

Development of target groups in Finland

A preparatory analysis for surveying the creative and knowledge economy

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WP4: Development of target groups in Finland

A preparatory analysis for surveying the creative and knowledge economy

ACRE report [4.5.]

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Mari Vaattovaara



Accommodating Creative Knowledge – Competitiveness of European Metropolitan
Regions within the Enlarged Union

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ACRE

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1 Target group statistics

1.1 Introduction

We will begin the description of the existence of target groups by looking at the levels of predefined segments defined as “employees in creative industries” and “employees in knowledge intensive industries” and then move on the graduate statistics. The report also provides statistical background figures for managers and immigrants in the Helsinki metropolitan area. This section describes the major developments and briefly summarises the obtained results after each chapter.

1.2 Employees in creative industries (WP5)

The concept of creative industries has been defined to include the industries presented on table 1.1 This categorisation was accepted in the ACRE meeting held in Sofia March 2007.

Table 1.1. The NACE-code contents of “creative industries” approved by the project management

Sector	NACE codes
1. Creative industries	
Advertising	744 Advertising
Architecture	742 Architectural and engineering activities and related technical consultancy
Arts/antiques trade	<u>Portions of the following sectors:</u> 524 Other retail sale of new goods in specialized stores 525 Retail sales of second-hand goods in store
Crafts	No codes
Design	No codes
Designer fashion	<u>Portion of the following sectors:</u> 17 Manufacture of textiles 171 Preparation and spinning of textile fibres 172 Textile weaving 173 Finishing of textiles 174 Manufacture of made-up textile articles, except apparel 175 Manufacture of other textiles 176 Manufacture of knitted and crocheted fabrics 177 Manufacture of knitted and crocheted articles 18 Manufacture of wearing apparel; dressing and dyeing of fur 181 Manufacture of leather clothes 182 Manufacture of other wearing apparel and accessories 183 Dressing and dyeing of fur; manufacture of articles of fur

	19 Tanning and dressing of leather; manufacture of luggage, handbags, saddlery, harness and footwear 191 Tanning and dressing of leather 192 Manufacture of luggage, handbags and the like, saddlery and harness 193 Manufacture of footwear
Video, film, music and photography	223 Reproduction of recorded media 921 Motion pictures and video activities 748 Miscellaneous business activities (*part of it)
Music and the visual and performing arts	<u>Portions of the following sectors:</u> 923 Other entertainment activities 927 Other recreational activities
Publishing	221 Publishing 924 News agency activities
Computer games, software, electronic publishing	722 Software consultancy and supply
Radio and TV	922 Radio and television activities

Table 1.2 shows the creative industries that are included into the analysis. The results from the Helsinki metropolitan region including the cities of Helsinki, Espoo, Kauniainen and Vantaa are presented in table 1.2. We were able to get statistics annually since the 1998 for the metropolitan area. We have a longer statistical period for the city of Helsinki starting from the year 1993.

Table 1.2. The development of creative industries in Helsinki metropolitan area 1998–2004 with total growth %

