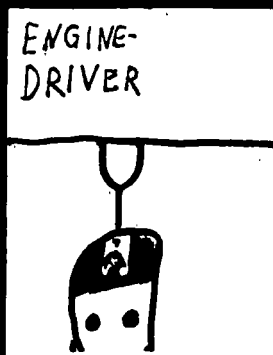


# Women and men at work

HELSINKI 1985



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# **Women and men at work**



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## PREFACE

This publication examines working life in Finland as seen from the standpoint of men and women. Based on certain central statistics, the volume provides information about men's and women's education, participation in gainful employment, employment conditions, and wages and salaries. The statistics relate mainly to the year 1983. Trends and developments in education and labour force participation are also discussed. A great majority of the statistics have already appeared in different publications of the Central Statistical Office of Finland but have here been brought together because of their relevance to the topic of this volume.

The volume is an experiment and relates to the Central Statistical Office's efforts to develop a system for statistical description of equality between the sexes.

The publication was prepared by a project group whose work was coordinated by Eeva-Sisko Veikkola (Planning Department) and whose members were Heli Kovalainen (Labour Force Statistics), Aila Repo (Education Statistics), Anna-Leena Wickstrand-Laiho (Wage Statistics, private sector), Seppo Laaksonen (Wage Statistics, public sector), and Riitta Tolonen (Planning Department). Eeva-Liisa Tuominen from the Prime Minister's Office participated in the planning of the volume. The volume was compiled by Heli Kovalainen, the statistical figures were drawn by Riitta Tolonen, and the illustrations were created by Salme Halonen.

Helsinki, January 1985

Olavi E. Niitamo

Jorma Hyppölä

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Cover illustrations: Noora Kovalainen, aged 6.

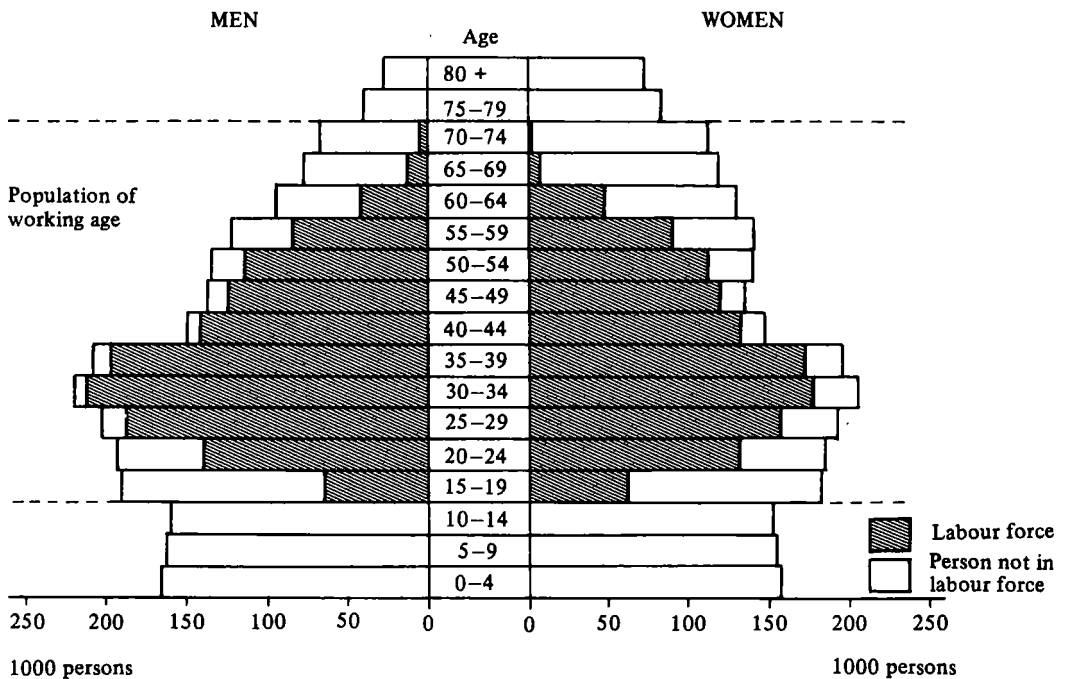
## INTRODUCTION

Almost half the labour force are women

In labour force statistics the working age population refers to persons aged 15 to 74 years. Finland has a working-age population of 3,7 million people, 1,9 million of whom are women and 1,8 million men.

In 1983 Finland had a labour force of 2,5 million people. The labour force includes both the employed and those unemployed who are seeking work. People outside the labour force are students, persons in military service, homemakers, disabled persons or pensioners.

FIGURE 1. LABOUR FORCE PARTICIPATION OF THE POPULATION BY AGE, 1983



Source: Labour force survey 1983.

In Finland almost one half of the labour force is made up of women. In 1983 48 % of the persons in the labour force were women. When work input is measured in terms of hours put in gainful employment, women contributed 43 % of the work input of 1983. The time women put in gainful employment is shorter than men's, for women's normal hours of work are shorter than men's and men do more side-line and overtime work than women.

Unpaid work done in the home, domestic work, is not entered in the statistics as gainful employment. If domestic work is added to the time spent in gainful employment, employed women's total hours of work per week are, on the average, about five hours longer than employed men's.

Men and women do different kinds of work, they have different occupations and their working conditions are different. The dichotomy of working life can already be seen in the different choices boys and girls make concerning education.

This publication presents information about men's and women's education, seeking of occupations, participation in gainful employment, working conditions and wages. Most of the information has been gathered from various publications of the Central Statistical Office of Finland. Data collection in education, labour force and wage statistics and the most important concepts used in these statistics are described in Annex 1. The sources of the publication are given in Annex 2.

## EDUCATION

Every second graduate is a woman

At the end of 1982 there were 1,6 million senior secondary school, vocational institution or university graduates in Finland, half of them women. The situation has been about the same since the 1950s. Ever since the 1920s more than half the senior secondary school students have been women. Since the beginning of the 1980s women have made up the majority of new students at vocational institutions and universities.

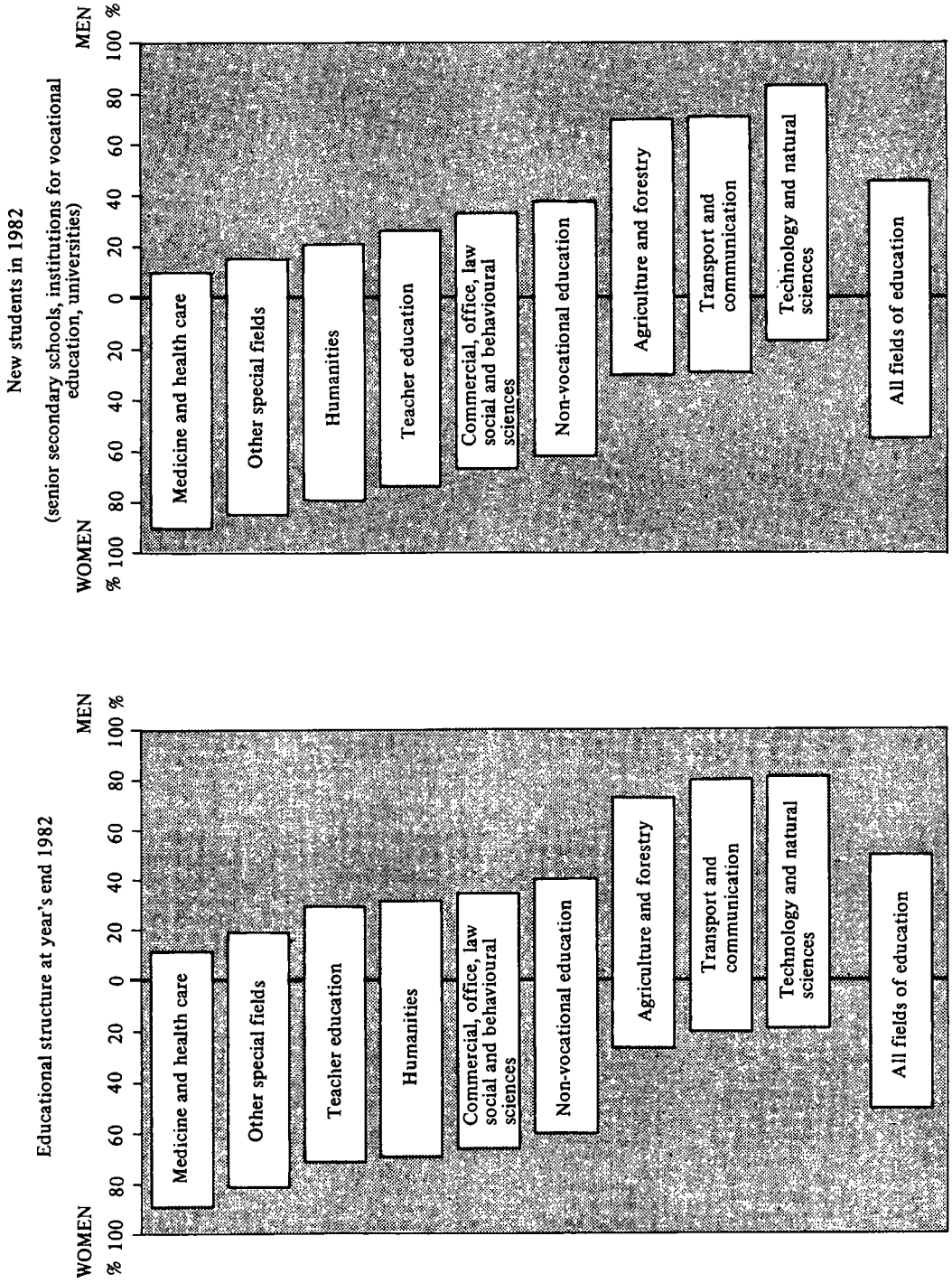
One can say that there are female educational fields and male educational fields (table 1, fig. 2). The proportion of women is largest in the fields of medicine and health care in both second- and third-level education. In 1982 85 % of new third-level students in medicine and health care were women. However, among second-level students in technology and natural sciences women composed only 16 percent.

The distribution of new women and men students at senior secondary schools, vocational institutions and universities according to field of education is almost the same as that of the graduated population. In other words, there has been hardly any change over the years in the female and male proportions of the educational fields.

The educational structure of the population is changing, however. Both women and men will be getting a greater education, but the distribution of education according to sex is changing slowly.



