

Gender Equality Barometer 2004

MINISTRY OF SOCIAL AFFAIRS AND HEALTH

Publications 2005:11



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Gender Equality

Barometer 2004



ISSN 1236-2050
ISBN 952-00-1876-X (print)
ISBN 952-00-1877-8 (PDF)

Yliopistopaino, Helsinki
Finland 2005

Abstract

Gender Equality Barometer 2004. Helsinki 2005. 86 p. (Publications of the Ministry of Social Affairs and Health, ISSN 1236-2050, 2005:11) ISBN 952-00-1876-X (print) ISBN 952-00-1877-8 (PDF).

The 2004 Gender Equality Barometer is the third one in succession. The Barometers of 1998 and 2001 were titled 'Gender Barometer' but the title was changed into 'Gender Equality Barometer' with this Barometer. The first Gender Barometer was published in 1998 and the second in 2001. The Barometer seeks to analyse, by means of men's and women's estimates, attitudes and personal experiences, the division of labour and power between men and women and how acceptable the division is in various situations arising in society.

People in Finland are quite unanimous in their appreciation of women's contribution to politics, and of the significance of the country's first female president to gender equality both nationally and internationally. Finland has a long history of women's political participation.

To a large extent, Finnish women and men agree that the responsibilities in providing financial security for the family, everyday running of the home, and parenting should be shared. This attitude reflects the prevalence and popularity of the two-supporter family model in Finland.

Despite the fact that employment even among women with a family is taken almost for granted both as far as attitudes are concerned and in practice, one female employee in four still felt in 2004 that their pay was adversely affected by their gender.

Even in 2004, workplaces still viewed the use of statutory parental leaves as a women's, rather than men's right. This was particularly true of the private sector, and of all family leaves except the very shortest ones: only 45 per cent of private sector employees thought that it would be easy for a man to take a family leave of between one and seven months.

Over the entire examination period of 1998–2004, no change has taken place in the fact that women shoulder a greater proportion than men of the daily responsibilities of running a home and family life. In fact, mothers' share in communicating with school or daycare home has grown.

Gender Barometers have also studied personal sentiments about interaction between the genders. In 1998 and 2001 it was fairly common among women, in particular, to have encountered in different circumstances members of the opposite sex with patronising or disparaging attitudes. By 2004, these kinds of experiences of the opposite sex had become less prevalent. Yet, sexual harassment of women seems to show no signs of abating: even in 2004, one young woman in two had been harassed by men during the past two years. The commonest experiences were having to listen to dirty jokes unwillingly, or becoming the target of offensive remarks about one's physical appearance or sexuality.

Keywords: *equality, women, men, women's position, men's position, working life, family, sexuality, attitudes, barometer*

Foreword

The Gender Equality Barometer investigates the experiences and attitudes of Finns in matters concerning equality between the sexes. Conducted every three years, the Barometer provides an opportunity to analyse and monitor changes in people's views and experiences of equality and thus to assess how well the policies on equality have been implemented and which aspects require more attention. The promotion of equality between women and men also figures prominently in the Government Programme of Prime Minister Matti Vanhanen, and the Barometer forms a key element in monitoring the Programme's equality objectives. The Gender Equality Barometer 2004 was commissioned by the Ministry of Social Affairs and Health and is the third of such Barometers to be produced. The previous Barometers – for 1998 and 2001 – were produced jointly by the Council for Equality and Statistics Finland.

The period between the first and third Barometers is one in which gender equality has advanced in Finland, especially in top political posts. For the first time in its history, Finland has had a woman president, a woman prime minister and a woman as chancellor of one of the universities. And almost half of the present Government's ministers are women. Despite this, much still remains to be done in promoting equality between the sexes. The problems being addressed by the equality policies include reconciliation of work and family, differences in pay between women and men, the status of women in business and the economy, and violence and harassment directed at women. Promoting gender equality also requires attention to issues affecting men, for example supporting fathers in taking family leave and in parenting. New themes have also entered the equality debate in the present decade, such as the increase in pornographic imagery in advertising and family leave costs incurred by employers. The Gender Equality Barometer 2004 provides a wealth of information for use in developing equality policies and stimulating the equality debate.

The Gender Equality Barometer 2004 was produced by Statistics Finland for the Ministry of Social Affairs and Health. Tuula Melkas, Senior Researcher at Statistics Finland, compiled the survey questionnaire, directed the data collection, analysed the results and produced the text of the report. The Gender Equality Barometer steering group comprised Senior Research Officer Päivi Yli-Pietilä (chair), Ministerial Adviser Kari Ilmonen, Senior Research Officer Ilari Keso, Senior Research Officer Jouni Varanka and Ministerial Adviser Marja-Liisa Anttalainen, all of the Ministry of Social Affairs and Health, and Head of Work Research Unit Anna-Maija Lehto and Planning Officer Pia Pulkkinen of Statistics Finland.

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1 *Introduction*

The Gender Equality Barometer uses attitudes, personal experiences and assessments by women and men to analyse the division of responsibilities and power between the sexes and to establish how acceptable this division is within the social circumstances at any given time. Comparison of the Barometer results obtained at different times produces information on the elements of continuity and change in the mutual relationships between women and men.

The Barometers operate on the assumption that women and men are sufficiently alike to permit an examination of the extent to which gender equality has been realized, while also acknowledging that the worlds of experience of women and men clearly differ from each other. The Gender Barometer is also based on the premise that the meaning of femininity and masculinity is changing historically. The topics examined for the Barometer loosely reflect the debate in Finland on gender equality.

The Gender Equality Barometer 2004 is the third in the series. The first Barometer was published in 1998 and the second in 2001. The Gender Equality Barometer 2004 includes some of the material from the previous surveys plus some new material. The inclusion of the new material is due in part to the information requirements of the Government Programme and the Government Equality Programme. In addition, the requirement to mainstream, or take into account, gender equality issues in all work performed in public administration, needs to be supported by data on equality and on the attitudes and experiences associated with it.

The Gender Equality Barometer 2004 contains a number of new questions inviting respondents' views on current themes associated with the operation of the labour market and with sexuality.

The information for the three Barometers was collected through computer-aided telephone interviews in January–February 1998, 2001 and 2004. The original sample in each of the Gender Barometers consisted of about 2,500 people aged 15–74. In 2004, acceptable replies were received from about 75 per cent of the original sample (the corresponding figures for 2001 and 1998 were 76 per cent and 77 per cent, respectively). The 2004 data is made up of replies from 966 women and 941 men, and the basis for the time-series comparisons covering all three surveys consists of replies from a total of 5,664 people.

The Gender Equality Barometer contains data on certain topics for which there also exists other information collected in a different way. Before comparing sets of data that appear to be of similar content, allowance must be made for the way the material has been collected and the specific questions that have been asked.

The survey proceeds from assessments of and attitudes to society in general to the respondents' assessments and experiences of their own workplace or educational establishment, and then on to personal experiences of reconciling

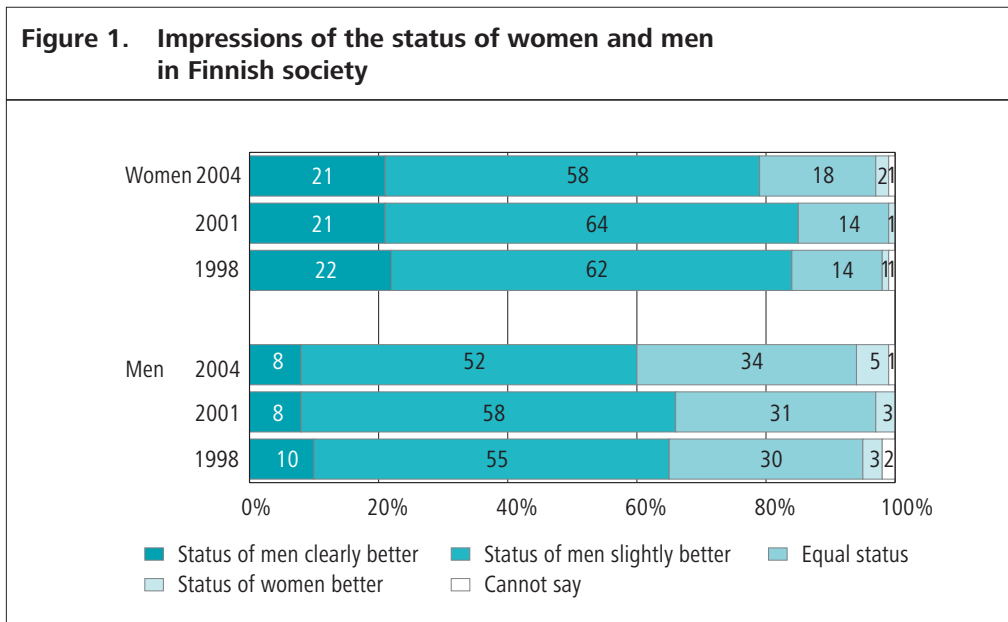
family and work, and to very personal feelings concerning the interaction between women and men. Incorporated with the 2004 survey questionnaire appended to this report are the percentages by gender derived in the analysis work. These also include figures for the parts of the questionnaire not reported separately in the text.

2 Assessments of and attitudes to gender equality

Assessments of and attitudes to gender equality were examined with a general question on gender equality and with the help of more detailed statements. First of all, the respondent's general assessment of gender equality was examined with a question asking the respondent to 'quite generally evaluate the status of Finnish men and women today'. The alternative responses¹ were as follows:

- the status of men in society is (on average) clearly better than that of women
- the status of men in society is (on average) slightly better than that of women
- the status of women in society is (on average) clearly better than that of men
- the status of women in society is (on average) slightly better than that of men
- men and women are equal.

Figure 1 shows that the most usual impression in all Barometers was to see the status of men as 'slightly' better than the status of women. However, a change seems to have taken place as we reach 2004: the proportion of respondents who see the status of men as clearly or slightly better than the status of women has gone down to 60 per cent from the previous figure of 65–66 per cent in the case of male respondents, and to 79 per cent from 84–85 per cent in



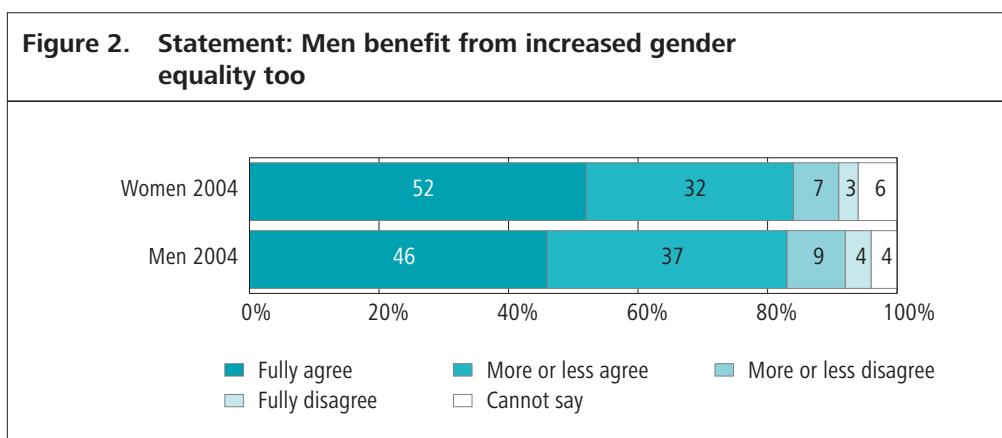
¹ In the questions and alternative responses, any text given in brackets is only used in the interviews when there is a need to explain the question or response in more detail. The 'cannot say' response shown in the figures was not offered to respondents as a possible response but was selected only when respondents said they couldn't answer the question.

the case of female respondents. Correspondingly, the proportion of those who see men and women as equal has increased slightly. The genders are now seen as equal in society a little more often than before.

Increasing gender equality is seen as benefiting both sexes. In 2004, the statement ‘Men benefit from increased gender equality too’ was added to the questionnaire. The alternative responses to the statement were:

- fully agree
- more or less agree
- more or less disagree
- fully disagree.

Figure 2 shows that the vast majority of both women and men agree fully or more or less with the statement.



Women respected in top jobs

One of the clearest changes in all of the issues covered by the Gender Equality Barometer is the increasing significance, in terms of gender equality, that survey respondents have attached to Finland’s first woman president. The question of how significant the first woman president is for the advancement of gender equality in Finland and internationally was asked for the first time in 2001. The alternative responses were as follows:

- very significant
- rather significant
- rather insignificant
- more like detrimental.

Figures 3 and 4 show that a woman president is in all cases increasingly considered significant for the advancement of gender equality. From 2001 to 2004, the proportion of women and men who considered it very significant increased 13 percentage points when looked at from the Finnish perspective, and 12 percentage points when looked at from the international perspective.

Figure 3. Significance of the first woman president in terms of the advancement of gender equality in Finland

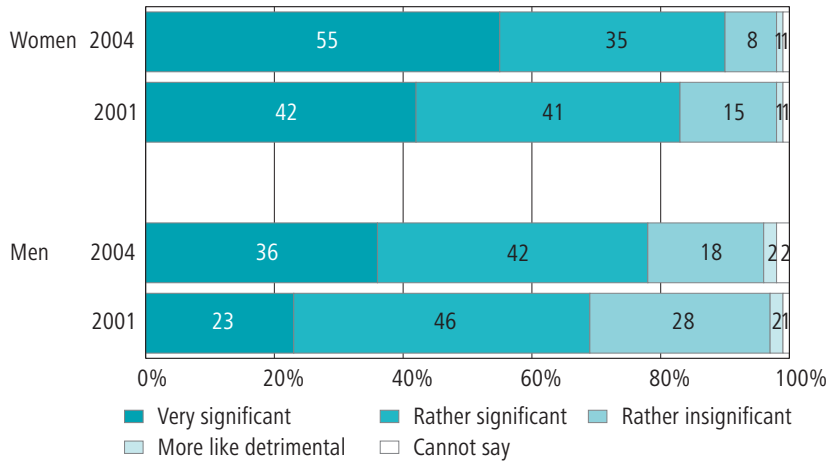
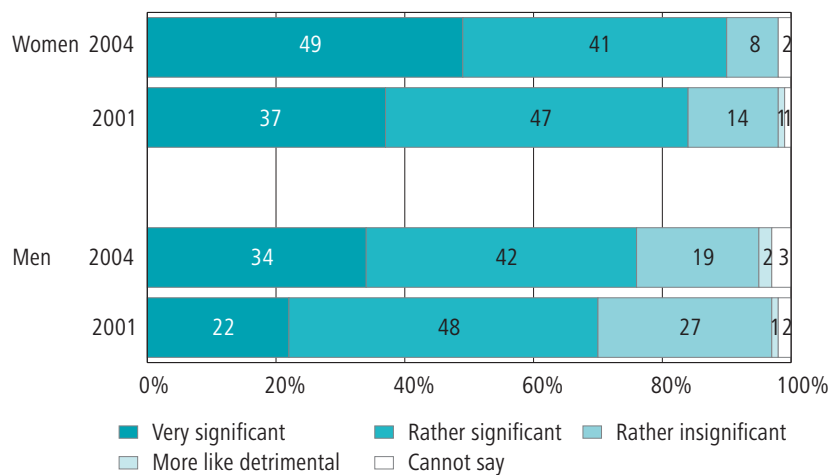


Figure 4. Significance of the first woman president in terms of the advancement of gender equality internationally



Today, 90 per cent of women consider a woman president to be very significant or rather significant, irrespective of whether the issue is considered from the Finnish or the international perspective, whereas 78 per cent of men do so when the issue is looked at from the Finnish perspective and 76 per cent when looked at from the international perspective.

From the very beginning, i.e. 1998, the questionnaire statements have included the following: ‘Women should play a greater role in politics to diversify the range of political expertise’. Attitudes to this statement have scarcely changed at all between the survey dates (Figure 5). However, there has been a very slight increase in the proportion of those who fully agree compared with the corresponding figures in 2001 and 1998. More than 90 per cent of women

Figure 5. Statement: Women should play a greater role in politics to diversify the range of political expertise

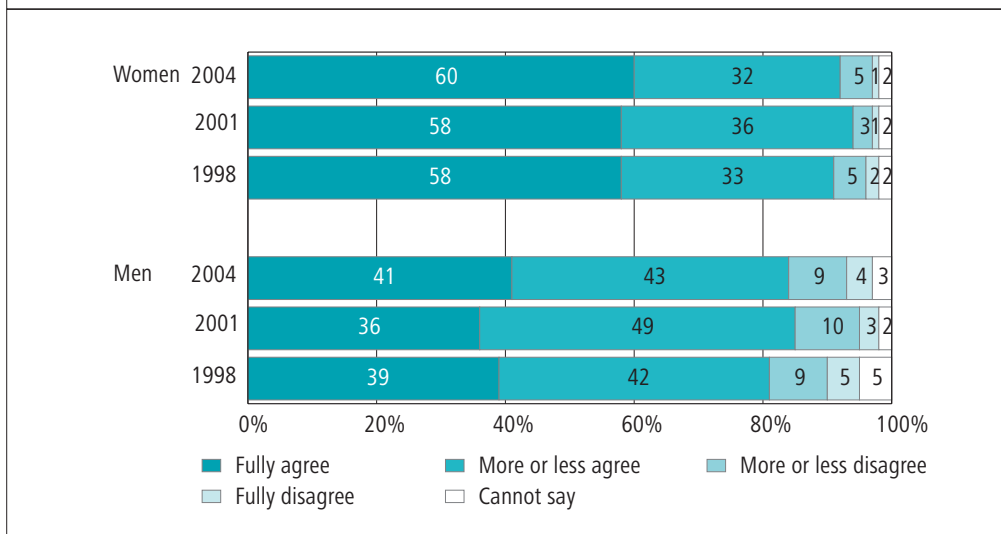
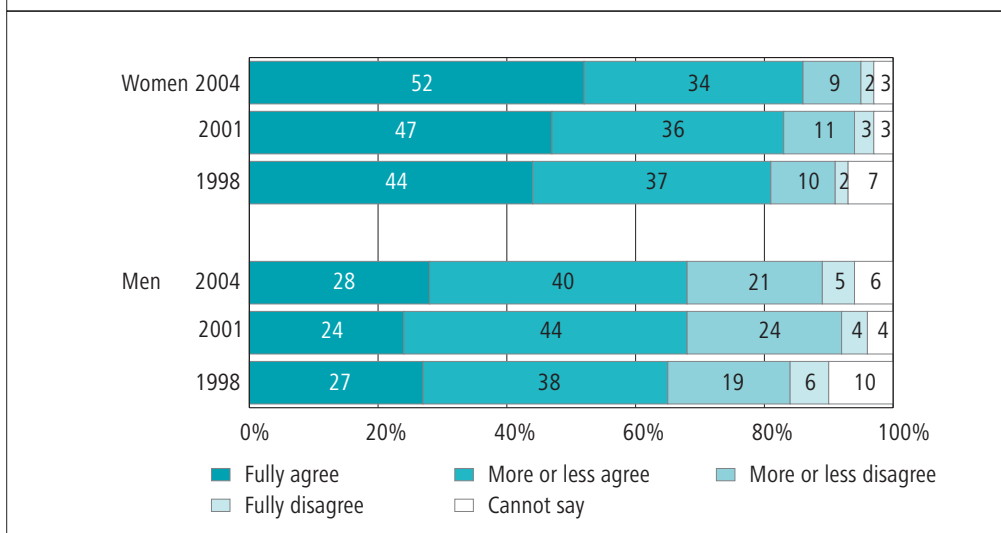


Figure 6. Statement: Business and the economy would benefit if there were more women in leadership positions than at present



and a fraction under 90 per cent of men fully agree or more or less agree with the statement.

From the very beginning, the surveys have also included the statement ‘Business and the economy would benefit if there were more women in leadership positions than at present’. Figure 6 shows that Finns have not been quite so convinced about the usefulness of women in leadership positions in business as they have been about women in politics. Nevertheless, trust in women’s abilities in the business sector has grown systematically: the proportion of women who fully agree has gone up from 44 per cent in the 1998 survey to 52 per cent in 2004, whereas the proportion of men has remained below 30 per cent. If those who fully agree and those who more or less agree are added together, the proportion has gone up from 81 per cent to 86 per cent for women, and from 65 per cent to 68 per cent for men.

Agreement about the division of responsibilities within the family

The questionnaire statements can also be used to examine the views of Finns on the division of responsibilities within the family. It can be seen that Finns support the dual-earner family model. The idea that women are fully entitled to go to work whatever their family situation is becoming more and more self-evident (Figure 7).

Figure 7 shows that among men, the proportion of those who fully agree or more or less agree with the statement has grown from 87 per cent to 92 per

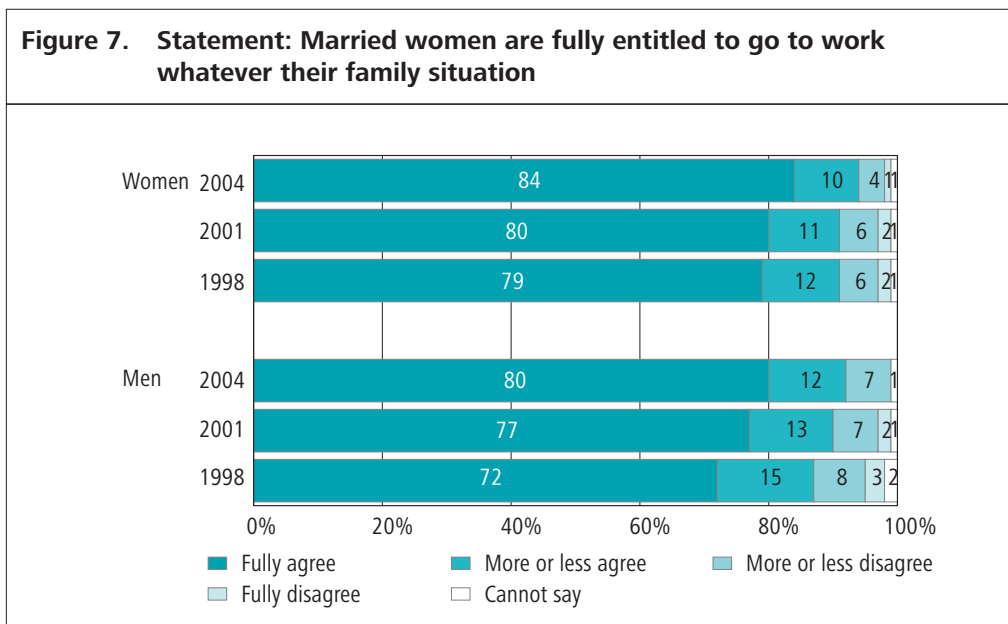
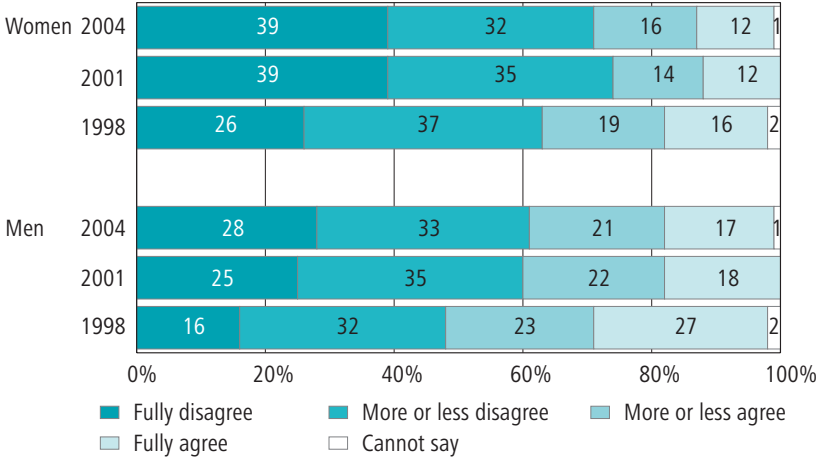


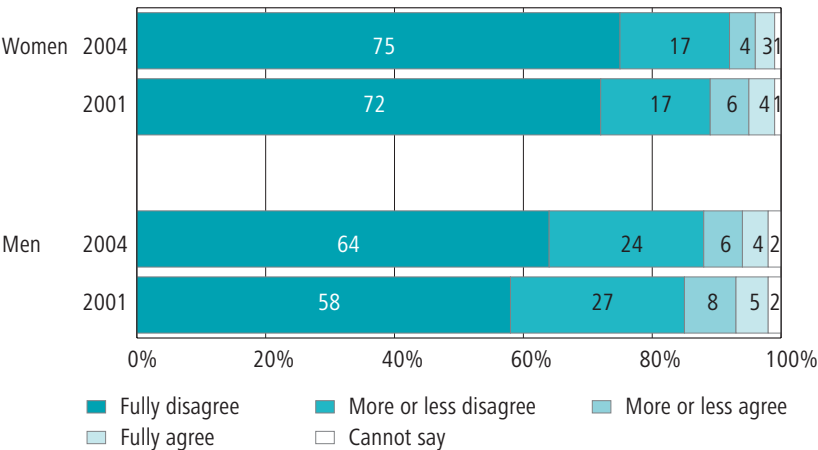
Figure 8. Statement: Men bear the primary responsibility for their family's income



cent over the period 1998 to 2004. Among women, the proportion has remained at over 90 per cent during the same period.