	1998	1999	2000	2001	2002	2003	2004	Growth 1998-2004 (%)
ALL IN TOTAL	523208	544674	566485	575659	573911	570465	573673	9,65 %
744 Advertising	4146	4328	4752	4648	4100	4217	4255	2,63 %
742 Architectural and engineering activities and related technical consultancy	12601	13572	13889	14110	14154	14510	14151	12,30 %
524 Other retail sale of new goods in specialized stores	11100	11767	12276	12717	12758	13287	13494	21,57 %
525 Retail sales of second-hand goods in store	263	312	318	342	391	428	401	52,47 %
171 Preparation and spinning of textile fibres	35	27	28	27	27	29	29	-17,14 %
172 Textile weaving	0	2	4	5	3	3	3	300,00 %
173 Finishing of textiles	94	104	121	136	120	138	152	61,70 %
174 Manufacture of made-up textile articles, except apparel	131	138	140	130	149	142	172	31,30 %
175 Manufacture of other textiles	237	246	251	250	240	198	231	-2,53 %
176 Manufacture of knitted and crocheted fabrics	0	0	1	2	0	0	0	0,00 %
177 Manufacture of knitted and crocheted articles	42	33	29	24	12	11	8	-80,95 %
181 Manufacture of leather clothes	9	4	4	4	5	7	7	-22,22 %
182 Manufacture of other wearing apparel and accessories	415	384	398	369	327	310	301	-27,47 %
183 Dressing and dyeing of fur; manufacture of articles of fur	66	52	56	60	57	48	27	-59,09 %
192 Manufacture of luggage, handbags and the like, saddlery and harness	3	5	8	4	7	11	12	300,00 %
193 Manufacture of footwear	29	24	34	37	37	30	31	6,90 %
223 Reproduction of recorded media	155	168	155	140	145	147	158	1,94 %
921 Motion pictures and video activities	1291	1236	1258	1273	1392	1331	1313	1,70 %
748 Miscellaneous business activities	6384	6368	6355	5331	5794	6279	6213	-2,68 %
923 Other entertainment activities	3391	3480	3574	3595	3601	3722	3775	11,32 %
927 Other recreational activities	1191	1266	1268	1251	1256	1265	1264	6,13 %
221 Publishing	7453	7722	7659	7609	7597	7565	7469	0,21 %
924 News agency activities	317	349	369	333	320	308	331	4,42 %
722 Software consultancy and supply	8749	10547	13584	15113	14761	14349	14966	71,06 %
922 Radio and television activities	5303	5277	5503	5442	5235	4941	4966	-6,35 %
CREATIVE INDUSTRIES SUM	63405	67411	72034	72952	72488	73276	73729	16,28 %

Source: Statistics Finland 2007; City of Helsinki Urban Facts 2007

Table 1.2 shows the sectors with the most substantial growth. Considering the employment levels there are two major fields: 1) the architectural and engineering with related technical consultancy and 2) software consultancy and supply. They employ together little less than 30 000 people within the metropolitan area.

There are great variations in the total growth rates. Considering the large employers, “Software consultancy and supply” has experienced the greatest growth and, therefore, it is perhaps the most important single industry in the case of Helsinki with respect to predefined categories of table 1.1. Other “important” industries are also marked with yellow colour on table 1.2.

1.3 Employees in knowledge intensive industries (WP5)

The concept of knowledge intensive industries has been defined to include the industries presented on table 1.3. This categorisation was accepted in the ACRE meeting held in Sofia March 2007.

Table 1.3. The NACE-code contents of “knowledge intensive industries” approved by the project management

<p>2. Information Communication Technology (adapted from OECD definition)</p>	<p><u>ICT manufacturing:</u></p> <p>300 Manufacture of office machinery and computers 313 Manufacture of insulated wire and cable 321 Manufacture of electronic valves and tubes and other electronic components 322 Manufacture of television and radio transmitters and apparatus for line telephony and line telegraphy 323 Manufacture of television and radio receivers, sound or video recording or reproducing apparatus and associated goods 332 Manufacture of instruments and appliances for measuring, checking, testing, navigating and other purposes except industrial process control equipment 333 Manufacture of industrial process equipment</p> <p><u>ICT services</u></p> <p>642 Telecommunications 72 Computer related activities (minus 722 Software) 72.1: hardware consultancy; 72.3: data processing; 72.4: database activities; 72.5: maintenance and repair of office, accounting and computing machinery; 72.6: other computer related activities;</p>
<p>3. Finances</p>	<p><u>J. Financial intermediation</u></p> <p>65 Financial intermediation, except insurance and pension funding 66 Insurance and pension funding except compulsory social</p>

	security 67 Activities auxiliary to financial intermediation
4. Law and other business services	741 Legal, accounting, book-keeping and auditing activities; tax consultancy, market research and public opinion polling, business and management consultancy. 743 Technical testing and analysis 745 Labour recruitment and provision of personnel 746 Investigation and security activities
5. R&D and higher education	<u>73 Research and development</u> 731 Research and experimental development on natural sciences and engineering 732 Research and experimental development on social sciences and humanities 803 Higher education

Table 1.4 shows the statistics available from Helsinki metropolitan area. Similarly, with the statistics describing the creative industries the statistics are available from 1998 onwards for the metropolitan region and from 1993 for the city of Helsinki.

