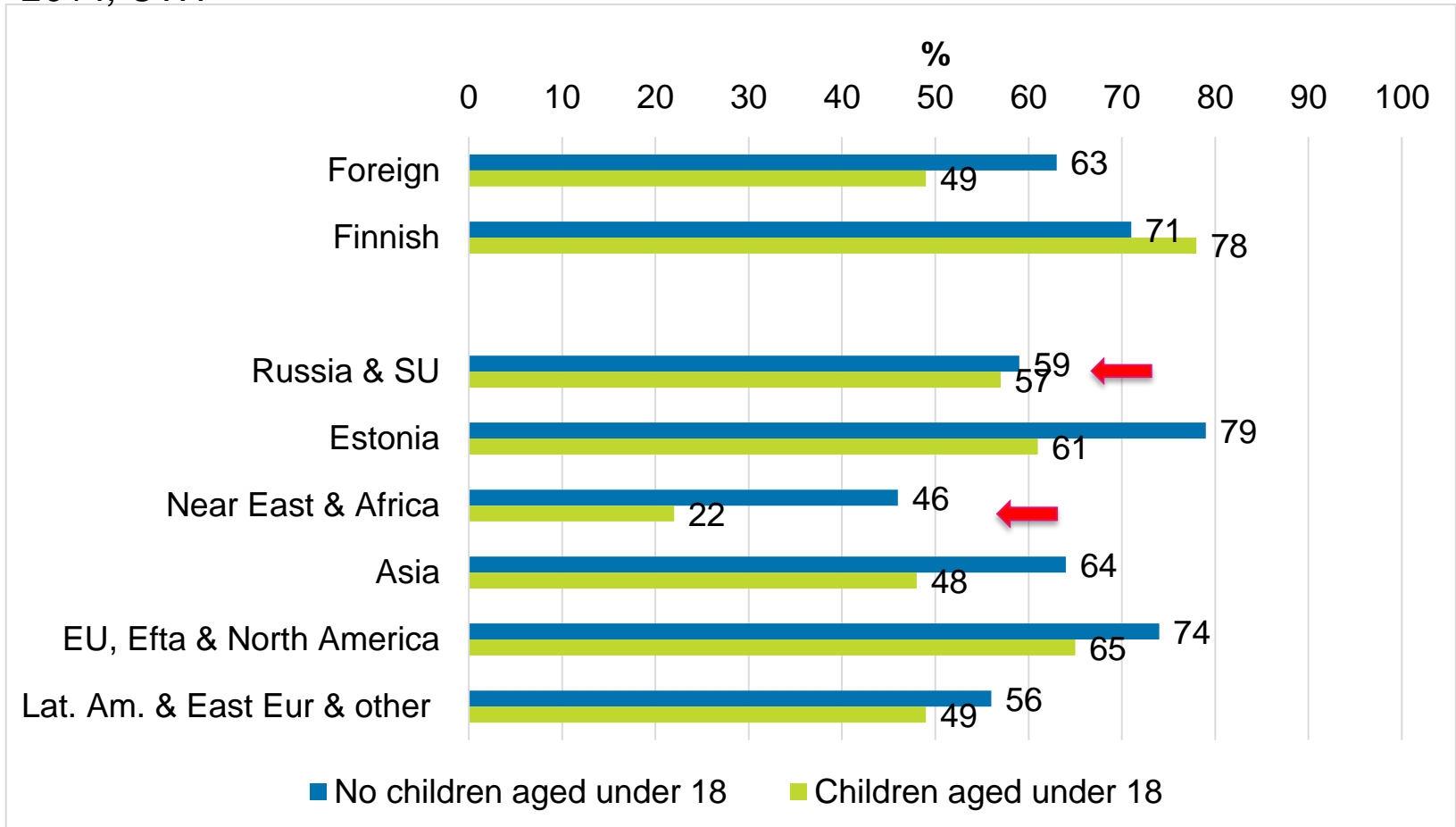
Number of children impacts employment rate of mothers with foreign origin

Female employment rate by origin and number of children at the household, women aged 20 to 64, 2014, UTH



Motherhood impact varies by country of origin

Employment rate of women with and without children by origin, aged 20 to 64, 2014, UTH