FIGURE 2. EDUCATIONAL STRUCTURE OF THE POPULATION AT YEAR'S END 1982 AND NEW STUDENTS BY FIELD OF EDUCATION IN 1982



Source: Statistical reports, Series Ko, Central Statistical Office of Finland

Table 1. Population with senior secondary school or vocational institution diplomas or university degrees at year's end 1982, diplomas and degrees earned in 1982, and new students by level and field of education in 1982

Level and field of education	Educational structure of population at year's end 1982		Diplomas and degrees earned in 1982		New students in 1982	
	Women %	Total	Women %	Total	Women %	Total
Second stage of second level, total .	49,2	1 281 731	53,9	89 423	54,2	106 540
Non-vocational education .....	59,9	218 439	62,4	30 481	62,1	37 372
Humanities .....	73,9	6 242	93,9	765	90,5	1 237
Teacher education .....	61,3	5 811	43,8	169	48,6	173
Commercial, office, law, social and behavioural sciences .....	71,7	185 625	71,1	6 344	69,9	9 142
Technology and natural sciences ..	19,7	484 394	16,0	23 471	16,1	27 849
Traffic and communication .....	22,6	20 242	29,2	1 560	30,1	1 603
Medicine and health care .....	94,7	92 785	92,6	6 285	92,0	6 994
Agriculture and forestry .....	26,8	95 065	22,3	6 089	29,0	5 855
Other special fields .....	84,2	173 128	87,6	14 259	85,0	16 315
Third level, total .....	51,4	321 584	57,1	19 009	57,0	23 124
Humanities .....	68,7	37 849	70,7	2 287	73,2	2 655
Teacher education .....	72,5	52 508	81,7	1 575	75,6	2 355
Commercial, office, law, social and behavioural sciences .....	55,9	98 417	65,9	7 088	64,1	9 237
Technology and natural sciences ...	15,8	74 861	22,4	5 152	21,3	5 943
Traffic and communication .....	1,0	2 577	13,4	67	5,2	58
Medicine and health care .....	76,0	40 431	79,6	2 351	85,1	2 299
Agriculture and forestry .....	30,7	6 233	37,0	265	43,0	316
Other special fields .....	17,6	8 708	68,8	224	64,8	261
Total .....	49,7	1 603 315	54,5	108 432	54,7	129 664

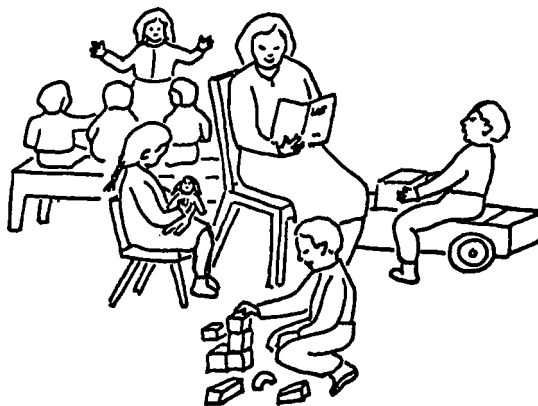
Source: Statistical reports, Serie K0, Central Statistical Office of Finland.

## PARTICIPATION IN THE LABOUR FORCE

The number of full-time mothers has declined

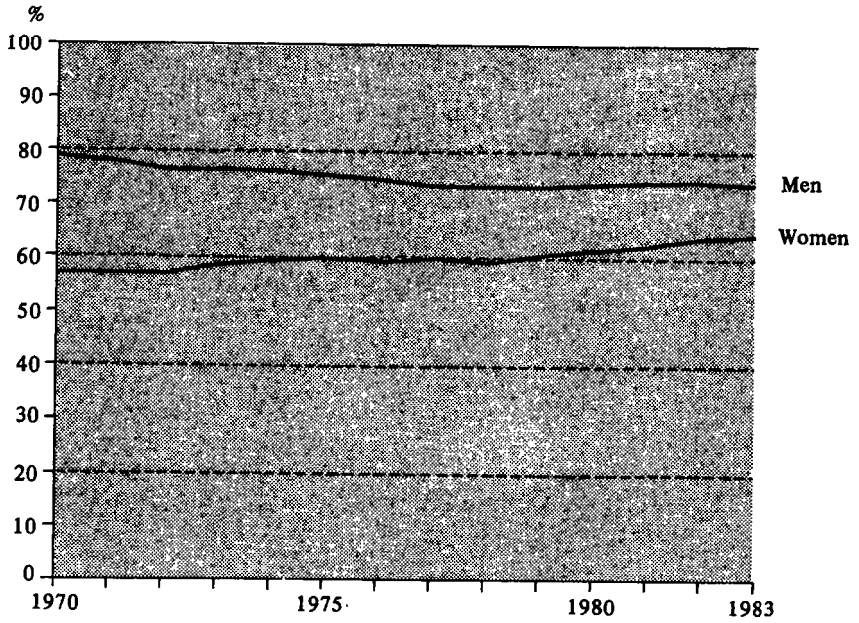
Three large changes can be discerned in the participation of the population in gainful employment over the last two decades:

- The lengthening of education decreased the employment of young people. At the beginning of the 1970s one half of the 15 – 19-year-old age group were members of the labour force, in 1983 only one third.
- In the 1970s more and more women became gainfully employed, resulting in a dramatic fall in the number of full-time mothers. In the mid-1970s there were 200 000 female homemakers without gainful employment, as against a mere 150 000 today. Almost all persons doing domestic work are women.
- The number of work-disabled and pensioners grew from the mid-1960s to the end of the 1970s. More men than women are recipients of work disability pensions. In 1983 8,6 % of 15 – 64-year-old men or 142 000 persons received work disability pensions or some other early pension. The corresponding proportion among women was 7,6 % or 126 000 persons.



As a whole, the proportion of men in the labour force has decreased but that of women has increased since the 1960s.

**FIGURE 3. LABOUR FORCE PARTICIPATION RATE OF POPULATION AGED 15-74 YEARS, 1970-1983**



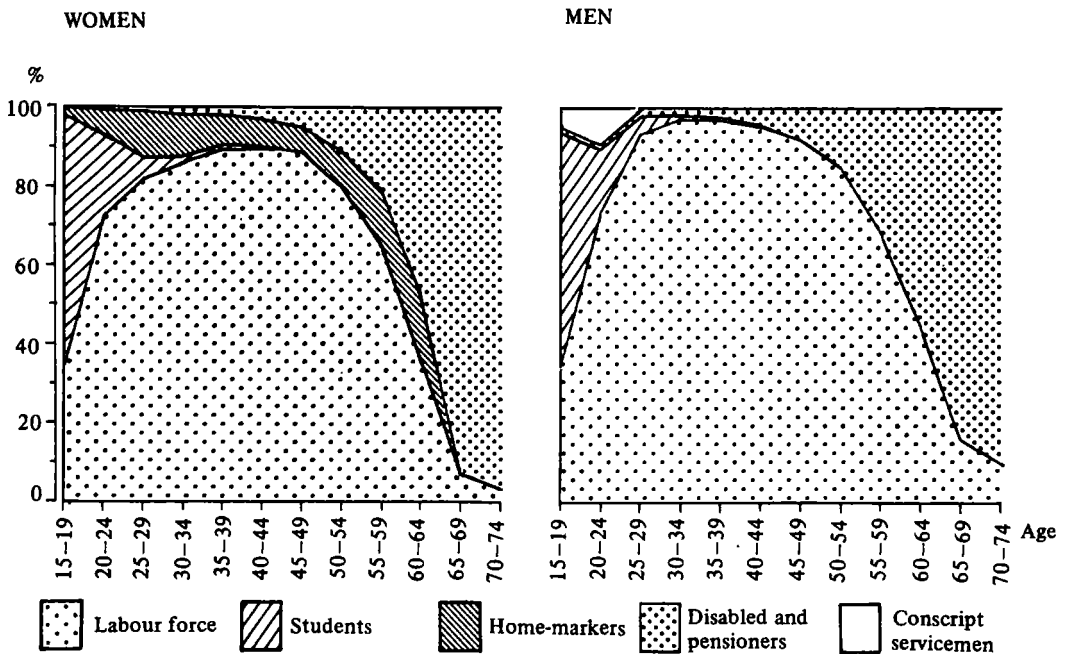
Source: Labour force survey 1983.

Women's participation in working life is highest at the age of 40 – 44

The participation of women in working life is highest (90 %) at the age of 40 – 44 years, and that of men (97 %) at 35 – 39 years (fig. 4). In the last few years the work force participation rate has risen among women aged 45 – 64 years.

The proportion of work-disabled rises sharply after the age of 45. Among 55 – 59-year-olds one fourth were work-disabled, among 60 – 64-year-olds one third.

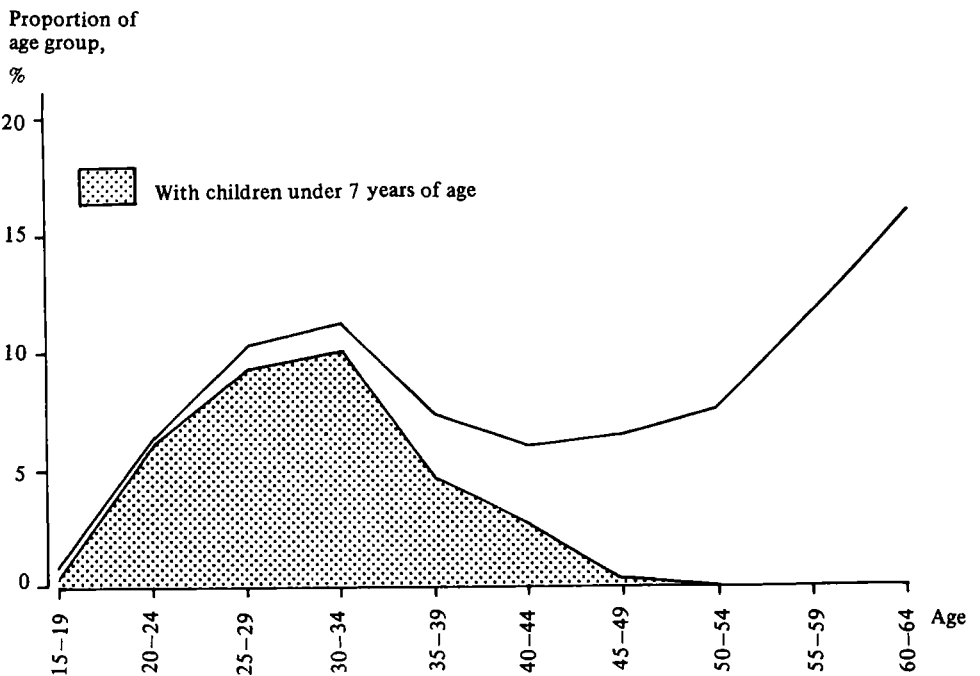
FIGURE 4. ACTIVITIES OF THE POPULATION OF WORKING AGE BY AGE, 1983



Source: Labour force survey 1983.