What about responsibility for the family's income? Is that divided equally between the partners? The survey includes the statement 'Men bear the primary responsibility for their family's income'. In 1998, only 48 per cent of men were in full or partial disagreement with this statement, but in 2004, the figure

Figure 9. Statement: It is quite justified that the partner with the lowest income should do a greater share of the household work



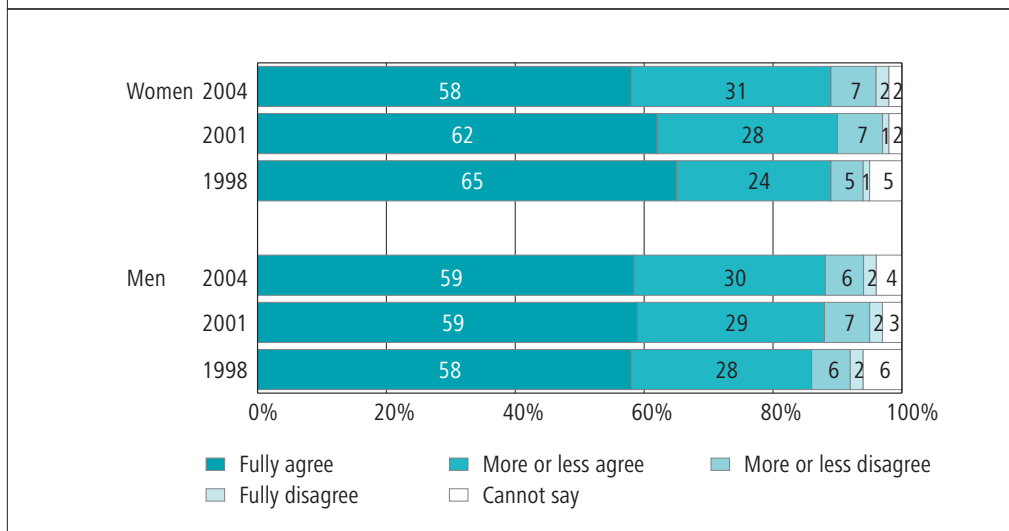
had risen to 61 per cent. The corresponding figures for women were 63 per cent and 71 per cent (Figure 8). There is less unanimity amongst Finns on this issue than about women being entitled to go to work. It is possible that differences in pay between men and women, which are still considerable, have had an influence on who is thought of as being the main provider in the family.

The 2001 Barometer included the statement ‘It is quite justified that the partner with the lowest income should do a greater share of the household work’. Figure 9 shows that hardly anybody was in agreement with the statement in 2001 or in 2004. The proportion of men who fully disagree or more or less disagree is approaching 90 per cent, while the proportion of women has increased from 89 per cent in 2001 to 92 per cent in 2004. It was thus more common in 2004 than in 2001 to think that a difference in income between partners is no basis for an unequal division of household work.

From the very beginning, the survey has included the statement ‘Men should participate more in the care and raising of their children than at present’. Although some Finns still think that men should be the main providers in the family, no one really disagrees with this statement (Figure 10). Amongst men, the proportion who fully agree or more or less agree with this statement has grown from 86 per cent in 1998 to 89 per cent in 2004, whilst amongst women, the proportion has remained at around the 90 per cent mark throughout the same period.

Leaving aside the issue of who should be the main provider in the family, the majority views on the issues in this subject area are about 90 per cent. It seems that there are few issues on which the Finns are as much in agreement as they are on the issues of women’s entitlement to go to work and the importance of gender equality in household work and child care.

Figure 10. Statement: Men should participate more in the care and raising of their children than at present



Challenges for the labour market and workplaces

The questionnaire statements associated with the workings of the labour market and the situation in the workplace will now be examined. First, we look at respondents' views on the opportunities for women in working life compared with the opportunities for men.

From the very beginning, the survey has invited respondents' views on the statement 'Women's opportunities in working life are as good as men's'. There were clear gender differences in attitudes to this at the time of the first study, and the degree of difference has only increased with regard to the proportion who fully agree or more or less agree and the proportion who fully disagree or more or less disagree. Among men, the proportion who agree has grown from 44 per cent in 1998 to 50 per cent in 2004, while the proportion who disagree has gone down from 52 per cent in 1998 to 50 per cent in 2004. Among women, the proportion who agree has gone down from 31 per cent to 29 per cent, and the proportion who disagree has gone up from 67 per cent to 70 per cent (Figure 11). It should be borne in mind, however, that even in 2004, every other man was of the opinion that women's opportunities in working life were not as good as men's.

The next statement on which women's and men's views are examined is as follows: 'The labour market organizations should be more active in eliminating unjustified differences in pay between women and men'. This statement was added to the questionnaire in 2004 (Figure 12).

Figure 12 shows that the vast majority of women, and also of men, fully agree or more or less agree that the labour market organizations should be more

Figure 11. Statement: Women's opportunities in working life are as good as men's

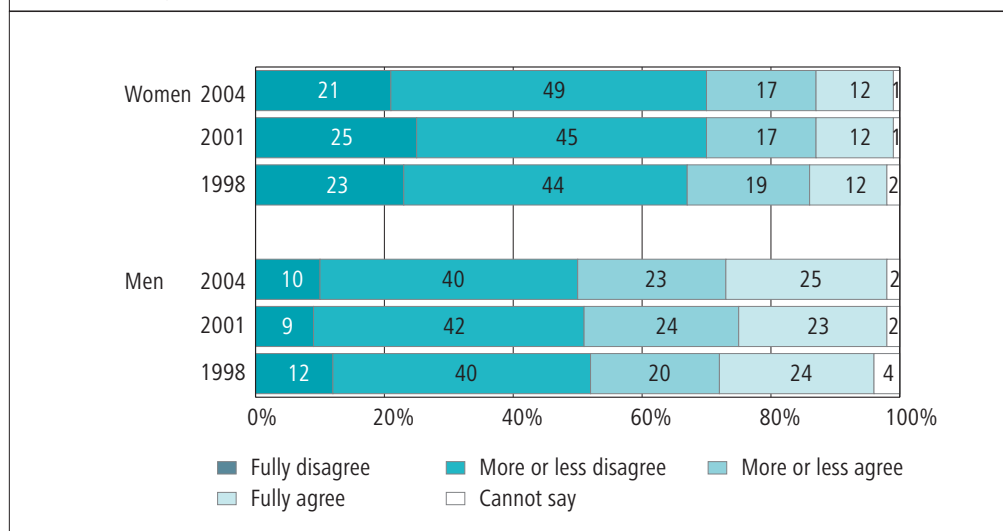
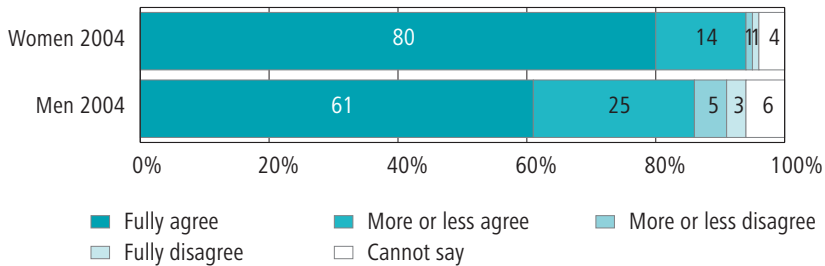


Figure 12. Statement: The labour market organizations should be more active in eliminating unjustified differences in pay between women and men

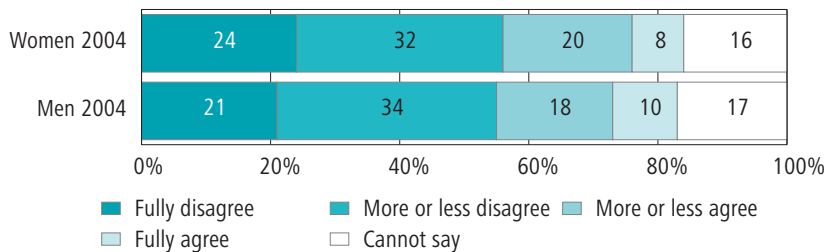


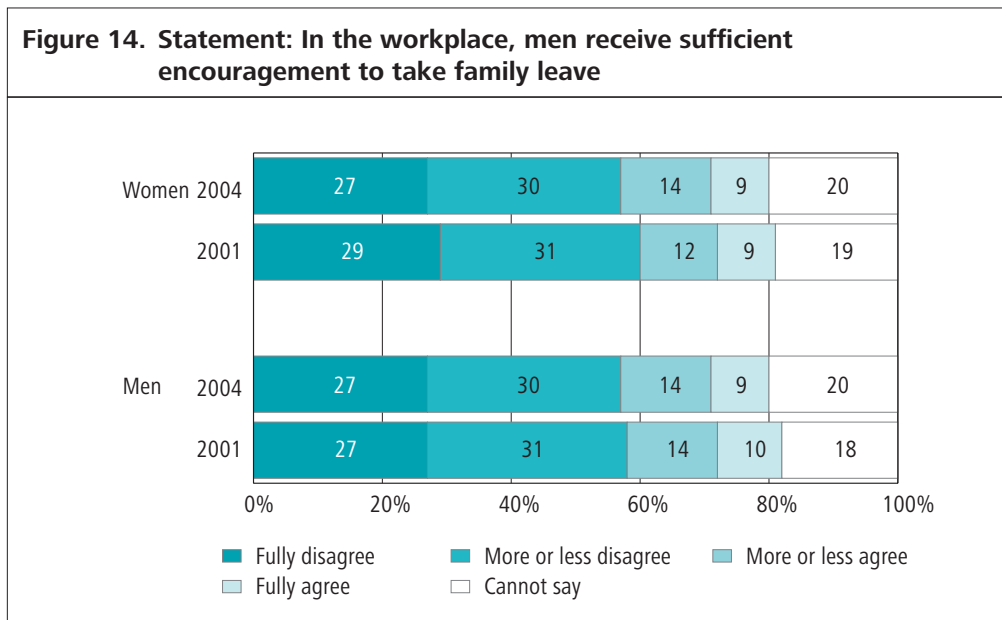
active in eliminating unjustified differences in pay between women and men. Although there are differences of opinion between women and men about the opportunities for them in working life, they take the view that there should not be unjustified differences in pay between women and men.

The statement ‘Workplace equality plans are of no value in promoting equality between women and men’ was added to the questionnaire for the 2004 Barometer. Women and men have almost identical attitudes to this statement (Figure 13).

Figure 13 shows first of all that just under one-fifth of the respondents were unable to form an opinion on the value of equality plans. Looking at those who expressed an opinion, it can be seen that among both women and men, the proportion of those who fully disagree or more or less disagree is twice the proportion of those who agree. Thus, two out of three of those who expressed an opinion take the view that workplace equality plans can help to promote equality between the sexes in the workplace.

Figure 13. Statement: Workplace equality plans are of no value in promoting equality between women and men





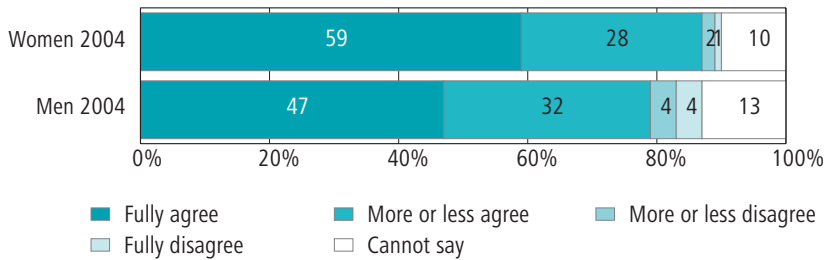
It was shown above that Finns are almost unanimous about the dual-earner family model, but is this issue taken into account in the workplace and in the labour market?

The statement ‘In the workplace men receive sufficient encouragement to take family leave’ was added to the 2001 Barometer. The 2004 Barometer results show that there has been no change in the attitudes of women or men to this statement. As with the statement considered previously, one-fifth of respondents were unable to form an opinion on the statement. If in this context as well, we examine only the stance of the proportion who expressed an opinion, we can see that among both sexes, the proportion of those who fully disagree or more or less disagree is at least double those who agree. This means that at least two-thirds of both women and men who expressed an opinion think that men do not get enough encouragement in the workplace to take family leave (Figure 14).

It is known from other contexts that the labour market is sharply divided along gender lines and that men take statutory family leave much less than women. Thus the costs incurred by the employer through family leave fall to a much greater extent on those who employ women rather than on those who employ men. The statement ‘The employer costs incurred when employees take different forms of family leave should be spread more evenly between female and male-dominated sectors’ was included in the 2004 Barometer (Figure 15).

Figure 15 shows that almost all those who expressed an opinion ‘fully agree’ or ‘more or less agree’ that the costs of family leave should be spread more evenly between female and male-dominated sectors. The respondents seem to

Figure 15. The employer costs incurred when employees take different forms of family leave should be spread more evenly between female and male-dominated sectors

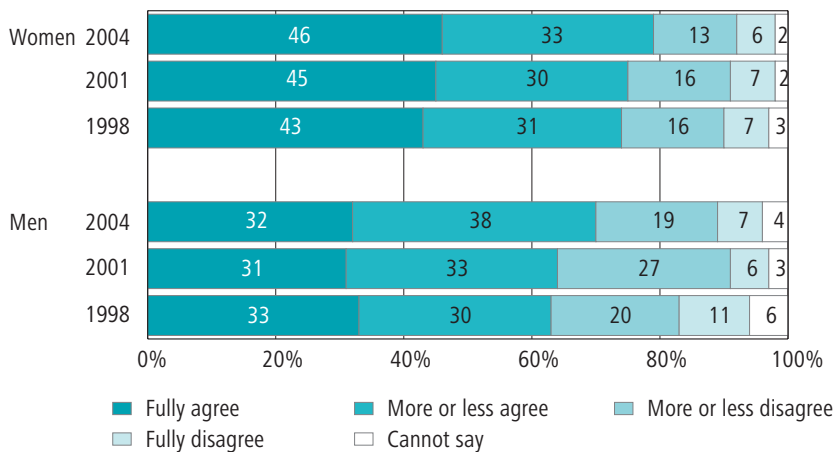


be almost unanimous about the idea that women’s and men’s employers should shoulder the employer’s costs of bringing the next generation into the world in equal quantities.

Where the costs of family leave fall is of course a special problem because the Finnish labour market is highly segregated along gender lines. Is there a desire to dismantle this segregation?

Since 1998, the Barometer has included the statement ‘More men should be employed in social and health care services than at present’. Figure 16 shows that the proportion of those who fully agree or more or less agree added to-

Figure 16. Statement: More men should be employed in social and health care services than at present



gether has grown systematically from 1998 to 2004: from 63 per cent to 70 per cent for men and from 74 per cent to 79 per cent for women. Thus, people want more and more men to be involved in jobs in the social and health care services sector. If there were more men on the staff of children’s day care centres, for example, it would give the children a richer, more diverse social environment.

Agreement and disagreement between women and men on topical issues associated with sexuality

Five new statements or questions on topical themes associated with sexuality were added to the 2004 Barometer. The new statements are as follows:

- Commercial media, TV, the Internet, other entertainment and advertising, have too great an influence on children’s and young people’s understanding of sexuality.
- Clothes marketed for young girls are too sexy.
- Semi-naked bodies should be shown less in outdoor advertising.

Opinions about the purchase of sexual services were also sought from women and men separately. A question from the 1998 Barometer concerning opinions about sentences for rape was also included.

The results show that there are major differences in the degree of agreement between women and men on these issues. The analysis is presented in such a way that the statements are examined first, followed by the views concerning prostitution and sentences for rape. In each of these areas we proceed from the points on which there was greatest agreement to those on which there was disagreement.

When respondents who fully agree and those who more or less agree are added together, almost all women and four-fifths of men are of the opinion that commercial media, i.e. TV, the Internet, other entertainment and advertis-

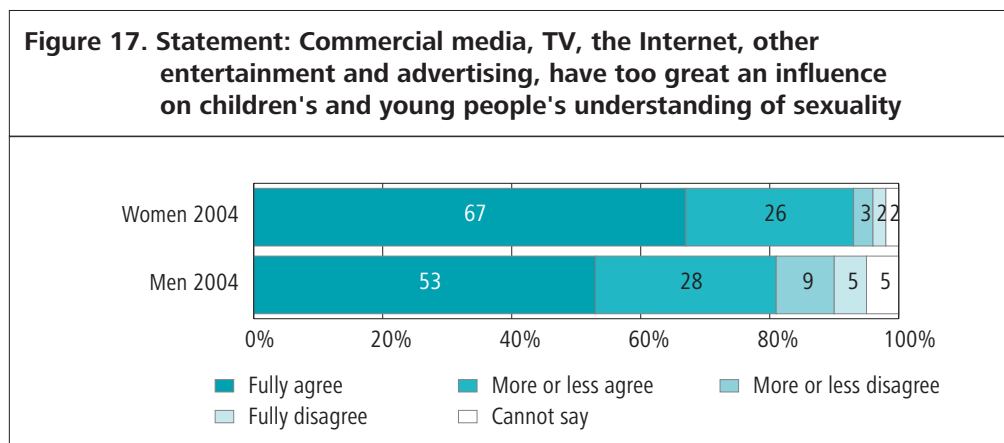


Figure 18. Statement: Clothes marketed for young girls are too sexy

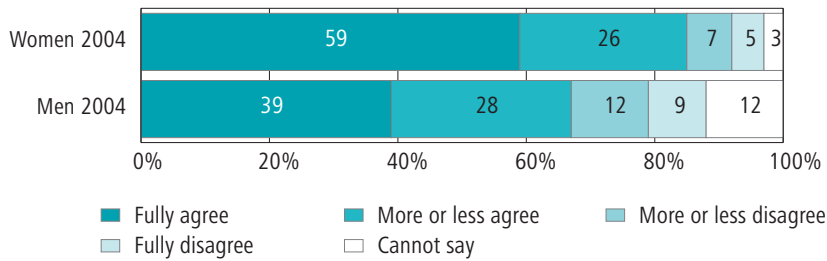
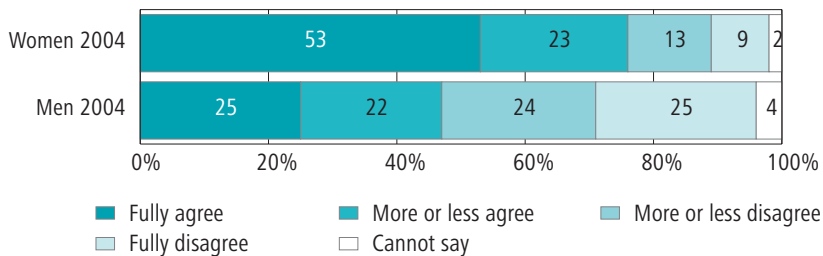


Figure 19. Statement: Semi-naked bodies should be shown less in outdoor advertising



ing, have too great an influence on children’s and young people’s understanding of sexuality (Figure 17). On this issue, the gender difference in the proportion of those who agree is 12 percentage points.

If we take a look at the next statement, ‘Clothes marketed for young girls are too sexy’, women’s opinions do not essentially differ from their opinions on the previous statement. In fact, 85 per cent of women fully agree or more or less agree with the statement. Among men, on the other hand, the proportion of those who agree goes down to two-thirds. In 2004 there was a gender difference of 18 percentage points in those who agree (Figure 18).

The gender difference is at its greatest on the third statement, ‘Semi-naked bodies should be shown less in outdoor advertising’. Three out of four women, but only 47 per cent of men, fully agree or more or less agree with the statement. On this issue there is a difference between the sexes of 29 percentage points (Figure 19).

Next, we look at opinions concerning rape sentences and the purchase of sexual services. It can be seen that women and men have similar attitudes towards condemnation of flagrant sexual violence, but rather different attitudes towards the commercialization of sex.

Figure 20. Sentences for rape

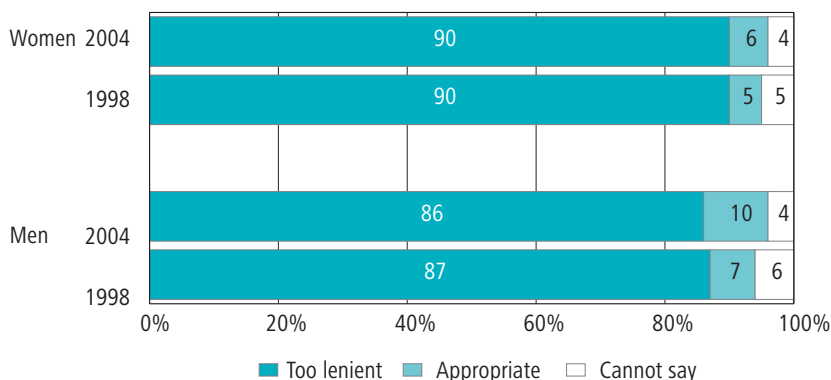


Figure 21. Is it acceptable for a woman to purchase sexual services from a prostitute?

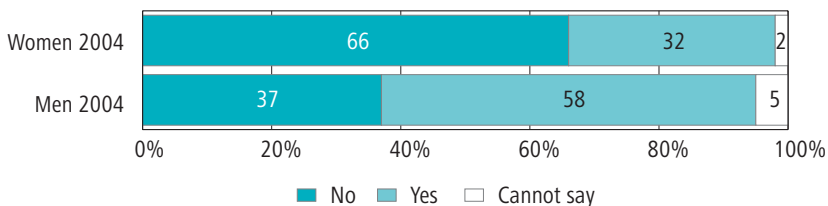
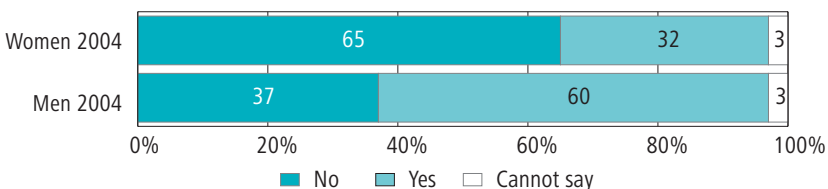


Figure 22. Is it acceptable for a man to purchase sexual services from a prostitute?



Back in 1998, irrespective of gender, people were of the opinion that sentences for rape were too lenient, and this opinion has not changed at all over the intervening six-year period (Figure 20).

With regard to prostitution, separate questions were asked about the acceptability of women purchasing sexual services from a prostitute and of men pur-

chasing sexual services from a prostitute. The response to these two questions was similar, but there was a clear gender difference in the replies: one woman in three was sympathetic to the purchase of sexual services, whereas more than half of the men were. Finnish opinions about the purchase of sexual services are perhaps surprisingly sympathetic, bearing in mind that prostitution is often associated with organized crime. Nevertheless, it should be noted that two out of three women are clearly opposed to the purchasing of sexual services (Figures 21 and 22).

3 Experiences of gender equality in the workplace and in educational establishments

This chapter examines the experiences of full-time employees and of students and schoolchildren concerning the realization of gender equality in their own operating environment. All the Barometers have put this question to entrepreneurs, too, but the final samples included too few respondents in this category, particularly women, to allow analysis of their views in terms of gender.

