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Gender Equality Barometer 2017

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<p>Abstract</p> <p>The sixth Gender Equality Barometer provides information on opinions, attitudes and experiences related to gender equality in various areas of life. The barometer enables monitoring the development of gender equality in different sectors of Finnish society.</p> <p>A slow change has taken place in attitudes towards gender equality over the past 20 years. Women and men are believed to be a bit more equal with one another than previously. Men felt more often than women that gender equality has already been achieved. The majority of women, in turn, felt that men are in a more privileged position in society compared to women.</p> <p>The barometer's results indicate that there are also other problems with equality. Especially women continue to face sexual harassment and inappropriate behaviour. Sexual harassment affects particularly women under the age of 35. Women experience gender-related disadvantages in working life more often than men, for example concerning wages. Especially people working in private sector workplaces assessed that taking family leaves is more difficult for men than women. Approximately one third of wage earners assessed that gender minorities would experience discrimination in their workplace. One third of students felt that study materials contained gender stereotypes.</p> <p>In families with two partners, the responsibility for household work continues to be divided traditionally, which causes conflicts. Women felt far more often than men that they held too great a share of responsibility for household work. Households, more often than not, split the cost for shared expenses in half, even though the man's income was estimated larger than the woman's.</p>			
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Tiivistelmä	<p>Kuudetta kertaa toteutettu tasa-arvobarometri tuottaa tietoa sukupuolten tasa-arvoon liittyvistä mielipiteistä, asenteista ja kokemuksista elämän eri osa-alueilla. Barometrin avulla voidaan arvioida monipuolisesti tasa-arvokehitystä suomalaisessa yhteiskunnassa.</p> <p>Tasa-arvoon liittyvissä asenteissa on tapahtunut hidasta muutosta 20 vuoden aikana. Naisten ja miesten arvioidaan olevan hieman aiempaa tasa-arvoisempia keskenään. Miehet arvioivat naisia useammin tasa-arvon jo toteutuneen. Valtaosa naisista puolestaan ajatteli miesten olevan yhteiskunnassa paremmassa asemassa.</p> <p>Barometrin tulokset kertovat myös muista ongelmista tasa-arvossa. Erityisesti naiset kokevat edelleen seksuaalista häirintää ja epäasiallista kohtelua. Seksuaalinen häirintä kohdistuu etenkin alle 35-vuotiaisiin naisiin. Naiset kokevat miehiä enemmän haittaa sukupuolestaan työelämässä, esimerkiksi palkkauksessa. Miesten perhevapaiden käytön arvioitiin olevan vaikeampaa kuin naisten, erityisesti yksityisen sektorin työpaikoilla. Palkansaajista noin kolmanneksen mielestä sukupuolivähemmistöön kuuluva kokisi todennäköisesti syrjintää heidän työpaikallaan. Opiskelijoihin puolestaan kolmasosa kokee, että opetusmateriaaleissa esiintyy sukupuolistereotyyppöitä.</p> <p>Kahden puolison perheissä vastuu kotitöistä jakautuu edelleen perinteisesti, ja se aiheuttaa erimielisyksiä. Naiset kokevat miehiä selvästi useammin olevansa liikaa vastuussa kotitöistä. Kotitalouksissa yhteiset menot jaetaan useimmiten puoliksi, vaikka miesten tulot arvioitiin naisten tuloja suuremmiksi.</p>		
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Referat	<p>Jämställdhetsbarometern, som nu genomförts för sjätte gången, tar fram information om åsikter, attityder och erfarenheter inom olika livsområden. Med hjälp av barometern kan man göra en mångsidig bedömning av hur jämställdheten utvecklas i det finländska samhället.</p> <p>I attityderna kring jämställdhet har det skett en långsam förändring under de senaste 20 åren. Kvinnor och män bedöms vara lite mer jämställda än tidigare. Män bedömer i större grad än kvinnor att jämställdhet redan har uppnåtts. Merparten av kvinnorna anser dock att män har en bättre ställning i samhället.</p> <p>Resultaten av barometern avslöjar också andra jämställdhetsproblem. I synnerhet kvinnor upplever fortsatt sexuella trakasserier och osakligt bemötande. Sexuella trakasserier drabbar särskilt kvinnor under 35 år. Kvinnor upplever i högre grad än män att deras kön medför nackdelar i arbetslivet, t.ex. vid lönesättning. Det bedömdes vara svårare för män än för kvinnor att ta ut familjeledigheter, särskilt på arbetsplatser inom den privata sektorn. Av löntagarna anser cirka en tredjedel att personer som tillhör en könsminoritet sannolikt skulle bli utsatt för diskriminering på deras arbetsplats. En tredjedel av de studerande upplever att undervisningsmaterialet innehåller könsstereotyper.</p> <p>I familjer med två makar råder fortfarande en traditionell uppdelning av ansvaret för hushållsarbetet, vilket ger upphov till meningsskiljaktigheter. Kvinnor upplever klart oftare än män att de bär för stort ansvar för hushållsarbetet. De gemensamma utgifterna i hushållen delas oftast jämnt, trots att männens inkomster bedömdes vara större än kvinnornas.</p>		
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FOREWORD

This year marks the 20th anniversary of the release of the first Gender Equality Barometer. The Gender Equality Barometer provides reliable information about gender-related attitudes, opinions and experiences that is unique in the national and even the international setting. Besides statistical data, empirical data about gender equality and the achievement of equality in various sectors of society is also needed. The Gender Equality Barometer is an important tool in assessing the gender equality situation in Finland.