Table 1.4. The development of knowledge intensive industries in Helsinki metropolitan area 1998–2004 with total growth %

	1998	1999	2000	2001	2002	2003	2004	Growth 1998-2004 (%)
ALL IN TOTAL	523208	544674	566485	575659	573911	570465	573673	9,65 %
300 Manufacture of office machinery and computers	703	687	98	90	113	96	65	-90,75 %
313 Manufacture of insulated wire and cable	198	235	128	179	142	136	127	-35,86 %
321 Manufacture of electronic valves and tubes and other electronic components	817	896	1063	935	868	741	727	-11,02 %
322 Manufacture of television and radio transmitters and apparatus for line telephony and line telegraphy	8541	9757	10673	11988	11433	10679	10693	25,20 %
323 Manufacture of television and radio receivers, sound or video recording or reproducing apparatus and associated goods	51	52	61	158	59	111	75	47,06 %
332 Manufacture of instruments and appliances for measuring, checking, testing, navigating and other purposes except industrial process control equipment	1366	1491	1556	1759	1702	1951	2141	56,73 %
333 Manufacture of industrial process equipment	141	131	222	510	478	496	499	253,90 %
642 Telecommunications	7379	8479	10001	10056	9773	8749	8454	14,57 %
721 hardware consultancy	150	219	287	202	309	287	288	92,00 %
723 data processing	4595	5021	5396	5912	6075	6258	6303	37,17 %
724 database activities	652	1131	2280	2004	1176	988	1083	66,10 %
725 maintenance and repair of office, accounting and computing machinery	740	972	764	678	586	721	651	-12,03 %
726 other computer related activities	3	22	52	180	180	176	161	5266,67 %
ICT SUM	25336	29093	32581	34651	32894	31389	31267	23,41 %
65 Financial intermediation, except insurance and pension funding	12405	12418	12527	12637	12879	12272	12311	-0,76 %
66 Insurance and pension funding except compulsory social security	5293	5383	5574	6003	5621	5506	5629	6,35 %
67 Activities auxiliary to financial intermediation	2365	2845	3808	3964	3697	3425	3552	50,19 %
FINANCE SUM	20063	20646	21909	22604	22197	21203	21492	7,12 %
741 Legal, accounting, book-keeping and auditing activities; tax consultancy, market research and public opinion polling, business and management consultancy	13231	14709	16394	16422	16432	15362	13069	-1,22 %
743 Technical testing and analysis	1574	1522	1582	1649	1658	1671	1759	11,75 %
745 Labour recruitment and provision of personnel	4130	4952	5902	6148	6711	7330	8845	114,16 %
746 Investigation and security activities	2273	2684	3140	3492	3405	3756	3737	64,41 %

LAW AND OTHER SUM	21208	23867	27018	27711	28206	28119	27410	29,24 %
731 Research and experimental development on natural sciences and engineering	7711	7912	8234	7349	7661	7649	7355	-4,62 %
732 Research and experimental development on social sciences and humanities	745	718	747	741	754	839	809	8,59 %
803 Higher education	10011	10103	11013	11503	12772	12907	13234	32,19 %
R&D SUM	18467	18733	19994	19593	21187	21395	21398	15,87 %
KNOWLEDGE INTENSIVE INDUSTRIES SUM	85074	92339	101502	104559	104484	102106	101567	19,39 %

Source: Statistics Finland 2007; City of Helsinki Urban Facts 2007

Table 1.5. The development of knowledge intensive industries in Helsinki metropolitan area 1998–2004 with total growth % according to sum-classes.

	1998	1999	2000	2001	2002	2003	2004	Growth 1998-2004 (%)
CREATIVE INDUSTRIES SUM	63405	67411	72034	72952	72488	73276	73729	16,28 %
KNOWLEDGE INTENSIVE INDUSTRIES SUM	85074	92339	101502	104559	104484	102106	101567	19,39 %
ICT SUM	25336	29093	32581	34651	32894	31389	31267	23,41 %
FINANCE SUM	20063	20646	21909	22604	22197	21203	21492	7,12 %
LAW AND OTHER SUM	21208	23867	27018	27711	28206	28119	27410	29,24 %
R&D SUM	18467	18733	19994	19593	21187	21395	21398	15,87 %