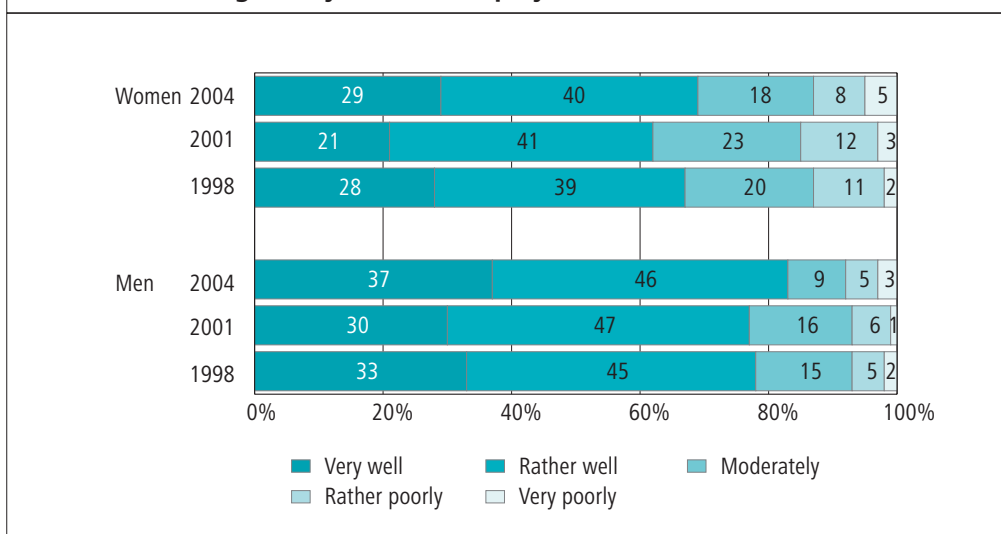
Respondents' views on the realization of gender equality have been examined in all Barometers by means of a general question on the realization of equality and a number of questions concerning gender disadvantage as experienced by the respondent. In 1998 and 2004, employees were also asked whether they had requested a pay rise in the past five years.

Regarding the general question on gender equality realization, it was also possible to answer 'not applicable', since it is difficult to evaluate the realization of gender equality if there are very few or no members of the opposite sex in the operating environment. These answers and the few 'cannot say' were left out of the analysis presented in Figures 23 and 26. Thus the distributions illustrate those who actually gave an assessment. The questions concerning gender disadvantage experienced by individual respondents did not include 'not applicable' among the alternative responses. The results given for gender disadvantage do, however, include the response 'cannot say'.

Disadvantages caused by gender decreased among employees

First, we take a look at the general assessment of the realization of gender equality in the workplace given by full-time employees. After this, we will take a detailed look at gender disadvantages as experienced by individual women. The detailed analysis is limited to answers given by women, since men report a relatively low incidence of disadvantage caused by gender. Next, we shall look at the proportions of women and men employees who have experienced disadvantages caused by gender in their present work. And finally, we look at requests made for a pay rise, as reported in 2004 and 1998.

On the basis of the answers given by men it would seem that equality is improving in the workplace. The proportion of those stating that gender equality has been realized very well rose by 7 percentage points from 2001 to 2004. In 2004, 83 per cent of all men felt that equality had been realized very well or a rather well, compared with 77–78 per cent in 1998 and 2001 (Figure 23).

Figure 23. How well has gender equality been realized in the workplace, views given by full-time employees

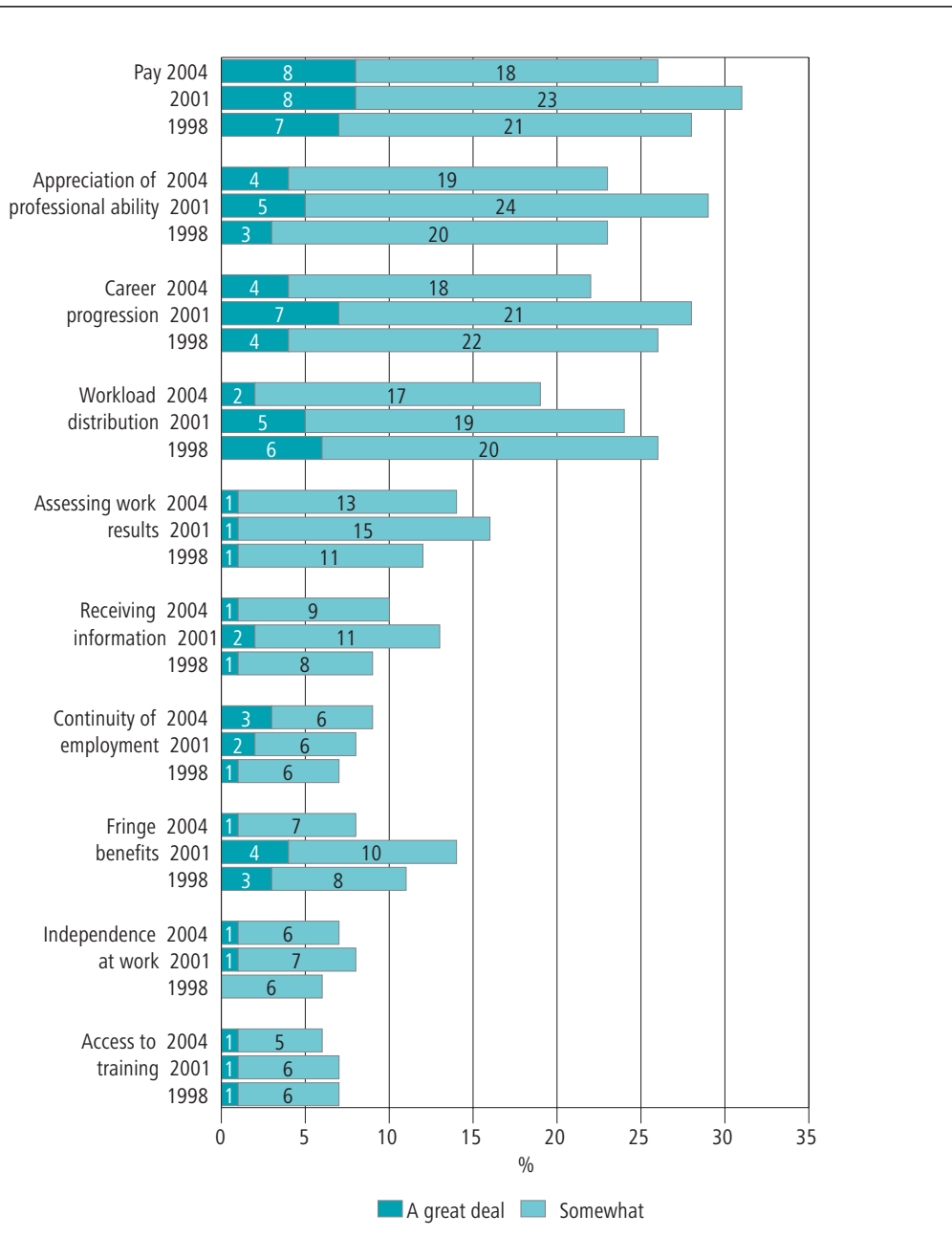
The answers given by women do not give such a clear picture of progress in equality. In 2001, the assessments given by women were more negative than in 1998, while in 2004 they returned to the 1998 level: in 2004, 69 per cent of all women were of the opinion that gender equality was realized very well or rather well, as against 62 per cent in 2001 and 67 per cent in 1998. These figures show that the evaluations are slightly more favourable in 2004 than in the previous surveys. On the other hand, the proportion of women employees who felt that equality principles had been implemented very poorly has grown systematically, from 2 per cent in 1998 to 5 per cent in 2004. (Figure 23).

Is the slightly more favourable trend in women's general assessments reflected in the individual experiences of disadvantage caused by gender? Figure 24 shows that the proportions of those reporting a lot of disadvantage are usually very small and do not indicate clearly that a change has taken place. Therefore, we should be looking at the total lengths of the bars, i.e. the combined proportion of those reporting 'a great deal' and 'somewhat'.

The figure shows that women's personal experiences of disadvantage caused by gender are not increasing at least. The only exception to this general observation is a fairly seldom reported issue, i.e. continuity of employment relationship, where the proportion of those who have experienced disadvantage has grown systematically, from 7 per cent to 8 per cent and then to 9 per cent in 1998, 2001 and 2004, respectively (Figure 24).

The most commonly reported disadvantage, i.e. concerning pay, appreciation of professional ability, career progress and distribution of workload, would seem to be on the decrease: in these categories, experiences of disadvantage concerning pay, career progress and distribution of the workload were fewer in 2004 than in either of the previous studies. Instead, disadvantage concerning

Figure 24. Disadvantage caused by gender to women employees in present work

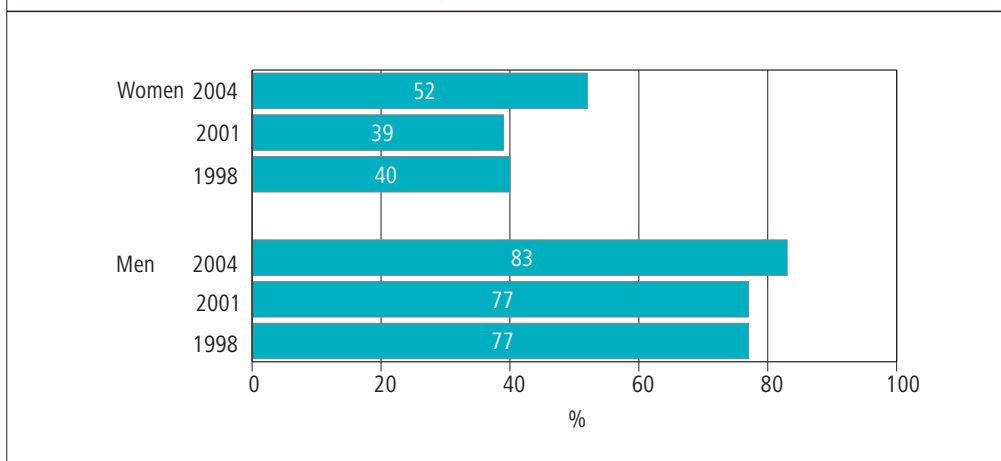


appreciation of professional ability has merely returned to the 1998 level. In spite of the fact that experiences of disadvantage decreased, the proportion of those reporting these disadvantages in 2004 still varied from one-quarter to one-fifth of all women employees, depending on the issue (Figure 24).

The categories of disadvantage experienced rather rarely (i.e. those mentioned by fewer than one in five women employees) remained relatively unchanged. Fringe benefits were something of an exception though, since the proportion of those reporting disadvantage fell by 6 percentage points from 2001 to 2004, but by just 3 percentage points from 1998 to 2004 (Figure 24).

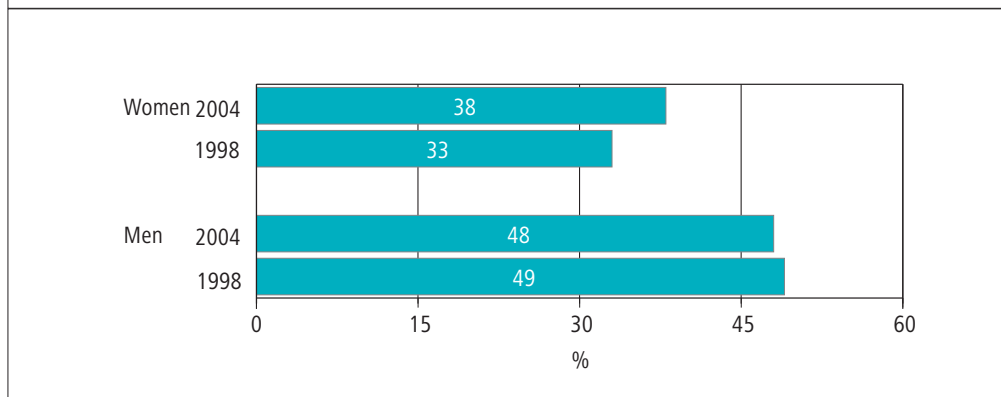
How great a proportion of women and men employees experienced no disadvantage caused by gender in their work? Figure 25 shows that a large majority of men, i.e. three-quarters, experienced no disadvantage caused by gender in their work in 1998 and 2001, and this proportion had increased by 2004. Among women, the direction of the change is the same, but experiences of disadvantage are much more familiar to them: in 1998 and 2001 the women who reported no disadvantage caused by gender were a clear minority among women employees, and in 2004 they constituted a slim majority. Thus, roughly one in two women employees experienced some disadvantage caused by gender in their work in 2004.

Figure 25. The proportion of full-time employees with no experiences of disadvantage caused by gender in their present work



Finally, we shall look at how common it is among women and men to ask for a pay rise. The 1998 and 2004 Barometers asked if the respondent had requested a pay rise during the past five years. Figure 26 shows that gender differences were great among those requesting a pay rise in the 1990s: every second man but only every third woman had asked for a pay rise in 1998. The difference has been reduced in the new millennium, as women have become bolder in asking for pay rises. The previous discussion showed that women reported somewhat less disadvantage caused by gender in pay issues in 2004. Perhaps requests for pay increases on the employee's own initiative contribute to preventing disadvantage caused by gender in the workplace.

Figure 26. The proportion of full-time employees who have asked for a pay rise during the past five years



Disadvantage caused by gender still commonly experienced in educational establishments

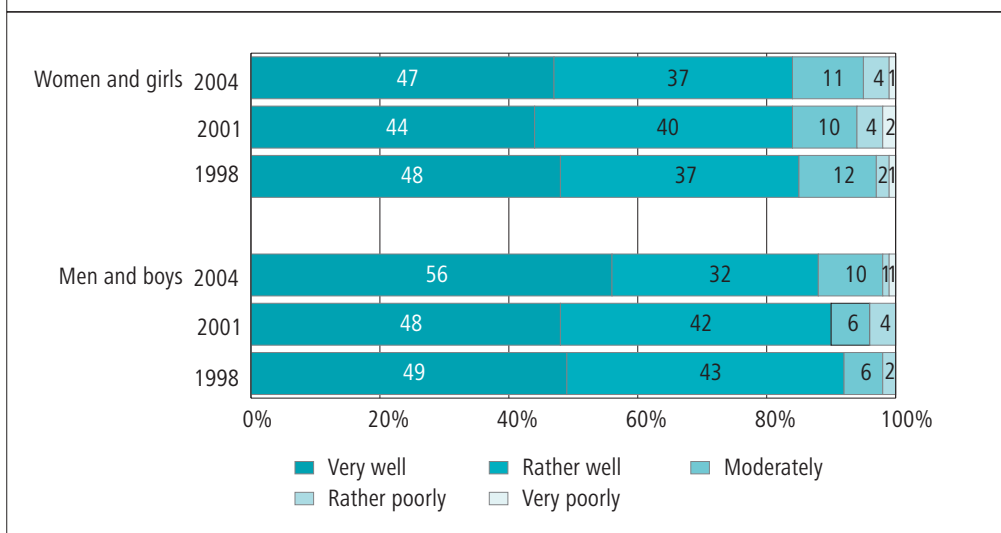
Next, we shall look at the realization of gender equality in educational establishments. It must be borne in mind in this context that the analysis includes responses by full-time students and schoolchildren in all types of educational establishment. The final samples taken in the three different surveys vary from 126 to 139, which means the respondents can be classified by type of establishment. The following discussion will, however, use a coarser classification. First, we shall look at general assessments of the realization of gender equality in the study environment and then at individual experiences of disadvantage.

If the data in Figure 27 are compared with those in Figure 23, we see that experiences of study environments are fairly different from work environments in respect of gender equality realization. The views of female students and schoolgirls about their study environments are favourable enough to parallel those given by male employees concerning their workplaces.

Gender differences in the views on realization of equality show the same trend in the study environment as they do in the work environment, however. In 2004, even the majority of male students and schoolboys felt that gender equality had been realized very well, while those giving such favourable evaluations were a minority, if a slight one, among female students and schoolgirls. The proportion of female students and schoolgirls who felt that equality had been realized very well or rather well remains at 84–85 per cent, while the equivalent proportion among male students and schoolboys fell from 92 per cent to 88 per cent from 1998 to 2004.

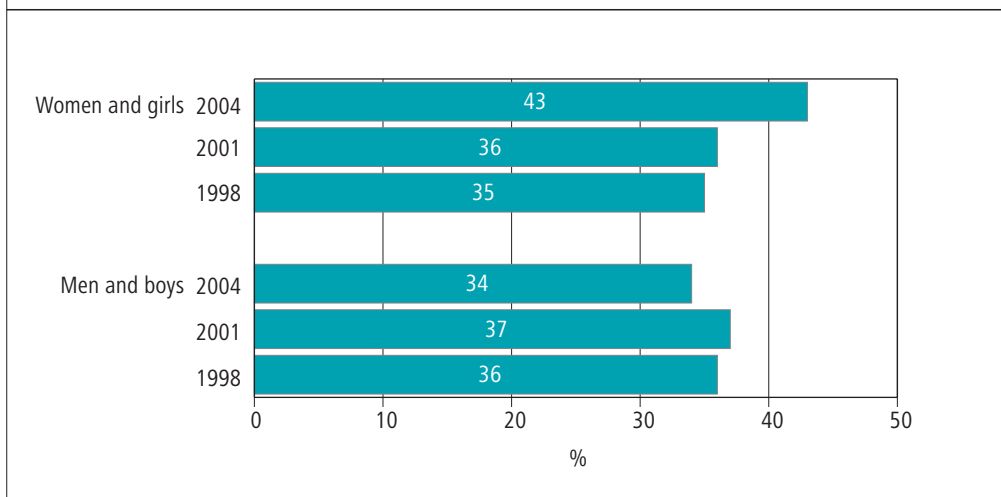
The most common disadvantages in the study environment are that the achievements of the opposite sex are evaluated more favourably and that the opposite sex 'dominates discussions and answering'. There is no clear trend to be detected in the first case: the proportion of those experiencing very much or

Figure 27. Extent to which gender equality has been realized in educational establishments, views given by full-time students and schoolchildren



some disadvantage has remained at or slightly above 40 per cent throughout the research period among male students and schoolboys and at slightly under 40 per cent among female students and schoolgirls prior to 2004, when it fell to 32 per cent. In the latter case, however, i.e. that the opposite sex 'dominates discussions and answering', there would seem to be a systematic change: the

Figure 28. The proportions of full-time students and schoolchildren experiencing no disadvantage caused by gender in their studies



proportion of those experiencing disadvantage grew from 26 per cent to 35 per cent among male students and schoolboys and fell from 33 per cent to 24 per cent among female students and schoolgirls from 1998 to 2004.

If we look at the proportions of those who experience no gender-related disadvantage in their studies, we see that the proportion of female students and schoolgirls experiencing no disadvantage has grown from 35 per cent in 1998 to 43 per cent in 2004. Among male students and schoolboys, however, the proportion of those experiencing no disadvantage has remained at over one-third and would appear to be on the decrease. When the issue was looked at separately among those who had completed a secondary-level or higher education and among those who had not completed secondary-level education, the findings concerning gender differences were similar in all three surveys: among those without secondary qualifications, i.e. those studying in comprehensive schools, upper secondary schools or secondary-level vocational institutions, boys reported more disadvantages than girls in all Barometers. In higher-level education the direction was the opposite: female students reported more disadvantages than male students. The reduction in the disadvantages experienced among women and girls is primarily among those studying in comprehensive schools or equivalent establishments.

4 Reconciling work and family

In this chapter, we will first examine employees' views on how easy it is for women and men to take different forms of statutory family leave in practice. We will then look at the division of responsibility for household work in dual-earner families with children under 18 years of age.

Attitudes to family leave are different in the public and private sectors

A new section was added to the 2001 Barometer inquiring how easy or difficult it is to be off work for different kinds of statutory family leave. The questions were asked from full-time employees and focused on their assessment of the situation at their workplace rather than their own personal experience. The questions concerned:

- women taking maternity leave and parental leave totalling almost *one year*
- men taking paternity leave for *three weeks*
- men taking parental leave, the duration of which may vary from *one to seven months*
- women taking child care leave to look after a young child until the child is 3 years old
- men taking child care leave to look after a young child *until the child is 3 years old*.

In 2004, a further question for both sexes was added to the Barometer. It concerned the ease or difficulty of 'being on part-time child care leave, i.e. reduced working hours, which is possible *until the end of the child's second school year*'.

The alternative responses were:

- not difficult at all
- somewhat difficult
- clearly difficult.

The purpose of this chapter is to discuss the perception of how easy it is to take statutory family leave, i.e. the proportion of 'not difficult at all' responses, and to compare the 2004 results with the 2001 results on all points except part-time child care leave, for which data exists only from 2004. The analysis compares the public sector with the private sector. The percentages in Figures 29–31 are calculated from distributions where the 'cannot say' and 'not applicable' responses have been eliminated, as these make comparisons difficult.

We will first consider the public sector. Figure 29 shows that there has been little change in respondents' views concerning the most frequently used types of family leave. Virtually no one considers that there is any particular difficulty in mothers taking maternity or parental leave, fathers taking paternity leave or mothers taking child care leave. It seems that there is an established practice in

the public sector whereby taking these kinds of leave is customary. This almost self-evident ease of taking leave, however, only extends to an absence of about three weeks in the case of fathers. Fathers are considered to have more difficulty in taking longer family leave, although these problems are decreasing: in 2001, slightly over half of employees in the public sector considered that it is not difficult at all for fathers to take parental leave or child care leave: this figure had increased to two-thirds in 2004 (Figure 29).

The situation in the private sector is somewhat different: there are more problems associated with all types of family leave than in the public sector. What is similar is that the shortest types of family leave are considered to be the least problematic in both the public and the private sectors, and no changes in this estimation have occurred since 2001. It now seems slightly easier for mothers to take child care leave, and much easier for fathers to take family leave beyond paternity leave. Even so, in 2004 only less than half of employees in the private sector felt that it is not at all difficult for fathers to take parental leave or child care leave (Figure 30).

What about the potential for taking part-time child care leave, i.e. reduced working hours? The results were somewhat surprising. Regardless of gender or sector, taking part-time child care leave seems more difficult than being absent from work altogether, even for longer periods of time (Figure 31).

The results for 2001 and 2004 show that it is gradually becoming more acceptable in the workplace for fathers to take family leave beyond the brief paternity leave. However, there are hugely different expectations concerning the behaviour of women and men in regard to family leave, particularly in the private sector.

