

FACT SHEET – Finland

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I. Economic indicators

Table 1. Population and forecast (1990, 2004, 2020)

Total population (million)			Average annual population growth rate (%)		Population age composition (%, 2004)			Dependency ratio (dependants as proportion of working-age population, 2004)	
1990	2004	2020	1990 - 2004	2004- 2020	Ages 0-14	Ages 15-64	Ages 65+	Young	Old
5.0	5.2	5.4	0.3	0.2	17.5	66.8	15.7	0.3	0.2

Source: The World Bank Group, World Development Indicators 2006.
(<http://devdata.worldbank.org/wdi2006/contents/Section2.htm>)

Population in million (2004-2010)

2004	2005	2006	2007	2008	2009	2010*
5.21	5.23	5.25	5.27	5.30	5.32	5.35

* As of January, 1, 2010.

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=tps00001&language=en>)

Table 2. GDP per capita in PPS (EU-27=100); 2004-2008

Area/Year	2004	2005	2006	2007	2008
EU-25	104	104*	104	104	103
Finland	116	114*	114	118	117

* break in series

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsieb010>)

Table 3. Economy by sectors (1996,2006)

Gross domestic product (\$ mln)		Agriculture (% of GDP)		Industry (% of GDP)		Manufacturing (% of GDP)		Services (% of GDP)	
1996	2006	1996	2006	1996	2006	1996	2006	1996	2006
130,605	210,652	4	3	33	32	25	23	63	65

Source: The World Bank 2008.

(http://books.google.pl/books?id=O67oDJW01pwC&pg=PA195&lpg=PA195&dq=world+development+indicators+2007&source=bl&ots=iBqVToOWcG&sig=7pTjNMA2o2Cz6cXbUH35pA0vrAA&hl=pl&ei=u-DqS5KnLZuhOIP05P0K&sa=X&oi=book_result&ct=result&resnum=2&ved=0CB4Q6AEwAQ#v=onepage&q=world%20development%20indicators%202007&f=false, p.202)

Table 4. The size of the shadow economy as % of GDP (2001-2007)

Area/Year	2001/2002	2002/2003	2004	2005	2006	2007
Finland	18	17.4	17.2	16.6	15.3	14.5
Average (chosen 21 OECD countries)	16.7	16.3	16.1	15.6	14.5	13.9

Source: Schneider, Kepler 2007.

(<http://ec.europa.eu/social/search.jsp?langId=en&menuType=basic>)

Table 5. Risk of being detected for undeclared work (2007); in %

Area/Risk degree	High	Small	Refusal to answer (spontaneous)	Do not know
EU27	33	55	1	11
Finland	30	66	1	3

Source: Eurobarometer 2007.

(http://ec.europa.eu/public_opinion/archives/ebs/ebs_284_en.pdf, p.36).

Reasons for doing undeclared work (2007); in %

	Salaries in the regular businesses are too low	Taxes and/or social security contributions are too high	Lack of control by authorities	Lack of regular jobs on the labour market
EU27	26	17	12	10
Finland	21	20	11	7

Source: Eurobarometer 2007.

(http://ec.europa.eu/public_opinion/archives/ebs/ebs_284_en.pdf, p.41)

Table 6. Labour productivity per hour worked (2004-2009)

	2004	2005	2006	2007	2008	2009
EU27	86.8	86.9b	86.9	87.2	87.6	87.5
Finland	96.1	94.4b	94.2	97.4	96.8	93.1

b- break in series

Source: Eurostat 2010

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsieb040&plugin=1>)

II. Labour market indicators

Table 7. Total employment rate (2004-2009); in %

	2004	2005	2006	2007	2008	2009
EU27	63.0	63.5	64.5	65.4	65.9	64.6
Finland	67.6	68.4	69.3	70.3	71.1	68.7

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&language=en&pcode=tsiem010&tableSelection=1&footnotes=yes&labeling=labels&plugin=1>)

Employment rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008	2009
Total	67.6	68.4	69.3	70.3	71.1	68.7
Men	69.7	70.3	71.4	72.1	73.1	69.5
Women	65.6	66.5	67.3	68.5	69.0	67.9

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&language=en&pcode=tsiem010&tableSelection=1&footnotes=yes&labeling=labels&plugin=1>)

Employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	43.3	40.5	42.1	44.6	44.7
25-54	80.9	81.7	82.4	83.4	84.3
55-64	51.1	52.7	54.5	55.0	56.5
60-64	30.2	33.5	37.2	39.1	41.2

Source: EU Labour Force Survey 2009, updated in June 2009.