Source: Statistics Finland 2007; City of Helsinki Urban Facts 2007

Table 1.4 shows again the employment amounts annually and the total growth rate figure in respective industries. The greatest growth rate in the case of industries employing more than 5 000 persons has been on the field of “labour recruitment and provision of personnel”. The growth has been between study years 114%. This implicates also the development trends in the labour markets. Several occupations have experienced the emergence of “labour rental” service. Also the increase in part-time and period employment is connected to this increase. In total, the largest single field employer is higher education that had little more than 13 000 employees. Considering the five scaled industry division table 1.5 shows the broad category lines with the employment figures and total growth 1998–2004. ICT industry must be considered also in this case the most important sector. Finally, we presented the figure 1.1 that shows the development trends of the two identified groups of knowledge intensive industries and creative industries.

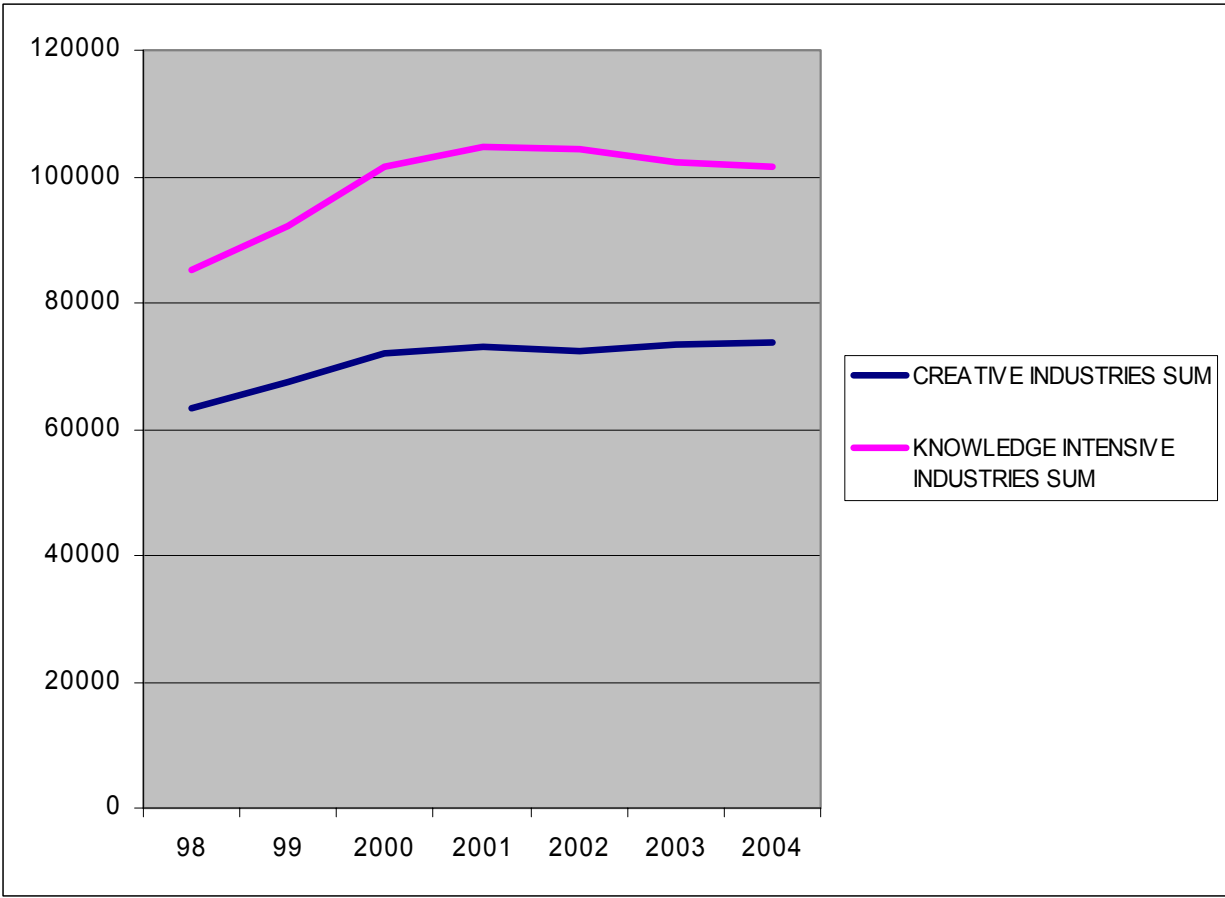


Figure 1.1. The development of knowledge intensive industries and creative industries in Helsinki metropolitan area 1998–2004.