Figure 29. Views of public-sector employees about the reaction of workplaces to the use of different types of family leave, percentage of 'not difficult at all' responses

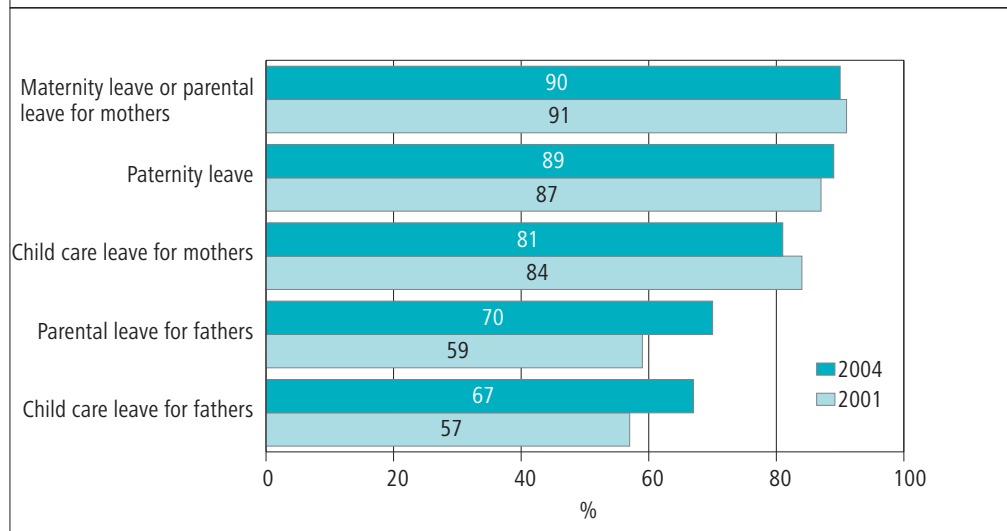
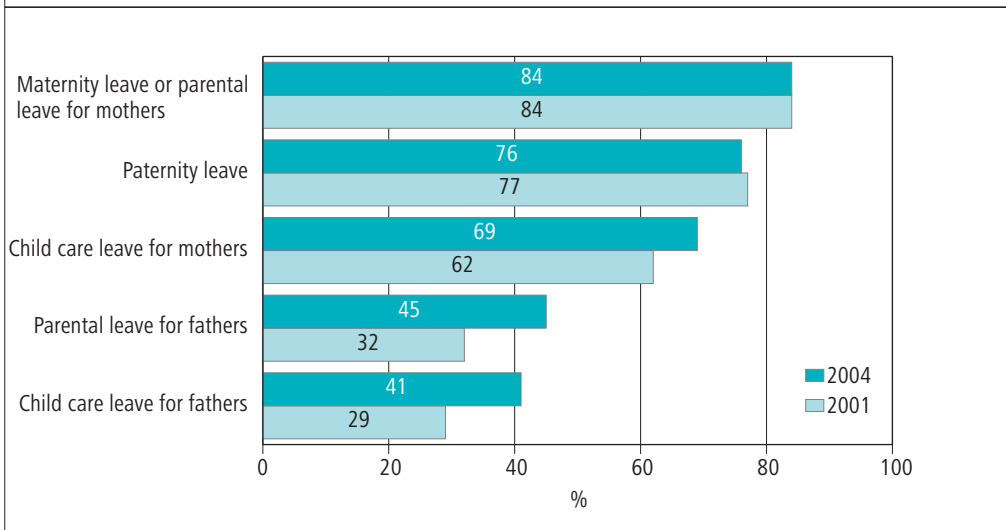
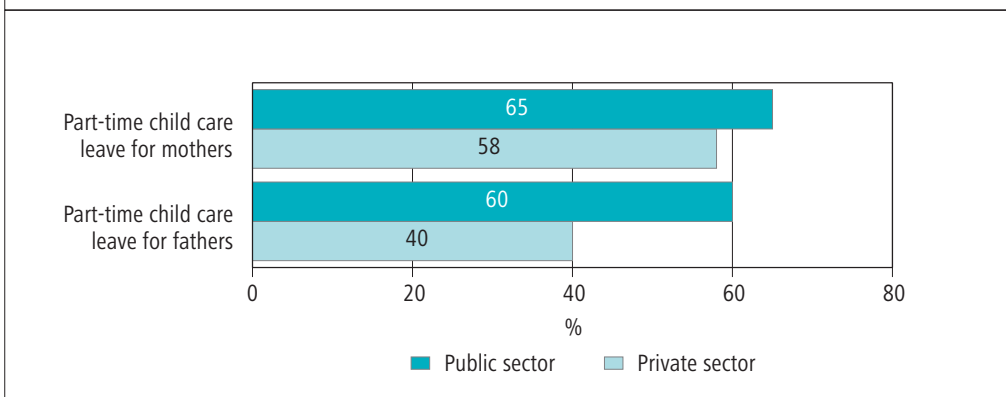


Figure 30. Views of private-sector employees about the reaction of workplaces to the use of different types of family leave: percentage of 'not difficult at all' responses



Kuvio 31. Views of employees about the reaction of workplaces to the use of part-time child care leave: percentage of 'not difficult at all' responses



Small changes in the division of responsibilities for household work

Because the interviews for all Barometers were conducted in January–February, the question on the division of responsibilities for household work was asked with regard to the previous autumn. The household work classification has remained the same in all Barometers, with the exception of 'Managing household finances', i.e. bookkeeping and budgeting, which was added to the survey in 2004.

The questions concerning all other household work except questions concerning the supervision of children's homework and taking care of small children (washing, dressing, feeding, etc.) were targeted at all parents of dual-earner families who had children under the age of 18 regularly living in their household. Only those who had children under school age were asked the question concerning child care, and only those with school-age children were asked the question concerning the supervision of homework. These two entries differ from the other data in Figure 32 in that the percentages for the child care question only involve parents of children under school age and the percentages for the homework question only involve parents of school-age children.

The alternative responses for questions concerning different household jobs were the following: mother, father, mother and father equally, child or children and another member of the household. Here, as in other questions, it was also possible to respond 'not applicable', meaning that the kind of household job in question does not occur in the family. 'Cannot say' was of course also possible. Only the first three responses have been tabulated. It was rare for a respondent not to be able to allocate responsibility, and it was also rare for a child or other member of the household to be responsible for any particular job. Thus, the most common reason for the sum of the percentages being less than 100 per cent in the figure is that the matter in question does not concern the family.

The different household jobs are entered in Figure 32, ranked according to how often the mother is 'mainly responsible' for them. The following is a summary of the most common alternatives in the division of responsibility for the different household jobs.

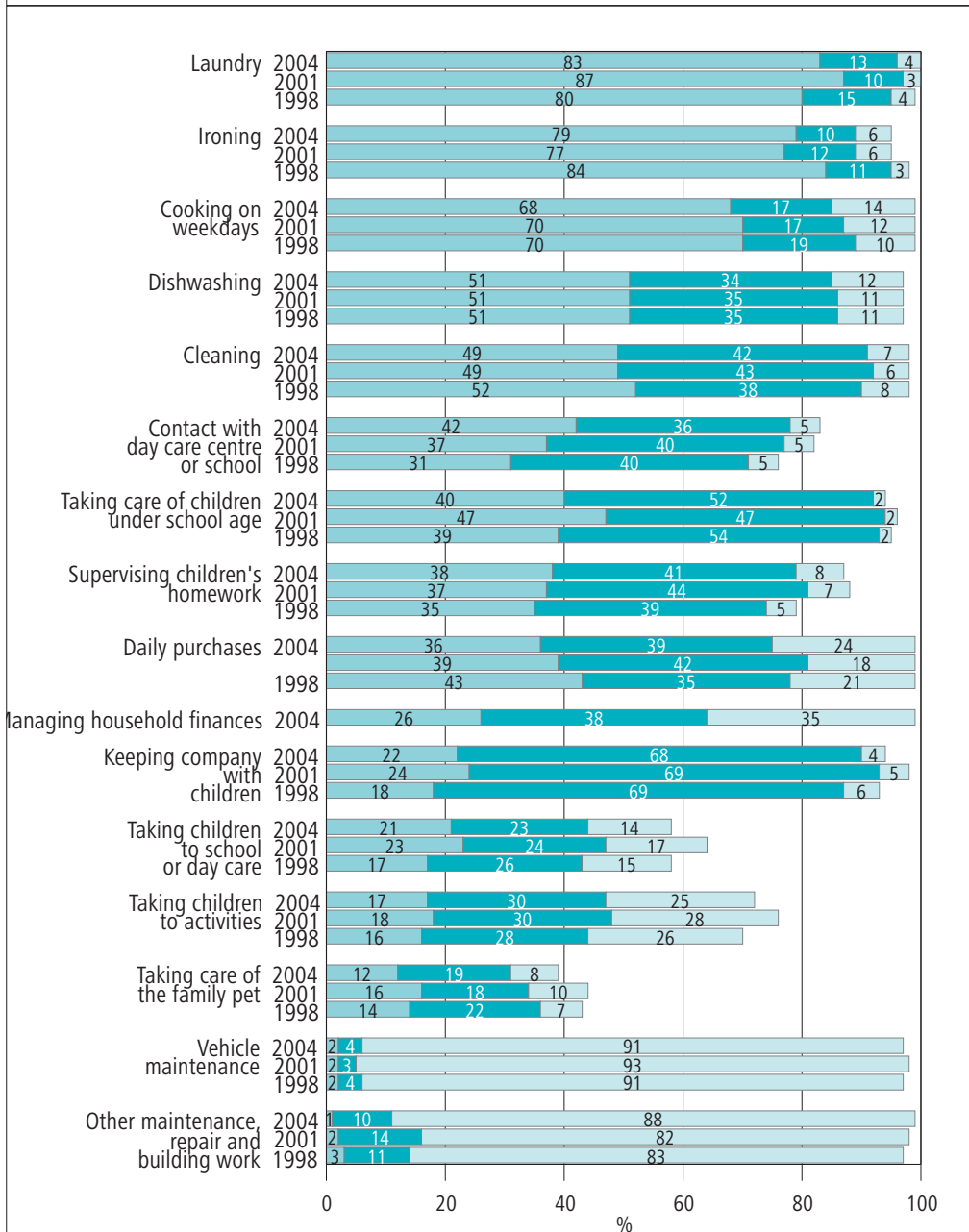
Figure 32 shows that

- mothers were mostly responsible for laundry, ironing and cooking in all periods studied
- mothers were usually responsible for dishwashing and cleaning, but there was a fair amount of shared responsibility too
- shared responsibility was the most common response in child care, homework supervision and taking children to school or day care, but the percentage for the mother's responsibility was almost as large
- the highest percentage of shared responsibility was found in keeping company with children
- shared responsibility was the most common response in managing household finances and in taking children to activities, but the percentage for the father's responsibility was almost as large
- fathers were mostly responsible by a wide margin for vehicle maintenance and other maintenance, repair and building work in all periods studied.

A systematic shift can be observed from 1998 to 2004 in two areas:

- Contact with the day care centre or school was the mother's responsibility in only 31 per cent of families in 1998 but in 42 per cent of families in 2004. Shared responsibility was the most common response by a very narrow margin in 2001, but this was no longer the case in 2004.

Figure 32. Division of responsibilities for household work in dual-earner families with children (children under 18 years), who is mainly responsible?



In daily purchases, the percentage for the mother's responsibility was highest in 1998. Since then, shared responsibility has been the most common response (Figure 32).

Other changes discernible from Figure 32 are mainly those where the mother's responsibility increased considerably between 1998 and 2001 and then declined again in 2004. In none of these cases, however, did the mother's responsibility return to its 1998 level: in laundry, keeping company with children and taking children to school or day care, the percentage of the mother's responsibility was clearly higher in 2004 than in 1998.

The above shows that the household work that falls principally within the domain of one or other of the parents is clearly 'technical' in nature. This, in turn, illustrates that socialization into gender roles is still thriving today: one does what one knows best. The typical household tasks undertaken by women are daily jobs related to clothing, food, cleanliness and hygiene. The typical tasks undertaken by men are jobs that are done as required or at fixed intervals, such as a vehicle inspection. Sometimes these jobs may involve huge efforts, as for instance in building a house. In a family living in a flat, this category is likely to be fairly undemanding.

Recalling that survey respondents felt that men should participate more in the care and raising of their children (see Chapter 2), there seems to be plenty of scope for improvement at least in some families. Those household jobs that involve interaction with the children are, however, more commonly managed by both parents than other jobs. Nevertheless, there are also many families where child care, supervising children's homework or taking children to school or day care is the mother's responsibility. Only the job of taking children to activities is more often the father's than the mother's responsibility.

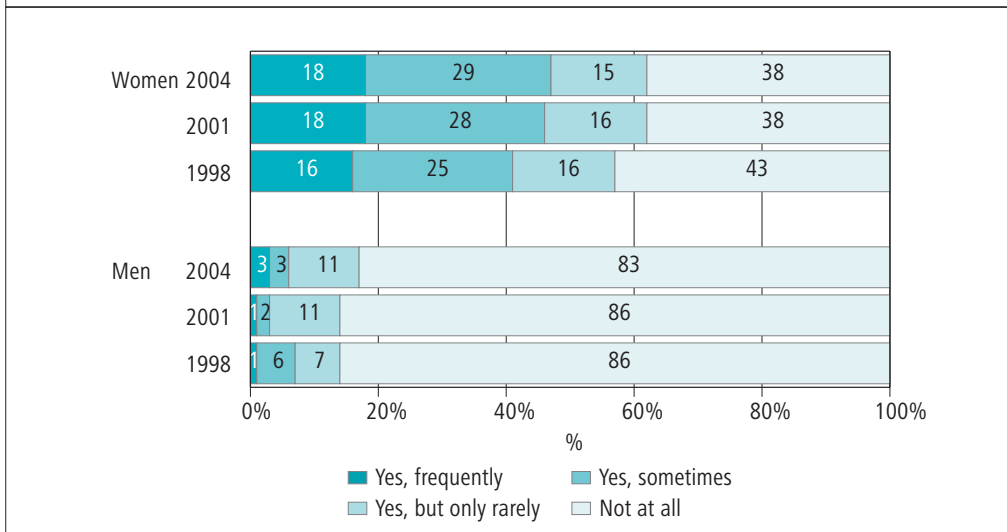
In the categories showing a systematic shift (contact with day care centre or school, daily purchases), the trend is not towards an increase in the father's responsibility. Instead, mothers seem to be increasing their responsibilities in bringing up their children, while the more technical tasks involved in supplying the family with daily goods are increasingly the responsibility of fathers.

More disagreement about sharing household jobs than anything else

The following is an analysis of the experiences of respondents concerning the division of responsibilities for household work and disagreement over various issues between partners. As in the above discussion of different kinds of household work, this examination of respondents' views on the fairness of the division of responsibilities covers dual-earner families with children under the age of 18 regularly living in their household. In examining the areas of disagreement among respondents, it is evident that the groups of respondents concerned in each case vary according to the issue in question.

From the very first Barometer, the surveys have included a question about whether 'it has recently occurred' to the respondent that he/she bears too much responsibility for the household work. The reply alternatives have been:

Figure 33. Having too much responsibility for the household work, parents of dual-earner families with children?



- yes, frequently
- yes, sometimes
- yes, but only rarely
- not at all.

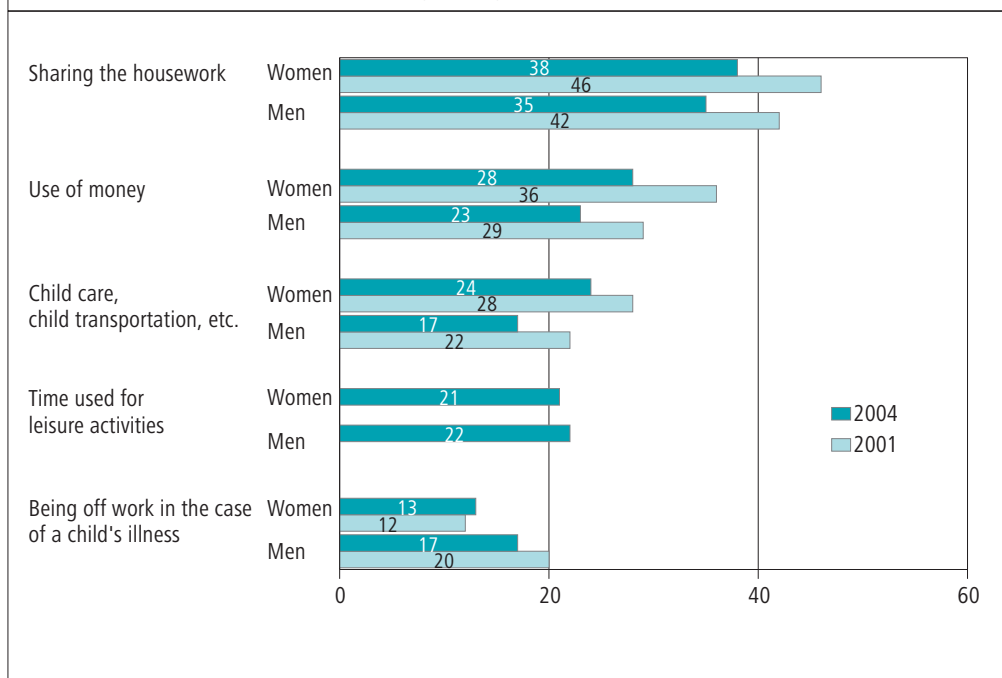
As we observed above, the percentage for the mother's responsibility increased in many kinds of household jobs between 1998 and 2001. This is also apparent in the results in Figure 33: the percentage of mothers who reported a feeling of having too much of responsibility frequently or sometimes increased by 5 percentage points between 1998 and 2001. The slight changes between 2001 and 2004 have not changed mothers' views of having too much of responsibility. The percentage of mothers to whom it had never occurred that their responsibility was too great was only 38 per cent in both 2001 and 2004. Fathers, by contrast, were fairly satisfied with the division of responsibilities in household work throughout the study period.

The questions focusing on subjects of disagreement between partners were added to the 2001 Barometer, except for one, which was not added until 2004. These questions covered the responsibilities for household work, use of money, child care and child transportation, absence from work in the case of a child's illness, and time used for leisure activities. The question about child care and child transportation was only put to those who had children under the age of 18 regularly living in their household. The question about absence from work was only put to those who had children under the age of 10 regularly living in their household. All other questions were put to all survey participants in permanent cohabitation.

The reply alternatives were:

- frequently

Figure 34. Subjects of disagreement between partners, incidence of respondents reporting disagreements



- somewhat
- never.

Because very few respondents chose ‘frequently’, the figure combines the two responses ‘frequently’ and ‘somewhat’.

Figure 34 shows first of all that those reporting disagreements with their partner were not in the majority in either study. Secondly, in matters where comparison over time is possible, the incidence of disagreements seems to have continued to decline. Thirdly, women seem to report disagreements more frequently than men, with two exceptions: both sexes report disagreements in leisure activities equally, while women report disagreements regarding being off work in the case of a child’s illness less frequently than men. However, in the latter case the sample is so limited that the result cannot be considered significant.

Comparing the incidence of partner disagreements in the various categories, we may note that household work continues to cause the greatest incidence of disagreement, regardless of the fact that this incidence has gone down for both women and men. (The results in Figure 34 cover all people in permanent cohabitation, although the trend is similar even when the sample is restricted to families with children.)

5 *Many single people feel that a relationship would limit their choices*

This chapter discusses the attitudes of unmarried people living alone towards family life and relationships. All the Barometers have also asked the same questions from divorcees living alone, but this analysis is restricted to married people living alone. There are too few divorcees living alone in the Barometer data to allow separate examination of the views of women and men.

Attitudes concerning family life and relationships were investigated through responses to the following four statements:

- A relationship may involve mental or physical subordination (1998)/A relationship may involve mental or physical violence (2001, 2004).
- The essential household work in a family restricts leisure activities and hobbies.
- A relationship would in itself limit the scope for choice in one's own life.
- It would be difficult to agree on money matters in a family.

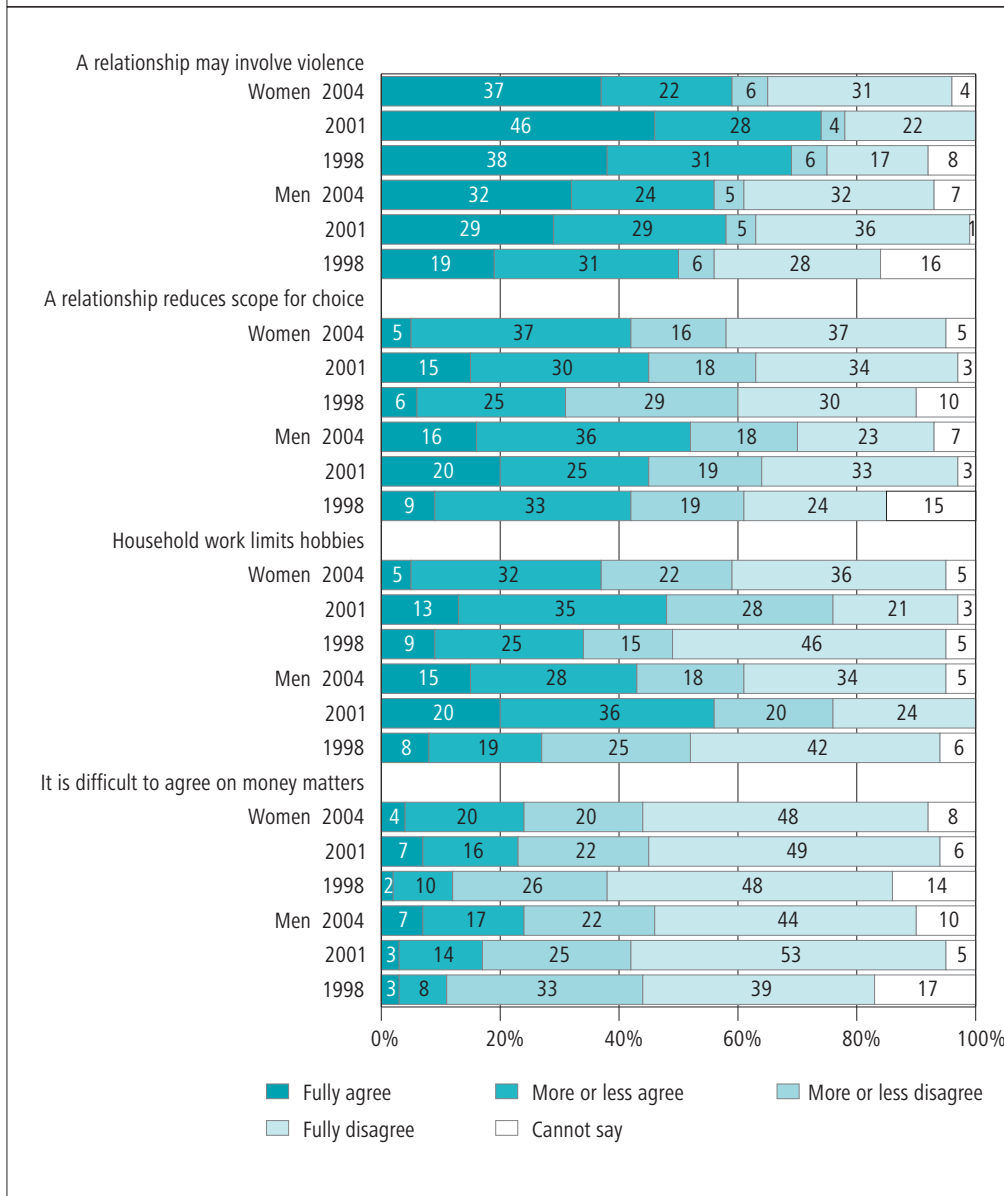
The different reply alternatives were fully agree, more or less agree, more or less disagree, fully disagree and cannot say.

As Figure 35 shows, the most common area of agreement in all three surveys was that a relationship may involve subordination or violence. This is the only statement for which the majority of both women and men responded fully agree or more or less agree in all three surveys. We should note, however, that this statement is different from the others in that it only mentions a possibility, whereas the other three are definite statements. Also, the substitution of the word 'subordination' with the word 'violence' in the 2001 and 2004 Barometers makes comparison difficult. The only systematic change in responses to this statement has been the increase of the incidence of 'fully disagree' among women from 1998 to 2004.

The following is a discussion of the statements 'The essential household work in a family restricts leisure activities and hobbies' and 'A relationship would in itself limit the scope for choice in one's own life', which compete for second place in the incidence of agreement (Figure 35).

Adding up the incidence of 'fully agree' and 'more or less agree', we find that in 1998 second place was taken by the statement 'The essential household work in a family restricts leisure activities and hobbies' among women and by the statement 'A relationship would in itself limit the scope for choice in one's own life' among men. The incidence of agreement with the statement 'The essential household work in a family restricts leisure activities and hobbies' increased hugely among both sexes from 1998 to 2001, to a point where it attained second place among male respondents. In the 2004 survey, the incidence of agreement with this statement decreased by almost as much as it had previously increased. The statement 'A relationship would in itself limit the scope

Figure 35. Attitudes of unmarried people living alone towards family life and relationships



for choice in one’s own life’ now takes second place among both sexes (Figure 35).

Perhaps household work is something that was still self-evident for many in 1998, but this was no longer the case in 2001. But why, then, did the distaste for household work drop in 2004? This could reflect the fact that cooking, furnishing and decorating seem to be popular pursuits these days. Household

work of course does not remain unchanged over the years, and there are now, for example, all kinds of ready meals and other things making food preparation easier.

As for the statement 'A relationship would in itself limit the scope for choice in one's own life', adding up the incidence of 'fully agree' and 'more or less agree' we find that this has increased systematically among men: in 2004, as much as half of the male respondents agreed with this statement. Among women, the incidence increased by 14 percentage points between 1998 and 2001 and has remained stable thereafter. However, a polarization among women can also be detected: the incidence of 'fully disagree' has grown systematically from 1998 to 2004 (Figure 35).

The lowest incidence of agreement was found for the statement 'It would be difficult to agree on money matters in a family'. Although the incidence of agreement is fairly low, the results here are the clearest: the incidence of 'fully agree' and 'more or less agree' has grown systematically for both sexes from 1998 to 2004 (Figure 35).

The above results demonstrate that there seem to be diverging trends among unmarried people living alone: both sexes show an increase in the percentage of those who consider that a relationship reduces scope for choice or that it is difficult to agree over money matters. On the other hand, there is an increasing number of women who fully disagree with the statement 'A relationship would in itself limit the scope for choice in one's own life'.