Men employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	43.5	40.4	42.6	44.5	44.3
25-54	83.4	84.4	85.2	86.0	87.3
55-64	52.0	52.8	54.8	55.1	57.1
60-64	33.1	36.3	39.5	41.5	43.5

Source: EU Labour Force Survey 2009, updated in June 2009.

Women employment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	43.2	40.6	41.6	44.7	45.1
25-54	78.2	79.0	79.6	80.6	81.2
55-64	50.1	52.7	54.3	55.0	55.8
60-64	27.6	30.8	35.0	37.0	39.1

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 8. Activity rate: total and by gender (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
Total	76.2	74.4	75.2	75.6	76.0
Men	78.4	76.6	77.1	77.2	77.9
Women	74.1	72.8	73.3	73.8	73.9

Source: EU Labour Force Survey 2009, updated in June 2009.

Total activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	59.8	50.7	51.8	53.4	53.5
25-54	87.4	87.7	87.8	88.0	88.6
55-64	55.7	56.6	58.5	58.8	59.7
60-64	31.8	34.9	38.9	40.8	42.8

Source: EU Labour Force Survey 2009, updated in June 2009.

Men activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	60.2	50.9	52.6	53.3	53.4
25-54	89.9	90.3	90.3	90.4	91.2
55-64	57.1	56.9	58.9	59.1	60.6
60-64	35.1	37.6	41.5	43.2	45.1

Source: EU Labour Force Survey 2009, updated in June 2009.

Women activity rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	59.3	50.4	51.0	53.6	53.5
25-54	84.8	85.1	85.3	85.6	85.9
55-64	54.4	56.4	58.2	58.4	58.8
60-64	28.9	32.4	36.4	38.6	40.6

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 9. Unemployment rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008
Total	10.4	8.5	7.8	6.9	6.4
Men	10.3	8.3	7.5	6.6	6.2
Women	10.6	8.7	8.1	7.3	6.7

Source: Eurostat 2010.

Unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	27.5	20.1	18.7	16.5	16.5
25-54	7.4	6.8	6.1	5.3	4.9
55-64	8.3	6.9	6.8	6.3	5.4
60-64	5.1u	4.2	4.4	4.2	3.6

u - unreliable data

Source: EU Labour Force Survey 2009, updated in June 2009.

Men unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	27.9	20.6	19.0	16.4	17.1
25-54	7.2	6.5	5.6	4.9	4.4
55-64	8.9	7.2	6.9	6.8	5.8
60-64	5.8u	:	4.9u	4.1u	3.6u

u - unreliable data

: data not available

Source: EU Labour Force Survey 2009, updated in June 2009.

Women unemployment rate by age group (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
15-24	27.2	19.5	18.4	16.6	15.8
25-54	7.7	7.2	6.6	5.8	5.4
55-64	7.8	6.6	6.7	5.9	5.0
60-64	:	4.9u	3.8u	4.3u	3.7u

u - unreliable data

: data not available

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 10. Employment by sector (2000-2008), as % total employment

Sector/Year	2000	2001	2002	2003	2004	2005	2006	2007	2008
Services	66.3	67.0	67.9	68.5	69.1	69.1	69.2	69.3	69.6
Industry	27.8	27.4	26.8	26.3	25.8	25.8	25.8	25.8	25.6
Agriculture	6.0	5.6	5.4	5.3	5.1	5.1	5.0	4.9	4.8

Source: Employment in Europe 2009, statistical annex, p. 181.

Employment by sectors (2004-2007); number of persons employed, in thousand

Sector/Year	2004	2005	2006	2007
Mining and quarrying	3589	3529	3613	3858
Manufacturing	409686	406715	406638	413465
Electricity, gas and water supply	14818	14900	16067	15265
Construction	129315	130000	136189	146692
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	252928	259635	265785	270888
Hotels and restaurants	51921	51968	55064	56343
Transport, storage and communications	156978	158062	160920	164243
Real estate, retting and business activities	194232	205560	224145	241120

Source: Eurostat 2009.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tin00004>)

Table 11. Inequalities of income distribution (2004-2009); in %

The ratio of total income received by the 20% of the population with the highest income (top quintile) to that received by the 20% of the population with the lowest income (lowest quintile). Income must be understood as equivalised disposable income.