The Gender Equality Barometer has long tracked certain themes that remain current to this day. The promotion of gender equality requires sustained effort, and as the findings of the barometer indicate, change in attitudes is fairly slow in the making. The Gender Equality Barometer also sheds light on failures in the achievement of gender equality, which is important for the preparation of national gender equality policy and the government's gender equality measures. The fact that two thirds of the respondents continue to consider that men are in a more privileged position in society than women proves that there is still work to be done towards equality. The findings of the Gender Equality Barometer also garner international attention and have been utilised in Finland's reports on the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), for example.

The Gender Equality Barometer provides information about the most burning issues of the times as well, such the sexual harassment of women, which has received unprecedented attention through the #MeToo campaign. The findings of the 2017 barometer give cause for concern: well over one third of women and just under one fifth of men had experienced sexual harassment in the past two years. Among women under the age of 35, more than half had encountered sexual harassment.

Women reported sexual harassment experiences somewhat more frequently in the current barometer than in earlier ones.

Family leave, and encouraging fathers in particular to take family leave, has long been among the goals of gender equality policy. According to the barometer, child care in families is considered to be the responsibility of men, too. However, men are not perceived to have a fully empowered role in family services, and men taking family leave is not seen to receive sufficient positive support in the workplace. Moreover, those working in the public sector considered taking family leave to be easier than those working in the private sector. This was the case for men in particular. The findings show that action and stronger support are required in the workplace.

It is imperative for the barometer to move with the times. Each barometer had indeed involved an advance assessment of potential new topics to pursue in the hopes of gaining further insight. The Gender Equality Barometer 2017 was given a more extensive overhaul than usual with the addition of questions on school policies, belonging to minority groups, gender of harasser and perceived gender of respondent.

The data in the barometer provide interesting insights into gender equality and the attitudes of the sexes. This time around, themed articles by researchers supplying further and deeper analysis of the findings will be published later in the autumn. Utilisation of the research data will also be expanded, as the survey data will be deposited with the Finnish Social Science Data Archive, which will make it available to researchers on request.

The Gender Equality Barometer 2017, like the previous barometers, was conducted by Statistics Finland. The Centre for Gender Equality Information at the National Institute of Health and Welfare was responsible for coordination of the barometer project.

The Gender Equality Barometer steering group provided expertise in support of the preparation of the barometer. The steering group was chaired by Ministerial Adviser Eeva Raevaara of the Ministry of Social Affairs and Health and its members comprised Ministerial Adviser Päivi Yli-Pietilä of the Ministry of Social Affairs and Health, Development Manager Mia Teräsaho of the National Institute of Health and

Welfare's Centre for Gender Equality Information, Senior Statistician Henna Attila of Statistics Finland, Special Adviser Panu Artemjeff of the Ministry of Justice, Senior Researcher Jukka Lehtonen of the University of Helsinki, Board member Antti Alén of the Central Association for Men's Organizations in Finland, and Secretary General Johanna Pakkanen of the Coalition of Finnish Women's Associations (NYTKIS ry). The secretary of the steering group was Senior Researcher Marjut Pietiläinen of Statistics Finland while Senior Statisticians Miina Keski-Petäjä, Markku Nieminen and Päivi Hokka of Statistics Finland served as expert consultants to the steering group. Tarja Nieminen and Nelli Kiiänmaa as well as numerous other contributors from Statistics Finland furthered the project by e.g. providing comments and notes on the survey questions. A warm thank you goes out to everyone who helped the Gender Equality Barometer 2017 come into being.

It is my sincere hope that the findings of the Gender Equality Barometer are widely circulated and spark lively debate on gender equality and its future visions.

Annika Saarikko, Minister of Family Affairs and Social Services

Helsinki, 29 May 2018

INTRODUCTION

The Gender Equality Barometer 2017 measures attitudes, opinions and experiences relating to gender equality and the development of these in Finland. The barometer provides nationally and internationally unique insight into the gender equality-related opinions, attitudes and experiences of people who are of different ages and in different life circumstances.

The Gender Equality Barometer 2017 is the sixth of its kind. The previous barometers were published in 1998, 2001, 2004, 2008 and 2012. The time series show how attitudes and experiences in gender equality have changed over time. Attitudes concerning women with families working and the mutual responsibilities of married or cohabiting spouses, for example, have changed towards greater equality in the past twenty years. Nowadays, only few believe that women with families should primarily stay at home, or that men should have primary responsibility in providing for the family.