Being a full-time mother is most common at the age of 25 – 34, when mothers care for their under-school-aged children at home (fig. 5). According to the Labour force interview survey of autumn 1983, almost one third of the full-time mothers would have wanted to be employed, but they had stayed at home to take care of their children, either because of a poor job situation or because of problems in finding day care. Full-time home-making is also common at the age of 55 – 64 years. Many of these women said that they did not belong to the labour force for reasons of weak health or advanced age.

FIGURE 5. PROPORTION OF FULL-TIME HOME-MAKERS IN AGE GROUPS, AUTUMN 1983, WOMEN DIFFERENT



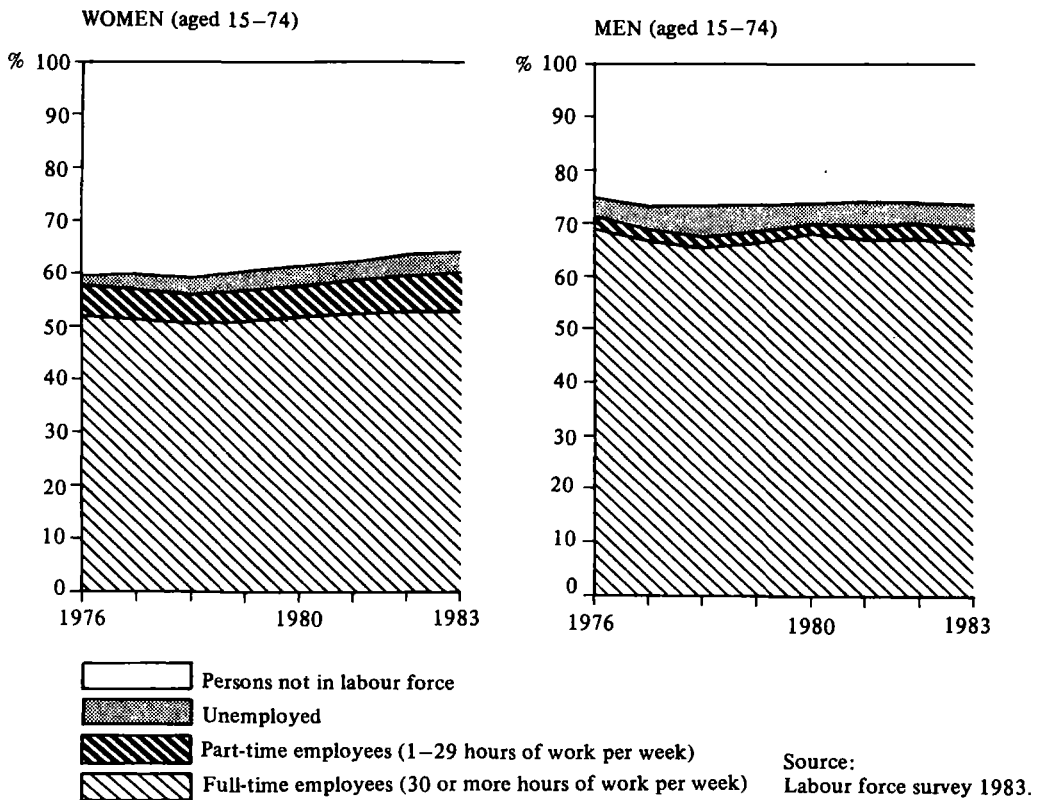
Source: Labour force survey 1983, annual interview survey.

## DEVELOPMENT OF WORKING HOURS

Among women, too, full-time employment is the most common form of employment

The growth in the labour force in the 1970s was based on an increase in the gainful employment of women. The biggest increase in the female labour force has occurred in the service industries, where the demand for labour has also been greatest. Even though part-time work became more common in the 1970s, the increase in the labour force is explained by an increase in full-time employment, for the contribution of part-time employment continues to be relatively slight. In 1983 12 % of women worked part-time\*, as did 5 % of men.

FIGURE 6. DEVELOPMENT OF THE LABOUR FORCE BY HOURS OF WORK, 1976-1983



\* People classified as working part-time work less than 30 hours per week in their main job.

## Part-time work, morning, evening and night work is women's work

Most part-time work is done by women. In 1983 the number of people working part-time in their main job totaled 197 000. Three fourths of them, 141 000, were women. Part-time work is concentrated in certain occupations. The most common occupational groups in part-time work are cleaning and building maintenance, agricultural work, saleswork and office work.

At the moment, people are working part-time partly against their will, and, on the other hand, it seems that part-time work is not possible in jobs where people would want to do it. In the autumn of 1983 one third of those working part-time would have wanted to work full-time. On the other hand, among those who did work full-time, one out of seven said he or she wanted part-time work.

More often than other wage and salary earners, part-time workers have a fixed-term or otherwise short-term employment contract. In the autumn of 1983 over one-third of the work contracts held by part-time workers had been in force for less than a year. Among all wage and salary earners 16 % had been in their job for less than one year.

Part-time workers often have irregular working hours. Only slightly over one half work during regular daytime hours (between 6 A.M. and 6 P.M.).



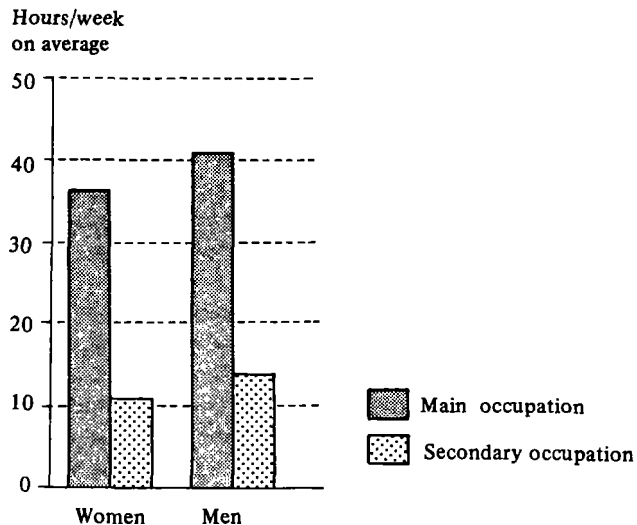
Among all the employed men work regular daytime hours more often than women. Among men 77 % and among women 74 % have a regular daytime job. Regular morning, evening and night work is typically women's work. "Inconvenient" working hours like these are found among 5 % of women and 1 % of men. Two-shift work is more common among women (11 %) than men (8 %). Three-shift work is done by 6 % of both employed women and men.

Women's hours of gainful employment are shorter but total hours of work longer than men's

The working hours of women on the job are shorter than those of men. The regular working hours of women are shorter, whether determined by collective agreement or otherwise normal. In addition, women work less overtime than men. Women work an average of 36 hours per week in their main job and men 41 hours.

Among employed women 4 % have a job on the side, in addition to their main one; this is true of 11 % of the men. Women work an average of 11 hours per week on their second job, and men 14 hours per week. Because women work overtime or have a second job less frequently than men, the total number of working hours in gainful employment (hours actually worked) per year for women is one fifth smaller than that for men (fig. 7).

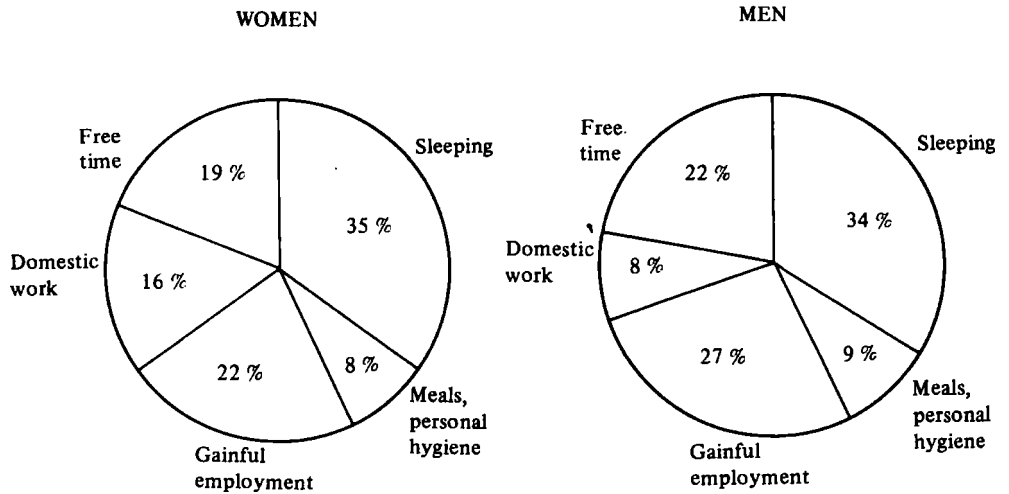
FIGURE 7. HOURS ACTUALLY WORKED IN MAIN AND SECONDARY OCCUPATION PER EMPLOYED PERSON, 1983



Source: Labour force survey 1983.

The picture which arises of the total time women and men spend working is the opposite, however, if we add unpaid work done at home, domestic work, to time spent in gainful employment (fig. 8). According to the Use of time study of autumn 1979, the total time spent on work per week was 5 hours longer for women than for men (women 63 hours/week, men 58 hours/week)\*.

FIGURE 8. USE OF TIME BY EMPLOYED MEN AND WOMEN, 1979



Source: Use of time in Finland 1979.