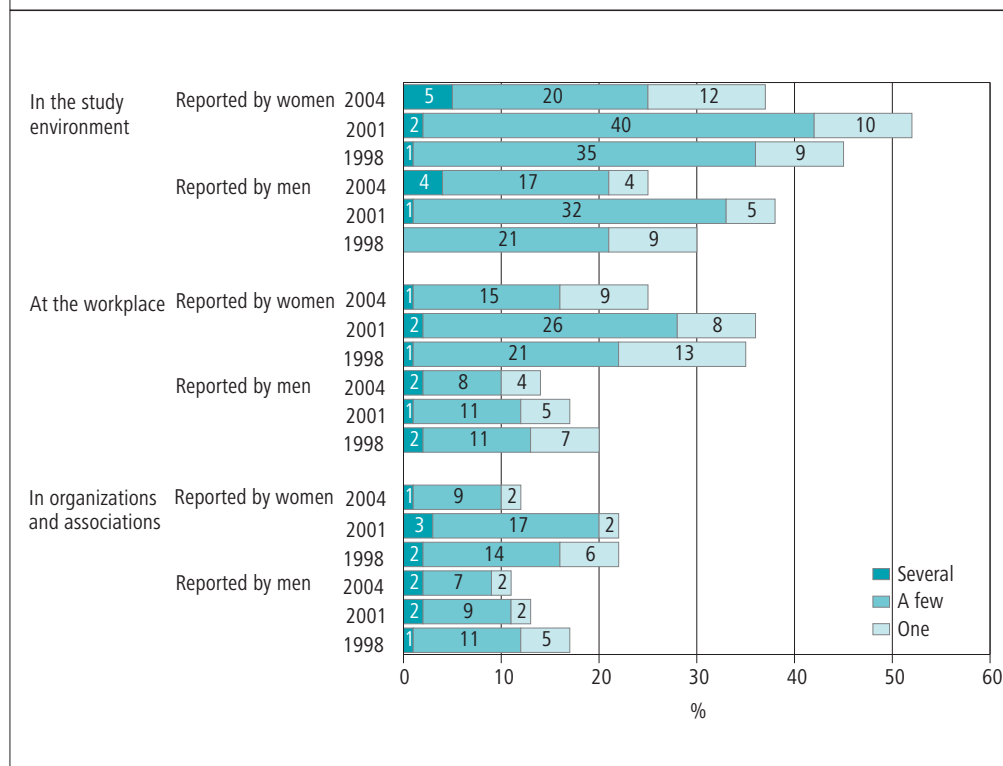
6 Patronizing attitudes between the sexes have decreased, but sexual harassment has not

In this chapter, we will discuss experiences of interaction between the sexes in various environments. First, we look at patronizing or disparaging attitudes towards the opposite sex and developments in this during the period 1998–2004. Next, we examine sexual harassment over the same period and then, at the end of the chapter, we look at experiences of the threat of violence.

Patronizing or disparaging attitudes have decreased in all environments

The following question was used in the Barometer surveys to find out the prevalence of patronizing or disparaging attitudes on the part of the opposite sex:

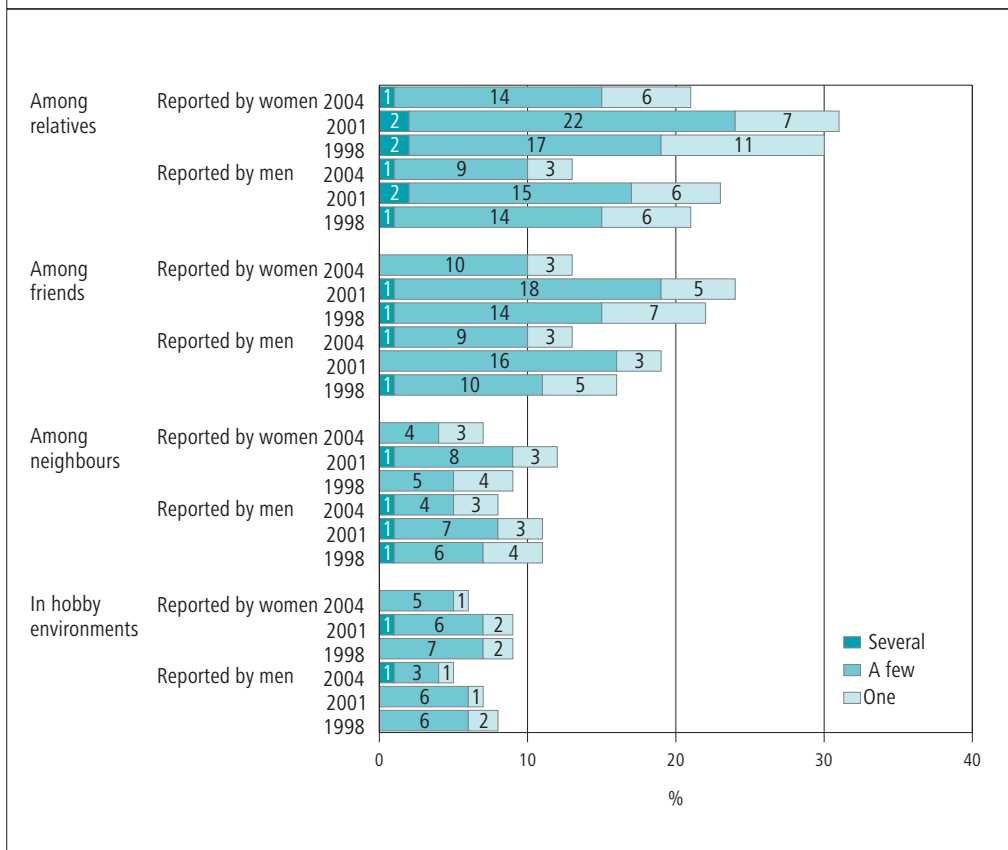
Figure 36. Members of the opposite sex in public life with a patronizing or disparaging attitude



‘Are there any members of the opposite sex (in the interview: men/women) in your various environments who, at least sometimes, take a patronizing or disparaging attitude towards your comments or suggestions?’ In this context ‘various environments’ means the workplace, school or study environment, organizations and associations, relatives, neighbourhood, hobby environments and ‘other friends’. Reply options for each environment were: no, one, a few and several. Inevitably, some respondents answered ‘not applicable’, meaning that the respondent does not have such an environment or that there are barely any members of the opposite sex in that environment.

From the results below we have excluded those who replied ‘not applicable’. The questions concerning workplace, school or study environment and organizations and associations naturally only apply to part of the population. Preliminary data enabled us to target the workplace and study environment questions appropriately, but there was no preliminary data on participation in associations or societies, and thus this question was put to all respondents and con-

Figure 37. Members of the opposite sex in private life with a patronizing or disparaging attitude



sequently received numerous 'not applicable' responses. For consistency's sake, 'not applicable' responses were excluded from all categories of environment.

The ranking of different environments in terms of the frequency of a patronizing or disparaging attitude of the opposite sex has not changed during the period 1998–2004. It occurs (Figures 36 and 37):

- most commonly in schools or study environments
- second most commonly in workplaces and among relatives
- third most commonly among friends and in organizations and associations
- least commonly among neighbours and in hobby environments.

If we consider the total lengths of the bars in the figures, i.e. the incidence of respondents having any experience at all of patronizing or disparaging attitudes among members of the opposite sex, we find that these have decreased among both women and men in all environments, whether we compare the 2004 results to 2001 or 1998. The situation seems to be equalizing between environments and genders: Firstly, the decrease has been greater in study and work environments, organizations and associations, and among relatives and friends than among neighbours or in hobby environments, where the incidence was quite low to begin with. Secondly, although the figures for men have been lower across the board than those for women, the latter have decreased more than the former. However, we should note that even in 2004 the incidence of respondents reporting at least one member of the opposite sex with patronizing or disparaging attitudes was 10 percentage points higher among women than among men (Figures 36 and 37).

Young women are still victims of sexual harassment

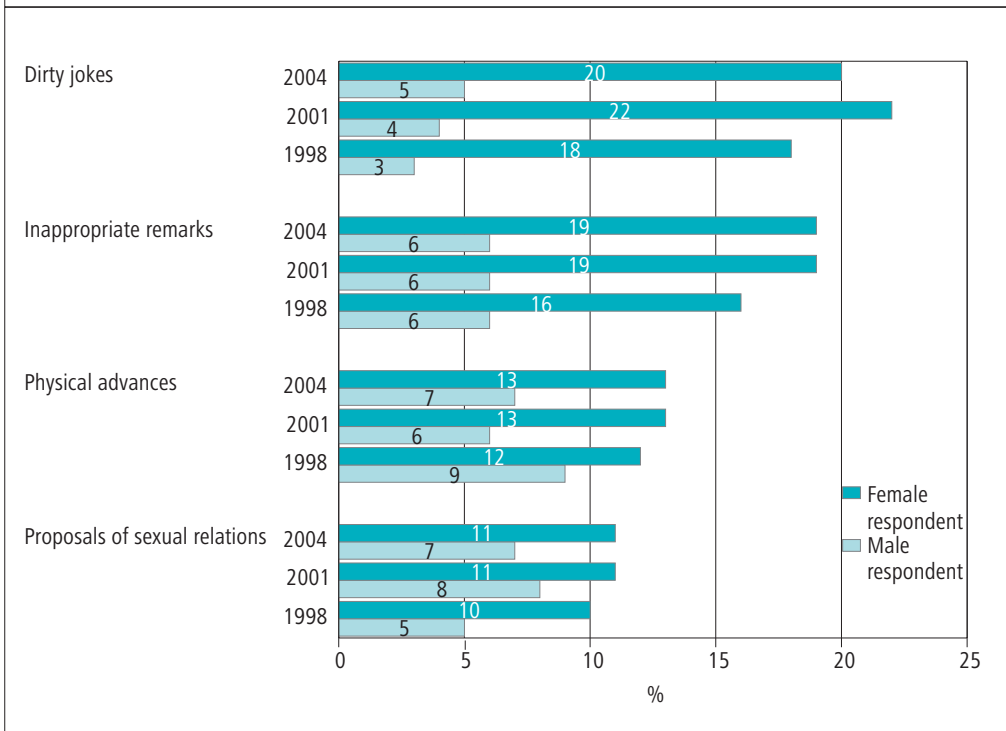
All three Gender Barometers have also included questions about sexual harassment by the opposite sex. In the survey, sexual harassment by a member of the opposite sex was defined as 'conduct of a sexual nature that is undesired, one-sided and may involve coercion'. The results presented in this chapter do not, therefore, cover sexual interaction by mutual consent or sexual harassment between members of the same sex.

The respondents were asked whether they had had any experiences of the following four forms of sexual harassment in the past two years:

- inappropriate remarks concerning the body or sexuality of the respondent
- proposals of sexual relations in an improper context
- dirty jokes or indecent expressions which the respondent considered offensive together referred to below as 'dirty jokes'
- physical advances in an undesired manner.

Figure 38 shows that there are differences between the sexes with regard to the category of sexual harassment. Among men, there is little variation in incidence: in all categories and in all studies, the incidence has remained below 10 per cent. By contrast, one in five women have at various times experienced dirty jokes and inappropriate remarks, and even in the categories of physical ad-

Figure 38. Experiences of sexual harassment in the past two years, by gender of respondent



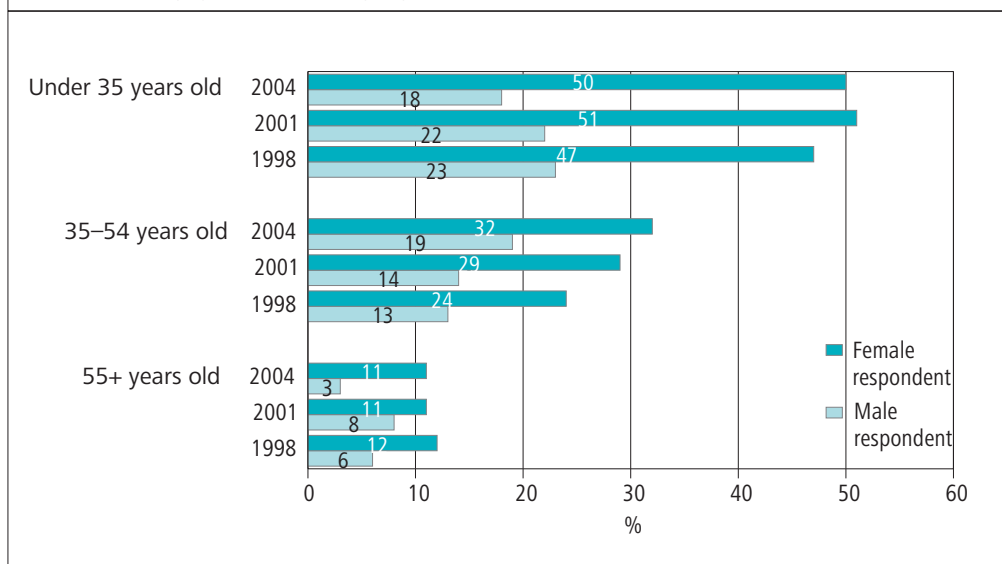
vances and proposals of sexual relations, the reported incidence is somewhat higher among women than among men.

We saw above that the incidence of members of the opposite sex displaying a patronizing or disparaging attitude had decreased in the various environments studied. Here, by contrast, we see that the incidence of sexual harassment has remained almost exactly the same as it was in 2001 (Figure 38).

The incidence of sexual harassment differs by age group, particularly among women. The following is a discussion of women and men of different ages who reported sexual harassment, i.e. gave a positive response to at least one of the four questions.

Figure 39 shows that the incidence of sexual harassment among women under the age of 35 is in a class of its own: half of all female respondents under 35 in all surveys reported experiencing sexual harassment. This is not to say that being subject to sexual harassment correlates with youth. Rather, the differences between genders are at their greatest in the younger age groups. It is true that the differences in incidence between young women and young men are largely due to the most common forms of sexual harassment: about one in three young women report having experienced inappropriate remarks and dirty jokes at one time or another, whereas the figure among young men is less than 10 per cent. However, there are also differences in the rarer categories of sexual

Figure 39. Experiences of sexual harassment in the past two years, by gender and age group of respondent



harassment: for example, in 2004, physical advances were reported by 22 per cent of young women but by only 9 per cent of young men.

Figure 38 indicates that there has been little change in the various forms of sexual harassment reported by women and men. Figure 39, however, shows that different age groups have been affected in different ways:

Young women continue to be the group most affected by sexual harassment.

The incidence of sexual harassment experienced by young men has systematically decreased from 1998 to 2004.

The incidence of sexual harassment in the category of middle-aged people (age 35-54) has increased in general, while differences between the sexes have remained the same.

The incidence of sexual harassment in the category of older people (55+) has remained at its previous low level.

From whom do women experience sexual harassment?

Questions on the particular context of sexual harassment were introduced into the survey in the 2001 Barometer. Those who had experienced sexual harassment were asked:

- Who has or have made inappropriate remarks concerning your body or sexuality?
- Who has or have proposed sexual relations to you in an improper context?

- Who has or have told dirty jokes or used indecent expressions that you have considered offensive?
- Who has or have made physical advances towards you?

The reply options aimed at clarifying whether sexual harassment also occurs between parties who have a special relationship to one another, such as subordinate and superior. The options were: colleague, superior, customer, fellow student, teacher, pupil, family member, other relative, ex-partner or ex-companion, neighbour, person belonging to one's circle of friends, other acquaintance, unknown and other.² We wanted to reserve the category of 'unknown' for totally unknown people, for example anyone walking along the street or travelling in public transport. Therefore the interview instructions requested the interviewers to place in the category 'other' harassers who could not be placed in the other categories but who, for example because of their occupation, had something to do with the respondent.

Next we shall examine the different categories of harasser in relation to the different forms of sexual harassment. The examination is restricted to the *replies of women*, because the results for men seem to show random variance, probably due to the small size of the sample: there were only 139 men in the 2001 data who reported experiencing sexual harassment (135 in 2004). The three most common types of female harasser for men were, in order of incidence, other acquaintance, unknown and person belonging to one's circle of friends in 2001, and unknown, other acquaintance and colleague in 2004.

Figure 40 shows first of all that the ranking of types of harasser was largely the same for women in 2001 and 2004. Only the decrease in the number of responses naming ex-partner or ex-companion has changed its ranking: this category was sixth in 2001 but eighth in 2004.

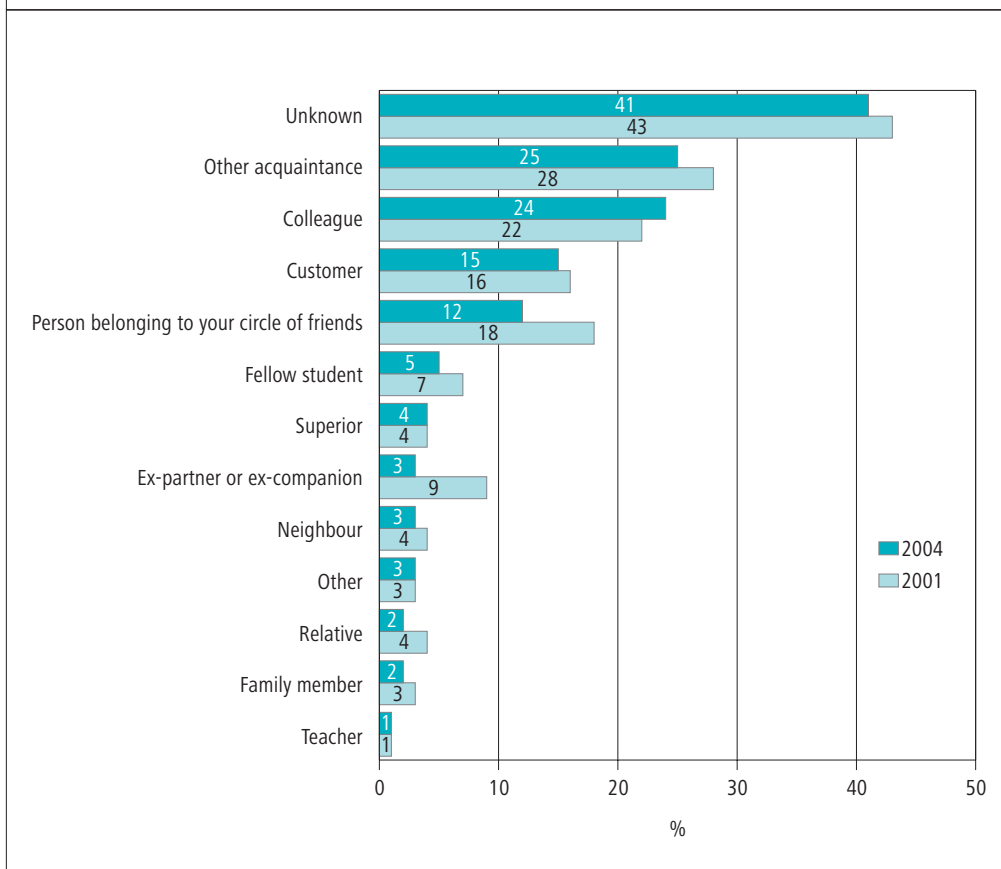
Secondly, we observe that 'unknown' is the most common type of harasser for women, mentioned by 41 per cent of respondents in 2004 (43 per cent in 2001). This means that, correspondingly, the majority of the women who reported experiencing sexual harassment (59 per cent in 2004 and 57 per cent in 2001) mentioned only harassers that were known to them in some way. The most frequently named are other acquaintance – whoever that may be – and colleague. The next categories in the ranking are customer and person belonging to one's circle of friends. All other types of harasser are quite rare.

The ranking of categories of harasser for women varies somewhat depending on the category of sexual harassment:

- Proposals of sexual relations are most frequently made by unknown persons, other acquaintances and persons belonging to one's circle of friends. This category also included customers in the 2001 Barometer, but no longer in

2 The 2001 Barometer had a catch-all category labelled 'customer or pupil/student'. The incidence of this category proved so high in the 2001 Barometer that it was decided to separate customers and pupils/students into two separate categories for the 2004 Barometer. Only three respondents mentioned a pupil/student, and it is thus probable that practically all the harassers in the above category in the 2001 Barometer were actually customers. For the purposes of this discussion, we are using 'customer' and ignoring the pupil/student factor.

Figure 40. Categories of harasser, percentages as reported by women who had experienced sexual harassment



2004. Increasingly, proposals of sexual relations correlate with anonymous urban life and private life.

- Physical advances are also most frequently made by unknown persons and other acquaintances, though here the third most common type of harasser is colleague.
- The three most common types of harasser in the case of inappropriate remarks were (in order of rank) unknown persons, other acquaintances and customers in 2001, and unknown persons, customers and colleagues in 2004.
- Dirty jokes were most commonly reported for unknown persons, colleagues and other acquaintances in 2001, and colleagues, other acquaintances and unknown persons in 2004.

The above shows clearly that sexual harassment experienced by women does not exclusively or even predominantly occur in random encounters with strangers in public places. We shall next discuss sexual harassment in the work environment and the study environment – key areas of everyday life.

Sexual harassment in the work and study environments

Sexual harassment in the work environment was defined as any of the four forms of sexual harassment committed by colleagues, superiors or customers. If the respondent (full-time employee) had reported at least one of the above three categories in connection with one form of sexual harassment, he/she was considered a victim of sexual harassment in the work environment. In both the 2001 and 2004 surveys, 18 per cent of women employees reported having experienced this type of sexual harassment within the previous two years. The corresponding figures for male employees were 5 per cent in 2001 and 7 per cent in 2004.

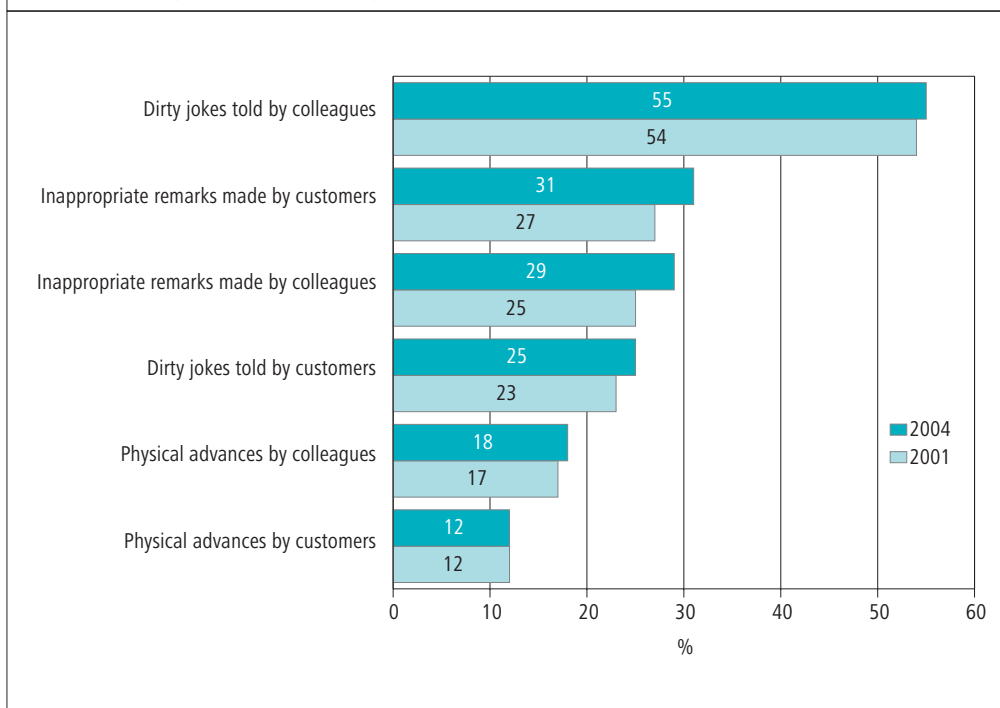
Sexual harassment in the study environment was defined as sexual harassment committed by fellow students and teachers. Those responsible for such occurrences were, above all, fellow students (Figure 40). In the study environment, gender differences in experiences of sexual harassment are smaller than in the work environment, the figures being 16 per cent in 2001 but only 12 per cent in 2004 for female students, and 9 per cent and 8 per cent for male students, respectively.

The following is a discussion of the contexts of sexual harassment. This discussion is confined to women employees, as the sample contains too few male employees and school children and students of either sex with experiences of sexual harassment for any meaningful detailed study.

Sexually harassed women employees in full-time employment at the moment of the interview reported different types of harasser as follows: colleagues (63 per cent in 2001 and 67 per cent in 2004), customers (35 per cent and 40 per cent), and superiors (7 per cent and 6 per cent). We shall examine which form of sexual harassment is most commonly found in the work environment. Figure 41 shows experiences of sexual harassment from various types of harasser in the work environment in categories that had an incidence of at least 10 per cent in 2004. The figures are percentages of the group of women employees who reported having experienced sexual harassment in the work environment during the previous two years.