The findings of the barometer show that some areas have seen little change. From one year to the other, the majority of the respondents – men more than women – feel that the achievement of gender equality in everyday life is very good or quite good, yet at the same time two thirds of women and half of men consider men to be in a more privileged position in society than women. Many also report gender-related discrimination and harassment that they have observed or encountered. The differences in the views of women and men have remained unchanged from one barometer to the next. Women are more critical of the achievement of gender equality than men in a variety of contexts.

Topics included in the Gender Equality Barometer for many years remain current to this day. Since 1998, for example, the barometers have shown that sexual harassment is encountered in Finland by people of all ages, but most often by young

women. It was not until the #MeToo campaign of autumn 2017 that this unfortunate fact received wider public attention.

The questions in the Gender Equality Barometer have been revised occasionally to reflect topical issues and issues where additional data were required. The Gender Equality Barometer 2017 underwent a more profound revision than before to better cater for considerations such as the diversity of gender, relationships and families, the experiences of students and the inactive population in gender equality, and gender-related condescending and dismissive treatment and harassment online. Wholly new topics such as gender-related hate speech were also included in the barometer.

In previous barometers, respondents were not asked to state their gender and it was instead determined on the basis of recorded data, resulting in binarism. The manner of determination was challenged already in the preparation of the 2012 barometer and now, in the current 2017 barometer, the interview form was amended to allow respondents to choose from the options of male, female, other, don't know and prefer not to say. The questions on harassment were also revised to allow respondents to report the gender of their harasser as male, female or other.

From the gender equality perspective, it is also important to take into account factors that have life impacts which intersect with gender. Such factors, including age, education, family situation, place of residence or minority group membership, may have a wide range of effects on the lives of people of different genders. The question on belonging to a minority group (e.g. people with disabilities, ethnic minorities and sexual or gender minorities) made its first appearance in the current barometer. Owing to the low number of respondents belonging to minorities, only an analysis of the link between minority group membership and encountering hate speech could be performed on their responses.

In addition to catering for new points of view, the barometer was also developed and updated in other ways. The questions directed at students and school pupils were revised and the section on gender equality and policies at schools was expanded. Besides wage-earners, entrepreneurs and students, also people who were unemployed, laid off, on family leave or informal caregivers were asked questions on topics such as perception of gender-based disadvantage in job-seeking. Wholly new questions relevant to the lives of men in particular were also added to the

barometer, such as the question on whether men are treated as fully empowered parents in public services, such as child health clinics or day care. Another new question involved the fairness of conscription only applying to men. The questions on condescending or dismissive treatment and harassment were updated to take into account for the first time also same-sex harassment, thus providing more detailed data on the harassment experiences of men in particular. Other new topics introduced in this barometer involved the sharing of household expenses and the satisfaction of the spouses in how these are shared.

The Gender Equality Barometer 2017 report was commissioned from Statistics Finland by the Ministry of Social Affairs and Health. The barometer project was coordinated by the Centre for Gender Equality Information at the National Institute of Health and Welfare. The survey sample consisted of 3,000 people aged 15–74 who were resident in Finland. The response rate was 56 per cent or 1,682 persons, which is consistent with the current trend in data accumulation by survey (see Appendix 1). The accumulation of the data is explained in more detail in Appendix 1, while the survey questions and the distributions of the responses are made available for review in Appendix 2.

The report opens with a review of attitudes regarding gender equality and moves on to an analysis of the findings and experiences relating to sexual harassment and gender-related hate speech. The following sections deal with the experiences of students as well as wage-earners, entrepreneurs and the inactive population concerning the achievement of gender equality in schools, workplaces and job-seeking; analyse the respondents' views on reconciliation of work and family life and workplace attitudes towards taking family leave; and finally the achievement of gender equality in the division of responsibilities and decision-making within families.