	2004	2005	2006	2007	2008	2009
EU27	:	4.9s	4.8s	5.0	:	:
Finland	3.5	3.6	3.7	3.7	3.8	3.7

: data not available

s – Eurostat estimation

p – provisional value

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsisc010>)

Table 12. In work at-risk-of-poverty rate: total and by gender (2004-2009); in %

	2004	2005	2006	2007	2008	2009
Total	4.4	3.7	4.5	5.0	5.1	3.7
Men	5.0	3.8	4.7	4.5	5.3	4.0
Women	3.7	3.6	4.3	5.5	5.0	3.4

p –provisional rate

Please note, that according to Eurofund report, *Working poor in Europe*, published by Eurofund in 2010 "If persons are at risk of poverty, this may not be simply because of low wages but because their wages are insufficient to maintain the income of the household in which they live at a certain level. Equally, a person can earn a wage well below the poverty threshold but not be at risk of poverty because the income of other household members is sufficient to raise the overall household income above the poverty threshold. Such a person is, therefore, not counted as being working poor as defined here. A person can have earnings well above the poverty threshold but, because they share a household with people who are not working, they can be counted as being working poor" (page 2 of the report; the whole report available at:

<http://www.eurofound.europa.eu/pubdocs/2010/25/en/2/EF1025EN.pdf>.

Source: Eurostat 2010.

(<http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=1&pcode=tsdsc320&language=en>)

Table 13. Job satisfaction of workers: total and by gender (2005); in %

percentage of workers that are either very satisfied or satisfied with working conditions in their main paid job

	UE27	Finland
Total	82.3	84.5
Males	81.5	85.7
Females	83.4	83.2

: data not available

Source: EWCS 2005.

(http://www.eurofound.europa.eu/ewco/surveys/ewcs2005/4ewcs_10_02.htm)

Table 14. Educational attainment: adult population (2004-2007)
distribution of the 25-64 year-old population, by highest level of education attained

Year/Area	Finland			OECD		
	Below upper secondary	Upper secondary and post-secondary non-tertiary	Tertiary education	Below upper secondary	Upper secondary and post-secondary non-tertiary	Tertiary education
2007	19	44	36	30	43	27
2006	20	44	35	30	43	26
2005	21	44	35	31	43	26
2004	22	43	34	32	43	25

Source: OECD, *Education at Glance 2009*.
 (<http://www.oecd.org/dataoecd/41/25/43636332.pdf>, p.41)

Table 15. Trends in educational attainment: 25-64 year-old population (2004-2007)
percentage, by age groups

Education level	2004	2005	2006	2007
Below upper secondary	22	21	20	19
Upper secondary and post-secondary non-tertiary	43	44	44	44
Tertiary education	34	35	35	36

Source: OECD, *Education at Glance 2009*.
 (<http://www.oecd.org/dataoecd/41/25/43636332.pdf>, p.40)

III. Flexicurity indicators

1. Contractual arrangements

Table 16. Employment by type of contract (2004-2008), as % total employees

	2004	2005	2006	2007	2008
Self-employed	11.7	11.7	11.8	11.7	11.9
Part-time employment	13.5	13.7	14.0	14.1	13.3
Fixed-term contracts	16.1	16.5	16.4	15.9	15.0

Source: Employment in Europe 2009, statistical annex, p.181.