Figure 41 shows that sexual harassment of women employees in the work environment for the most part consists of exposure to inappropriate remarks about one's appearance or offensive dirty jokes or similar verbal abuse from customers or colleagues. On the other hand, physical advances are by no means a marginal phenomenon: nearly one in five women employees having experienced sexual harassment in the work environment reported, in both surveys, that a colleague had made physical advances towards them. The percentage of all full-time women employees in the survey who reported experiencing physical advances from a colleague is 3.2 per cent. Based on the number of respondents and this percentage, the corresponding figure for the main population (i.e. women employees in full-time employment in Finland) would be somewhere between 5 per cent and 1.5 per cent (with a 95 per cent probability),

Figure 41. The most common forms of sexual harassment experienced by women employees in the work environment



and the number of women experiencing this form of harassment would thus be between 41,000 and 14,000. This is not an insignificant number of people.

Figure 41 shows no proposals of sexual relations or sexual harassment by superiors. In 2001, proposals of sexual relations were made by colleagues in 15 per cent and by customers in 11 per cent of the cases of women employees having experienced sexual harassment, but in 2004 these figures had dropped to clearly below 10 per cent. It remains quite rare for a superior to be reported as the harasser: for those women who had experienced sexual harassment the figures for inappropriate remarks and physical advances by superiors were 6 per cent and 4 per cent, respectively, in 2001, but both had fallen to 1 per cent in 2004. Proposals of sexual relations by superiors were reported by 2 per cent of women employees who had experienced sexual harassment in the work environment in 2001, but by none in 2004. By comparison, dirty jokes told by superiors were encountered by 4 per cent of women employees having experienced sexual harassment in the work environment in both surveys.

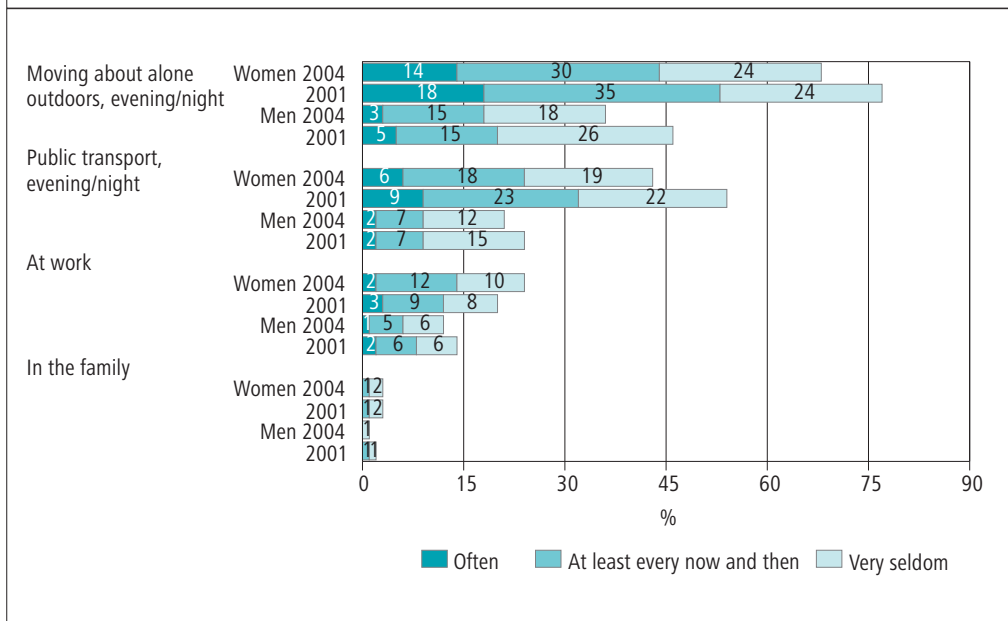
Based on the results of these two surveys, the trend seems to be that sexual harassment by superiors is increasingly rare. Also, in sexual harassment perpetrated by colleagues and customers, the focus seems to have shifted from proposals of sexual relations to inappropriate remarks about women’s personal appearance and dirty jokes.

Women increasingly afraid of violence at work

Each of the Barometer surveys has also asked whether the respondent was afraid of becoming a victim of violence or whether he/she was wary because of that. The 1998 survey restricted the questions to traditional ‘city fears’ only, i.e. whether the respondent was afraid when moving about alone outdoors in the evening and at night. In 2001, we wanted to extend the question to other environments, too: public transport vehicles in the evening and at night, duties at work, within the family and being alone at home or in a summer cottage. The last-mentioned environment was dropped from the 2004 Barometer because it proved somewhat unsatisfactory in interviews: it is possible to feel a different type of fear at home and at a summer cottage. The reply options in these questions were often, at least every now and then, very seldom and never. Because most of the questions concerning fear were asked in the 2001 interviews for the first time, Figure 42 only shows the results for 2001 and 2004. The ‘not applicable’ replies are excluded from the distributions presented.

Figure 42 shows that traditional ‘city fears’, i.e. experiencing a threat of violence when moving about in public spaces (outdoors or in public transport) in the evening or at night, still persist even though they are decreasing. The situation for ‘when out alone’ can be followed from 1998, and taking this as the starting point we find that women’s fears regarding moving about outdoors have clearly and systematically declined. In 1998, 20 per cent of female respon-

Figure 42. Are you afraid of becoming a victim of violence, or are you wary because of this?



dents experienced a threat of violence 'often' and 37 per cent 'at least every now and then'. A clear majority of female respondents, therefore, experienced a threat of violence at least every now and then. The figures in 2001 were 18 per cent and 35 per cent, respectively, but in 2004, they were only 14 per cent for often and 30 per cent for at least every now and then (Figure 42). The trend with men has been similar: the combined total of male respondents experiencing a threat of violence at least every now and then was 29 per cent in 1998 but 18 per cent in 2004. The incidence of experiencing a threat of violence in public transport in the evening or at night has decreased in parallel with that of being out alone (Figure 42).

Although fewer respondents report being afraid or wary in public spaces in the evening or at night, even in 2004 fewer than one in three women reported no fear when being alone in the evening or at night (Figure 42). Are such fears harmless?

In all Barometers those who reported fear often or at least every now and then when out alone or in public transport were asked whether they had restricted the number of evenings they go out due to fear or being wary, or had used a taxi. The incidence of this decreased somewhat from 1998 to 2001: 33 per cent of female respondents and 16 per cent of male respondents restricted their evening plans because of fear in 1998, but in 2001 and 2004 the figures were 26–27 per cent for women and 11–12 per cent for men. The use of taxis decreased somewhat from 2001 to 2004: 56 per cent of women and 28–29 per cent of men used a taxi because of the above fears in 1998 and 2001, but only 50 per cent of women and 24 per cent of men in 2004. Thus, while city fears continue to restrict people's lives and cause extra costs, they do not do so to quite as great an extent as they used to.

What about other threats of violence experienced by respondents? Very few reported a threat of violence in the family, but the incidence of women reporting this has remained steady at 3 per cent (Figure 42). The threat of violence in the family, even if rare, is probably vastly more significant than any city fears, however common the latter may be.

The incidence of threats of violence experienced at work by women has, by contrast, increased: the percentage of those experiencing a threat of violence at least every now and then has risen from 9 per cent to 12 per cent, and that of those experiencing it very seldom has risen from 8 per cent to 10 per cent. The distribution in Figure 42 includes all respondents, i.e. also people who are not in full-time employment. This difference was found not to be statistically significant in this sample when the results for 2001 and 2004 were tested. Restricting the test to employees and self-employed in full-time employment did not produce a statistically significant difference either. However, restricting the test to employees produced a difference between the 2001 and 2004 results that is of borderline statistical significance, in other words, fear of violence has become more common among women employees in full-time employment (with about a 95 per cent probability).

The 2001 Barometer looked at the connections between sexual harassment and threats of violence experienced by women. The focus was, on the one hand, on the correlation between threats of violence in public spaces and reporting of the ‘unknown’ harasser category in the sexual harassment responses, and on the other hand, on the correlation between threats of violence at work and the reporting of sexual harassment in the work environment, i.e. by colleagues, customers or superiors. Threats experienced in public spaces also correlated with the appearance of these types of harassment, but the correlation of threats of violence at work and sexual harassment experienced in the work environment was far more significant – in fact, statistically highly significant.

The following is a discussion of the correlation between threats of violence at work and sexual harassment experienced in the work environment among women. The discussion is restricted to full-time employees.

Table 1 shows first of all that the correlation between fear or being wary because of threats of violence and experience of sexual harassment has declined from highly significant ($p = 0.001$) to almost statistically significant ($p = 0.021$) between 2001 and 2004. Secondly, those having experienced sexual harassment had almost the same incidence of fear in 2004 as in 2001. However, among those not having experienced sexual harassment, fear has become more common: the percentage of those never experiencing fear at work declined from 86 per cent to 78 per cent between 2001 and 2004. The increase in fear at work among women is thus not related to sexual harassment.

Table 1. Fear or being wary at work as reported by full-time women employees, analysed by experiences of sexual harassment in the work environment, 2004 and 2001

Incidence of fear or being wary at work	Experiences of sexual harassment in the work environment			
	2004		2001	
	No	Yes	No	Yes
Often	3	5	2	6
At least every now and then	11	19	5	20
Very seldom	9	14	7	12
Never	78	61	86	62
Total	100	100	100	100
Significance of difference (p)	0,021		0,001	

7 Overview

The results of the three surveys conducted over the six-year period 1998–2004 indicate that in many of the issues covered there are distinct and enduring differences between the sexes. Gender differences are often clearly evident when the personal experiences of women and men in different environments are examined. Conversely, the survey results also show that in some areas there is a broad consensus between the sexes.

Extent of agreement and disagreement among women and men (Chapter 2)

The assessments and opinions discussed in Chapter 2 cover a range of different issues: women in leadership positions in society, the labour market and workplace practices, division of responsibilities within the family, and topical questions concerning sexuality. Chapter 2 also looks at the survey respondents' general assessment of the status of women and men in Finnish society. Only in one of the issues studied, namely the assessment of the significance for gender equality of Finland's first woman president, was there a distinct change in the Barometer results over time. This is examined first of all, followed by discussion of the other assessments and opinions, beginning with the matters on which there was the most agreement among respondents and ending with those on which there was the least agreement.

The question on *the significance for gender equality of Finland's first woman president*, both in the Finnish context and internationally, first appeared in the 2001 Barometer. The alternative responses available were:

- very significant
- rather significant
- rather insignificant
- more like detrimental.

Comparing the 2004 survey with that for 2001, there was a higher proportion of respondents in 2004 who felt that a woman president was very significant. This figure was up by 13 percentage points for both sexes in terms of the significance for Finland, and similarly by 12 percentage points for both sexes in terms of the international significance. The 2004 Barometer revealed that 90 per cent of women regard a woman president as very or rather significant in the case of both the national and the international perspective, by contrast, 78 per cent of men held this view in the case of the Finnish perspective, and 76 per cent for the international perspective (Figures 3 and 4).

In the other assessments and opinions in chapter 2, the analysis focuses primarily on the 2004 results because the chronological change over previous Barometers has been fairly small and almost half of these questions in the 2004 survey were brand new. For questions concerning issues for which the alterna-

tive responses are ‘fully agree’, ‘more or less agree’, ‘more or less disagree’ and ‘fully disagree’, the percentages presented in the lists given below and in the text represent the combination of the two categories ‘fully agree’ and ‘more or less agree’. Where the majority of respondents agreed with the statement or other form of question in the survey, the lists show the proportion of these respondents among the total number of respondents and conversely, where the majority disagreed, the figure represents this proportion. The ‘cannot says’, who for the most part were few, are counted among the minority responses in all cases (the majority percentages presented would therefore be even greater if the respondents expressing no opinion were omitted from the figures). The percentages given in the lists and the results shown in the text are for 2004, unless otherwise indicated.

Subjects on which there was the greatest agreement: at least a four-fifths majority (Chapter 2)

The subjects on which there was the greatest agreement among respondents are examined first. The threshold used in selecting these subjects was that *a minimum of 80 per cent of respondents* were of the same opinion. The opinions are presented below in sequence from those with the greatest extent of agreement to those with the least. However, the differences within this group of subjects are so narrow as to be of little importance. The gender difference in the views expressed on these issues was generally considerably less than 10 percentage points, and so these views can perhaps be considered as general opinions that unite the sexes, although the degree of support does vary somewhat.

- The statement ‘Married women are fully entitled to go to work whatever their family situation’, 94 per cent of women and 92 per cent of men agreed (Figure 7).
- The statement ‘The labour market organizations should be more active in eliminating unjustified differences in pay between women and men’, 94 per cent of women and 86 of men agreed (Figure 12).
- The statement ‘It is quite justified that the partner with the lowest income should do a greater share of the household work, 92 per cent of women and 88 per cent of men disagreed (Figure 9).
- The statement ‘Men should participate more in the care and raising of their children than at present’, 89 per cent of women and 89 of men agreed (Figure 10).
- Sentences for rape were considered to be too lenient by 90 per cent of women and 86 per cent of men (Figure 20).
- The statement ‘Women should play a more active role in politics to diversify the range of political expertise’, 92 per cent of women and 84 per cent of men agreed (Figure 5).
- The statement ‘Commercial media, TV, the Internet, other entertainment and advertising, have too great an influence on children’s and young people’s

understanding of sexuality', 93 per cent of women and 81 of men agreed (Figure 17).

- The statement 'Men benefit from increased gender equality too', 84 per cent of women and 83 per cent of men agreed (Figure 2).
- The statement 'The employer costs incurred when employees take different forms of family leave should be spread more evenly between the female and male-dominated sectors', 87 per cent of women and 79 per cent of men agreed (Figure 15).

The statements presented above, on which there was a high degree of agreement among respondents, represent opinions on quite a balanced range of different subjects. The issues concerning the *division of responsibilities within the family* reflect the prevalence and popularity of the dual-earner family model in Finland, as well as the efforts towards equality in household work and the sharing of parenting tasks. On the *functioning of the labour market*, respondents felt that unjustified differences in pay between women and men should be eliminated and that the costs incurred in the different forms of family leave should be spread more evenly between the female and male-dominated sectors.

The 2004 Barometer included a new statement inviting respondents' views on the following: 'Men benefit from increased gender equality too'. It is noteworthy that the majority of male respondents also agreed with this statement. This outcome can be interpreted in different ways. An increase in equality has traditionally been taken to mean an improvement in the status of women, and so the survey result could reflect the view that an improvement in the status of women is also of benefit to men. A man would, for example, benefit if his partner had an improved position in the workplace in the form of higher pay, for instance. Another possible interpretation is that an increase in gender equality is seen as improving the status of men in those issues where their position is typically worse than that of women. A third interpretation is the more abstract principle that the general benefits of greater equality will affect everyone, including men.

On the topical *questions on sexuality*, the greatest area of agreement among respondents concerned the view that the commercial media have too great an influence on children's and young people's understanding of sexuality. A further area of agreement in this group of questions concerned the sentences given for rape. Such a question - whether rape sentences are too severe, appropriate or too lenient 'today' - was also asked in the 1998 Barometer. The sentences were seen in 1998 as too lenient by 90 per cent of women and 87 per cent of men, and the outcome was still the same in the 2004 Barometer.

The subjects of greatest agreement among respondents also include the statement concerning *political participation by women*. Finnish women have a particularly long tradition in politics, and few Finns would therefore question the significance of women in this field.

A majority of three-quarters to two-thirds (Chapter 2)

The analysis focuses first on the survey statements in which the majority opinion in 2004 was expressed by some three-quarters of all respondents. The gender differences in these issues were greater than those in the subject areas discussed above, on which there was the greatest agreement among respondents. The views examined here are supported by a large majority of women but by a smaller, though clear, majority of men.

- The statement 'Business and the economy would benefit if there were more women in leadership positions than at present', 86 per cent of women and 68 per cent of men agreed (Figure 6).
- The statement 'Clothes marketed for young girls are too sexy', 85 per cent of women and 67 per cent of men agreed (Figure 18).
- The statement 'More men should be employed in social and health care services than at present', 79 per cent of women and 70 per cent of men agreed (Figure 16).

The first statement for which there was a three-quarters majority view among all respondents concerned the benefit of having women *in leadership positions in business and the economy*. The gender difference in the support expressed for this statement is considerable, at 18 percentage points. A large majority of women, but 'only' a two-thirds majority of men, agreed with the statement. The participation of women in leadership positions in the business world does not have such a long tradition as participation in politics, and nor has it been given the same publicity. This may explain why some men do not concur with the idea.

Among the topical questions on *sexuality*, the statement concerning whether clothes marketed for young girls are too sexy was one on which there was a three-quarters majority view. As with the previously mentioned issue, here, too, the gender difference was 18 percentage points and two-thirds (a clear majority) of men agreed with the statement.

A third area concerns the strong gender-based divisions in the *labour market* in Finland. An higher proportion of male applicants for jobs in the social and health care services would help to reduce this segregation. The gender difference in the opinions expressed is comparatively small, at only 9 percentage points. The reason why there was not greater agreement with the statement 'More men should be employed in social and health care services than at present' was not because of the gender difference, as the support given by women for the statement was also slightly less than a four-fifths majority.

The issues examined next are those on which there was about a *two-thirds* majority of respondents expressing the same opinion. This group also includes the question inviting respondents to give a general assessment of the status of women and men in Finnish society, an issue on which the majority view was expressed by a little more than two-thirds, i.e. 70 per cent, of all respondents.

- The status of men in Finnish society was seen as being significantly or slightly better than that of women by 79 of women and by 60 per cent of men (Figure 1).
- The statement 'Men bear the primary responsibility for their family's income', 71 per cent of women and 61 per cent of men disagreed (Figure 8).
- The statement 'Women's opportunities in working life are as good as men's', 70 per cent of women and 50 per cent of men disagreed (Figure 11).

A question inviting respondents to give a general assessment of the status of women and men in Finnish society has featured in all three Barometers. The results have always been very similar: a large majority of women and a smaller majority of men have felt that the status of men is significantly or slightly better than that of women. The gender difference in this view has remained at exactly 19 percentage points. This disparity is explained by the fact that many men are inclined to consider that there is no inequality between the sexes. Very few men regard the status of women to be better than that of men.

The statement 'Men bear the primary responsibility for their family's income' has also featured in the Barometer since its inception in 1998. The level of agreement with the statement has declined over the period to 2004. In the 1998 survey, the relationship between the response to this statement and the respondent's age was also analysed. This revealed a considerable inter-generational difference in views: older people concurred with the statement much more than younger people. The proportion of respondents disagreeing increased substantially for both women and men in 2001, but has since remained at the same level. It could be that the persistence of differences in pay between women and men is helping to maintain the view among some respondents that men have the primary role in securing the material livelihood of the family.

The statement 'Women's opportunities in working life are as good as men's' has also been retained in each Barometer survey. The gender difference in this issue has always been roughly the same as for the general assessment of the status of women and men in Finnish society. It is nevertheless noteworthy that one in every two men is still of the opinion that women's opportunities in working life are not as good as those of men.

Two statements are discussed below, one of which was added to the Barometer in 2001 and the other in 2004. Although both statements concern working life, responses were invited from all participants. The proportion of 'cannot says' has therefore been fairly high, at about one-fifth. The majority of all respondents (including the 'cannot says') have nevertheless been of the opinion that workplaces do not sufficiently encourage men to take family leave, and that workplace equality plans are beneficial. The differences in opinions expressed in these issues are not gender differences. If the 'cannot says' are omitted, the majority responses would rise to about two-thirds of the total.

- The statement 'In the workplace men receive sufficient encouragement to take family leave', 57 per cent of women and 57 per cent of men disagreed (Figure 14).

- The statement ‘Workplace equality plans are of no value in promoting equality between women and men’, 56 per cent of women and 55 per cent of men disagreed (Figure 13).

Subjects on which there was the least agreement (Chapter 2)

Turning finally to the *subjects on which there was the least agreement*, these concern respondents’ attitudes towards outdoor advertising featuring semi-naked bodies and towards the purchase of sexual services.

- The statement ‘Semi-naked bodies should be shown less in outdoor advertising’, 76 per cent of women and 47 per cent of men agreed (Figure 19).
- The proportion of respondents who did not approve of a woman purchasing sexual services from a prostitute was 66 per cent of women and only 37 per cent of men (Figure 21).
- The proportion of respondents who did not approve of a man purchasing sexual services from a prostitute was 65 per cent of women and only 37 per cent of men (Figure 22).

The statement ‘Semi-naked bodies should be shown less in outdoor advertising’ was concurred with by 61 per cent of all respondents. However, as the above figures show, this gives little indication of the gender difference in the opinions on the issue: three-quarters of women respondents agreed with the statement, but the corresponding proportion among men was slightly less than half. The gender difference was 29 percentage points. Could the magnitude of this difference be explained by the fact that the semi-naked bodies displayed in outdoor advertising are almost always women’s bodies?

The gender difference in the attitude towards purchasing sexual services is approximately the same as in the attitude towards semi-naked bodies in outdoor advertising. However, the majority opinion regarding the purchase of sexual services was supported by a smaller majority: two-thirds of women, but only slightly more than one-third of men, disapproved of it.

As in the other results referred to above, the ‘cannot says’ are included in the distribution of responses to the question on the purchase of sexual services. If the attitude towards purchasing sexual services is examined using only those responses where a view was expressed, the proportion of women who did not approve of women purchasing sexual services was 67 per cent, and the proportion of men, 39 per cent. The corresponding figures in the case of men purchasing sexual services were 66 per cent of women and 39 per cent of men.

In attitudes towards the purchase of sexual services, there is no clear majority view among respondents. The purchase of sexual services by women was approved of by 45 per cent of all respondents and the purchase by men was approved of by 46 per cent of all respondents. For both women and men, the proportion of all respondents disapproving was exactly the same, at 51 per cent. The ‘cannot says’ in regard to women purchasing sexual services amounted to 4

per cent, and regarding the purchase of sexual services by men, 3 per cent. Omitting the 'cannot says' from the figures would raise the proportion of disapprovers from 51 per cent to 53 per cent of all respondents.

The 50/50 result obtained in the views on purchasing sexual services is an outcome seldom seen in the Barometer survey and thus deserves further attention. Using statistical methods to assess the attitude of the entire population aged 15–74 towards the purchase of sexual services, the following result is obtained: If the calculation includes people not expressing an opinion, the proportion of the population disapproving of the purchase of sexual services would be in the range 49 to 53 per cent (with a 95 per cent probability). The equivalent range for those approving of the purchase of sexual services would be 43–47 per cent in the case of women purchasing sexual services, and 44–48 per cent in the case of men purchasing sexual services. If the analysis is restricted to those who expressed an opinion, the proportion of disapprovers in the population would be in the range 51–55 per cent, and approvers in the range 45–49 per cent, regarding both sexes.

Proper treatment of the opposite sex appears to be on the increase in workplaces and educational establishments (Chapter 3)

The realization of gender equality in workplaces and educational establishments has been studied with the aid of questions inviting respondents' views on the realization of equality in general and on personal experience of gender disadvantage (Chapter 3). In addition, matters concerning workplaces and educational establishments have been touched on when analysing patronizing attitudes towards the opposite sex, sexual harassment and experience of threats of violence in different environments. In so far as they concern the work and study environments, these issues are also discussed in the section of this overview relating to Chapter 6. Examining the results from Chapters 3 and 6 together, it appears that proper treatment of the opposite sex is becoming more prevalent in some issues, both in workplaces and educational establishments.³

According to a clear majority of the full-time employees (irrespective of gender) who expressed an opinion in the 2004 Barometer, gender equality was realized in the workplace very well or rather well: 69 per cent of women and 83 per cent of men were of this opinion. However, the proportion of respondents who felt that gender equality was realized very well was only 29 per cent in the case of women and 37 per cent in the case of men (Figure 23).

3 On the basis of surveys of working conditions conducted in 1997 and 2003, it has been claimed in publicity that bullying in the workplace has increased. However, according to the publication making this claim, the increase concerns only bullying experienced 'previously' and not bullying as such. The figures for 'current' bullying have remained at 4–5 per cent for women and 2 per cent for men. Source: Lehto, Anna-Maija & Sutela, Hanna: Threats and opportunities. Findings of Finnish Quality of Work Life Surveys 1977–2003. Statistics Finland 2005.

