Shareholders of CLIC Innovation Ltd

- ABB
- Fortum
- L&T
- MYLLYKOSKI
- The Biofore Company
- UPM
- Aalto University
- Tampere University of Technology
- Turku University of Turku
- LUT
- Lappeenranta University of Technology
- Helsinki University of Technology
- University of Eastern Finland
- Vaasa University of Technology
- Åbo Akademi

- ANDRITZ
- EKOKEM
- ELENIA
- FCG
- Gasum
- HELEN
- BMH TECHNOLOGY
- Kemira
- Metsä
- Metsäteho
- Pohjolan Voima
- SSAB
- VAPO
- Stora Enso
- Finnish Meteorological Institute
- Luke
- Syke
- GTK
- Oulu University
- National Land Survey of Finland
- Finnish Environment Institute
Women in Technology in Finland
- Results from TEK surveys
Technology Students in Finland by Gender (2002-2015)

Gender Distribution for Students of Master's Degree in Technology

- 2002: Men 19%, Women 20%
- 2005: Men 20%, Women 26%
- 2010: Men 25%, Women 26%
- 2013: Men 24%, Women 20%
- 2015: Men 24%, Women 19%

Students of Energy Technology by Gender

- 2015: Men 21%, Women 19%
- 2016: Men 19%, Women 21%

Official Statistics of Finland (OSF): University education [e-publication].
ISSN=2324-0148. Helsinki: Statistics Finland.
Study field of TEK members
(TEK Labour Market Survey 2015)

% of respondents

- Men
- Women
## Labour market situation

*(TEK Labour Market Survey 2015)*

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Full-time employment</th>
<th>Part-time employment</th>
<th>Maternity or other leave</th>
<th>Unemployed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>men</td>
<td>women</td>
<td>men</td>
<td>women</td>
<td>men</td>
</tr>
<tr>
<td>25-34 years</td>
<td>92 %</td>
<td>79 %</td>
<td>1 %</td>
<td>4 %</td>
<td>1 %</td>
</tr>
<tr>
<td>35-44 years</td>
<td>93 %</td>
<td>81 %</td>
<td>1 %</td>
<td>8 %</td>
<td>1 %</td>
</tr>
<tr>
<td>45-54 years</td>
<td>90 %</td>
<td>86 %</td>
<td>1 %</td>
<td>3 %</td>
<td>1 %</td>
</tr>
<tr>
<td>55-64 years</td>
<td>80 %</td>
<td>77 %</td>
<td>3 %</td>
<td>3 %</td>
<td>0 %</td>
</tr>
<tr>
<td>Total</td>
<td>n=7484</td>
<td>n=1969</td>
<td>n=117</td>
<td>n=116</td>
<td>n=43</td>
</tr>
<tr>
<td></td>
<td>90 %</td>
<td>81 %</td>
<td>1 %</td>
<td>5 %</td>
<td>1 %</td>
</tr>
</tbody>
</table>
Unemployment rate
Fixed-term (temporary) contracts

(TEK Labour Market Survey 2015)
Position

(TEK Labour Market Survey 2015)
## Median salary by position (TEK Labour Market Survey 2015)

<table>
<thead>
<tr>
<th>Position</th>
<th>Women</th>
<th>Men</th>
<th>&quot;Weuro&quot;*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Management</td>
<td>7520</td>
<td>8980</td>
<td>84 %</td>
</tr>
<tr>
<td>Management</td>
<td>6873</td>
<td>7435</td>
<td>92 %</td>
</tr>
<tr>
<td>Higher middle mgmt</td>
<td>5225</td>
<td>5520</td>
<td>95 %</td>
</tr>
<tr>
<td>Lower middle mgmt</td>
<td>4635</td>
<td>4770</td>
<td>97 %</td>
</tr>
<tr>
<td>Very demanding expert duties</td>
<td>5020</td>
<td>5300</td>
<td>95 %</td>
</tr>
<tr>
<td>Demanding expert duties</td>
<td>4165</td>
<td>4420</td>
<td>94 %</td>
</tr>
<tr>
<td>Expert duties</td>
<td>3681</td>
<td>3800</td>
<td>97 %</td>
</tr>
<tr>
<td>Other</td>
<td>3200</td>
<td>3583</td>
<td>89 %</td>
</tr>
<tr>
<td>All</td>
<td>4269</td>
<td>4840</td>
<td>88 %</td>
</tr>
</tbody>
</table>
Conclusions 1/2

• Data available to TEK suggests that women working in technology are, in general, disadvantaged compared to men
  – less often in full-time employment and more likely to have fixed-term contracts
  – unemployment rate is higher
  – less likely to progress to top management
  – their salaries are lower

• Why?
  – Different choices? Different career aspirations?

• But: ‘myth’ or assumption of gender equality still prevails!
Conclusions 2/2

- In Finland, technology is a male field. Despite campaigns, women are a minority within engineering and other technology fields.
- International research suggests that women are less likely than men to pursue engineering/STEM careers, and more likely to drop out from STEM careers at all stages = so called ‘Leaky Pipeline’.
- ‘Leaky Pipeline’ indicates that women are opting out of STEM fields either by considering other choices or failing to progress through to the different stages of the pipeline (e.g. Appianing & Van Eck, 2015).
- Leaky Pipeline –phenomenon has not been widely studied in the Finnish context, e.g. whether women more often than men drop out from Engineering studies in Finland.
- However, Leaky Pipeline metaphor may lead to an oversimplified understanding of gender dynamics: do all women experience the same pressures and respond to them in similar ways?
- Moreover, differences within technology/engineering are usually not considered.