Abstract

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The study reveals labour market strategies of women in conjunction with job loss. It examines the alternatives open to them, the factors influencing their selections and the social systems which supported and directed these selections. The study concerns the closing of four bill-paying centres at Postipankki, which resulted in more than 700 women losing their jobs.

The termination of the bill-paying centres and the women's coping with the loss of their jobs is reconstructed from various sources. The selections of the women are described through theme interviews, information from the company's personnel files and structured interviews made of the entire staff as well as data from the registers of job seekers at employment offices. The change in the structuring of the labour markets and employment situation is analysed by means of statistics from the Central Statistics Bureau and the Ministry of Labour.

The women's labour market strategies are examined on the basis of three complementary perspectives. The first, the diverging opportunities in the local labour markets and the selectivity of re-placement in those markets, is based theoretically on the tradition of locality studies. The second interpretation makes use of the gatekeeper analysis, which characterizes the opportunities offered by social institutions and the limits they place on women's labour market choices. The third perspective, the examination of women's labour market strategies, is founded on the concept of project deriving from time-geography and the re-formation of women's work careers.

The study refines and expands the earlier picture of the local labour markets, their selectivity and coping processes as well as the labour market possibilities of women. The information produced by the study will be utilized in personnel rationalizations of enterprises and in planning labour policy measures.