The proportion of full-time women employees with no personal experience of gender disadvantage was up by over 10 percentage points in the period 1998–2004: in the 1998 and 2001 Barometers the proportion was about 40 per cent, but in 2004 it was 52 per cent. The corresponding figures for men were 77 per cent in 1998 and 2001 and 83 per cent in 2004. Although experience of disadvantage has fallen more rapidly among women than among men, the gender difference remains very considerable, at 31 percentage points (Figure 25).

The most commonly reported disadvantage experienced by women in each of the Barometer surveys has concerned pay. Even in this area, however, the frequency of cases has fallen somewhat. Nevertheless, in 2004 one in four full-time women employees reported experiencing a considerable or a certain amount of gender disadvantage in regard to pay.

Students and schoolchildren gave a very positive assessment of the realization of gender equality in their own educational establishment: in 2004, 84 per cent of female students and schoolgirls and 88 per cent of male students and schoolboys felt that gender equality was realized very well or rather well (Figure 27).

A different picture of the study environment emerges when personal experiences of gender disadvantage are examined. In all the Barometer surveys, disadvantage was reported by a clear majority of both sexes. Two-thirds of male students and schoolboys have reported gender disadvantage in each of the surveys, while among female students and schoolgirls the proportion in the first two surveys was around two-thirds, but was then lower in 2004.

The most commonly experienced disadvantages reported in the study environment are that the achievements of the opposite sex are valued more favourably, and that the opposite sex is 'dominates discussions and answering'. The proportion of respondents experiencing a considerable or a certain amount of disadvantage in the first of these areas has remained at or just above 40 per cent in the case of male students and schoolboys throughout the Barometer surveys, and in the case of female students and schoolgirls a little below 40 per cent until 2004, when the proportion fell to 32 per cent. The proportion of respondents feeling disadvantaged on the basis that the opposite sex 'dominates discussions and answering' has grown among male students and schoolboys from 26 per cent to 35 per cent in the period 1998 to 2004, but fallen among female students and schoolgirls from 33 per cent to 24 per cent.

The Barometer data is too limited to allow gender disadvantage to be studied by type of educational establishment. Students' and schoolchildren's experiences of disadvantage are, however, so common that it was considered useful to sort them into categories using a rough classification system. Respondents studying full-time were classified into two groups according to whether they have taken secondary-level qualifications or not. One of the two groups was thus composed of persons studying at a university, polytechnic or other higher education institution. The other group comprised those at a comprehensive school, upper secondary school or secondary-level vocational institution. It emerged that boys studying at school or in a vocational institution reported disadvantages more frequently than girls did, in each of the Barometer surveys.

The gender difference in responses by those studying at university level or similar was the reverse of this, however: female students reported disadvantage more often than male students. The reduction in reported cases among female students and schoolgirls was confined to those studying at school or in a vocational institution.

Slightly easier for men to take family leave (Chapter 4)

The 2001 and 2004 Barometers included questions asking employees about the attitude in their workplace towards people taking any of the different forms of statutory family leave. Employees were not asked about their own personal experience of such family leave, but about their understanding of the general attitude in their workplace towards such leave. The questions were about:

- women taking maternity and parental leave totalling *almost one year*
- men taking paternity leave for *three weeks*
- men taking parental leave, the duration of which may vary from *one to seven months*
- women taking child care leave to look after a young child *until the child is 3 years old*
- men taking child care leave to look after a young child *until the child is 3 years old*.

A further question was added to the 2004 Barometer. It concerned both sexes and asked about the ease or difficulty of 'being on part-time child care leave, i.e. reduced working hours, which is possible until the end of the child's second school year'.

The alternative responses available were:

- not difficult at all
- somewhat difficult
- clearly difficult.

The extent to which taking statutory family leave was considered difficult varied considerably according to the gender of the potential leave-taker, the length of the leave in question and the sector of employment. The difference between employee assessments in the public sector and those in the private sector was much greater in relation to family leave taken by men than by women. These results indicated that the gender difference in relation to the difficulty or ease of taking family leave is greater in the private than in the public sector.

In the public sector it seems almost self-evident that women will take maternity and parental leave and men will take paternity leave. Indeed, nine out of ten public-sector employees consider that taking these different forms of family leave is not difficult at all (Figure 29). In the private sector, even the taking of these fairly established forms of family leave is not always a foregone conclusion. In fact, only 84 per cent of private-sector employees considered that it is not difficult at all for women to take maternity and parental leave, while only

76 per cent felt that it is not difficult at all for men to take three weeks off work as paternity leave (Figure 30).

In the case of men wishing to take family leave beyond the short period of paternity leave, there is a definite difference between the public and private sectors: 70 per cent of public-sector employees, but only 45 per cent of private-sector employees, considered that it is not difficult at all for men to take such parental leave (from one to seven months). The corresponding proportions concerning men taking child care leave were 67 per cent for public-sector employees and 41 per cent for private-sector employees (Figures 29 and 30).

Taking part-time child care leave (i.e. reduced working hours) was generally felt by respondents to be rather difficult. Irrespective of the potential leave-taker's gender and employment sector, the respondents considered this to be more difficult than leaving work completely for a couple of years.

Application of the different arrangements permitted by law for reconciling work and family life appears to be progressing very unevenly. The survey results indicate that the public sector is showing the way, but even here there are quite large differences in expectations for women and men when the question concerned being off work longer than the period of paternity leave. The increase in the proportion of 'not difficult at all' responses between the 2001 and 2004 surveys, in regard to men being off work for longer than the paternity leave period, was around 10 percentage points in both the public and private sectors. This suggests that the difficulty of men taking family leave is not, at least, entirely a matter of insurmountable problems. It would also seem that new practices are adopted at differing rates, varying by gender and workplace.

Division of responsibilities in household work is almost unchanged (Chapter 4)

All the Barometer surveys have included questions on the division of responsibilities in household work, and on how satisfactory this division is. These questions have been directed at dual-earner families with children under the age of 18.

The division of responsibilities in household work has remained almost unchanged during the six-year period of the surveys:

- In each of the surveys the mother has been primarily responsible for laundry, ironing and cooking.
- The mother has also typically been responsible for dishwashing and general cleaning, although a moderate amount of shared responsibility has also been reported.
- Shared responsibility is the most common single response reported for child care, ensuring homework is done and transporting children to day care or school, but almost as frequent a response was that it was the mother's responsibility.

- Shared responsibility was most often reported in the case of keeping company with the children.
- The most common option in managing household finances and in transporting children to their various activities was shared responsibility, but almost as frequent a response was that it was the father's responsibility.
- In each of the surveys it was the father who was clearly responsible for the maintenance and repair of the family's means of transport, and for other maintenance, repair and building work.

Systematic changes had occurred in the following two areas between 1998 and 2004:

- In 1998, contact with the day care centre or school was reported as being clearly the mother's responsibility in only 31 per cent of families, whereas in 2004 this figure was 42 per cent. In 2001, shared responsibility in this area was still the most common response, although only just, but this was no longer the case in 2004.
- The responsibility for daily purchases was, for the most part, borne by the mother in 1998, whereas the most common response since then has been shared responsibility.

The tasks for which women were most clearly responsible are the repeated everyday tasks concerning clothing, cooking and cleaning. Women therefore continue to bear a much greater responsibility than men for the everyday running of the family.

Each of the Barometer surveys has inquired about the satisfaction or dissatisfaction with the division of responsibilities for household work of. Respondents have been asked whether they have 'recently felt' that they bear too much of the responsibility for the household work.

The alternative responses available were:

- yes, frequently
- yes, sometimes
- yes, but only rarely
- not at all.

The gender difference in attitudes towards the division of responsibilities for household work has been very considerable throughout the period studied. In 1998 and in 2001, 86 per cent of fathers gave the response 'not at all' when asked whether they had recently thought that they have too much responsibility for the household work, while in 2004 this figure was 83 per cent. The corresponding percentages for mothers were 43 per cent in 1998 and 38 per cent in 2001 and 2004 (Figure 33).

Single people view relationships and families differently (Chapter 5)

All the Barometer surveys have included questions on the views of unmarried and divorced respondents living alone towards relationships and families. The

analysis, however, is restricted to examination of the results for unmarried respondents, as the number of survey respondents who were divorced was too few for meaningful analysis.

Attitudes towards the family and relationships were asked using the following four statements:

- 'A relationship may involve mental or physical subordination' (1998)/'A relationship may involve mental or physical violence' (2001, 2004).
- 'The essential household work in a family restricts leisure activities and hobbies'.
- 'A relationship would in itself limit the scope for choice in one's own life'.
- 'It would be difficult to agree on money matters in a family'.

The alternative responses available were fully agree, more or less agree, more or less disagree, fully disagree and cannot say.

Of the statements presented above, the one on which there was the greatest degree of agreement among respondents of both sexes in all of the Barometer surveys is 'A relationship may involve mental or physical subordination (1998)'/ 'A relationship may involve mental or physical violence' (2001, 2004). This differs from the other statements in that it refers to the matter being a possibility, whereas the other statements present something definite. The only systematic change in the attitudes towards the statement has been in the proportion of female respondents fully disagreeing, which, for women, rose from 17 per cent in 1998 to 31 per cent in 2004.

The second highest degree of agreement among respondents on the above statements has, at different times, concerned one of the following: 'The essential household work in a family restricts leisure activities and hobbies' and 'A relationship would in itself limit the scope for choice in one's own life'. There has always been the least agreement among respondents in relation to the statement 'It would be difficult to agree on money matters in a family': a majority of both sexes have always disagreed with the statement.

There has been a systematic change in the nature of the responses to the statement 'A relationship would in itself limit the scope for choice in one's own life', especially for men. The proportion of men agreeing completely or to a certain extent with the statement grew first of all from 42 per cent in 1998 to 45 per cent in 2001, and subsequently to 52 per cent in 2004. The proportion of women respondents agreeing with the statement was only 31 per cent in 1998, but reached a little over 40 per cent in 2001 and remained at that level in 2004.

Attitudes towards the statement 'The essential household work in a family restricts leisure activities and hobbies' have varied greatly: the proportion of unmarried respondents living alone who agreed with the statement grew from 34 per cent in 1998 to 48 per cent in 2001 in the case of women, and from 27 per cent to 56 per cent in the case of men, but in 2004 these figures were only 37 per cent for women and 43 per cent for men. This could reflect the fact that cooking, furnishing and decorating are popular hobbies today.

In all, it seems that there are a number of different developments occurring in the responses of unmarried people living alone. The proportion who consider that it is difficult to agree on money matters in a family environment has grown from 12 per cent in 1998 to 24 per cent in 2004 in the case of women, and from 11 per cent to 24 per cent in the case of men. On the other hand, there is a growing proportion of women who fully disagree with the statement on the restrictive nature of relationships: the proportion of women fully disagreeing has grown from 30 per cent in 1998 to 37 per cent in 2004.

Patronizing or disparaging attitudes between the sexes have diminished in all environments (Chapter 6)

All the Barometer surveys have included the following question: 'Are there any members of the opposite sex in your various environments who, at least sometimes, take a patronizing or disparaging attitude towards your comments or suggestions?' A patronizing attitude from the opposite sex is more common in the principal environments of the respondent's life and in those environments which are generally not of a voluntary nature, such as the school or study environment, the workplace or among relatives. Patronizing attitudes are less common in those areas of the respondent's life which are less important and in voluntary environments, such as among friends and in organizations and associations, and especially among neighbours and in hobby environments.

The accompanying list shows the proportion of respondents who in 1998 and 2004 reported at least one member of the opposite sex with a patronizing attitude in the environment in question. The percentages are derived from figures that exclude respondents who answered 'not applicable'.

The proportion of respondents mentioning at least one member of the opposite sex with a patronizing attitude has fallen between 1998 and 2004, as follows:

- in the study environment, from 45 per cent to 37 per cent in the case of women and schoolgirls, and from 30 per cent to 25 per cent in the case of men and schoolboys
- in the work environment, from 35 per cent to 25 per cent in the case of women, and from 20 per cent to 14 per cent in the case of men
- in organizations and associations, from 22 per cent to 12 per cent in the case of women, and from 17 per cent to 11 per cent in the case of men
- among relatives, from 30 per cent to 21 per cent in the case of women, and from 21 per cent to 13 per cent in the case of men
- with friends, from 22 per cent to 13 per cent in the case of women, and from 16 per cent to 13 per cent in the case of men
- among neighbours, from 9 per cent to 7 per cent in the case of women, and from 11 per cent to 8 per cent in the case of men
- in hobby environments, from 9 per cent to 6 per cent in the case of women, and from 8 per cent to 5 per cent in the case of men (Figures 36 and 37).

Sexual harassment of women refuses to subside (Chapter 6)

Every Barometer survey has included questions on sexual harassment by members of the opposite sex 'during the past two years'. Harassment has been defined in the interview form as 'conduct of a sexual nature that is undesired, one-sided and may involve pressure'.

The results for sexual harassment experienced by respondents would seem to question whether any improvement has occurred in gender equality. The gender difference in the experiences of respondents appears to have widened rather than narrowed.

Based on the experiences reported by women in the surveys, the most common types of sexual harassment by men are verbal harassment, telling dirty jokes and making inappropriate remarks. Less common were physical advances and proposals of sexual relations. Men's experiences of sexual harassment by women are fairly rare and are split rather evenly between the different categories. Analysis of the survey results from the entire sample of respondents aged 15–74 revealed the following percentages for the different categories of sexual harassment experienced 'during the past two years'(Figure 38):

- having to listen to dirty jokes was reported by 18–22 per cent of women and 3–5 per cent of men, the percentage varying according to the different survey dates
- inappropriate remarks were reported by 16 per cent of respondents in 1998 and 19 per cent in 2001 and 2004 in the case of women, and 6 per cent in all three years in the case of men
- physical advances were reported by 12–13 per cent of women and by 6–9 per cent of men, the percentage varying according to the different survey dates
- proposals of sexual relations were reported by 10–11 per cent of women and by 5–8 per cent of men, the percentage varying according to the different survey dates.

Experiences of sexual harassment vary widely, not only by gender but also by age, especially among women. Precisely one in two women under the age of 35 had experienced at least one form of sexual harassment in the years 2002–2003, whereas the corresponding figure for men was only 18 per cent. The gender difference is a huge 32 percentage points. The difference has grown during the survey period due to the reduction in sexual harassment experienced by men.

The reported experiences of sexual harassment show a decline with age for both women and men, which also means a narrowing of the gender difference. Among all women, 29 per cent had experienced sexual harassment in 1998 and 31 per cent in 2001 and 2004. The corresponding figures for all men were in the range 14–15 per cent. The gender difference grew from 15 percentage points in 1998 to 16 percentage points in 2001, and then to 17 percentage points in 2004.

In the 2001 and 2004 surveys, respondents were also asked about the source of the sexual harassment. The results have been analysed only for women, as the number of men experiencing sexual harassment in the 2001 and 2004 samples was so small that any pattern beyond random variance could not usefully be discerned.

The frequency ranking of sources of women's sexual harassment in 2004 was remarkably similar to that in 2001. The most common single response was an 'unknown' harasser. This was reported by 41 per cent of women in 2004, as opposed to 43 per cent in 2001. Correspondingly, in 59 per cent of cases in 2004 and 57 per cent of cases in 2001, the harasser was someone either well known or at least familiar to the woman. The most common among these were 'other' acquaintances, and the second most common were colleagues and customers. In addition to these, in more than 10 per cent of cases the harasser was someone within the woman's circle of friends. Other sources of sexual harassment were less common than this (Figure 40).

Sexual harassment and threat of violence in the work and study environments (Chapter 6)

This chapter first examines sexual harassment occurring in the *work environment*. This is sexual harassment where the harasser is a superior, a colleague or a customer. The Barometer surveys have also asked about respondents' experiences of the threat of violence in different environments, and in this connection the subject of fear in the workplace is also examined. The analysis then looks at sexual harassment in the study environment, which is defined as sexual harassment where the harasser is a fellow student or pupil or a teacher. (The questions about respondents' experiences of the threat of violence did not include the study environment.)

The work environment results presented earlier in this overview suggested an increase in proper treatment of the opposite sex in the workplace. The results indicating indisputable sexual harassment do not support this, however. The proportion of full-time women employees who have been subjected to sexual harassment in their work community was the same in 2004 as in 2001, at 18 per cent. For men, the corresponding proportion was 5 per cent in 2001 and 7 per cent in 2004.

As the frequency was very low for workplace sexual harassment in the case of men, the amount of study data was insufficient for further analysis of this. The results referred to below are therefore only the results for women.

An important positive result regarding sexual harassment of women was that superiors were even less often involved in 2004 than previously. Already in 2001, less than one in ten of the women experiencing workplace sexual harassment reported that the source was her superior, and this proportion decreased further in most of the harassment categories in 2004, even falling to zero in the case of proposals of sexual relations.

The trend in the case of harassment from colleagues and customers was not as encouraging, however. While there was a reduction in proposals of sexual relations, it seems that this is being replaced by an increase in inappropriate remarks and dirty jokes. This might lead to the conclusion that harassment from customers and colleagues is increasingly taking the form of milder sexual harassment. However, inappropriate remarks can also be particularly malevolent and can be more offensive than even very clumsy proposals of sexual relations. It must also be remembered that physical advances do not appear to have decreased, as almost one-fifth of women who experienced sexual harassment in their work environment reported advances from colleagues, and 12 per cent from customers, in both 2001 and 2004.

It might seem puzzling that while patronizing attitudes towards women in the workplace have become less frequent, sexual harassment has not decreased. However, when examining these two phenomena more closely, it is evident that the link between them was closer in 2004 than in 2001. In 2001, women's survey responses indicated that quite a lot of the male superiority expressed was not related in any way to sexual harassment.

Patronizing and disparaging treatment is being replaced by new types of unwelcome behaviour. The 2004 Barometer revealed that experiencing a threat of violence at work has increased somewhat among women since 2001, as the proportion of women with no fear at all of such a threat fell from 80 to 76 per cent. In 2001, a close link was found between workplace sexual harassment and threats of violence experienced at work. The increase in fear observed in the 2004 survey results is nevertheless not connected to sexual harassment, as fear has increased only among those women who have not been the victim of sexual harassment. The Barometer does not include information on the reasons for this fear.⁴

In contrast to workplaces, sexual harassment in educational establishments appears to have decreased. In 2001, 16 per cent of female students and schoolgirls reported having experienced sexual harassment, whereas in 2004 this had fallen to 12 per cent. The corresponding proportions for male students and schoolboys were 9 per cent in 2001 and 8 per cent in 2004. The most common harassers in the study environment were not teachers but fellow students or pupils.

Signs of movement towards gender equality?

The views expressed by respondents in the Barometers also include criticisms of social practices. Already in the 1998 Barometer, the view of the great majority of respondents differed from that of the Finnish courts in regard to the sentences that should be given for rape. Moreover, there is no indication that the

4 Studies of working conditions indicate that women employed in customer service experience violence or the threat of violence more often than other women (Source: see footnote 3).

views of the general public are converging with those of the courts, or vice versa. Almost all respondents are still of the opinion that the sentences given for rape are too lenient. Among the subjects on which there was the greatest agreement among survey respondents, improvements are still awaited in eliminating unjustified differences in pay between women and men and in the need for male-dominant employment sectors to bear a greater share of the costs incurred in family leave.

Although some of the results on respondents' experiences of gender equality do indicate that there are signs of movement towards full gender equality, this has not yet been achieved. Gender disadvantage experienced by women in their work has decreased, but gender differences in the occurrence of such disadvantages are still large. For men, it is now easier to take statutory family leave, though not at all as easy as it is for women. This positive trend does not, however, apply to the division of responsibilities for household work in the case of families with children, where there is no sign of any equalization at all. Neither has there been a reduction in the cases where mothers feel they have excessive responsibility for the work of running the household.

Women are increasingly valued in leadership positions in society, by both women and men, and respect for Finland's first woman president is particularly great. Although a decline in patronizing attitudes between the sexes has been found in all of the environments examined in the surveys, young women's experience of sexual harassment nevertheless remains as widespread as before.

Appendix
Survey questionnaire

The Gender Equality Barometer 2004¹²

To avoid asking questions that are not applicable to your circumstances, I will firstly ask about the type of household of which you are a member. By household I mean people who **live together as well as eat together** or otherwise **jointly spend their incomes**.

KO0 Do you currently live:	F %	M %
1 in your parents' household (adoptive parents, grandparents, or other) and have no family of your own or	8	15
2 in your own household?	92	85

(If the respondent is single and lives **temporarily** away from home, for example because of schooling, then the person is considered a member of his/her parents' household. Conversely, people who live, for example, in student accommodation and who have **no intention of moving back** to the parental household or who have their own family, even if this is only a common-law relationship, are considered to have established their own household. People who have left the childhood home and are living with siblings are also thought of as living in their own household. Furthermore, if respondents have a family of their own and a parent/parents also live with them, the respondent is considered to live in his/her own household.)

Those living in their own households:

KO1 The next question concerns your civil status. Are you at the moment:	F %	M %
1 unmarried	14	19
2 cohabiting	19	17
3 married	50	54
4 in a registered partnership or a marriage-like relationship with a person of the same sex	0	0
5 divorced or separated	10	8
6 widow/widower?	6	1

Respondents who are cohabiting or married:

KO2 Do you live with your partner in the same household for at least two-thirds of the time?	F %	M %
1 yes (e.g. the other partner spends a maximum of 2 days a week in an other locality)	99	97
2 no (e.g. the other partner spends at least 3 days a week in an other locality)	1	3

Respondents who are separated from their partner for more than one-third of the time:

KO3 Which partner lives permanently or more permanently in the common household?	F %	M %
1 I do	89	63
2 my partner	11	31
CANNOT SAY	0	6

¹ This form was not physically available in the computer-assisted interviews, but it was used for programming the questionnaire and contains the information required.

² The previous Gender Barometer surveys were carried out in 1998 and 2001. The survey questions translated into English in this Barometer 2004 report are, in many cases, revised versions of those presented in the 2001 report, even though the original Finnish text has remained the same.

Respondents living permanently in their own household (KO0=2 and KO3≠2):
 Next I shall ask about children under the age of 18.

Respondents living permanently in their own household:

KO4 Do you have any children under 18 years of age (children belonging to you and your partner, or children from a previous relationship, or grandchildren, adopted children, etc.) at present living in your household **permanently** (at least half the time)?

	F %	M %
1 yes	34	31
2 no	66	69

Respondents living in their own household with children under 18 years of age living permanently in the household:

KO5 What age are these children? Please state their ages in order of **the youngest to the oldest**.

Respondents living permanently in their own household:

KO6 Do you have any children under 18 years of age (children belonging to you and your partner, or children from a previous relationship, or grandchildren, adopted children, etc.) at present living in your household **part of the time** (less than half the time but at least about one-third of the time)? (If the child regularly lives in the household two full days at weekends, he/she will be interpreted as being a member of the household.)

	F %	M %
1 yes	2	2
2 no	98	98

KO7

Respondents living permanently in their own household (KO0=2 and KO3≠2): Do you have any children under 18 years of age who do not live in your household for even one-third of the time, but whose maintenance you support?

Respondents living with their partner in the common household less than permanently (KO3=2): Do you have any children under the age of 18?

	F %	M %
1 yes	3	5
2 no	97	95

Respondents with children under the age of 18 living in another household:

KO8 How often do you meet these children of yours? (If there are several children and you don't meet them all as often, choose the answer for the youngest child.)

	F %	M %
1 nearly every day	4	5
2 about once a week	65	56
3 about once a month	17	18
4 a few times a year	13	18
5 more seldom or never?	0	3

Next I shall ask about your assessment of the general status of Finnish men and women.

YL1 If we quite generally evaluate the status of Finnish men and women **today**, which one of the following statements best corresponds to your own view:

	F %	M %
1 the status of men in the society is (on average) clearly better than that of women	21	8
2 the status of men in the society is (on average) slightly better than that of women	58	52
3 the status of women is (on average) clearly better than that of men	0	2
4 the status of women is (on average) slightly better than that of men	2	3
5 men and women are equal?	18	34
CANNOT SAY	1	1

YL2 Do you think that gender equality will increase, inequality will increase or the situation will remain unchanged **over the next decade**?