Table 17. Transition by employment status (2005/2006; 2006/2007)

persons aged 16-64; % of status in year t

2005 (year t)	2006 (year t+1)		2006 (year t)	2007 (year t +1)	
Total	Full-time	59	Total	Full-time	61
	Part-time	8		Part-time	7
	Unemployed	7		Unemployed	7
	Inactive	26		Inactive	25
	Undef status	.		Undef status	.
Full-time	Full-time	89	Full-time	Full-time	89
	Part-time	3		Part-time	2
	Unemployed	2u		Unemployed	3
	Inactive	7		Inactive	5
Part-time	Full-time	29	Part time	Full-time	33
	Part-time	47		Part-time	47
	Unemployed	u		Unemployed	4
	Inactive	19		Inactive	15
Unemployed	Full-time	30	Unemployed	Full-time	25
	Part-time	6u		Part-time	4
	Unemployed	48		Unemployed	53
	Inactive	17		Inactive	18
Inactive	Full-time	12	Inactive	Full-time	14
	Part-time	7		Part-time	9
	Unemployed	5		Unemployed	6
	Inactive	76		Inactive	71

u - unreliable and/or data are removed in accordance with EU-SILC publication requirements.

2006: data updated June 2009

2007: data updated October 2009

Source: EU-SILC 2009.

Table 18. Transition by type of contract (2005/2006; 2006/2007)
persons aged 16-64; % of status in year t
Attention – Finland (p) – see remarks below

2005 status	2006 status		2006 status	2007 status	
Total	Employee-permanent	49	Total	Employee-permanent	48
	Employee-temporary	10		Employee-temporary	11
	Self-employed	8		Self-employed	9
	Unemployed	7		Unemployed	7
	Inactive	26		Inactive	25
Employee-permanent	Employee-permanent	88	Employee-permanent	Employee-permanent	90
	Employee-temporary	2u		Employee-temporary	0
	Self-employed	1u		Self-employed	2
	Unemployed	1u		Unemployed	2
	Inactive	7		Inactive	5
Employee-temporary	Employee-permanent	29	Employee-temporary	Employee-permanent	8
	Employee-temporary	45		Employee-temporary	66
	Self-employed	u		Self-employed	4
	Unemployed	8u		Unemployed	9
	Inactive	18		Inactive	13
Self-employed	Employee-permanent	4u	Self-employed	Employee-permanent	6
	Employee-temporary	u		Employee-temporary	2
	Self-employed	85		Self-employed	85
	Unemployed	u		Unemployed	1

	Inactive	6u		Inactive	6
Unemployed	Employee-permanent	9u	Unemployed	Employee-permanent	10
	Employee-temporary	24		Employee-temporary	18
	Self-employed	u		Self-employed	1
	Unemployed	48		Unemployed	53
	Inactive	17		Inactive	18
Inactive	Employee-permanent	9	Inactive	Employee-permanent	10
	Employee-temporary	9		Employee-temporary	11
	Self-employed	1u		Self-employed	1
	Unemployed	5		Unemployed	4
	Inactive	76		Inactive	74

u - unreliable and/or data are removed in accordance with EU-SILC publication requirements.

Countries are flagged "p" - provisional or/ are removed in line with the expectations in the supporting note or with countries' reservations.

2005/2006: data updated June 2009

2006/2007: data updated October 2009

Source: EU-SILC 2009.

Table 19. Access to flexitime (2004); % of total employees
persons aged 15-64

	Total	Men	Women
EU27	31.3	33.0	29.4
Finland	50.2	53.6	46.9

Source: Eurostat, EU LFS 2008.

Table 20. Strictness of employment protection (2004-2009)

Area/Year	2005	2006	2007	2008	2009
OECD countries – overall	1.95	1.95	1.95	1.94	:
Finland					
- overall	2.02	2.02	2.02	1.96	:
- regular employment	2.17	2.17	2.17	2.17	:
- temporary employment	1.88	1.88	1.88	1.75	:

: data not available

Source: OECD 2009.

(http://stats.oecd.org/Index.aspx?DataSetCode=EPL_OV)

Employment protection – dynamic perspective

Labour market measures	Unit (earlier year, latest year)	Earlier year	Latest year	Latest year, OECD total
Overall EP strictness	Scale 0-6 (1998,2008)	2.2	2.0	2.1
EP strictness for regular employment	Scale 0-6 (1998,2008)	2.3	2.2	2.1
EP strictness for temporary employment	Scale 0-6 (1998,2008)	1.9	1.8	1.8

Source: OECD, Employment Outlook 2009.