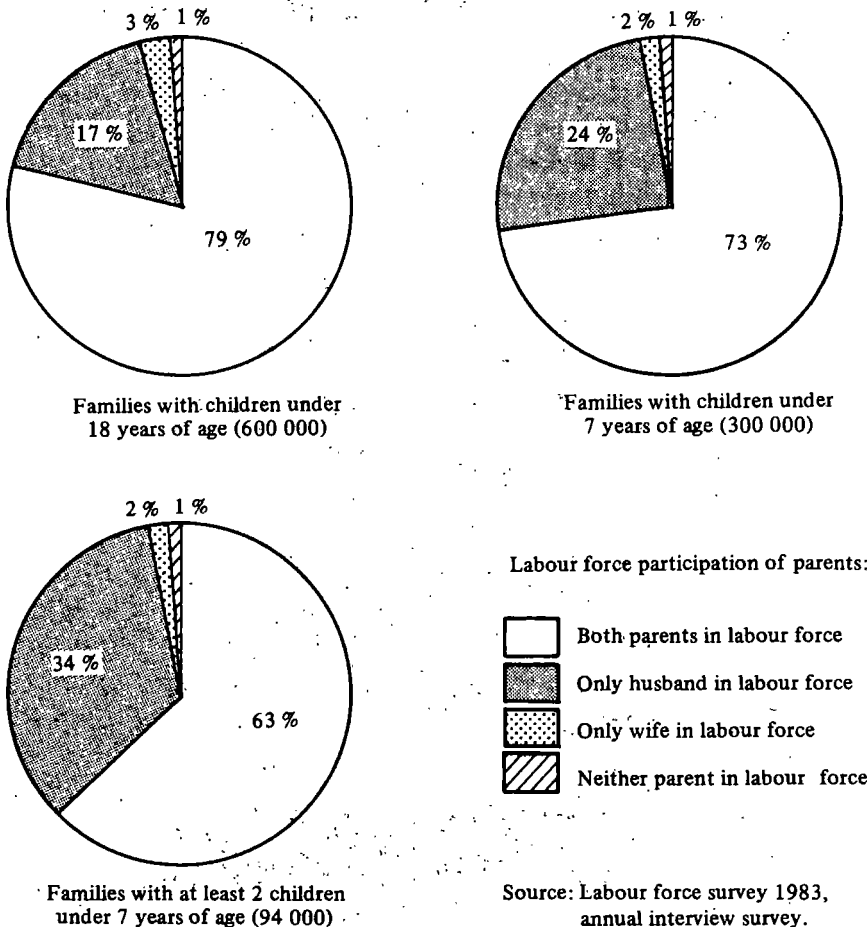
\* In this study gainful employment covers actual hours of work, travel to and from work, and other time use related to gainful employment; domestic work covers household work, home repairs and maintenance, child care, shopping and errands.

WORK AND FAMILY

Small children tie mothers to domestic work

In the autumn of 1983 there were a total of 300 000 families with two parents and children under school age. In one family out of four the traditional division of labour prevailed, meaning that the husband was gainfully employed and the wife was at home with the family's small children. In almost three out of four families both parents were gainfully employed. There were about 220 000 families like this. Families with at least two children under school age and both parents in the labour force numbered about 60 000. There were very few families in which only the wife was employed (fig. 9). There were 72 000 single-provider mothers and 12 000 single-provider fathers in the labour force.

FIGURE 9. LABOUR FORCE PARTICIPATION OF PARENTS IN TWO-PARENT FAMILIES IN AUTUMN 1983.



The number of children and their age affect the total amount of working time parents spend in gainful employment and on domestic work. According to the Use of time study, the total working time is longest for women with a child under the age of four (69 hours per week); more than half of the total hours of work are taken up by domestic work. The time men spend on domestic work varies only slightly according to how many children they have, thus children do not affect the total working time of men as much they do that of women.

It seems that women regulate their working hours on the job according to their children, and their role in gainful employment is different at different phases of life. Mothers of small children have a shorter working day on the job than other women. For example, they work part time relatively more often than others do. A corresponding variation among men cannot be seen. The role of men in gainful employment does not depend on the phase their family is in.\*

A woman who is single provider spends an average of 10 more hours per week on the job than a married or cohabiting woman with children. A single mother is employed almost as many hours per week as male supporters of families with children, but the single mother spends 10 more hours per week on domestic work than men. It is not possible to examine how single fathers spend their time, because the sample is so small.



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\* Niemi, Iris: Kotitalous (magazine on housekeeping) 10/1981, page 5.

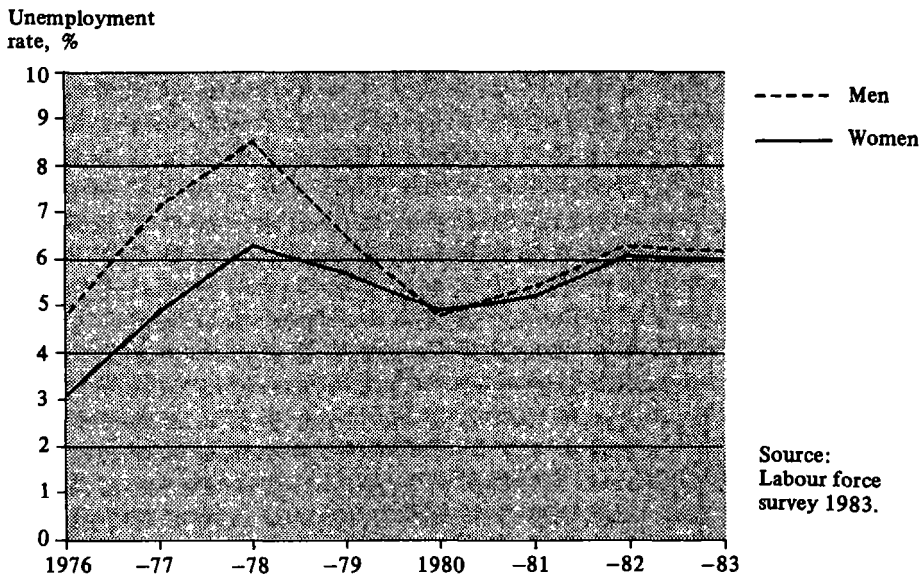
## UNEMPLOYMENT

Hidden unemployment and underemployment more common among women than men

In 1983 6,0 % of the female labour force, or 73 000 women, were unemployed, as were 6,2 % of the male labour force, or 83 000 men. The growth in open unemployment among women demonstrates women's permanent participation in working life. At the end of the 1970s the open unemployment of women was still lower than that of men (fig. 10). During this period of high unemployment many women left the labour force. The labour force participation rate of women actually dropped and many of them were among the hidden unemployed. The hidden unemployed comprise people who would like to work and would be able to go to work immediately, but who are not actively seeking work. The hidden unemployed are not included in the labour force.

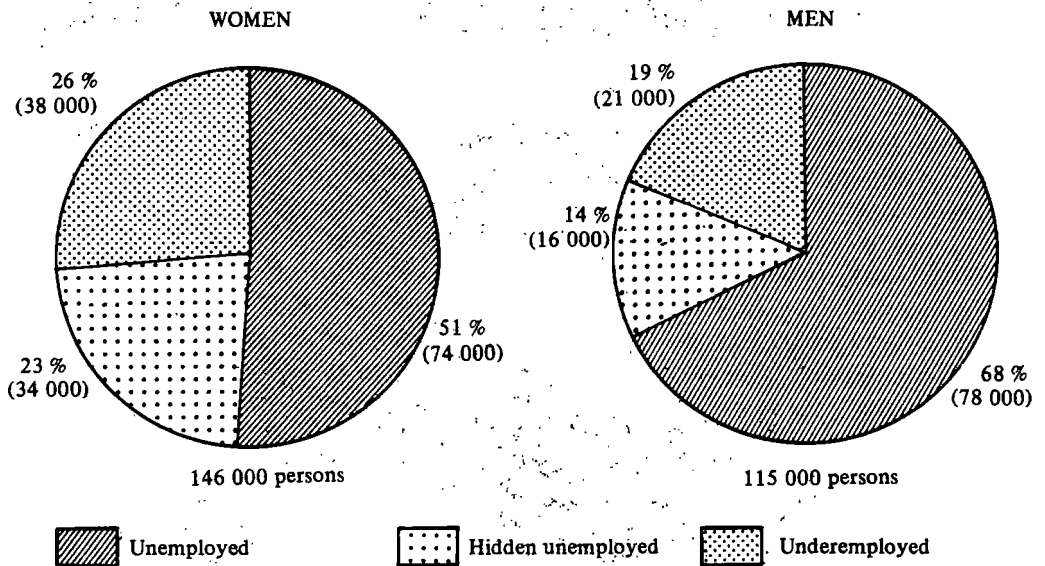
During the autumn of 1978, which was a period of high unemployment, there were a total of 100 000 hidden unemployed. At that time, most of the hidden unemployed were female homemakers. When open unemployment declined, the number of hidden unemployed also dropped. During the 1980s the number of hidden unemployed, estimated in the autumn, has been about 50 000 persons. In the 1980s the number of hidden unemployed has no longer followed the fluctuations in open unemployment. Of the hidden unemployed, one half are mothers engaged in domestic work and the other half are students.

FIGURE 10. PROPORTION OF THE UNEMPLOYED OF THE LABOUR FORCE, 1976-1983



We gain a wider view of unemployment when, in addition to registered unemployment, we examine the unregistered unemployed and the underemployed in the same period. Underemployed persons are people who have been unemployed part of the week and part-time workers who would have wanted to work full-time. In the autumn of 1983 there were a total of 59 000 underemployed, of whom 38 000 or 64 % were women. Thus, according to the Labour force interview survey, both unregistered unemployment and underemployment are more common among women than men (fig. 11).

FIGURE 11. NUMBERS OF THE UNEMPLOYED, HIDDEN UNEMPLOYED AND UNDEREMPLOYED, AND THEIR PERCENTAGES OF THE TOTAL OF THE THREE GROUPS, AUTUMN 1983



Source: Labour force survey 1983, annual interview survey.

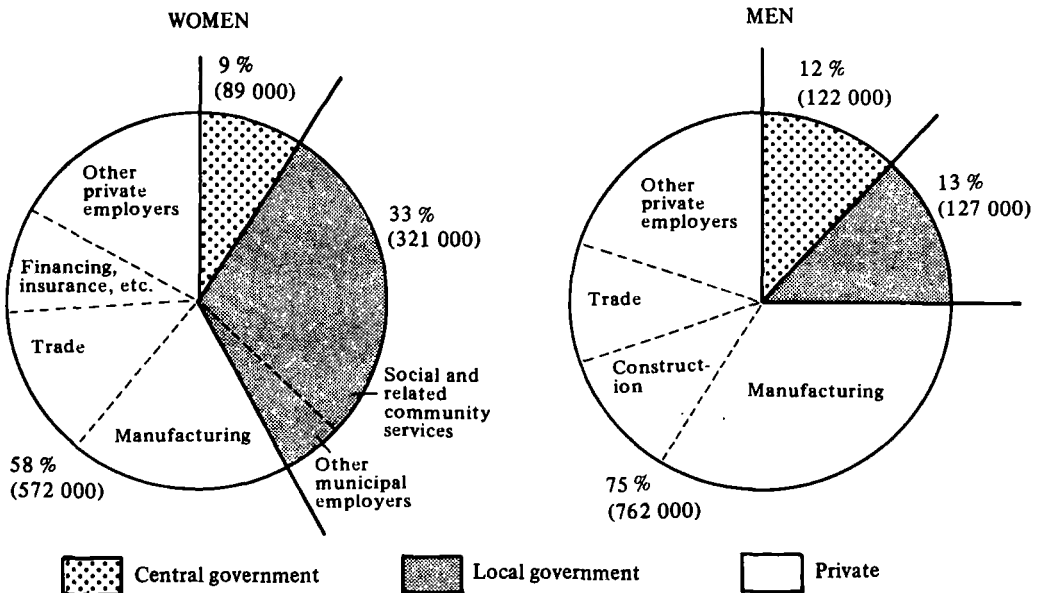
The number of persons receiving unemployment pensions has grown strongly over the last few years. Over one half of the 55 – 64-year-old unemployed are recipients of unemployment pensions. As a result of the unemployment pension system, women's unemployment rate has increased more than men's in these age groups. The larger number of women among recipients of unemployment pension may in part be explained by the fact that, instead of unemployment pension, men can more often than women opt for some early-retirement pension such as front veterans' pension or front veterans' early retirement pension.

