

Work ability of women entrepreneurs

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Finland

Source: <http://www.mapsofworld.com/finland/>



- Population
 - 5,495,830 inhabitants (July 2016)
- (Statistics Finland)

SMEs – EU

EUROSTAT SBS database definition* • EU definition **

- Enterprises (number of employees*)

Micro → 1-9

Small → 10-49

Medium-sized → 50-249

Large → ≥ 250

- Number of employees
- Turnover
- Balance sheet data

** SME Performance review
2014/2015, page 1

SMEs# – Finland, 2013

source: Statistics Finland, Yritystekisteri. www.yruttajat.fi #excluding Agriculture, Forest and Fishing.

Enterprise	N enterprises	%	N employees	%	Turnover (€ billion)
Micro (1-9)	264435	93.4	360459	26	63
Small (10-49)	15675	5.5	300883	21	68
Medium-sized (50-249)	2592	0.9	251896	18	84
Large (≥250)	588	0.2	499366	35	178
total	283290		1412604		393

Women entrepreneurship

- Relevance for
 - national economy
 - wellbeing

Work ability

→ key factor for successful enterprises

AIM

- To explain how women entrepreneurs' current work ability is related to work engagement and psychosocial work stressors.

Method

- Cross-sectional study

“The **Women entrepreneurs’ work wellbeing study**”
by

- Finnish Institute of Occupational Health - FIOH
- The Central Association of Women Entrepreneurs - Finland
- The Ministry of Employment and the Economy - Finland.

Method

- Study questionnaire:
 - Questions about
 - Work stress
 - Work engagement
 - Work ability

Results

n=518 women entrepreneurs

Average age – 49 years

range from 18 to 75 years

Results

Age bracket

age	%
<30	4.4
30-39	15.3
40-49	32.4
50-59	35.0
≥ 60	12.9

- Educational level

30.2% Higher education

(University/ University of Applied Sciences)

Number of years as an entrepreneur

<3 20.9%

4-9 26.6

10-19 28.4

≥20 24.1

Range from 1 to 53 years

- **Solo entrepreneurs/self-employed** (without employees)

n=363 70.1%

- **Employer**

n=155 29.9%

N of weekly working hours

≥50 27.9%

- **Current work ability**

(The first question of the Work Ability Index – Tuomi et al, 1998)

Categories (Gould et al, 2008)

0-5 points	15.7%	poor work ability
6-7	28.6%	moderate work ability
8-9	46.9%	good work ability
10	8.9%	excellent work ability

Gould R, Ilmarinen J, Jarvisalo J, Koskinen S (ed). Dimensions of work ability. FIOH, KELA, KTL, Finnish Centre for Pensions: Helsinki, 2008.

Self-employed entrepreneurs

- Work engagement variables

Dedication ($p < 0.0001$) and vigour ($p < 0.0001$) had a **positive** correlation with the work ability

- Work stressors variables

uncertain about work ($p < 0.0001$)

Work interruptions ($p < 0.0001$)

Number of years as an entrepreneur ($p = 0.0048$) had a **negative** correlation with the work ability

Women entrepreneurs with employees

- Work engagement variables

Dedication ($p < 0.0001$),

vigour ($p < 0.0001$) and

absorption ($p = 0.0005$) had a **positive** correlation with the work ability.

- Work stressors variables

Work interruptions ($p < 0.0001$),

Changes in work ($p = 0.0004$) and

uncertain about work ($p = 0.0008$) had a **negative** correlation with the work ability

Conclusions

The study unveiled positive and negative factors affecting the work ability of women entrepreneurs.

The results of the examination could be utilized in supporting women entrepreneurship.