1 Attitudes regarding gender equality

Markku Nieminen & Henna Attila

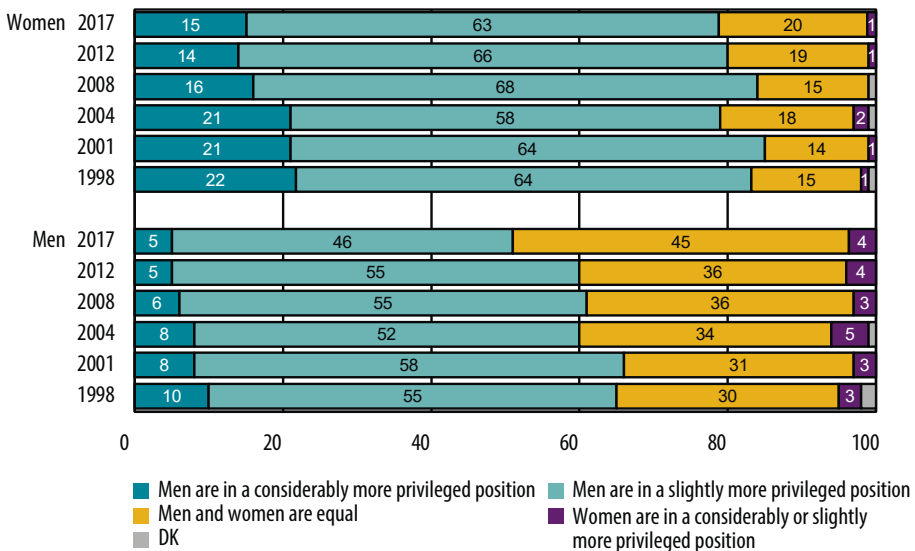
- Two thirds of the respondents considered men to be in a more privileged position in society in Finland than women. Men believed more often than women that the sexes are equal.
- Roughly half of both men and women believed that gender equality would increase in the future.
- Nine in ten men and women believed that also men would benefit from greater equality.
- One fifth of the respondents believed that the man has primary responsibility in providing for the family. Four in five respondents wanted men to be more involved in the care and parenting of their children.
- Nearly 60 per cent of men but only just over 30 per cent of women believed that the opportunities of women in working life were equal to those of men.
- Nine in ten respondents called for more active measures on the part of the social partners and employers to eliminate unjustified differences in pay
- Over 40 per cent of both women and men considered it unfair that conscription only applies to men.
- Nine in ten respondents believed that the increasingly active participation of women in politics is necessary to broaden the expertise base in politics.
- Nonetheless, only 44 per cent of men and 52 per cent of women believe women and men to be equally suited to positions of responsibility in all sectors of politics. The sector with the most gender-segregated views was defence policy.

General views on gender equality

Achievement of gender equality at present

The respondents were asked to evaluate the current level of gender equality achievement. Two thirds of the respondents aged 15–74 thought the position of men to be at least slightly more privileged than that of women. The views of men and women differ greatly in this respect (Figure 1). Men would appear to be more likely than women to believe that gender equality has already been achieved: nearly half of men but only one fifth of women considered men and women to be equal in Finland. The proportion of men who believe that women and men are equal has increased by 15 percentage points over the course of 20 years, while the equivalent change among women is 5 percentage points.

Figure 1. Views on position of women and men today in Finland 1998–2017 (%), N = 1682 (year 2017)



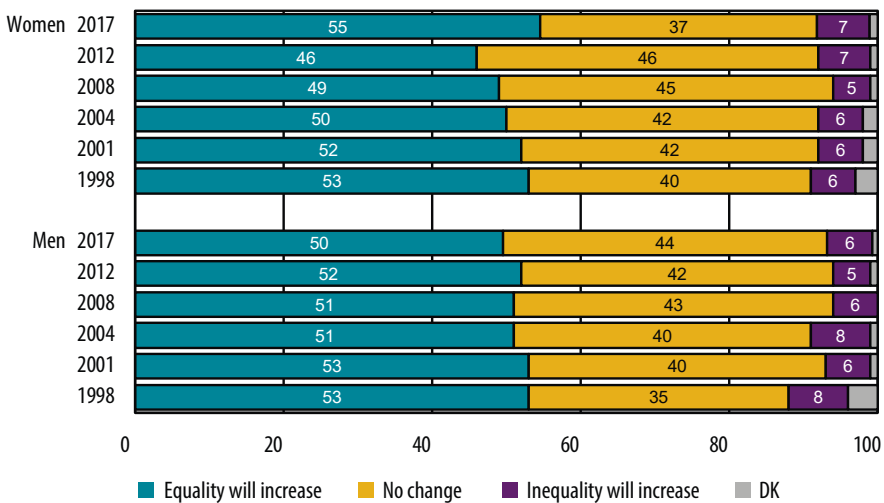
Younger respondents were more likely than older ones to believe that women and men are equal to one another. When comparing rural and urban residents, there appears to be little difference between the opinions of men and women. Single women and men are more likely to regard men and women as equal than married, divorced or widowed persons, which finding may nonetheless be linked to

respondent age: single respondents were also younger, on average. When examined according to level of education, the groups most likely to consider men and women to be equal were men (51%) and women (33%) whose highest educational qualification was the matriculation examination certificate. Those with a higher or lower educational qualification as well as vocational college graduates had more reservations regarding the achievement of gender equality.

Future development of gender equality

Besides the current situation, the respondents were asked also to assess whether gender equality or inequality will increase over the next ten years or whether the situation will remain unchanged. Approximately half of the respondents aged 15–74 believed that gender equality would increase. Women were of this opinion slightly more often than men (Figure 2). Very few believed that inequality would increase in the future. The greatest faith in an increase in equality was seen among women aged 15–34.

Figure 2. Estimations of development in gender equality over next ten years 1998–2017 (%), N = 1682 (year 2017)



Generally speaking, the respondents' faith in increased gender equality was strong. In particular, those who believed there to be room for improvement in gender equality appeared to hold this belief: the highest number of respondents who believed that equality will increase (62%) was among those who felt that men are currently in a more privileged position in society than women. Those who considered the current situation to be equal were most likely to believe that the gender equality situation will remain unchanged (59%), while most likely to believe that inequality will increase were those who considered the position of women to be more privileged than that of men (26%). Their absolute number was low, however, and nearly all of these respondents were men.