## INDUSTRY AND OCCUPATION OF THE EMPLOYED

The public sector employs more women than men

Among wage and salary earners 42 % of women and 25 % of men work for the state, the municipality or a municipal federation, that is the public sector.\* The number of women in the public sector is high, especially in the fields of teaching, research and health care in municipalities and municipal federations. Over one fourth of employed women work in these fields. It is equally typical of men to be employed in privately-owned industry (fig. 12).

FIGURE 12. WAGE AND SALARY EARNERS BY TYPE OF EMPLOYER AND INDUSTRY, AUTUMN 1983



Source: Labour force survey 1983, annual interview survey.

In 1983 a total of 600 000 persons were employed in the industrial sector, of whom 390 000 were men and 216 000 women. The most female-dominated industrial field is the textile industry, where 56 000 of the 71 000 employed were women. The food industry had an equal number of male and female employees. Although the manufacturing of fabricated metal products, machinery and equipment is a male-dominated industrial field (80 % of the employees are men), it employs a large number of women, about 39 000.

\* Here limited companies whose major owner is the state are included in the private sector.



### Men and women have different jobs

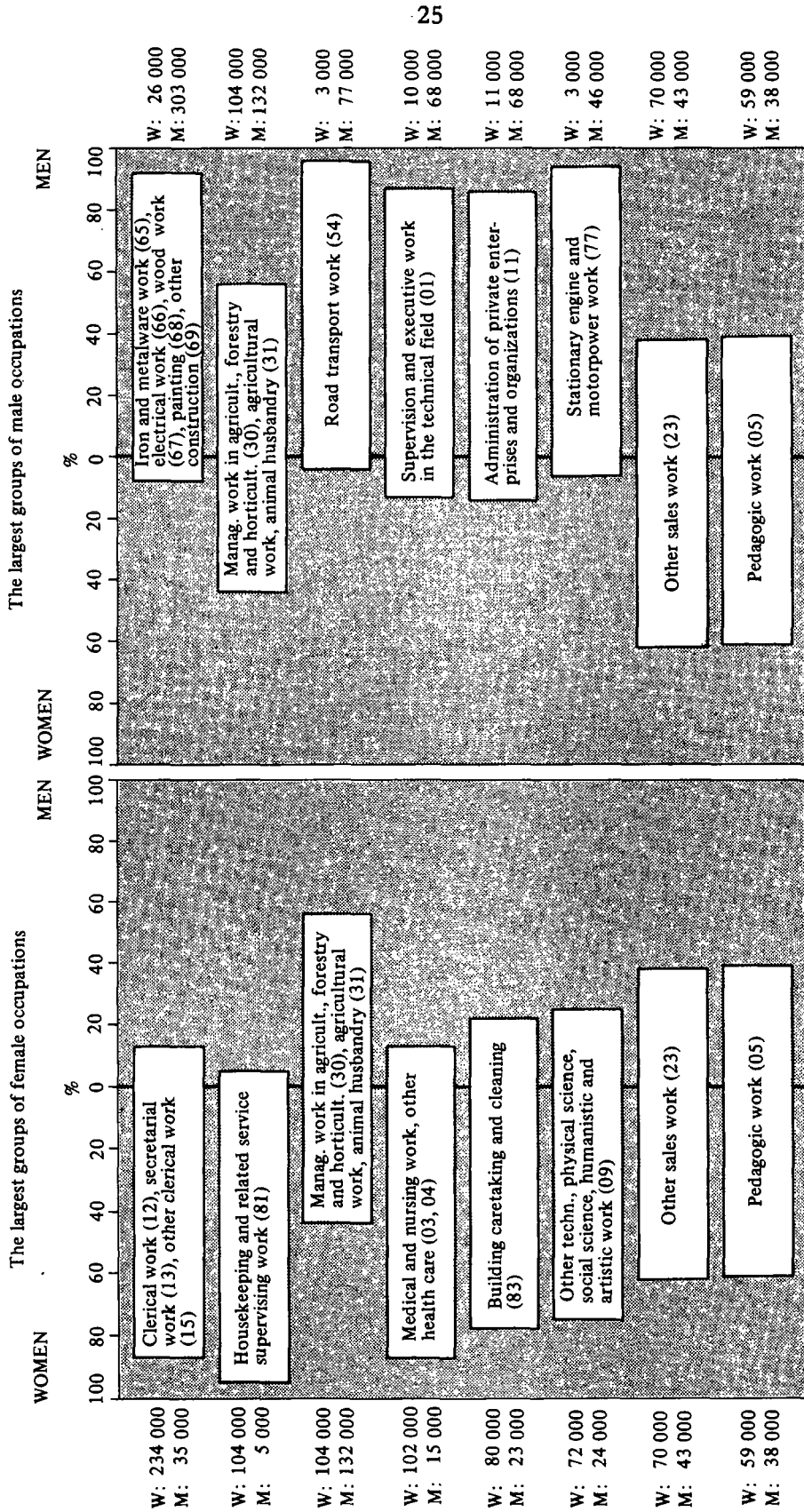
Men and women have different jobs. The most common occupational group among women is that including managerial and clerical work, bookkeeping or secretarial work. One fifth of all employed women work in these occupational groups. Other occupational groups typical for women are domestic work, nursing and cleaning.

The most common occupations among men are related to industrial work: iron and metal ware work, electrical work, carpentry, painting and varnishing and other construction work.

The figure 13 shows the occupational groups in which women and men work the most. The occupational groups mentioned include 73 % of employed women and 64 % of employed men. Among these largest occupational groups, those not differentiated by sex are agriculture, sales work and teaching.



FIGURE 13. THE LARGEST GROUPS OF MALE AND FEMALE OCCUPATIONS, AUTUMN 1983



W = Number of women  
M = Number of men

Source: Labour force survey 1983, annual interview survey.

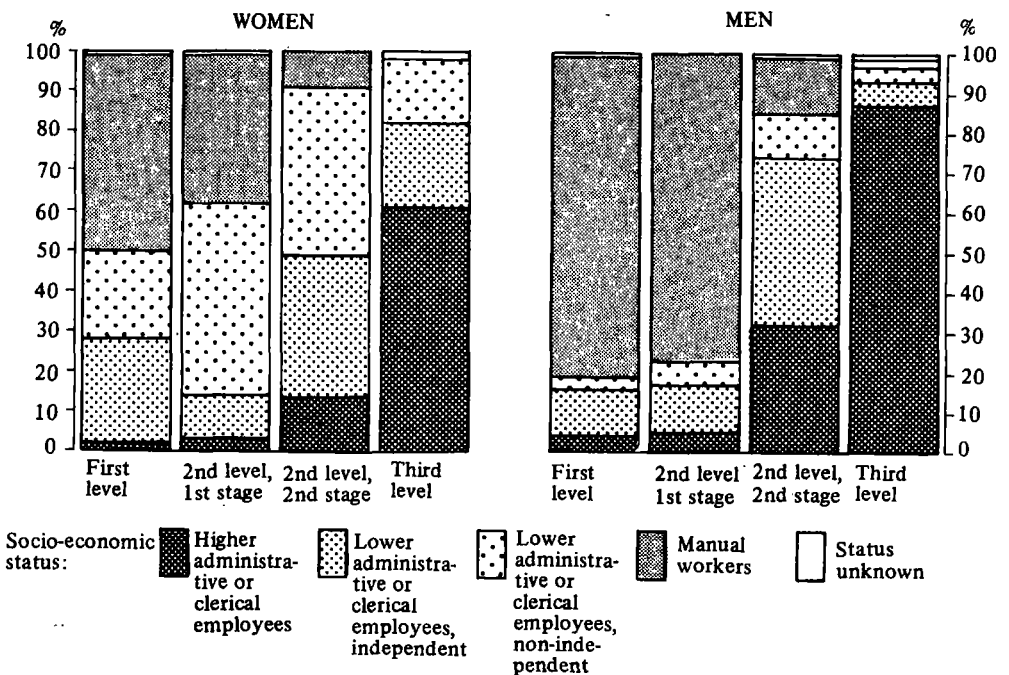
Education and industrial status correlate more clearly among men than among women

There is a marked difference between the industrial status of male and female wage and salary earners. One half of the men are manual workers, a category covering people doing industrial and construction work, for example. Almost one half of employed women are lower administrative or clerical employees. They do office work and saleswork, for example.

Women are upper-level employees less frequently than men. Few women are found especially in upper management. Among lower-level supervisors only one in four is a woman. The majority of people doing routine clerical and saleswork are women.

Highly educated women rise to upper level occupations more rarely than men. Among men with a third-level degree 86 % are upper-level employees, among women 61 % (fig. 14).

FIGURE 14. WAGE AND SALARY EARNERS BY LEVEL OF EDUCATION AND SOCIO-ECONOMIC STATUS, AUTUMN 1983



Source: Labour force survey 1983, annual interview survey.

## PRIVATE-SECTOR WAGES

This publication discusses private-sector wages and salaries by comparing the pay of men and women for workers in industry and for administrative and clerical employees in both industry and business. The wage statistics include nearly 300 000 industrial workers, 34 % of whom are women; 140 000 administrative or clerical employees in industry, 37 % of whom are women; and 200 000 administrative or clerical employees in business, 67 % of whom are women.\*

Such major male-dominated private-sector industries as construction and road transport, for example, fall outside the scope of this comparison. Of 100 000 construction workers only 5 % are women, and of 20 000 road transport workers only 4 % are women.

In relative terms, women do more piece-rate work in industry than men

Of industrial workers' normal hours of work, piecework accounts for 33 % for women and 21 % for men. Men do more premium-rate work than women (table 2). Of normal hours of work, overtime accounts for 2.6 % for men and only 1.1 % for women.