1.4 University and polytechnic graduates (WP5)

The statistics used are based on ISCED-97 classification that is an international standard. We will focus on the two following categories:

- ISCED5 – tertiary education (presence of polytechnics and university graduates)
- ISCED6 – postgraduate education

The obtained results from Helsinki metropolitan area since the year 1998 are presented in the table 1.6.

Table 1.6. The development of educational groups in Helsinki metropolitan area 1998–2004

Population by education in 2005										
		Polytechnic or bachelor degree			Masters degree			PhD or licentiate		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
City	Year	<i>Persons</i>								
Espoo	1998	12642	6792	5850	22025	12529	9496	2638	1959	679
	1999	13245	7028	6217	23291	13173	10118	2789	2046	743
	2000	14086	7335	6751	24168	13497	10671	2902	2090	812
	2001	15084	7668	7416	25152	13891	11261	3084	2178	906
	2002	15650	8193	7457	26417	14446	11971	3179	2213	966
	2003	16674	8508	8166	27453	14847	12606	3308	2280	1028
	2004	17718	8831	8887	28425	15196	13229	3419	2327	1092
	2005	18676	9147	9529	29572	15755	13817	3563	2378	1185
Helsinki	1998	28411	13239	15172	50424	25300	25124	5933	3976	1957
	1999	29911	13695	16216	52700	26197	26503	6222	4109	2113
	2000	31864	14274	17590	54820	27065	27755	6485	4214	2271
	2001	34618	15093	19525	56758	27756	29002	6733	4328	2405
	2002	35706	15954	19752	57961	28129	29832	6973	4435	2538
	2003	37928	16560	21368	59333	28632	30701	7217	4542	2675
	2004	40066	17220	22846	60753	29104	31649	7436	4621	2815
	2005	42355	17933	24422	62239	29519	32720	7675	4727	2948
Kauniainen	1998	843	422	421	1461	863	598	205	147	58
	1999	820	406	414	1524	893	631	209	147	62
	2000	814	399	415	1535	906	629	217	149	68
	2001	819	405	414	1597	926	671	221	147	74
	2002	800	423	377	1615	918	697	227	154	73
	2003	807	422	385	1661	939	722	221	147	74
	2004	800	414	386	1674	944	730	225	146	79
	2005	806	416	390	1732	973	759	234	149	85
Vantaa	1998	7386	4142	3244	7594	4106	3488	649	472	177
	1999	7825	4272	3553	7871	4211	3660	676	478	198
	2000	8466	4472	3994	8140	4285	3855	719	497	222
	2001	9154	4677	4477	8367	4354	4013	756	517	239
	2002	9748	5007	4741	8704	4505	4199	787	527	260
	2003	10650	5342	5308	9112	4660	4452	814	528	286
	2004	11462	5602	5860	9480	4812	4668	870	550	320
	2005	12303	5879	6424	9863	4982	4881	911	572	339

Source: Statistics Finland 2007

The general interpretation of the educational table is that the amount of people with university degree has increased rapidly in three large cities (Helsinki, Espoo and Vantaa) but has actually decreased in the small city of Kauniainen. Therefore, it is essential to include graduate survey to ACRE due to the growing number of highly educated people and the public support for the highest education level possible. The goal of Finnish education policy is to educate some 60% to 70% of an age cohort with the tertiary education.