The link between the respondents' level of education and their views on the development of gender equality was inconsistent. While education seemed to have no link with the view of men regarding the development of gender equality, among women it did appear to play a role. The views of women with a vocational qualification differed from those of other women. Slightly under half of them believed that gender equality would increase in the future. Among women whose highest educational qualification was comprehensive school, as well as women holding the matriculation examination certificate or a higher degree, around 60 per cent, i.e. a majority, felt gender equality would increase in the future.

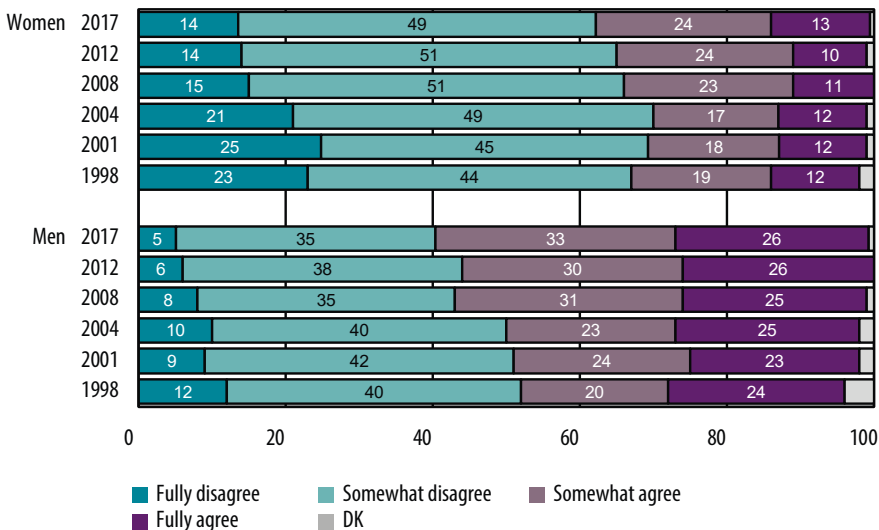
Nine in ten respondents thought that men would also benefit from greater gender equality. This view was almost equally common among men (87%) as among women (90%). Among women, education appeared to be linked to views in this respect: the higher the respondent's level of education, the more likely the respondent was to believe that greater gender equality would benefit men as well. Men with different levels of education exhibited lesser variation in their views. There was also little difference between age groups.

Attitudes regarding working life

About half of the respondents believed that the opportunities of women in working life were equally good as those of men. The views of men and women regarding equality in working life differed drastically, however. Only just over one third of women thought the opportunities of women in working life to be equally good

as those of men, whereas more than half of all men were of this opinion. (Figure 3). There were also clear differences in views depending on age of respondent: the older the respondent, the more likely the respondent was to believe the opportunities of women in working life to be inferior to those of men. This holds true for women and men alike. Overall, the respondents' views as to the equal opportunities for women in working life have grown slightly more positive over the 20 years during which the survey has been conducted, yet men have consistently expressed considerably more positive views on this topic than women.

Figure 3. The opportunities of women in working life are as good as those of men 1998–2017 (%), N = 1682 (year 2017)



Family leave

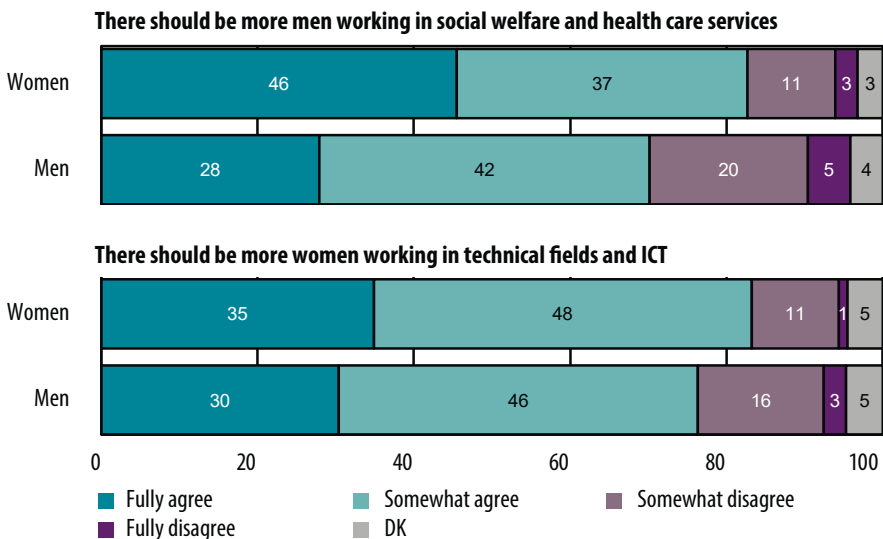
The respondents were of the opinion that insufficient support is given in the workplace to men taking family leave. Only one quarter of the respondents agreed fully or somewhat with the statement that fathers are given sufficient encouragement in the workplace to take child care leave. More than 60 per cent of women and also more than half of men felt the encouragement to be insufficient, with respondents aged 35–54 holding such a view more often (63%) than other respondents. Respondents aged 15–34 were less inclined (29%) than other respondents to feel that the encouragement was insufficient, although nearly one fifth (18%) of respondents in this youngest of the age groups chose the option ‘don’t know’.

