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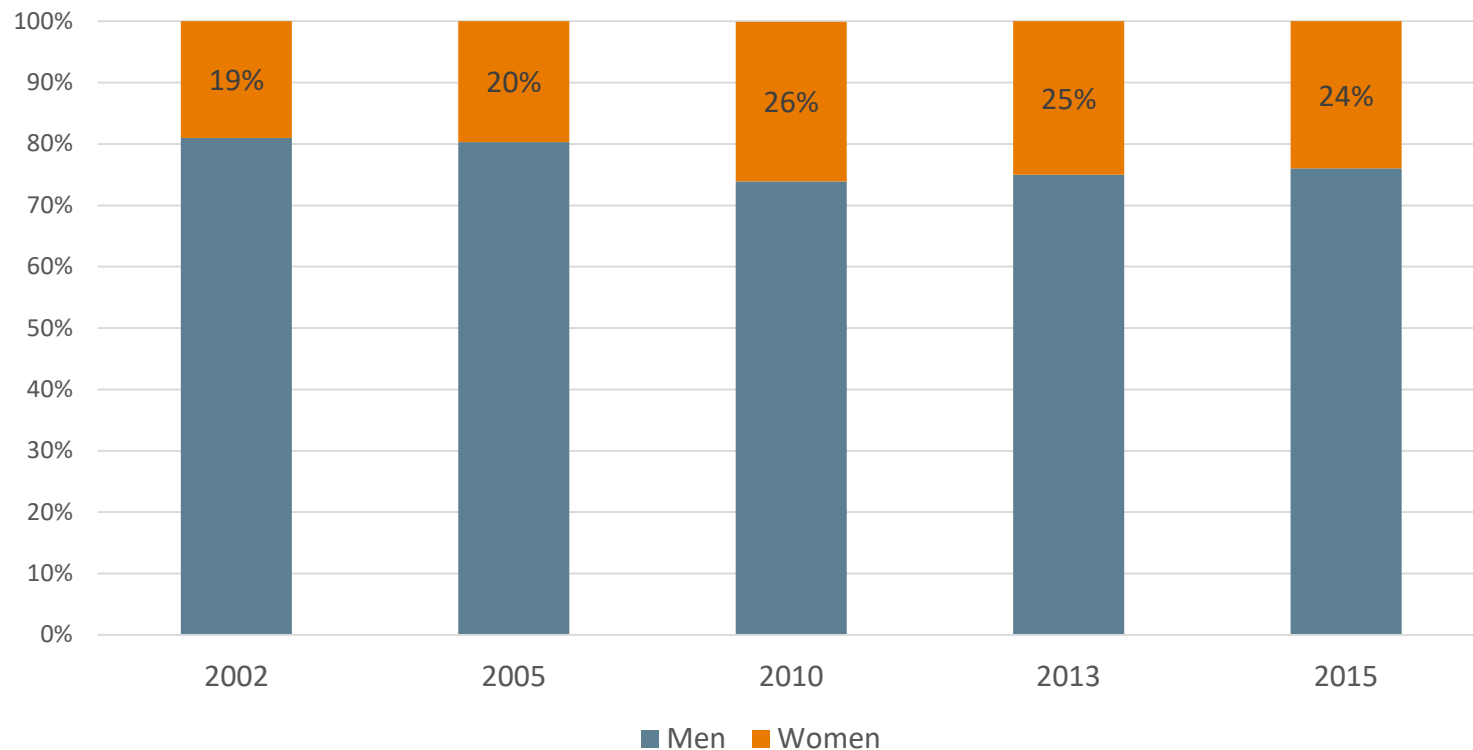


Women in Technology in Finland - Results from TEK surveys

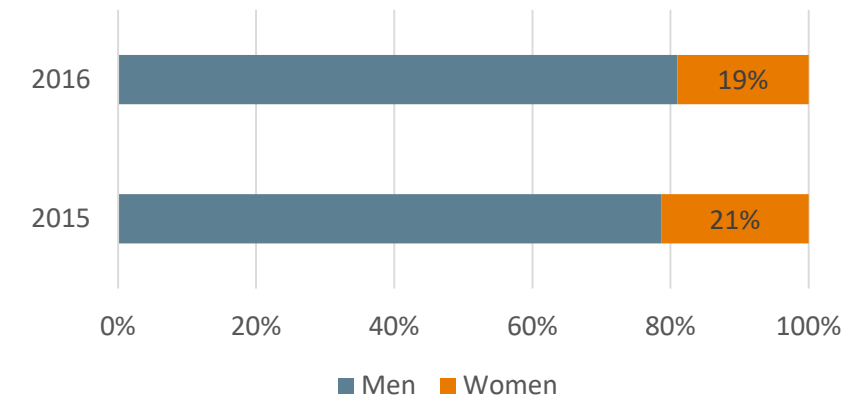
- 1) Gender balance
- 2) Study field
- 3) Labour market situation
- 4) Unemployment rate
- 5) Contract type
- 6) Position
- 7) Salary

Technology Students in Finland by Gender (2002-2015)

Gender Distribution for Students of Master's Degree in Technology



Students of Energy Technology by Gender



Official Statistics of Finland (OSF): University education [e-publication].