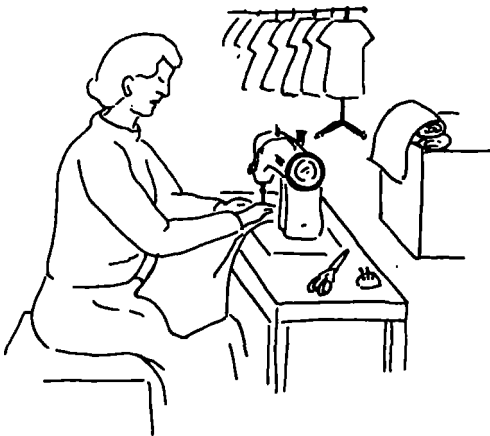


Table 2. Working hours of industrial workers by forms of pay

	Men %	Women %
Time rate	61.0	54.6
Piece rate	20.7	33.1
Premium rate	<u>18.3</u>	<u>12.3</u>
	100.0	100.0

\* Of the 1.3 million private-sector wage and salary earners about 800 000 are included in the wage statistics. The coverage of the statistics varies from industry to industry (see Annex 1, collection of wage statistics data).

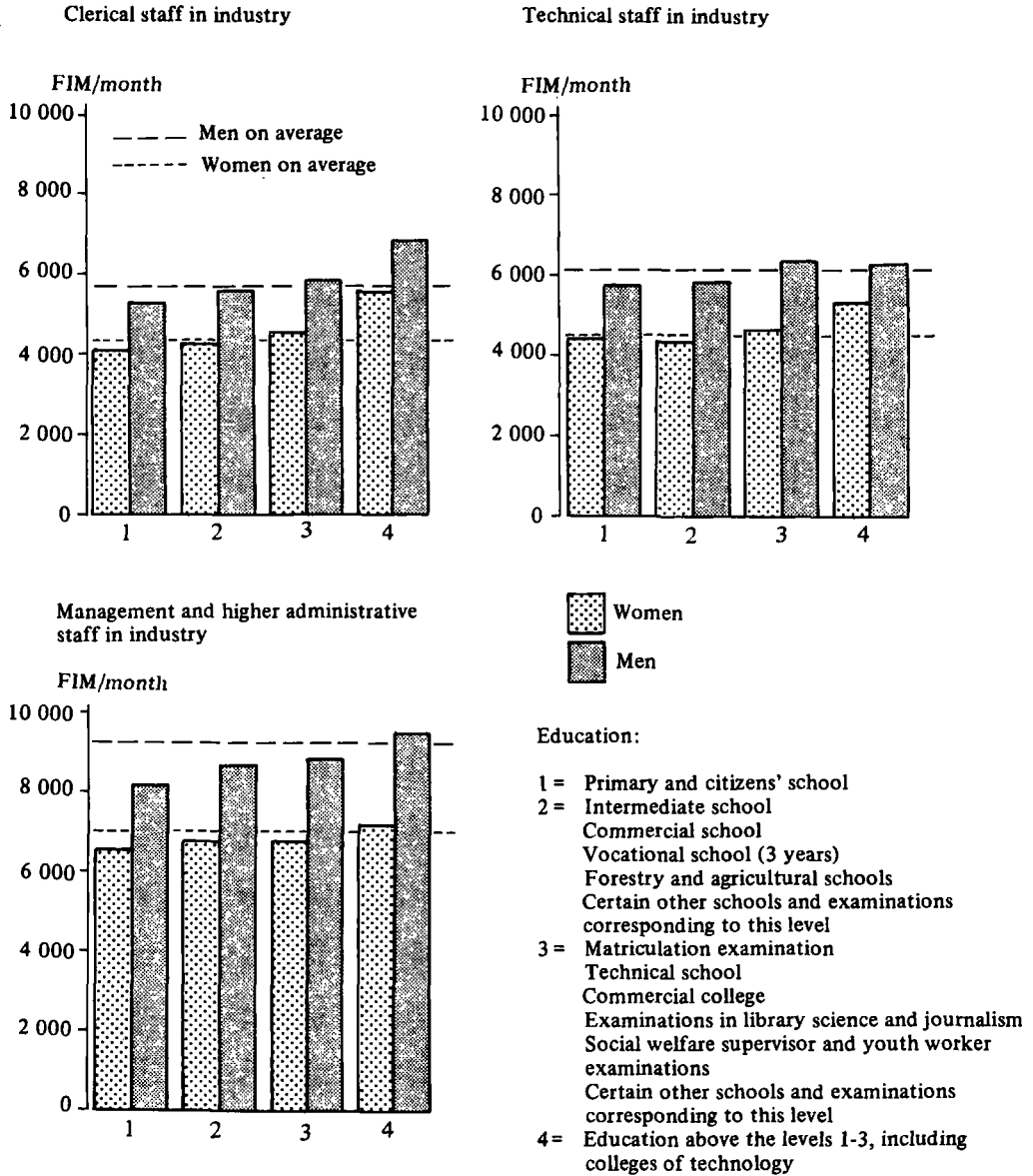
An examination of the different industries shows that the difference between the highest and the lowest wages of male workers is FIM 13.98. The corresponding figure for women is FIM 9.63. Men's lowest wages (FIM 23.09, in the clothing industry) are almost the same as women's average hourly wages (FIM 23.53). (Data from the 1st quarter of 1984.)

Among salaried employees in industry, not even the most highly educated women reach the average monthly earnings of men

Salaried employees in industry comprise clerical staff, technical staff, and management and senior administrative staff. Of clerical staff, women account for 77 % and their earnings average 71 % of men's average monthly earnings. Of technical staff, women account for only 14 % and their earnings average 73 % of men's earnings. Of management and senior administrative staff, women account for no more than 11 % and the difference in average monthly earnings between men and women is FIM 2 255. In these categories of salaried employees, not even the most highly educated women attain the average monthly earnings of men (fig. 5).



FIGURE 15. CLERICAL, TECHNICAL, AND MANAGEMENT AND HIGHER ADMINISTRATIVE STAFFS IN INDUSTRY: MONTHLY EARNINGS FOR NORMAL HOURS OF WORK BY EDUCATION, AUGUST 1983



Source: Earnings of employees in business and industry in August 1983.

A female bank employee receives only 60 % of the monthly earnings of men

The largest groups in the wage and salary statistics of employees in the commercial sector are the administrative and clerical employees of commercial offices, banks and insurance companies, as well as salespersons and restaurant workers.

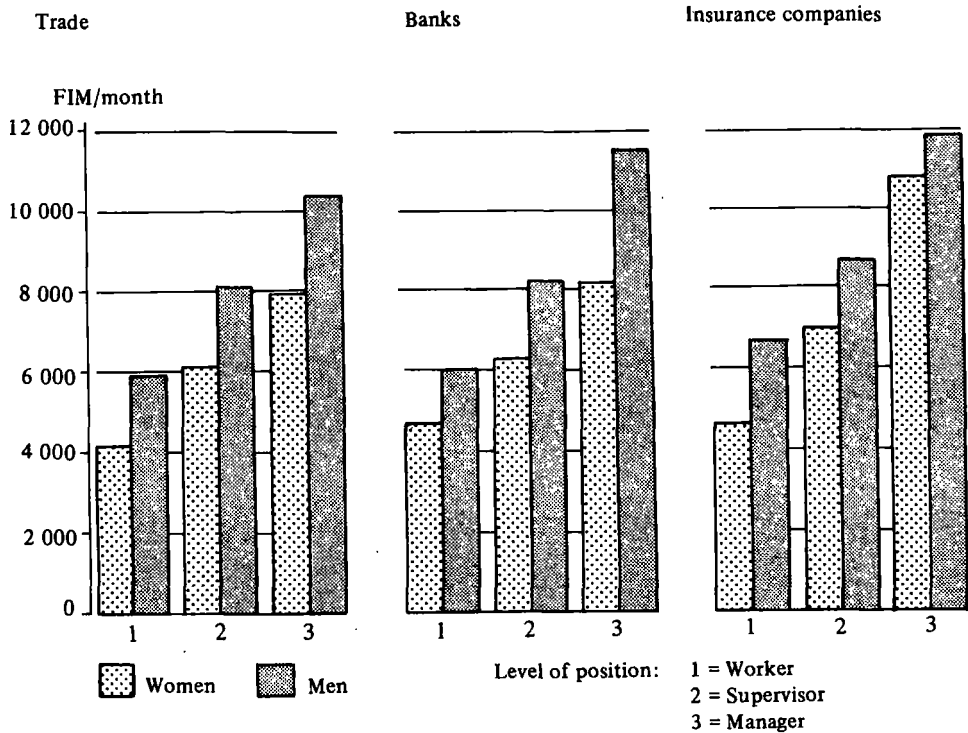
The earnings of female administrative and clerical employees in commercial offices, banks and insurance companies amount to about 60 % of the earnings of male administrative and clerical employees (table 3).

Table 3. The number of administrative and clerical employees in commercial offices, banks and insurance companies and the percentage of women's earnings of men's earnings in August 1983

	Number	Percentage of women %	Percentage of women's earnings of men's earnings %
Commercial offices	53 000	60	61
Banks	33 000	81	60
Insurance companies	16 000	71	62

In the above groups employees are divided into three levels according to how demanding their work is. In insurance companies and commercial offices the difference between the average monthly earnings of male and female employees evens out as the job becomes more demanding. Among bank employees, on the contrary, the corresponding difference increases as the job becomes more demanding (fig. 16).

FIGURE 16. CLERICAL ADMINISTRATIVE AND MANAGEMENT STAFF IN TRADE, BANKS AND INSURANCE COMPANIES: MONTHLY EARNINGS FOR NORMAL HOURS OF WORK BY LEVEL OF POSITION, AUGUST 1983



Source: Earnings of employees in business and industry in August 1983.

Saleswomen are the lowest-paid group in the wage statistics of the commercial sector

In the commercial sector's wage statistics the lowest monthly earnings are found among sales workers (FIM 3 403). Saleswomen receive 84 % of the average monthly earnings of men. Sales workers are grouped according to what they sell. The largest groups among women are grocery shop sales workers and cashiers, whose earnings are only FIM 3 205 and FIM 3 282 a month. In the largest groups of salesmen the average monthly earnings are FIM 3 583 and FIM 3 995 (table 4).