(http://www.oecd.org/document/53/0,3343,en_2649_39023495_42788213_1_1_1_1,00.html)

Table 21. Diversity of contractual and working arrangements (2008)
by area/country and gender

Area/Country		Total employees in part-time and/or fixed-term contracts + total self-employed as % of persons	Total employees in part-time jobs	Total employees in fixed-term jobs	Total self-employed as % of total persons in employment
EU27	Total	38.7	14.5	10.3	14.8
	Men	33.2	4.7	11.0	18.7
	Women	45.5	25.5	9.5	10.0
Finland	Total	33.1	8.9	11.2	12.3
	Men	29.9	5.3	8.9	16.1
	Women	36.6	12.4	13.5	8.1

Source: EU LFS 2009.

2. Lifelong learning

Table 22. Spending on human resources (2001-2006); public expenditure on education as percentage of GDP

Area/Country	2001	2002	2003	2004	2005	2006
EU27	4.99	5.10	5.15	5.06	5.04	5.02
Finland	6.04	6.21	6.42	6.42	6.32	6.14

Source: Eurostat 2009.

(<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsiir010>)

Table 23. Percentage of employees (all enterprises) participating in CVT courses by gender (2005)

Area/Country	Total	Men	Women
EU27	33	34	31
Finland	39	38	41

Source: CVTS3 2009.

(<http://www.cedefop.europa.eu/EN/statistics-and-indicators/continuing-vocational-training-and-adult-learning.aspx>)

Table 24. Lifelong learning (2004-2009); in %

participation of the adult population aged 25-64 participating in education or training over the four weeks prior to the study

	2004	2005	2006	2007	2008
EU27	9.3	9.8	9.7	9.5	9.6
Finland	22.8	22.5	23.1	23.4	23.1

Source: EU Labour Force Survey 2009.

Lifelong learning participation: total and by gender (2004-2008); in %

	2004	2005	2006	2007	2008
Total	22.8	22.5	23.1	23.4	23.1
Men	19.2	19.0	19.3	19.4	19.3
Women	26.4	26.1	27.0	27.5	26.9

Source: EU Labour Force Survey 2009.

Total participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	33.0	33.1	33.8	33.9	33.4
35-44	24.9	24.4	24.9	25.7	25.8
45-54	20.8	20.7	21.5	21.8	21.4
55-64	12.9	12.8	13.5	13.6	13.3

Source: EU Labour Force Survey 2009.

Men participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	30.6	31.5	32.4	32.0	32.1
35-44	20.4	19.9	20.1	20.9	21.3
45-54	16.2	15.9	15.8	15.8	15.7
55-64	10.1	9.7	9.9	10.0	9.6

Source: EU Labour Force Survey 2009, updated in June 2009.

Women participation in lifelong learning by age (2004-2008); in %

Age/Year	2004	2005	2006	2007	2008
25-34	35.5	34.9	35.4	35.8	34.9
35-44	29.7	29.0	29.8	30.7	30.4
45-54	25.6	25.6	27.1	27.8	27.2
55-64	15.6	15.9	17.0	17.1	17.0

Source: EU Labour Force Survey 2009, updated in June 2009.

Table 25. Investment by enterprises in training of adults (1999,2005)

direct costs and labour costs of participants divided by total labour costs

Area/Country	1999	2005
EU27	2.3	1.6
Finland	2.4	1.5

Source: CVTS3

3. Active labour market policy

Table 26. Public expenditure on labour market policies

Labour market measures	Unit (earlier year, latest year)	Earlier year	Latest year	Latest year, OECD total
Active	% of GDP (1998, 2007)	1.1	0.8	0.6
Passive	% of GDP (1998, 2007)	2.3	1.4	0.8

Source: OECD, Employment Outlook 2009.

(http://www.oecd.org/document/53/0,3343,en_2649_39023495_42788213_1_1_1_1,00.html)

Public expenditure on labour market policies, by type of action (2004-2008); as % of GDP

	2004	2005	2006	2007	2008
Total LMP (categories 1-9)	2.967 ^e	2.770 ^e	2.570 ^b	2.259 ^e	2.143 ^e
Labour market services	0.141	0.136	0.131	0.125	0.115
Total LMP measures (categories 2-7)	0.791 ^e	0.732 ^e	0.736 ^b	0.706 ^e	0.674 ^e
Total LMP supports (categories 8-9)	2.035	1.902	1.703	1.428	1.354

e - estimated value

b – break in series

Source: Eurostat 2009.