ISSN=2324-0148. Helsinki: Statistics Finland.

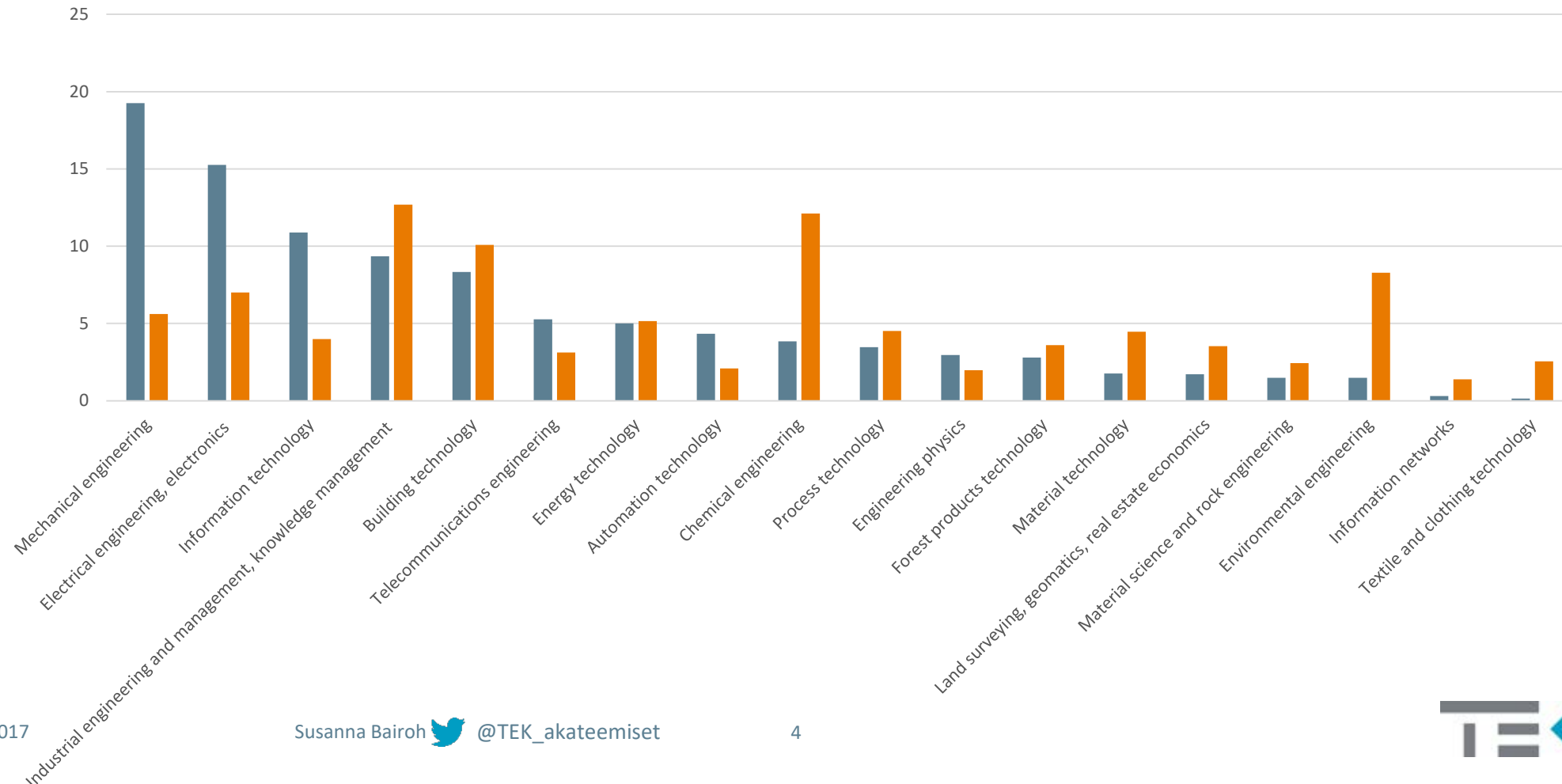
Access method: http://tilastokeskus.fi/til/yop/index_en.html