1.5 Managers in Helsinki metropolitan area (WP6)

It was also agreed to follow the International Standard Classification of Occupations (ISCO-88) codes that is available at <http://laborsta.ilo.org>. The two most important manager segments are

- 121: Corporate managers: Directors and chief executives
- 131: General managers: General managers are persons who manage enterprises on their own behalf, or on behalf of the proprietor

Table 1.7. The amounts of managers Helsinki metropolitan area and in Finland 1995, 2000 and 2005

	1995		2000		2004	
	Number	% of all employee	Number	% of all employee	Number	% of all employee
Finland		0				
Total employment	1932752		2228557		2262359	
12 Corporate managers	56775	2,94	60169	2,70	62152	2,75
121 Directors and chief executives	2670	0,14	3369	0,15	4737	0,21
122 Production and operations department managers	23347	1,21	22963	1,03	25666	1,13
123 Other department managers	30758	1,59	33837	1,52	31749	1,40
13 General managers	10421	0,54	10075	0,45	11204	0,50
131 General managers	10421	0,54	10075	0,45	11204	0,50
Other occupational groups	1865556	96,52	2158313	96,85	2189003	96,76
Helsinki metropolitan area						
Total employment	388509	20,10	486890	21,85	487012	21,53
12 Corporate managers	20128	1,04	21906	0,98	21388	0,95
121 Directors and chief executives	989	0,05	1260	0,06	1600	0,07
122 Production and operations department managers	5840	0,30	6343	0,28	6849	0,30
123 Other department managers	13299	0,69	14303	0,64	12939	0,57
13 General managers	3880	0,20	3835	0,17	3862	0,17
131 General managers	3880	0,20	3835	0,17	3862	0,17
Other occupational groups	364501	18,86	461149	20,69	461762	20,41

Source: Statistics Finland 2007

Table 1.7 can be interpreted as follows. Selected groups of 12 and 13 are presenting a fragment of a whole workforce, the top elite. In addition, the relative proportion of top managers is lower in Helsinki metropolitan area than in the rest of the country. The difference is significant (class 12: Finland 2,75% and Helsinki metropolitan area 0,95%. Class 13: Finland 0,5% and Helsinki metropolitan area 0,17). This implies that there are more subordinates under one manager in Helsinki metropolitan area than is in the rest of the country. Another clear explanation is that larger companies are located in the Helsinki metropolitan area so the relative figure is lower than in national figure.

1.6 Migration (WP7)

In the following tables 1.8 and 1.9 selected immigration statistics are presented.

Table 1.8. The comparison between Finnish nationality with other nationalities in Helsinki metropolitan area 1995–2004

	1995	1996	1997	1998	1999
Finnish	848509	861232	873435	884436	895973
Other nationality	26444	29824	32120	35573	37696
	2000	2001	2002	2003	2004
Finnish	907296	916288	922143	926637	929240
Other nationality	38429	39460	42810	45148	46982

Source: Statistics Finland 2006; City of Helsinki Urban Facts 2006

Table 1.9. The top 12 foreign nationalities in Finland in 2005

Rank	Nationality	N
1	Russia	24 607
2	Estonia	15 426
3	Sweden	8 255
4	Somalia	4 694
5	Serbia-Montenegro	3 319
6	Irak	3 265
7	China	2 920
8	UK	2 776
9	Germany	2 743
10	Turkey	2 613
11	Thailand	2 605
12	Iran	2 553

Source: Population Register Centre 2005

Table 1.6 clearly shows the fact that the amount of foreign nationalities in Finland is 1) low compared to other partner metropolitan areas and 2) has increased almost 100% between 1995 and 2004. The information provided in table 1.7 is enhanced with the figure 1.2 showing the

largest foreign nationalities and the development of migration according to a location of origin.