The majority of the respondents (84%) also felt that the costs arising to employers from family leaves should be divided more equally between male-dominated and female-dominated sectors. This view was held in particular by respondents in the oldest age group and by women.

Gender-segregated sectors and positions

A clear majority of both men and women would appear to wish to see more men employed in female-dominated sectors and vice versa. In the respondents' view, more men should be employed in the social welfare and health care services sector and more women in the sectors of technology and ICT (Figure 4). These views were more prevalent among women, however, especially as concerns the social welfare and health care services sector: women (46%) considerably more frequently than men (28%) agreed fully with the statement that more men should be employed in this sector. When those who agreed with the statement somewhat are included, 83 per cent of the women and 70 per cent of the men felt that more men should be employed in the social welfare and health care services sector.

Figure 4. Views on more men and women working in social welfare and health care services and in ICT 2017 (%), N = 1682



The greatest difference by age group in the responses was between men aged 15–34 and older men: around 60 per cent of those aged 15–34 felt that more men should be employed in the social welfare and health care services sector while this view was held by roughly 75 per cent of men aged 35–74.

The achievement of gender equality in executive positions was considered beneficial: four fifths of the respondents believed that businesses and the economy would benefit from a greater number of women in executive positions. Women held this view more often than men irrespective of age group. Over the 20 years in which the survey has been conducted, the proportion of respondents who believed that a greater number of woman executives would benefit businesses and the economy has increased by six percentage points among men and by eight percentage points among women.

The majority of both women (67%) and men (62%) considered gender equality plans in the workplace to be beneficial. As section 4 indicates, the degree of awareness among wage-earners at least of the existence and contents of their own workplace's gender equality plan may be described as varied.

Gender pay gap

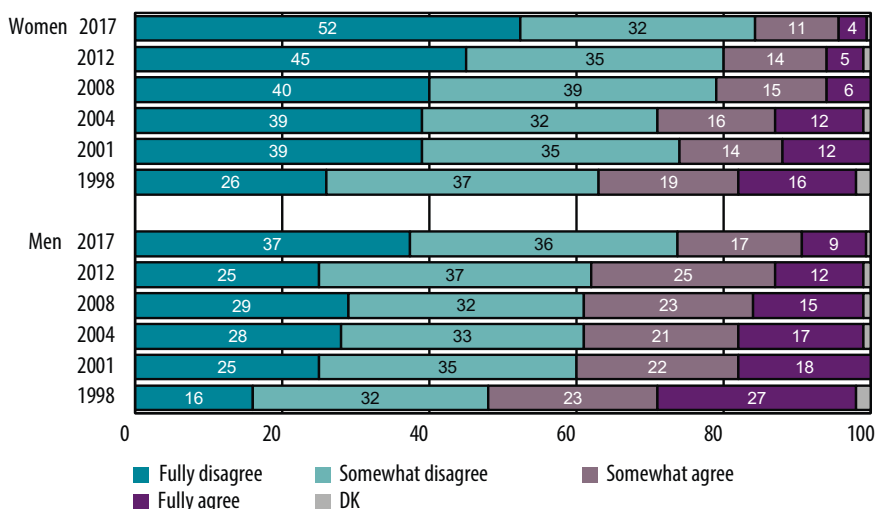
The findings of the barometer indicate that active measures on the part of the social partners and employers are desired in order to eliminate unjustified differences in pay between women and men. Around 90 per cent of respondents aged 15–74 agreed fully or somewhat with the statement that the social partners should be more active in eliminating unjustified differences in pay between women and men. An even higher proportion of respondents (94%) agreed fully or somewhat with the statement that employers should be more active in eliminating unjustified differences in pay between women and men. In their responses to both statements, women were more likely than men to favour more active measures on the part of the social partners and employers. The oldest men, aged 55–74, were in full agreement with both statements considerably more frequently than younger men. Correspondingly, the youngest women, aged 15–34, were in full agreement with the statement clearly less frequently than women in the other age groups.

Attitudes regarding division of family responsibilities

The barometer indicates that few nowadays believe that the man has primary responsibility in providing for the family. Four in five respondents agreed fully or somewhat with the statement that man does not have primary responsibility in providing for the family. However, men (26%) more often than women (15%) thought that the man had greater responsibility in providing for the family than the woman (Figure 5). Over the course of the survey's 20-year history, the opinions of men in particular have changed markedly to approximate those of women.

Respondents in the oldest age groups, i.e. men (35%) and women (24%) aged 55–74, considered men to have greater responsibility than women in providing for the family more frequently than men (21%) and women (10%) aged 15–54. Not only age but also education seemed to be linked to opinions regarding men's primacy as providers: the greatest emphasis on men's responsibility was put by men whose highest educational qualification was comprehensive school (38%) or vocational school (30%). The respondents least likely to believe that men had primary responsibility were men (10%) and women (10%) whose highest educational qualification was upper secondary school as well as highly educated women, of whom five per cent believed that men should have primary responsibility in providing for the family. The attitudes of neither women nor men appear to be strongly linked to having minor children living in the household.