Study field of TEK members

(TEK Labour Market Survey 2015)

% of respondents

■ Men ■ Women

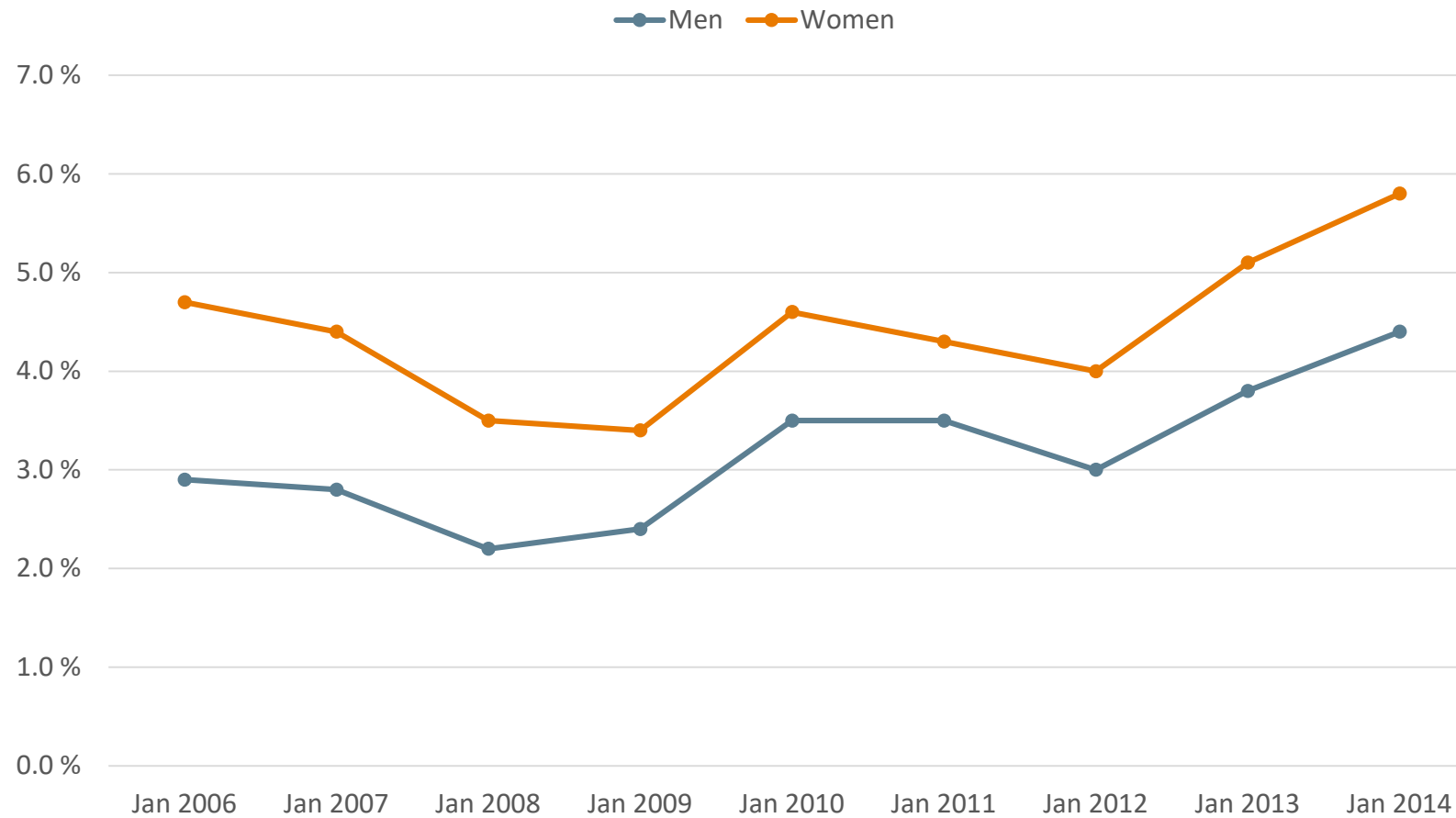


Labour market situation

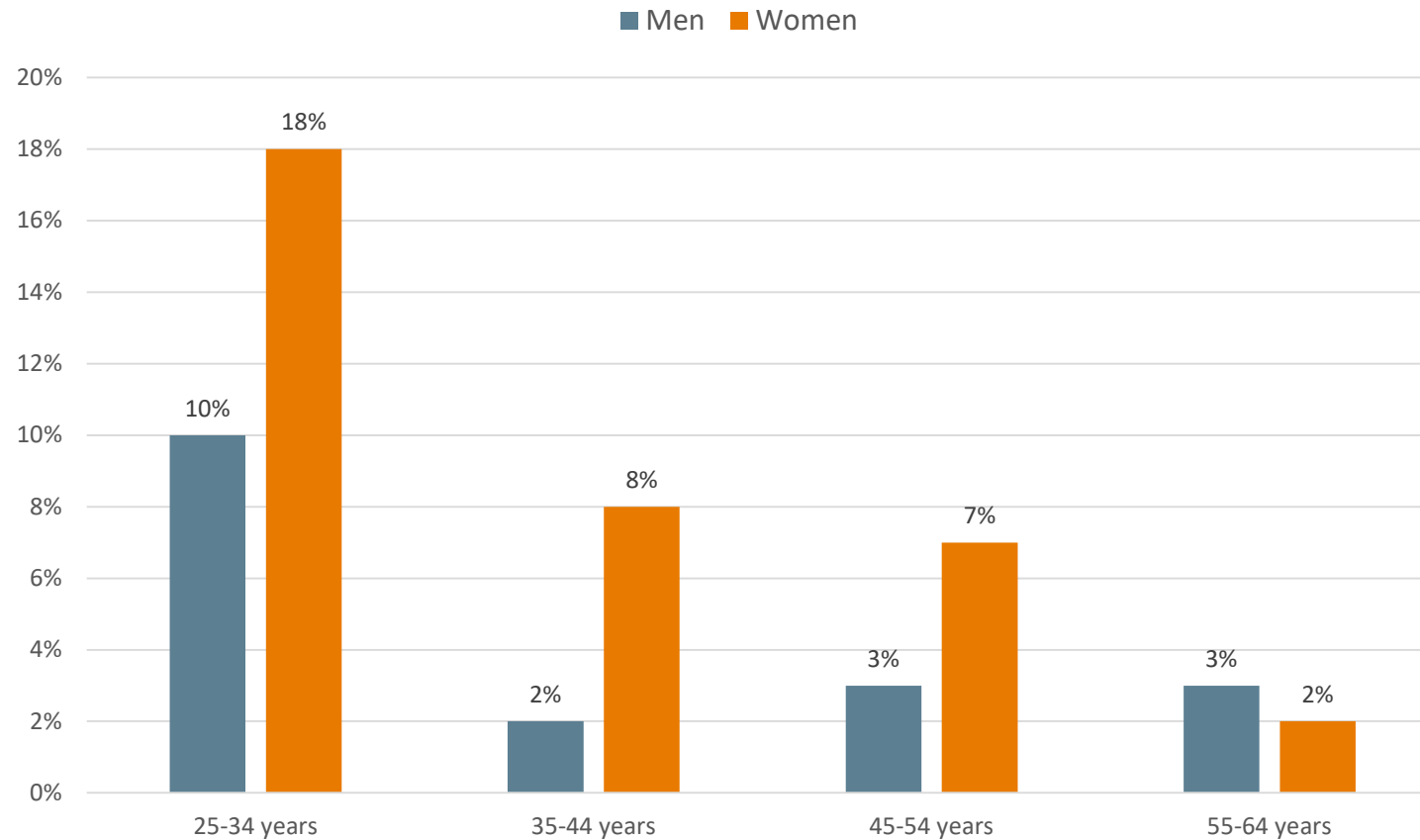
(TEK Labour Market Survey 2015)

	Full-time employment		Part-time employment		Maternity or other leave		Unemployed		Other	
	men	women	men	women	men	women	men	women	men	women
25-34 years	92 %	79 %	1 %	4 %	1 %	7 %	4 %	5 %	2 %	5 %
35-44 years	93 %	81 %	1 %	8 %	1 %	4 %	3 %	4 %	2 %	3 %
45-54 years	90 %	86 %	1 %	3 %	1 %	0 %	7 %	8 %	2 %	3 %
55-64 years	80 %	77 %	3 %	3 %	0 %	0 %	12 %	13 %	5 %	6 %
Total	n=7484	n=1969	n=117	n=116	n=43	n=96	n=467	n=151	n=210	n=101
	90 %	81 %	1 %	5 %	1 %	4 %	6 %	6 %	3 %	4 %