Table 4. The percentage of women of the number of persons in the different occupational groups of the commercial sector and the percentage of women's earnings of men's earnings in this sector in August 1983

Occupational group	Number of employees	Percentage of women	Earnings for normal hours of work, FIM	Percentage of women's average earnings of men's average earnings
Automotive sales and store-room personnel .....	4 871	3	5 010	79
Customs officers and dispatching and receiving managers .....	440	1	4 953	80
Shop and department supervisors .....	8 748	48	4 859	86
Restaurant and hotel managers .....	4 622	77	4 649	83
Administrative and clerical employees in shipping, and dispatching and receiving	1 397	63	4 430	79
Pharmaceutical workers .....	4 404	98	4 330	69
Storeroom workers .....	14 023	27	3 942	90
Transport workers .....	5 454	1	3 914	86
Restaurant and hotel workers	27 177	86	3 709	90
Service station workers ....	4 609	27	3 526	95
Salesmen, -women .....	53 521	80	3 403	84

## PUBLIC-SECTOR WAGES

In 1983 the public sector, i.e. the central and local government sectors, employed about 500 000 persons under full-time employment contracts.\* About 430 000 of them received monthly salaries and the rest hourly wages.

Most health care, education and social welfare services, which represent major female-dominated fields, are provided by local authorities. Of the local government sector's salaried employees as many as 75 % are women. In the central government sector, the activities with the largest number of employees are male-dominated. Cases in point are the Finnish State Railways, Roads and Waterways Service, and Posts and Telecommunications. Of the central government sector's salaried employees 60 % are men.

## Increase in education means decrease in wage differentials

The salaried employees of the local government sector are more highly educated than those of the central government sector. However, the proportion of employees with a postgraduate degree is higher in the central government sector than in the local government sector.

The education of women in the employ of local government authorities shows a marked concentration at the second stage of the second level: every fourth woman holds a diploma corresponding to this level. The proportion of men is high among those with graduate or postgraduate degrees.

The broader a person's education, the higher salary he commands, generally. There are exceptions, however, to this rule. There are more persons with low salaries (monthly salary less than FIM 4 000) among those with diplomas or degrees at the lowest stage of education at the third level than among those with diplomas at the second stage of the second level, which is the lower of the two levels. Another exception to the rule is the local government sector's strikingly large proportion of men with high salaries (monthly salary in excess of FIM 7 000) among those with diplomas or degrees at the lowest stage of education at the third level as compared with others with third-level degrees.

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\* The figure does not include the 30 000 women in the local government sector who provide family day care service. Also excluded are holiday substitutes in agriculture, most of whom are women.

Men's average pay is higher than women's at all levels of education in the local government and the central government sector alike. The differentials range from about 15 % to 25 % and are proportionately smaller among highly educated persons (table 5).

Salaried employees in the local government sector: Same pay for same work, but the traditional pattern of men's occupations and women's occupations remains largely unchanged

Table 6 lists salaried employees in the local government sector\* by occupation and salary. About three-fourths of all salaried employees in the local government sector are engaged in these occupations. The occupations have been arranged in functional groups. The groups have been ordered according to the average salary for each group. The occupations in each group have also been ordered according to salary.

The occupations of male and female employees in the local government sector show marked differences. Few men are attracted by office work, nursing, child care, social welfare services and the like. Correspondingly, maintenance, repair, transport and technical occupations are male-dominated, with the exception of e.g. architects and tram conductors.

In the local government sector men and women doing the same job have roughly the same salary. Thus salary differentials between the sexes are caused by the traditional male-female pattern of career choices. However, slight changes are observable in this regard.




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\* Salaried employees in the local government sector were chosen for discussion in this publication because data on their occupations were the easiest to obtain.

Most administrative leadership positions are held by men

Physicians and administrators command the highest salaries in the local government sector. These groups include far more men than women, as is generally true of the best paid jobs. Although a great majority of teachers are women, only one out of six headmasters is a women. However, salary differentials between teacher groups do not reflect sex differences: women are in the majority in both the highest and the lowest paid groups.

Women account for 10 % to 15 % of senior physicians, more than 40 % of physicians employed at health care centres, and nearly 100 % of registered nurses. Mental hospital nurses are an exception to the rule of nursing being a female-dominated occupation: about one-third of them are men. However, this "relative male dominance" is not reflected in salary.

Storage is the only industry employing a fair number of women in repair, renovation and storeroom work, especially as storeroom assistants.

Of library and office workers more than 90 % are generally women. Drivers of mobile libraries are an exception, most of them being men. The largest proportion of male office workers are made up of department and division secretaries (about 15 %).

Typical low-wage industries in the local government sector are represented by domestic and real estate management services. Virtually all household and cleaning work in these industries is done by women. On the other hand, of real estate caretakers only about 10 % are women.



Table 5. The number and the distribution of total earnings of full-time salaried employees in the public sector by level of education and sex in October 1983

Level of education	Number of employees	Employees as percentage of all employees of same sex in same sector	Total earnings					
			Average (FIM)	Number of employees at different pay levels (%)				
				less than FIM 4 000	less than FIM 5 000	less than FIM 7 000	less than FIM 10 000	more than FIM 10 000
<b>First stage of second level</b>								
Local government								
Men .....	6 994	11	5 221	10,7	47,5	93,4	99,7	0,3
Women .....	48 973	25	4 402	29,0	80,8	99,6	100,0	0,0
Central government								
Men .....	13 721	14	5 871	5,8	26,2	81,4	99,6	0,4
Women .....	7 696	11	4 397	31,9	81,4	99,4	100,0	0,0
<b>Second stage of second level</b>								
Local government								
Men .....	11 673	18	6 447	6,9	20,7	70,1	95,1	4,9
Women .....	33 643	17	4 795	20,1	64,8	96,5	99,5	0,5
Central government								
Men .....	16 459	16	6 355	3,0	20,0	69,0	97,5	2,5
Women .....	7 506	11	4 581	27,4	72,9	97,4	99,7	0,3
<b>Lowest third level</b>								
Local government								
Men .....	9 891	15	7 813	1,6	6,2	30,6	91,6	8,4
Women .....	26 205	13	5 648	7,3	37,6	85,6	99,8	0,2
Central government								
Men .....	4 222	4	7 279	6,7	15,9	43,5	90,5	9,5
Women .....	4 288	6	4 915	29,3	59,5	89,0	99,4	0,6
<b>Undergraduate</b>								
Local government								
Men .....	6 145	10	7 251	0,7	6,6	50,5	93,1	6,9
Women .....	12 277	6	6 261	1,8	16,4	74,0	98,9	1,1
Central government								
Men .....	2 965	3	7 692	1,3	10,5	39,7	84,8	15,2
Women .....	2 709	4	6 188	4,4	19,6	72,1	97,4	2,6
<b>Graduate</b>								
Local government								
Men .....	9 120	14	9 879	0,5	3,2	17,4	57,5	42,5
Women .....	10 673	5	8 144	0,9	7,2	32,0	83,4	16,6
Central government								
Men .....	12 393	12	8 562	0,4	4,3	28,3	73,1	26,9
Women .....	4 911	7	7 064	1,5	11,2	54,1	92,2	7,8
<b>Postgraduate</b>								
Local government								
Men .....	1 527	2	13 191	0,2	0,4	2,7	16,4	83,6
Women .....	459	0	11 133	0,2	2,6	10,6	33,4	66,5
Central government								
Men .....	3 742	4	10 178	0,0	0,1	9,8	51,1	48,9
Women .....	620	1	8 673	0,2	0,8	24,6	74,1	25,9
<b>No diploma or degree beyond education at first level, or diploma or degree unknown</b>								
Local government								
Men .....	18 650	29	5 084	14,7	37,8	94,3	99,4	0,6
Women .....	64 028	33	4 061	49,3	94,1	99,8	100,0	0,0
Central government								
Men .....	48 019	47	5 229	12,6	46,5	91,3	99,3	0,7
Women .....	42 394	60	4 372	32,2	79,5	98,8	99,8	0,2

Source: Register of civil servants, unpublished data  
Register of state employees under employment contract, unpublished data  
Municipal person register, unpublished data

Table 6. Number of average total earnings of local government salaried employees in major occupational groups by sex in October 1983

Occupational group Occupation*	Number of persons	Percentage women (%)	Average total earnings (FIM)	Ratio of women's earn- ings to men's earnings (%)
<b>Physicians</b>				
Osastonylilääkäri	128	12	15 688	87
Ylilääkäri	528	14	14 338	91
Apulaisyylilääkäri	253	20	13 307	97
Osastonlääkäri	1198	33	12 493	91
Terveyskeskuslääkäri	1815	44	12 208	84
Apulaislääkäri	1029	40	11 165	85
Terveyskesk.hammaslääkäri	1084	74	9 708	87
Eläinlääkäri	150	22	..	..
<b>Administration</b>				
Apulaiskaupunginjohtaja	66	3	18 243	..
Kaupunginjohtaja	82	0	15 702	-
Kunnanjohtaja	336	1	11 171	..
Kaupunginsihteeri	92	3	10 600	..
Osastopäällikkö	203	25	10 238	74
Apulaiskaupunginsihteeri	66	9	10 088	103
Toimistopäällikkö	326	29	8 644	77
Oikeusavustaja	99	36	8 575	97
Talouspäällikkö	408	30	7 298	92
Kunnansihteeri	312	35	7 270	95
Taloussihteeri	133	55	6 358	102
<b>Headmasters</b>				
Lukion rehtori	2733	15	10 915	98
Peruskoulun yläasteen rehtori	166	16	10 090	96
Yläasteen koulun rehtori	127	13	10 072	99
Rehtori	318	20	9 791	96
Peruskoulun ala-asteen rehtori	124	2	8 798	..
Ala-asteen koulun rehtori	106	4	8 503	..
Peruskoulun ala-asteen johtaja	449	15	8 313	98
Koulutoimen johtaja	326	8	8 025	94
Kansalaisopiston rehtori	169	36	7 668	93
<b>Technical occupations</b>				
Arkkitehti	98	46	8 974	95
Suunnitteluinsinööri	255	10	8 098	87
Toimistoarkkitehti	102	50	8 034	100
Toimistoinsinööri	126	16	7 911	82
Tiemestari	46	0	7 200	-
Rakennustarkastaja	364	1	6 786	..
Suunnitteluteknikko	177	5	6 383	78
Rakennusmestari	1368	4	6 236	80
Mittausteknikko	322	5	6 183	94