(http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy/main_tables)

Table 27. Activation of long-term unemployed: total and by gender (2004-2008)

Activation rates	Total	Men	Women
2004	26	:	:
2005	25	:	:
2006	29.8	:	:
2007	34.4	:	:
2008	33.9	:	:

: data not available

Source: National data and LMP, Eurostat 2009.

Table 28. Participants in labour market policy measures: by type of action (2004-2008)
annual average stock

	2004	2005	2006	2007	2008
Total LMP measures (categories 2-7)	98563 ^e	96696 ^e	98624 ^b	100853 ^e	91763 ^e
Training	49762 ^e	48798	48932	50244	45701
Job rotation and job sharing	7271	6806	7346	7769	7906
Employment incentives	20062	19372	15773 ^b	16131	13837
Supported employment and rehabilitation	7905 ^e	8383 ^e	8868 ^e	8434 ^e	8205 ^e
Direct job creation	10920	9572	13464 ^b	13755	11726
Start-up incentives	2643	3765	4241	4520	4388

e - estimated value

b - break in series

Source: Eurostat 2009

(http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy/main_tables)

Table 29. New start/prevention (2004-2008)
share of young and adult unemployed not having been offered a job or an activation measure within 6 or 12 months

Regular activation

	Young unemployed			Adult unemployed		
	Total	Men	Women	Total	Men	Women
2004	7.6	9.5	6	9	12.8	6.7
2005	5.8	7.2	4.7	9	12.5	6.9
2006	4.5	5.5	3.6	8	11.1	6.1
2007	3.6	4.4	2.8	6.4	8.7	4.9
2008	3.4	4	2.8	6	8.3	4.6

Assisted activation

	Young unemployed			Adult unemployed		
	Total	Men	Women	Total	Men	Women
2004	1.4	1.7	1.1	1	1.4	0.8
2005	1	1.1	0.9	1.3	1.8	1

2006	0.3	0.4	0.3	1	1.4	0.8
2007	0.2	0.2	0.1	0.8	1.1	0.6
2008*	0.2	0.2	0.2	0.4	0.5	0.3

* 6 month compliance for youth

Source: National data (2007 National Reform Programs)

4. Social protection

Table 30. Average duration of unemployment (2003-2008); in months

Area/Country	2003	2004	2005	2006	2007	2008
Finland	10.6	9.7	10.1	10.2	10.7	9.5
OECD countries	10.7	10.7	10.7	10.4	9.6	8.2

Source: OECD 2009.

(http://stats.oecd.org/Index.aspx?DataSetCode=AVD_DUR)

Table 31. Net replacement rates and unemployment insurance benefit duration (2004)

Initial net replacement rate (percentage of net earnings in work)	Unemployment insurance benefit duration	Average of net replacement rates over 60 months of unemployment (% of net earnings in work)
70	23	65 (-9)

Source: OECD, Employment Outlook 2006.

(<http://www.oecd.org/dataoecd/28/9/36965805.pdf>)

Table 32. Incidence of long-term unemployment (2007), in %

Proportion unemployed more than 6 months	Proportion unemployed more than 12 months	Standardized unemployment rate
37.9	23.0	6.8

Source: *Employment in Europe 2009*, p. 72.

Table 33. Unemployment trap: tax rate on low wage earners (2004-2008)

The marginal effective tax rate on labour income taking account the combined effect of increased taxes and benefits withdrawal as one takes up a job. Calculated as one minus the ratio of change in net income (net in work income minus net out of work income) and change in gross income for a single person moving from unemployment to a job with a wage level of 67% of the AW.

	2004	2005	2006	2007	2008
EU27	74.26	75.52	76.12	74.90	74.75
Finland	78.00	77.00	76.00	75.00	74.00

Source: Eurostat 2009.

IV. Industrial relations indicators

Table 34. Industrial relations indicators, in %

	Finland	EU27
Collective bargaining (percentage of employees covered by collective agreements), 2006	90	63
Trade union density (Union members as percentage of all employees in dependent employment), 2005	72	25
Employers organizations density (Percentage of employees covered by collective agreements), 2006	70	n/a

Source :European Commission 2009, Industrial Relations in Europe Report 2008, pp. 74-75 and 78.