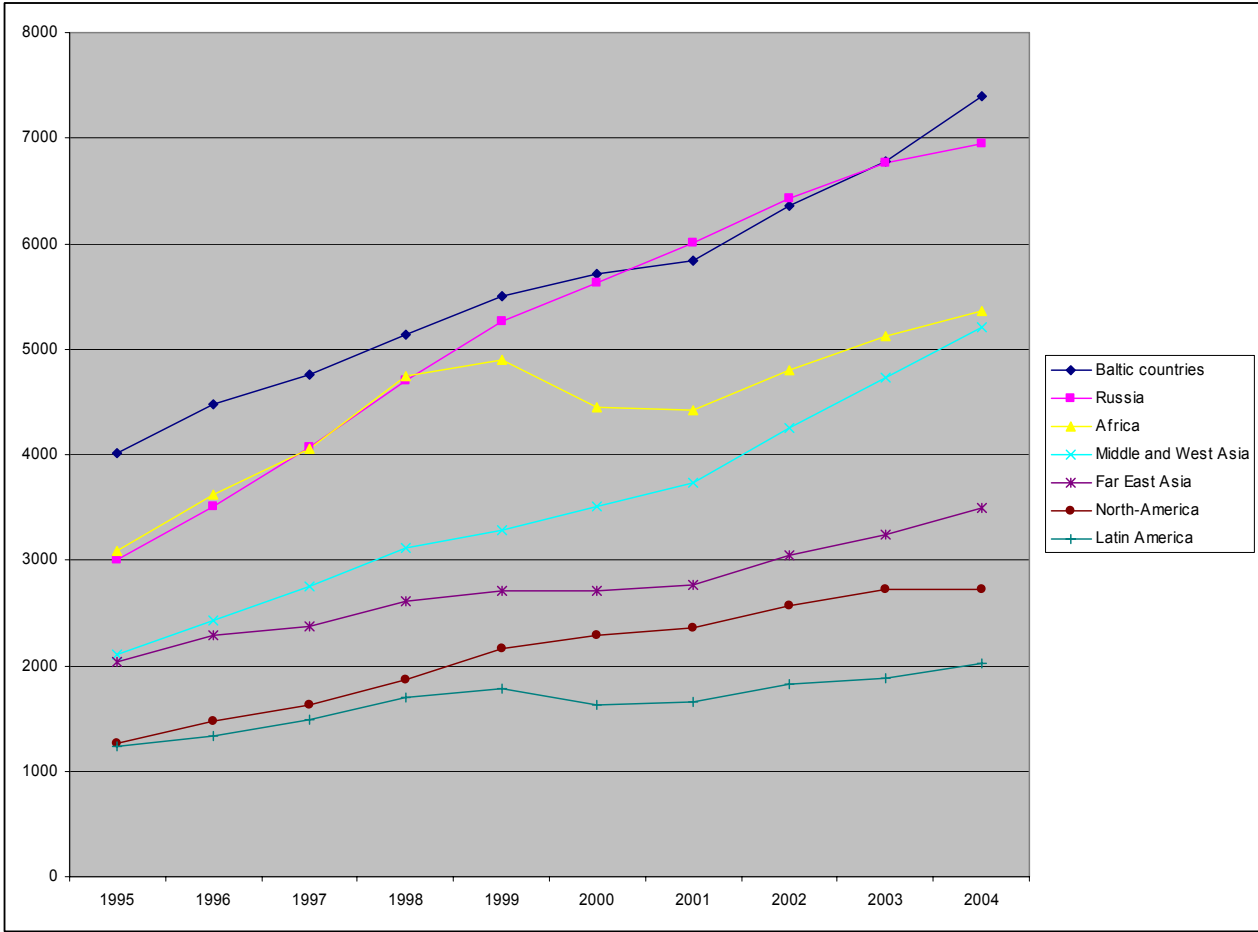


Figure 1.2. The development of migration according to location of origin in Helsinki metropolitan area 1995–2004. Source: Statistics Finland 2006

Based on the nationalities and location of origin it is clear that the largest foreign populations are from the close proximity and thus from the neighbour countries. The amounts of nationalities other than the top 4 are within 1 000 persons from each other (table 1.9).

1.7 Conclusions

In general, the statistical resources on these topics are good in Finland. We are able to a majority of relevant data on regional and municipal level. Therefore, we are able to combine data sets from the municipalities of Helsinki, Espoo, Vantaa and Kauniainen as the statistical unit of “Helsinki metropolitan area”. Also several statistics providers use already this combined regional category.

This section has provided key statistics relevant for WP5, WP6 and WP7 target groups in Finland. The selected industries and approach methodology will be presented in the following chapter 2.

2 Selected key industries and approach methodology

2.1 Introduction

This chapter provides a description of tools to approach the target groups. This intertwines the WP4 with WPs 5, 6 and 7.