Unemployment rate

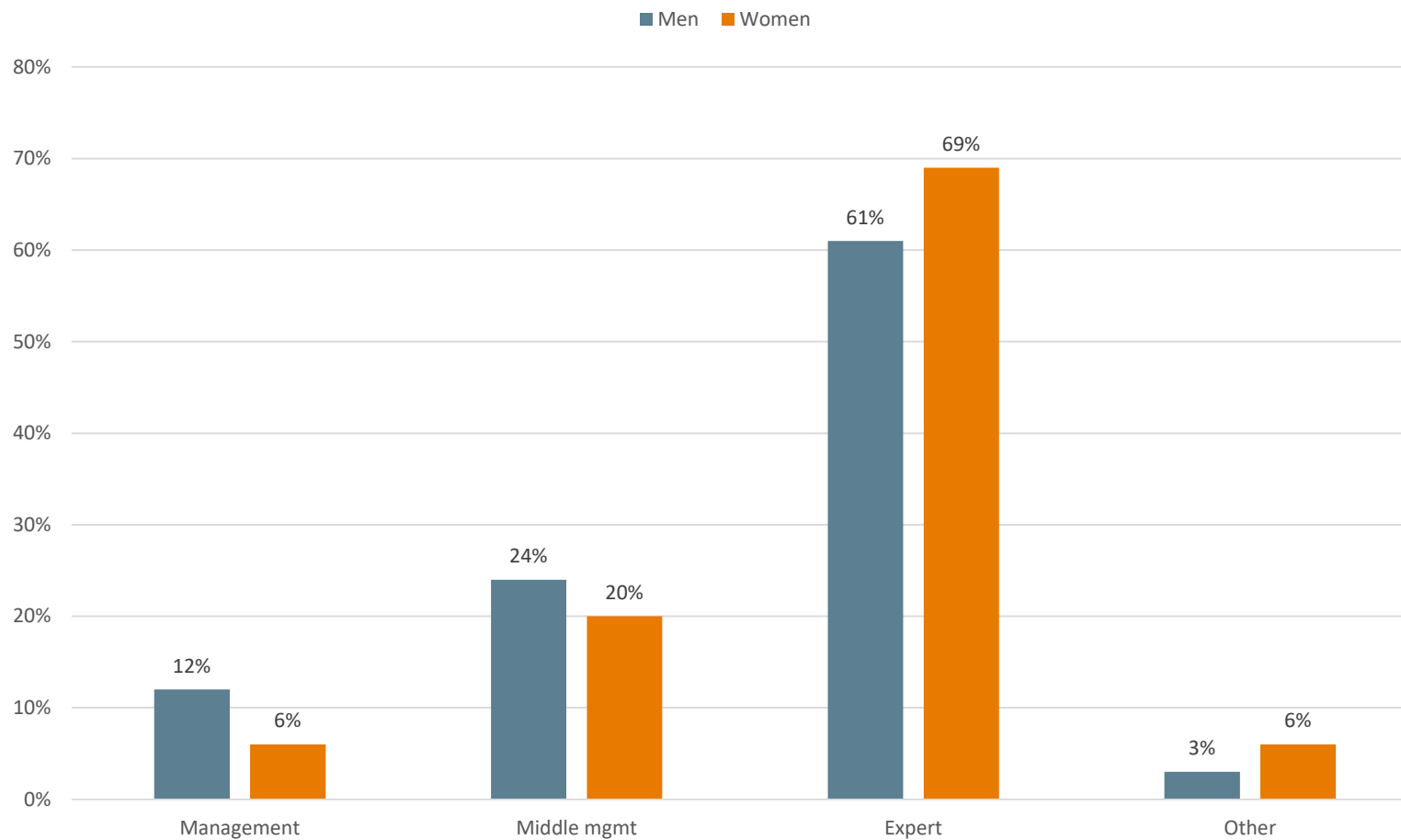


Fixed-term (temporary) contracts (TEK Labour Market Survey 2015)



Position

(TEK Labour Market Survey 2015)



Median salary by position

(TEK Labour Market Survey 2015)

Full-time employment, median salary (€/month)			
	Women	Men	"Weuro"*
Top Management	7520	8980	84 %
Management	6873	7435	92 %
Higher middle mgmt	5225	5520	95 %
Lower middle mgmt	4635	4770	97 %
Very demanding expert duties	5020	5300	95 %
Demanding expert duties	4165	4420	94 %
Expert duties	3681	3800	97 %
Other	3200	3583	89 %
All	4269	4840	88 %

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?
 - Discrimination and unfair treatment? 30 % of women report discrimination in TEK surveys (2015 & 2017)
- 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.