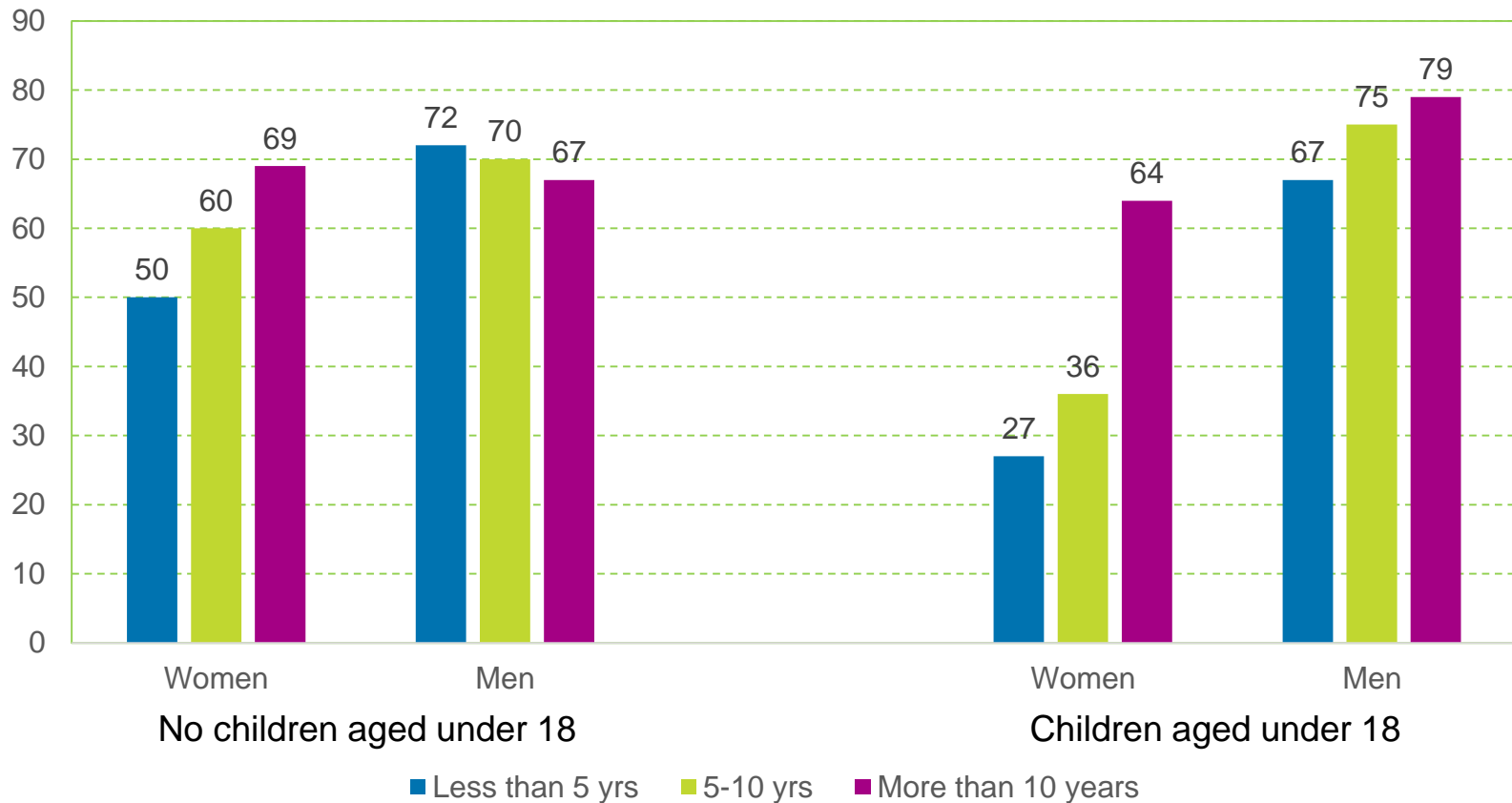


Why is it difficult to get employed?

- Non-employed mothers (20-49 yrs): with foreign origin, with children aged under schoolage
 - Low education (32 % secondary education at the most – vs. 10 % among mothers with Finnish origin)
 - 30 % with no previous work experience (mothers with Finnish origin 4 %)
 - 36 % with skills in Finnish/Swedish at entry level at the most
 - Early family formation \leftrightarrow lack of education and work experience
 - 72 % moved to Finland for family reasons
 - 46 % considered weak language skills in Finnish/Swedish as the main obstacle for employment
- Temporary employment more common for employees with foreign origin than for those with Finnish origin – no job to return to after family leave

Employment rate increases by the length of residence in Finland – for mothers too

Employment rate of population with foreign origin with and without children by the length of stay in Finland, first generation aged 20 to 64, 2014, UTH



Some conclusions

- Employment rate of women with foreign origin very low in comparison to women with Finnish origin – still, employment rate of migrant women in Finland is of good EU-28 average
- Low employment of women with foreign origin is associated to (early) motherhood, low language skills in Finnish/Swedish, low education, lack of work experience and short residence in Finland → special efforts needed on the promotion of their language skills, vocational and basic (!) education
- In the lack of realistic perspectives of future in the labour market, early motherhood may seem as a meaningful alternative
- Good language skills in Finnish/Swedish promote the employment of mothers, too
- Changes in gender roles by the length of residence in Finland? Women with children aged under 3, having lived over 10 years in the country are employed as often as mothers of Finnish origin with children aged under 3



Thank you

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