Occupational group Occupation*	Number of persons	Percentage women (%)	Average total earnings (FIM)	Ratio of women's earn- ings to men's earnings (%)
Teachers etc.				
Kauppaoppilaitoksen lehtori	122	55	10 088	92
Vanhempi lehtori	1912	60	9 397	94
Lukion lehtori	618	61	9 009	94
Lukion ja peruskoulun yht. vanh. lehtori	683	50	8 848	
Ammattiaineiden opettaja	612	8	8 832	94
Peruskoulun johtaja- opettaja	580	14	8 653	97
Lehtori	1045	44	7 801	92
Ammatinopettaja	390	66	7 574	99
Yleisaineiden opettaja	409	38	7 502	95
Työnohjaaja ammatti- koulussa	720	1	7 486	93
Ammatinopettaja, ammatti- koulussa	420	94	7 477	98
Matematiikan ym. lehtori	625	42	7 468	93
Englannin yms. lehtori	703	87	7 395	93
Peruskoulun lehtori	4172	72	7 297	97
Tarkkailuluokan opettaja	81	27	7 279	88
Opinto-ohjaaja	336	45	7 263	97
Teknisen käsityön opettaja	121	1	6 963	..
Peruskoulun aineenopettaja	2013	63	6 940	94
Eriytisopettaja, perus- koulussa	605	66	6 532	89
Peruskoulun luokanopettaja	5545	71	6 425	91
Tekstiilikäsityön opettaja	152	100	6 388	-
Tuntiopettaja	3877	50	6 314	94
Eriytisopettaja	519	73	6 289	89
Koulukuraattori	145	89	4 724	99
Planning officers etc.				
Suunnittelusihteeri	170	37	6 761	92
Suunnittelija	370	35	6 538	101
Tutkija	161	55	5 776	102
Nurses (health care)				
Ylihoitaja	460	98	6 243	100
Kätilö	291	100	5 824	-
Osastonhoitaja, Osastonhoitaja, sairaa- lassa	2132	97	5 773	97
Osastonhoitaja	508	97	5 612	105
Apulaisosastonhoitaja, sairaalassa	1493	98	5 545	98
Erikoissairaanhoitaja	2833	97	5 263	102
Mielisairaanhoitaja	4040	67	5 294	101
Sairaanhoitaja	8571	100	5 161	..
Terveystenhoitaja	3651	100	4 934	105
Hoitaja	1642	94	4 892	100

Occupational group Occupation*	Number of persons	Percentage women (%)	Average total earnings (FIM)	Ratio of women's earn- ings to men's earnings (%)
Vajaamielishoitaja	479	93	4 861	95
Apuhoitaja, sairaalassa	7323	99	4 735	102
Röntgenhoitaja	1013	94	4 705	100
Laboratoriohoitaja	1916	98	4 703	100
Apuhoitaja	6548	99	4 702	103
Lääkintävoimistelija	769	95	4 337	101
Hammashoitaja	1754	99	3 903	100
Transport occupations				
Raitiovaunukuljettaja	353	22	5 518	101
Linja-autonkuljettaja	1647	2	5 515	92
Autonkuljettaja	243	2	4 643	..
Raitiovaununrahastaja	155	100	4 529	..
Repair, maintenance etc. work				
Nosturinkäyttävä	115	0	5 703	-
Työnjohtaja	900	4	5 666	93
Lämmittäjä	290	0	5 647	..
Vanhempi ammattimies	623	1	5 302	88
Sähköasentaja	150	2	5 210	..
Nuorempi ammattimies	459	2	4 752	95
Laitosmies	452	0	5 148	..
Varastonhoitaja	469	29	4 635	93
Huoltomies	639	8	4 220	97
Apumies	260	7	3 920	90
Varastoapulainen	243	74	3 755	109
Social welfare work etc.				
Kunnalliskodin johtaja	203	96	5 566	101
Nuorisosihteeri	285	56	4 888	94
Sosiaalihoitaja	368	97	4 690	100
Sosiaalityöntekijä	540	91	4 685	103
Sosiaalitarikkaaja	416	87	4 630	100
Kodinhoitaja	3552	100	4 060	110
Kotiavustaja	4109	99	3 646	111
Library work				
Kirjastonhoitaja	248	90	5 215	99
Kirjastoamnuessi	502	93	4 594	106
Kirjastoautonkuljettaja	90	1	4 380	..
Kirjastovirkailija	169	96	3 861	103
Kirjastoapulainen	1101	96	3 773	108
Child day care				
Päiväkodin johtaja	1351	94	5 292	104
Perhepäivähoidon ohjaaja	526	97	4 528	105
Lastentarhanopettaja	3528	96	4 438	103
Lastenhoitaja	5190	100	4 292	109
Päiväkotiapulainen	3785	100	3 563	114

Occupational group Occupation*	Number of persons	Percentage women (%)	Average total earnings (FIM)	Ratio of women's earn- ings to men's earnings (%)
<b>Office etc. work</b>				
Osastisihteeri	195	85	5 481	97
Toimistosihteeri	780	87	4 910	101
Toimistonhoitaja	861	96	4 670	98
Kanslisti	4009	99	4 308	107
Apulaiskanslisti	3785	99	4 066	104
Konekirjoittaja	1389	99	4 042	103
Osastoavustaja	1968	100	3 908	103
Toimistovirkailija	3980	97	3 744	108
Toimistoapulainen	3022	96	3 726	101
<b>Assistant nurses etc.</b>				
Osastoapulainen	2749	100	4 274	110
Hoitoapulainen	2391	95	4 206	104
Sairaala-apulainen	7668	100	4 190	118
Laitosapulainen	4697	100	4 074	115
Terveyskeskusavustaja	2513	99	4 062	82
Välinehuoltoapul.	460	99	3 924	..
Kylvettäjä	976	99	3 911	103
Välinehuoltaja	647	100	3 880	..
Kuntohoitaja	408	93	3 746	98
<b>Household work</b>				
Emäntä	1277	100	4 691	..
Keittäjä	3311	100	4 272	106
Keittiöapulainen	7000	99	3 976	113
Tarjoilija	187	98	3 755	109
<b>Building caretaking etc.</b>				
Talonmies	2441	7	4 555	95
Keittäjä-siivooja	894	100	3 963	..
Siivooja	8857	100	3 800	110

\* Unfortunately, the occupations are not translated due to the strict timetable of the volume.

Source: Wage and salary statistics concerning municipal employees and workers.

## DATA COLLECTION AND THE CONCEPTS USED

### EDUCATION STATISTICS

Diplomas and degrees refer to awards conferred upon successful completion of a course of study at least four months long in a senior secondary school, vocational institution or institution of higher education.

Education at the second level, second stage, includes e.g. diplomas for vocational school, matriculation, and technician's examinations. Higher education in turn includes degrees such as Master of Engineering, Master of Arts, Licentiate in Philosophy, and Doctor of Philosophy.

#### Data collection

Regarding regular school and university education, data on comprehensive school, senior secondary school, vocational institution, and university students and awards conferred are requested on special forms or provided by educational authorities.

Statistics on the population's educational structure are based on the data of the Central Statistical Office's register of diplomas and degrees. The register contains data on awards conferred upon successful completion of a course of study lasting at least 400 hours. Publication of the data is by the highest award of each individual.

### LABOUR FORCE STATISTICS

#### Data collection

Labour force statistics data are collected monthly from a sample of about 12 000 persons. The sample has been drawn from the Central Population Register's population aged 15 – 74 years. The members of the sample are interviewed: they are asked questions about their employment during the survey week, a given week each month. Their types of activity are determined on the basis of the survey week. A person may be employed, unemployed, student, conscript serviceman, disabled or recipient of disability pension, recipient of other pension, homemaker, or other not falling into any of the foregoing categories. Labour force participation, i.e. being employed or unemployed, is the primary type of activity.

The monthly survey is supplemented by an annual interview study conducted in the autumn. The annual study is more extensive than the monthly survey. Its purpose is to study e.g. employment conditions, employment history, the background and duration of unemployment, and the extent to which those not in the labour force desire to become gainfully employed. The study's background data include e.g. family data such as the number and the age of children and the activity of the spouse.

## Concepts

### Working age population

In labour force statistics the working age population refers to persons aged 15 to 74 years.

### Employed

The employed comprise all persons who during the survey week worked a day or more for pay or profit, or worked as assisting family members at least one-third of the normal working hours in the field, or were temporarily absent from their jobs.

### Unemployed

The unemployed consist of all persons who for the entire survey week were without work but were available for work and sought it or had made arrangements to start a job or were on lay-off from their jobs. The unemployed also include all persons receiving unemployment pensions.

### Labour force

The employed and the unemployed together make up the labour force.

### Labour force participation rate

The ratio of the persons in the labour force to the corresponding population.

### Unemployment rate

The unemployed as a percentage of the labour force.

### Persons not in the labour force

The term refers to persons who were not in the labour force during the survey week. Persons not in the labour force comprise students, conscript servicemen, homemakers, disabled persons, pensioners, and others not falling into any of the foregoing categories.

### Hidden unemployment

The term refers to the unemployment of persons not in the labour force who during the survey week would have chosen to become economically active and would have been able to accept work within two weeks if suitable work had been available in the locality. However, hidden unemployed have not actively sought work.

## WAGE STATISTICS, PRIVATE SECTOR

Of the private sector's 1,3 million wage and salary earners about 800 000 are included in the wage statistics. The coverage of the statistics varies a great deal from industry to industry. It is lowest for real estate and business services. Of the wage statistics published by the Central Statistical Office of Finland, one part are based on data which the different employers' associations alone have gathered from their members, and the other part are based on data which the Central Statistical Office has collected in cooperation with employers' associations, data from unorganized employers being collected by the Central Statistical Office and data from organized employers by the respective associations. In addition, there are statistics concerning the private sector which are based on data collected only by the Central Statistical Office.

Total earnings for normal hours of work are calculated as monthly averages and include, among other things, the monetary value of pay in kind, commissions, and items paid at intervals longer than a month, such as percentages of profits. They do not include holiday bonuses, nor overtime rates and premium rates.

Average total earnings per hour are based on hours actually worked and also include overtime rates.

## WAGE STATISTICS, PUBLIC SECTOR

The wage statistics of the central and local government sectors are compiled from person registers which are updated once a year for salaried employees and 4 – 5 times a year for wage earners. The registers are compiled by the Central Statistical Office (for the local government sector and the wage earners of the central government sector) and by the State Treasury (for the salaried employees of the central government sector).

The wages or salaries of full-time employees are paid in full for the entire survey month and the employment contract specifies full wages, principal office, or principal job.

Average total earnings comprise the gross values of all earnings except holiday bonuses.

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Iiris Niemi — Salme Kiiski — Mirja Liikkanen: Use of time in Finland 1979, Studies No. 65, Central Statistical Office of Finland.

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## WAGES, PRIVATE SECTOR:

Earnings of employees in business and industry in August 1983. Statistical report PA 1984:14 (only in Finnish and Swedish).

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## WAGES, PUBLIC SECTOR:

Earnings of municipal employees and workers in October 1983. Statistical report PA 1985:7 (only in Finnish and Swedish).

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TILASTOKESKUS  
TUTKIMUKSIA

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