	F %	M %
1 equality will increase	50	51
2 inequality will increase	6	8
3 the situation will remain unchanged	42	40
CANNOT SAY	2	1

YL3 What do you think of each of the following statements:

		Fully agree	More or less agree	More or less disagree	Fully disagree	CANNOT SAY
A Women should play a greater role in politics to diversify the range of political expertise?	F %	60	32	5	1	2
	M %	41	43	9	4	3
B Business and the economy would benefit if there were more women in leadership positions than at present?	F %	52	34	9	2	3
	M %	28	40	21	5	6
C More men should be employed in social and health care services than at present?	F %	46	33	13	6	2
	M %	32	38	19	7	4
D Women's opportunities in working life are as good as men's?	F %	12	17	49	21	1
	M %	25	23	40	10	2
E Married women are fully entitled to go to work whatever their family situation?	F %	84	10	4	1	1
	M %	80	12	7	0	1

F Men bear the primary responsibility for their family's income?	F %	12	16	32	39	1
	M %	17	21	33	28	1
G It is quite justified that the partner with the lowest income does most of the household work?	F %	3	4	17	75	1
	M %	4	6	24	64	2
H Men should participate more in the care and raising of their children than at present?	F %	58	31	7	2	2
	M %	59	30	6	2	4
I In the workplace men receive sufficient encouragement to take family leave?	F %	9	14	30	27	20
	M %	9	14	30	27	20
J The labour market organizations should be more active in eliminating unjustified differences in pay between women and men?	F %	80	14	1	1	4
	M %	61	25	5	3	6
K Employer costs incurred when employees take different forms of family leaves should be spread more evenly between female and male-dominated sectors?	F %	59	28	2	1	10
	M %	47	32	4	4	13
L Men benefit from increased gender equality too?	F %	52	32	7	3	5
	M %	46	37	9	4	4
M Workplace equality plans are of no value in promoting equality between women and men??	F %	8	20	32	24	16
	M %	10	18	34	21	17
N Semi-naked bodies should be shown less in outdoor advertising?	F %	53	23	13	9	2
	M %	25	22	24	25	4
O Clothes marketed for small girls are too sexy?	F %	59	26	7	5	3
	M %	39	28	12	9	12
P Commercial media, TV, Internet, advertising and other entertainment, have too great an influence on children's and young people's understanding of sexuality?	F %	67	26	3	2	2
	M %	53	28	9	5	5

Full and part-time employees, entrepreneurs and self-employed persons:
Next I will ask you about your experiences of working life.

Full and part-time employees:

TY1 Is gender equality realized at your workplace:

	F %	M %
1 very well	24	30
2 rather well	33	37
3 moderately	14	8
4 rather poorly	6	4
5 very poorly?	4	2
NOT APPLICABLE	17	19
CANNOT SAY	1	0

Full and part-time employees:

TY3 Is there a clear majority of women or men at your workplace? Clear majority means a majority of at least two-thirds.

	F %	M %
1 women are in a clear majority	70	17
2 men are in a clear majority	13	64
3 neither gender has a clear majority	17	19

Full and part-time employees:

TY4 Does your gender cause disadvantage to you in your **current** employment with regard to the following matters:

		A great deal	Somewhat	Not at all	CANNOT SAY
A pay?	F %	7	17	75	1
	M %	0	2	97	1
B fringe benefits? (e.g. company cars, telephones)	F %	1	7	91	1
	M %	1	1	99	0
C access to training? (paid for by employer)	F %	1	5	94	0
	M %	0	1	99	0
D receiving information? (e.g. about changes affecting work)	F %	1	8	91	0
	M %	0	2	98	0
E workload distribution? (e.g. women / men have it easier)	F %	2	16	80	1
	M %	1	9	89	0
F career progression?	F %	4	17	78	0
	M %	1	4	96	0

G continuity of employment? (e.g. discontinuous employment or fixed-term contracts)	F %	2	6	91	0
	M %	0	2	98	0
H assessing work results?	F %	1	13	85	1
	M %	0	4	95	0
I appreciation of professional ability?	F %	4	18	77	1
	M %	1	3	96	0
J independence at work?	F %	1	6	92	1
	M %	1	1	98	0

Full and part-time employees:

TY2 Have you suggested a salary increase for yourself **during the last five years?** (to a superior, shop steward or other such person, concerning any kind of increase that is not granted automatically, e.g. personal increases)

	F %	M %
1 yes	36	47
2 no	64	53

Full and part-time entrepreneurs and self-employed persons:

TY5 Is gender equality, according to your own experiences, realized in your professional field or in your branch as entrepreneur:

	F %	M %
1 very well	16	29
2 rather well	41	33
3 moderately	5	10
4 rather poorly	16	4
5 very poorly?	3	6
NOT APPLICABLE	19	15
CANNOT SAY	0	3

Full and part-time entrepreneurs and self-employed persons:

TY6 Does your gender cause disadvantage to you in your **current** work with regard to the following matters:

		A great deal	Somewhat	Not at all	CANNOT SAY
A appreciation of professional ability?	F %	3	19	78	0
	M %	1	3	96	0
B earnings?	F %	0	14	86	0
	M %	0	1	99	0
C establishing customer relations?	F %	3	14	84	0
	M %	1	3	96	0
D cooperation with customers?	F %	0	14	86	0
	M %	1	4	95	0
E cooperation with other entrepreneurs?	F %	0	16	84	0
	M %	0	3	97	0
<i>If subordinates:</i>	F %	0	25	75	0
F cooperation with subordinates?	M %	0	0	100	0
G career progression and self-development?	F %	0	5	95	0
	M %	0	3	97	0
H obtaining of public grants for business operations?	F %	0	14	78	8
	M %	0	4	91	5

Full-time students and pupils:

I shall next ask you about your experiences of your **current** school or study environment.

Full-time students and pupils:

TY7 Is gender equality realized in your educational establishment:

	F %	M %
1 very well	46	55
2 rather well	37	31
3 moderately	11	10
4 rather poorly	4	1
5 very poorly?	1	1
NOT APPLICABLE	1	1
CANNOT SAY	1	1

Full-time students and pupils:

TY8 Do the following matters disturb your studying:

(*'Opposite sex' in the Blaise form is 'boys or men', if the respondent is a woman and 'girls or women', if the respondent is a man.*)

		A great deal	Somewhat	Not at all	CANNOT SAY
A Study material is too focused on the world and experiences of the opposite sex?	F %	1	11	87	0
	M %	1	10	87	1
B Some teachers draw too much on the world and experiences of the opposite sex in their selection of content for teaching material?	F %	3	13	84	0
	M %	3	12	85	0
C Members of the opposite sex get the most interesting assignment?	F %	3	9	88	0
	M %	1	7	90	1
D Members of the opposite sex receive the best equipment?	F %	1	11	87	1
	M %	1	10	87	1
E Some teachers rate the achievements of the opposite sex more highly?	F %	4	28	69	0
	M %	13	27	59	1
F Members of the opposite sex dominate discussions and answering?	F %	6	18	76	0
	M %	9	26	65	0

Full and part-time employees:

The following questions concern the reconciliation of family and working life.

Full and part-time employees:

PE1 Is it normally difficult at your workplace:

		Not at all	Some-what	Clearly	NOT APPLI-CABLE	CANNOT SAY
A for mothers of small children refuse to work overtime for family reasons?	F %	55	22	9	12	2
	M %	45	14	3	33	6
B for fathers of small children refuse to work overtime for family reasons?	F %	44	16	4	31	5
	M %	57	20	5	13	5
C for women to stay at home and look after a child (under 10 years old) who has suddenly fallen ill?	F %	63	20	8	7	1
	M %	58	9	2	26	5
D for men to stay at home and look after a child (under 10 years old) who has suddenly fallen ill?	F %	48	15	7	26	4
	M %	62	18	9	7	4

Full and part-time employees with a child under the age of 12 living permanently in the household:

PE2 Have you yourself stayed at home **during the last two years** to look after a child who has suddenly fallen ill:

	F %	M %
1 not at all	26	32
2 a few times at most	50	50
3 numerous times?	19	14
CHILD HAS NOT BEEN ILL	3	4
CANNOT SAY	1	1

Full and part-time employees:

PE3 The following questions concern the attitude at your workplace towards taking family leave. (Family leave comprises different types of leave which allow parents to remain off work for a certain period or to reduce working hours to look after a child.) Is it difficult:

		Not at all	Some-what	Clearly	NOT APPLICABLE	CANNOT SAY
A for women to take a maternity and parental leave for almost one year ?	F %	78	11	2	6	4
	M %	58	7	2	26	6
B for men to take a paternity leave for three weeks ?	F %	57	9	3	25	6
	M %	68	13	7	7	5
C for men to take parental leave, the duration of which may vary from one to seven months ?	F %	41	16	7	27	8
	M %	34	26	20	9	11
D for women to take a child care leave until the child is 3 years old ?	F %	67	17	5	7	5
	M %	46	15	4	26	8
E for men to take a child care leave until the child is 3 years old ?	F %	39	14	11	27	9
	M %	31	20	27	9	12
F for women to take part-time child care leave, i.e. reduced working hours, which is possible until the end of the child's second school year ?	F %	52	21	13	8	7
	M %	38	17	7	27	11
G for men to take part-time child care leave, i.e. reduced working hours, which is possible until the end of the child's second school year ?	F %	34	18	12	27	10
	M %	31	24	21	11	13

Full and part-time employees who have children under the age of 18 living in either their own or another household and who were not on parental leave at the time of the interview:

PE4A During the last five years have you yourself been on maternity, paternity, parental or full-time child care leave? '

	F %	M %
1 yes	33	33
2 no	67	67

Full and part-time employees who have children under the age of 18 living in either their own or another household and who were not on parental leave at the time of the interview:

PE4B Have you been on part-time child care leave **during the last five years?**

	F %	M %
1 yes	10	2
2 no	90	98

Non-employees living permanently with their partner or more permanently than their partner in a common household, or who have children under the age of 18 permanently in the household:

The following questions concern reconciling family life with other areas of life.

Respondents living permanently with their partner or more permanently than their partner in a common household, or who have children under the age of 18 permanently in the household:

PE5 Is it difficult for you because of family reasons:

		Not at all	Somewhat	Clearly	NOT APPLICABLE
<i>Full and part-time employees, entrepreneurs and self-employed persons:</i>	F %	68	17	8	7
	M %	69	21	6	4
A to work late or at weekends when required? (this means working outside normal business hours)	F %	63	17	8	13
	M %	63	11	5	21
B to study? (any kind of studying)	F %	69	12	10	10
	M %	70	12	6	13
C to be away for the night on a course or business trip?	F %	69	12	10	10
	M %	70	12	6	13

Respondents living permanently with a partner or more permanently than the partner in a common household:

PE6 Does your partner spend too little time at home?

	F %	M %
1 yes	17	7
2 no	83	92

Partner spending too little time at home:

PE7 Is your partner too much away from home:

	F %	M %
1 primarily because of work or business trips related to work	73	73
2 primarily due to leisure interests? (including taking part in activities with organizations)	18	17
FOR OTHER REASONS	8	10
CANNOT SAY	1	0

Respondents living permanently with their partner in a common household in which there are also children under the age of 18 living permanently:

The following questions concern the division of household work **in your own household**. I shall be asking you later about any assistance you give to other households.

Respondents living permanently with their partner in a common household in which there are also children under the age of 18 living permanently:

PE8 Who in your household was **most often responsible** for the following matters **last autumn**:

		Mother	Father	Mother and father equally	Child / children	Other household member	NOT APPLICABLE	CANNOT SAY
A cooking on weekdays? (including heating up of convenience or ready-prepared food)	F %	74	12	13	0	0	0	0
	M %	62	15	21	1	1	0	0
B washing the dishes?	F %	58	9	32	2	0	0	0
	M %	44	16	36	4	0	0	0
C laundry?	F %	86	3	10	0	0	0	0
	M %	80	4	16	0	0	0	0
D ironing?	F %	79	6	8	0	0	6	0
	M %	80	7	12	0	0	2	0
E cleaning?	F %	57	5	36	0	1	0	0
	M %	41	8	49	1	1	0	0
F daily shopping?	F %	45	20	35	0	0	0	0
	M %	27	29	44	0	0	0	0
G taking children to the day care centre or school?	F %	25	13	19	1	0	41	0
	M %	18	16	26	3	0	37	0
H taking children to leisure activities?	F %	21	24	29	0	1	25	0
	M %	12	27	32	1	0	27	0
I maintaining contacts with day care centre or school (e.g. attending parents' evenings)?	F %	47	3	33	0	0	16	0
	M %	36	7	40	0	0	17	0

<i>Households with children aged 7-17:</i>	F %	45	9	34	3	0	9	0
J making sure children do their homework?	M %	30	7	50	2	1	11	0
K talking and playing with the children, reading bed-time stories, teaching them skills or other such activities?	F %	26	3	64	0	0	6	0
	M %	18	5	71	0	0	5	0
<i>Households with children under the age of 7:</i>								
L caring for the child? (washing, dressing, feeding)	F %	43	4	48	0	0	6	1
	M %	38	1	56	1	1	4	0
M looking after pets?	F %	17	8	19	7	0	48	0
	M %	8	8	19	8	0	57	0
N vehicle maintenance?	F %	4	87	6	0	0	2	0
	M %	0	96	2	0	0	1	0
O other maintenance, repairs or building work? (including home electronics and gardening)	F %	1	84	14	0	0	1	0
	M %	0	92	7	0	0	0	0
P taking care of matters concerning household finances? (handling loans, insurance, bills and other such matters)	F %	33	30	37	0	0	0	0
	M %	18	41	40	0	0	0	0

Respondents living permanently with their partner or more permanently than their partner in a common household, or who have children under the age of 18 permanently in the household:

PE9 Have you considered that you bear too much responsibility for household work:

	F %	M %
1 yes, often	15	2
2 yes, every now and then	21	4
3 yes, but seldom	12	8
4 not at all?	52	85

Cohabiting or married respondents living less than permanently in a common household:

The following questions concern your relationship.

Respondents cohabiting or married:

PE12 What kind of a relationship do you have with your current partner? Is it:

	F %	M %
1 very good	59	64
2 quite good	33	30
3 satisfactory	8	5
4 poor?	0	1
CANNOT SAY	0	1

Co-habiting or married respondents:

PE13 Do you disagree with your (current) partner on the following matters:

		Frequently	Somewhat	Never	CANNOT SAY
A sharing the housework?	F %	4	34	61	0
	M %	2	33	65	0
<i>If there are children under the age of 18 permanently in the household:</i>	F %	2	23	75	0
B looking after the children, taking them to activities etc.?	M %	1	16	83	1
<i>If there are children under the age of 10 permanently in the household:</i>	F %	2	11	86	1
D being off work if the child is sick?	M %	1	16	83	0
E spending money?	F %	4	23	72	0
	M %	2	21	77	0
F time spent on hobbies and leisure activities? (with regard to activities of both partners)	F %	2	19	78	0
	M %	2	20	78	0

Unmarried and divorced respondents living in their own household:

Next I will give you a few statements concerning families and relationships and ask your opinion on them.

Unmarried and divorced persons living in their own household:

SI1 How would you respond to the following statements:

		Fully agree	More or less agree	More or less disagree	Fully disagree	CANNOT SAY
A The essential household work in a family restricts leisure activities and hobbies?	F %	10	24	20	42	3
	M %	12	24	19	41	4
B It would be difficult to agree on money matters in a family?	F %	6	19	20	49	6
	M %	9	17	21	45	9
C A relationship would in itself limit the scope for choice in one's own life?	F %	10	34	15	37	5
	M %	14	35	16	30	5
D A relationship may involve mental or physical violence?	F %	46	21	4	25	4
	M %	39	23	5	27	6

The following question concerns providing assistance to people in **other households**, but not as paid employment.

SU1 Did you give assistance **last autumn** to someone you know living in another household who is **sick or in poor health**, for example by doing the shopping, giving them a lift or by doing the housework or repair work:

	F %	M %
1 yes, nearly every day	4	4
2 about once a week	14	15
3 at least once a month	20	18
4 seldom or not at all?	61	62
CANNOT SAY	0	1

The following questions concern your experiences of the interaction between the two sexes in different everyday situations.

SE1 Are there any members of the opposite sex in your various environments who, at least sometimes, take patronizing or disparaging attitude towards your comments or suggestions:
(On the Blaise-form 'members of opposite sex' is 'men or boys', if the respondent is a woman, and 'women or girls', if the respondent is a man.)

		No	One	A few	Several	NOT APPLICABLE	CANNOT SAY
<i>Respondents who are primarily in full-time employment:</i>	F %	65	8	13	1	14	0
A at your workplace?	M %	74	3	7	1	14	0
<i>Respondents who are students or pupils:</i>	F %	63	12	19	5	1	0
B in your school or study environment?	M %	75	4	16	4	1	0
C in organizations and associations you belong to?	F %	48	1	5	1	45	0
	M %	52	1	4	1	41	1
D among relatives?	F %	78	6	14	1	1	0
	M %	85	3	9	1	2	1
E among neighbours?	F %	90	3	4	0	1	1
	M %	89	3	4	1	2	1
F in hobby environments?	F %	87	1	5	0	7	0
	M %	89	1	3	1	6	1
G in some other circle of friends?	F %	85	3	10	0	1	0
	M %	86	3	9	1	1	1

I am now going to ask some questions relating sexual harassment. By sexual harassment I mean conduct of sexual nature that is **undesired, but one-sided and may involve pressure**.

SE2 Has a representative of the opposite sex **during the last two years**:

(On the Blaise form 'opposite sex' is 'men or boys' if the respondent is a woman and 'women or girl' if the respondent is a man.)

		Yes	No	CANNOT SAY
A made inappropriate remarks regarding your body or sexuality?	F %	19	81	0
	M %	6	93	1
B proposed sexual relations with you in an improper context?	F %	11	89	0
	M %	7	93	1
C told dirty jokes or spoken in an indecent manner which you considered offensive?	F %	20	80	0
	M %	5	95	1
D made physical advances towards you in an undesired manner?	F %	13	87	0
	M %	7	93	1

If SE2A=1:

SE3A Who has or have made inappropriate remarks regarding your body or sexuality?

If SE2B=1:

SE3B Who has or have proposed sexual relations with you in an improper context?

If SE2C=1:

SE3C Who has or have told dirty jokes or spoken in an indecent manner which you considered offensive?

If SE2D=1:

SE3D Who has or have made physical advances towards you in an undesired manner?

SE3A-SE3D reply options:

(Reply options are read aloud only once, unless repetition is requested.)

1 colleague	6 pupil	11 person belonging to your circle of friends
2 superior	7 family member	12 other acquaintance
3 customer	8 other relative	13 unknown
4 fellow student	9 ex-partner or ex-companion	14 other
5 teacher	10 neighbour	

SE4 In your opinion, are the sentences given for rape these days

	F %	M %
1 too harsh	0	0
2 appropriate	6	10
3 too lenient? [□]	90	86
CANNOT SAY	4	4

SE5A Is it acceptable for a woman to purchase sexual services from a prostitute?

	F %	M %
1 yes	32	58
2 no	66	37
CANNOT SAY	2	5

SE5B Is it acceptable for a man to purchase sexual services from a prostitute?

	F %	M %
1 yes	32	60
2 no	65	37
CANNOT SAY	3	3

In addition I will ask about how safe or unsafe you feel in different environments.

VA1 Are you frightened of being a victim of violence or are you wary for this reason:

		Often	At least every now and then	Very seldom	Never	NOT APPLICABLE
A when you are out in the evening or at night alone?	F %	14	29	23	30	5
	M %	3	15	18	63	1
B if you are using public transport in the evening or at night?	F %	5	13	15	42	25
	M %	2	5	9	63	20
C at work?	F %	2	8	7	52	31
	M %	1	4	5	64	27
D in the family environment?	F %	0	1	2	92	5
	M %	0	0	1	95	4

VA1A or VA1B= often or at least now and then:

		Yes	No	CANNOT SAY
VA2A Have you cut down the number of evenings out because you are afraid or wary?	F %	26	74	0
	M %	11	88	1
VA2B Have you ever taken a taxi in the evening or at night because you are afraid or wary?	F %	50	50	0
	M %	24	76	0

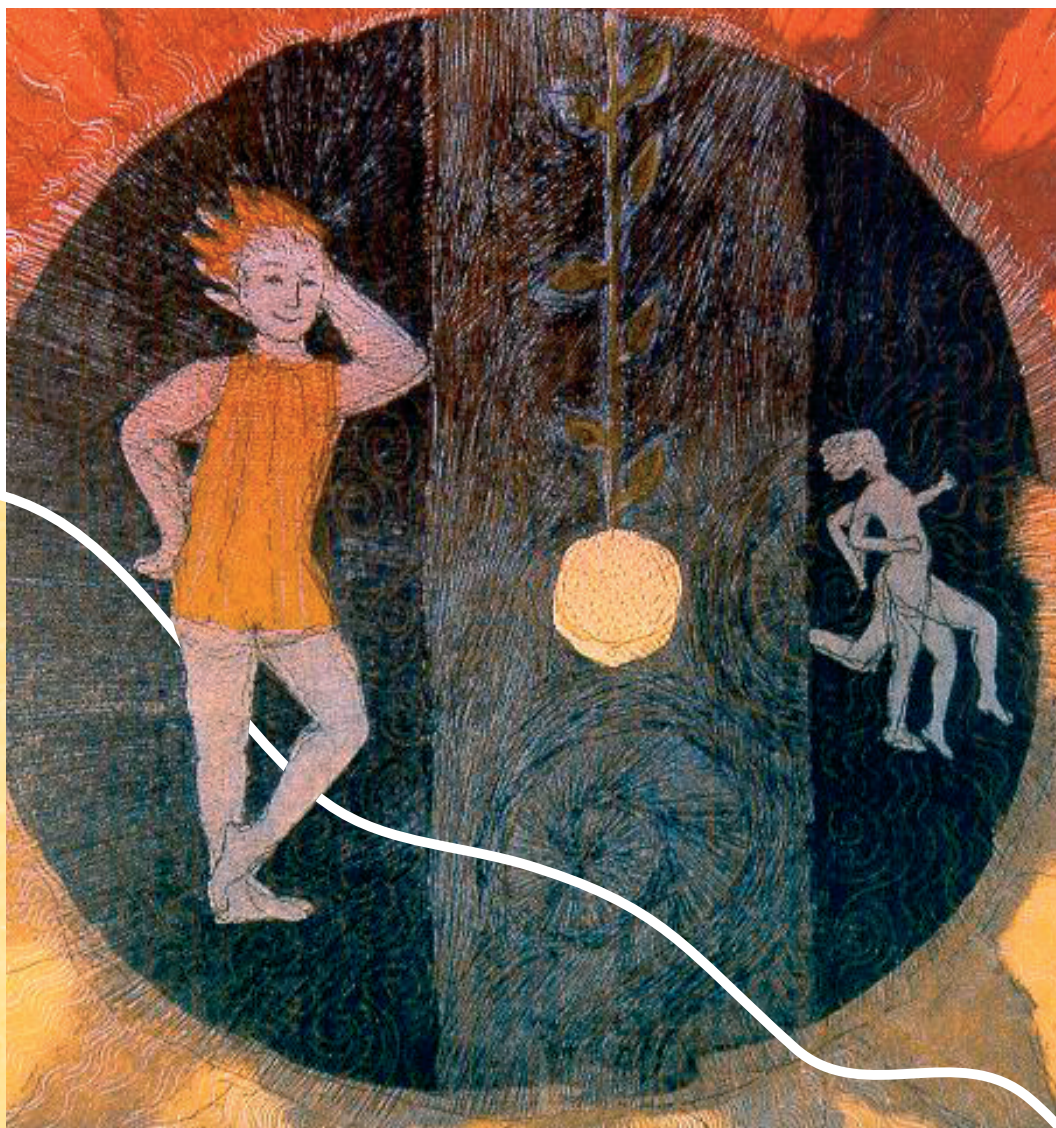
LO1 The final questions concern your opinion of the current situation in which Finland has a woman president for the first time. How significant do you consider this:

		Very significant	Rather significant	Rather insignificant	More like detrimental	CANNOT SAY
A from the point of view of gender equality in Finland?	F %	55	35	8	1	1
	M %	36	42	18	2	1
B from the point of view of gender equality internationally speaking?	F %	49	41	8	1	2
	M %	34	42	18	2	3

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ISSN 1236-2050

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Internet: www.stm.fi

Distribution and sales:
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PO Box 4 (Vuorikatu 3 A)
FI-00014 HELSINKI UNIVERSITY, FINLAND
Fax +358 9 7010 2374
Tel +358 9 7010 2363
books@yliopistopaino.fi
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ISSN 1236-2050
ISBN 952-00-1876-X

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