Figure 5. Statement: The man has primary responsibility in providing for the family 1998–2017 (%), N = 1682 (year 2017)



Likewise, only few respondents believed that housework should be done by the less earning spouse. Only one in ten respondents aged 15–74 felt it to be right that the spouse who earns less does more of the housework. However, men and women clearly differed in how strongly they believed in sharing housework regardless of income: the idea of the less-earning spouse's greater responsibility for housework was fully rejected by two thirds of women and around half of men. Women living in households with children under the age of 18 were most likely to fully reject the idea that the less earning spouse should be responsible for a greater share of the housework.

Well over 90 per cent of all respondents believed that women have every right to work outside the home regardless of their family situation. The result is not surprising, given that in the international comparison, the full-time paid employment of women is highly common in Finland. Having minor children in the household at the time of the survey had no effect on the responses.

Most of the respondents felt that responsibility for child care belonged to men as well: 88 per cent agreed fully or somewhat with the statement that men should be more involved in the care and parenting of their children. This view was more commonly held by the respondents in the oldest age group, those aged 55–74. The views of men and women were largely consistent, and having children under the age of 18 living in the household at the time of the survey also made little difference to the responses.

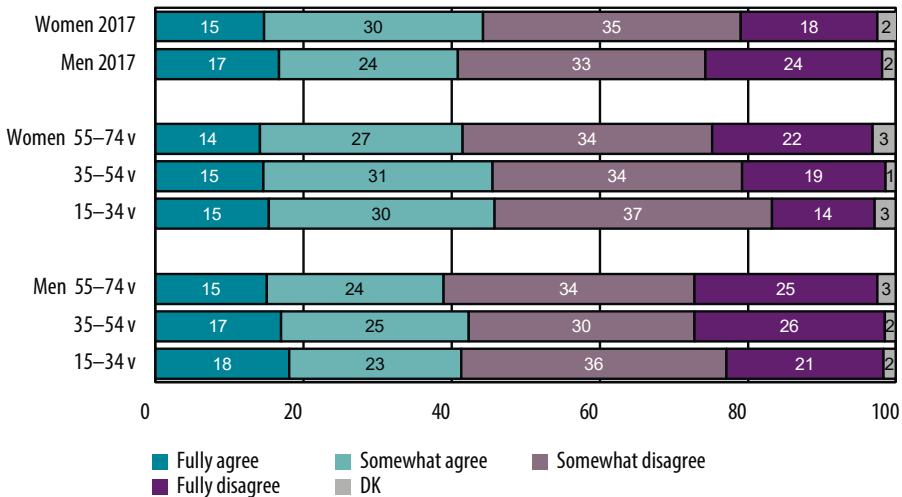
According to many respondents, the position of men in family services is inferior to that of women. Nearly half of the respondents aged 15–74 agreed fully or somewhat with the statement that men are not treated as fully empowered parents in public services, such as child health clinics or day care. This view was more often held by women (52%) than by men (43%). Women aged 15–34 were most likely (60%) to believe in the unequal position of men, while men in the same age group were least likely (35%) to believe this.

Other attitudes regarding gender equality

Conscription

The respondents' views as to the fairness of conscription for men only was included for the first time in this Gender Equality Barometer. Slightly over 40 per cent of all respondents agreed fully or somewhat with the statement that it is unfair for conscription to apply to men only. Women aged 15–54 were the most likely and men aged 55–74 the least likely to consider conscription for men only to be unfair (Figure 6). There is little difference in the views of women and men despite military or non-military service being compulsory for men only at present. In interpreting the responses, it should be borne in mind that they apply to the fairness of the current situation from the gender equality perspective and thus do not provide insight into the respondents' views about conscription in general.

Figure 6. Statement: It is unfair that conscription only applies to men (%), N = 1682



Impact of entertainment and the media on the sexuality of young people

The impact of entertainment and the media on the sexuality of young people was a concern for female respondents in particular. An average of 83 per cent of respondents agreed fully or somewhat with the statement that TV, the internet, social media, advertising and other entertainment had too great an impact on the views of

