

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

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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 employment51 %

Fathers in employment93 %

The youngest child 3-6 years

Mothers in employment81 %

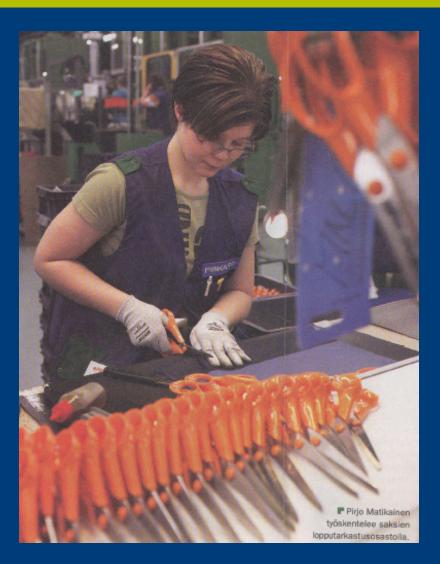
Fathers in employment93 %

The youngest child is 7-17 years

Mothers in employment88 %

Fathers in employment90 %

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