2.2 Selected groups and organisations in Helsinki

WP5: Surveys divided into 4 sub-segments:

- Employees in creative industries (75 respondents)
- Employees in Knowledge intensive companies (75 respondents)
- University/polytech graduates (25 respondents)
- Art/media school graduates (25 respondents)

Based on the statistics provided in tables 1.2 and 1.4 we propose the following industry segments to be surveys:

Creative industries

- Architectural and engineering activities (742)
- Publishing (221)
- Software consultancy and supply (722)
- Other retail sale of new goods in specialised stores (524)

Knowledge intensive industries

- Manufacturing of television and radio transmitters and apparatus for line telephony and line telegraphy (322)
- Telecommunications (642)
- Data processing (732)
- Labour recruitment and provision of personnel (745)

The spatial sampling to two categories (core thus the city of Helsinki – rest of the metropolitan region) will take place according to table 2.1

Table 2.1. The sampling of creative and knowledge intensive industries in Helsinki metropolitan area for WP5 data collection and interview segmenting for WP6 and WP7.

	Total employment 2004	City of Helsinki 2004 N (%)	Rest of the metropolitan area 2004 N (%)	Sample size (total and in proportion to employment)	Sample size in Helsinki	Sample size in other metropolitan area
Creative industries: 75 surveyd in total						
742 Architectural and engineering activities and related technical consultancy	14151	8009 (56.6%)	6142 (43.4%)	29	16	13
221 Publishing	7469	6779 (90.8%)	690 (9.2%)	15	13	2
722 Software consultancy and supply	14966	9596 (64.1%)	5370 (35.9%)	31	20	11
TOTAL	36586	24384 (66.6%)	12202 (33.4%)	75	49	26
Knowledge intensive industries: 75 surveyd in total						
322 Manufacture of television and radio transmitters and apparatus for line telephony and line telegraphy	10693	3789 (35.4%)	6904 (64.4%)	32	11	21
642 Telecommunications	8454	7219 (85.4%)	1235 (14.6%)	25	21	4
723 Data processing	6303	3858 (61.2%)	2445 (39.8%)	18	11	7
TOTAL	25450	14866 (58.4%)	10584 (41.4%)	75	43	32

Source: Statistics Finland 2007; City of Helsinki Urban Facts 2007 and own calculations

The data collection will be subcontracted on the above spatial criteria. The other criteria (company sizes) will be discussed with the subcontractor. We will use the following official classifications defined by Statistics Finland to identify “large” and “small” companies

Size category of personnel

- 0) not yet known
- 1) 0–4 persons
- 2) 5–9
- 3) 10–19
- 4) 20–49
- 5) 50–99
- 6) 100–249
- 7) 250–499
- 8) 500–999
- 9) 1000–unlimited

Size category of turnover EUR

- 1) Data not available
- 2) Not applicable
- 3) 0–199 999
- 4) 200 000–399 999
- 5) 400 000–999 999
- 6) 1 000 000–1 999 999
- 7) 2 000 000–9 999 999
- 8) 10 000 000–19 999 999
- 9) 20 000 000–unlimited

Concerning the employment size, we define a “large” company to be from class 6 onwards (more than 100 employees) and “small” are categories 1 to 5. The selection criteria will be based on employment size. However, we consider also the annual turn over of selected companies so that it must be at least class 5 to small companies and for large companies class 7 or above.

The largest and the most important educational units that are providing the highest education will be surveyed. In the case of Helsinki survey will include humanities, social sciences (economics) and (natural) sciences. Art and media school survey will include disciplines of University of Arts and Design. Thus, based on the educational statistics we are focusing on two university institutions that are 1) University of Helsinki and 2) University of Art and Design.

WP6

Manager interviews (20) will be selected from the same industries that are surveyed in the WP5. LOP network and personal contact channels are used to get in touch with 121 and 131 level managers. The division that 5 interviews are from small and medium sized (SMS) enterprises and 15 large employers was agreed in Sofia meeting. We will use the spatial division of industries described in table 2.1.

WP7

Transnational migrant analysis includes interviews (10) and survey (50 respondents). The interview persons are from the same industries that are surveyed in the WP5. LOP network and personal contact channels are used to get in touch with highly skilled immigrants. The survey will be conducted by using employee information gathered in WP5 from selected industries.

2.3 Conclusions

The selected target groups can not be identified until the common decision of selected disciplines has been done. However, according to presented selection criteria of this chapter and what is based on the statistical descriptions of chapter 1 it is evident that a clear and grounded structure for empirical study can be made in Finland. The statistics provided in this working paper show the development of target groups from 1998 to 2005. As presented the information is used to help the sampling of the future work packages of ACRE.