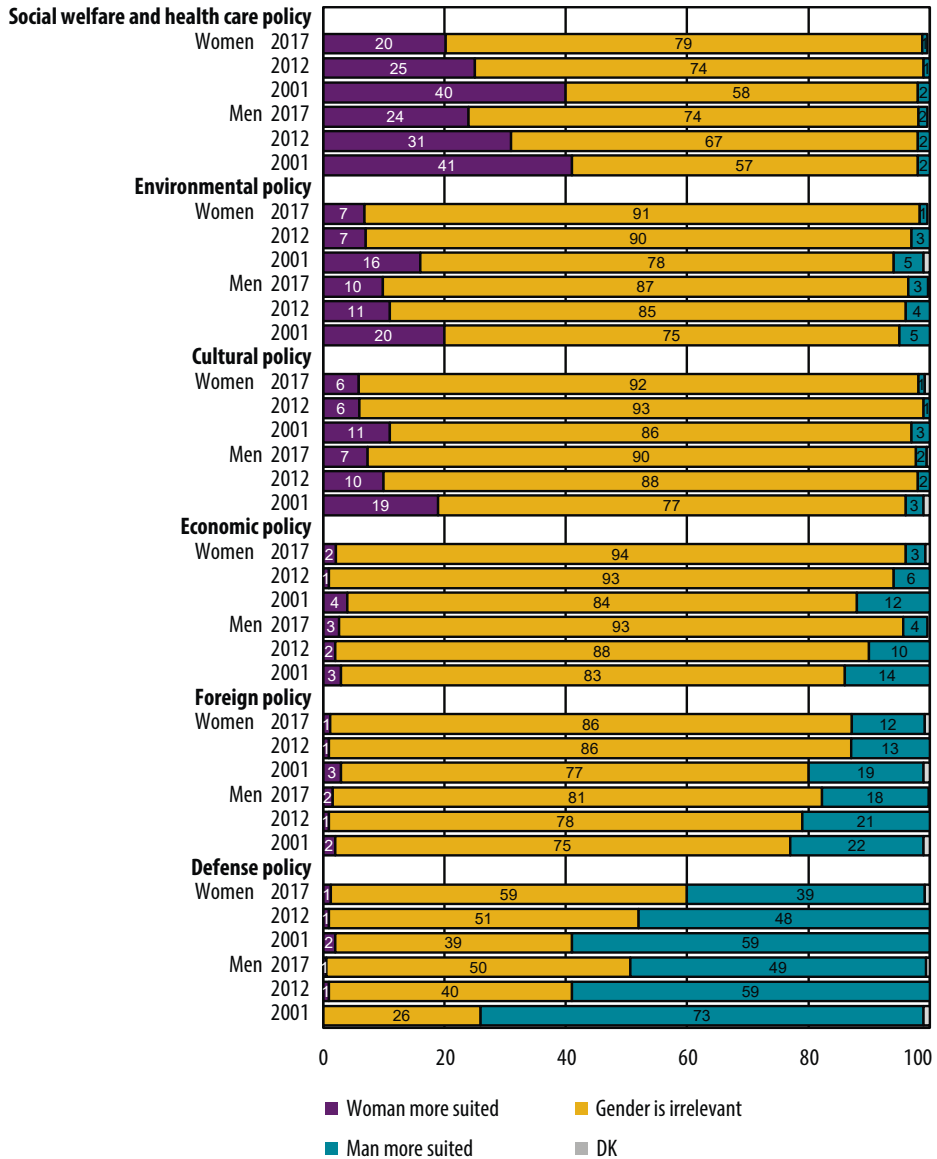
children and young people about sexuality. Among men, this view was held by 78 per cent and among women by 88 per cent.

Views on suitability of women and men to positions of responsibility in various sectors of politics

Equal gender representation was viewed as being relevant to politics. Nine in ten respondents felt that the increasingly active involvement of women in politics is necessary in order to broaden the expertise base in politics. Just over ten per cent of men and only four per cent of women disagreed. There appeared to be little difference in the opinions of men with different educational qualifications, while among women there were differences between those with the lowest educational qualification and other groups. Among those who had completed no more than comprehensive school or six-year primary school, 45 per cent considered that the increasingly active involvement of women in politics was necessary in order to broaden the expertise base in politics, while the proportion of those holding this view among respondents with other educational qualifications was around 65 per cent. There was little difference between respondents living in urban and rural areas.

The respondents were presented with six sectors of politics and asked to specify whether the gender of the person holding a position of responsibility in each sector was relevant to them and, if it was, to specify whether a man or a woman would be more suited to the position. The proportion of male and female respondents to whom gender is irrelevant has been on the rise throughout the history of the Gender Equality Barometer and in all sectors of politics addressed. However, in some sectors of politics the gender of the person holding a position of responsibility is still perceived as relevant. Generally speaking, the respondents considered a woman to be more suited than a man to hold a position of responsibility in social and health care policy, environmental policy and cultural policy while a man was considered more suited than a woman to hold a position of responsibility in economic policy, foreign policy and defence policy. The most manifestly gender-segregated views applied to defence policy (Figure 7).

Figure 7. Man or woman more suited to positions of responsibility in sectors of politics 2001, 2012 and 2017 (%), N = 1682



The sector in which gender was thought to be least relevant was economic policy, where 93 per cent of the respondents thought gender had no relevance to holding a position of responsibility. Almost as many respondents (91%) thought gender to have no relevance to holding a position of responsibility in the sector of cultural policy. The greatest relevance was attached to gender in the sectors of defence policy and social welfare and health care policy. A man was preferred for positions of responsibility in defence policy by 49 per cent of the men and 39 per cent of the women. Views have nonetheless changed much over the course of sixteen years, as in 2001, 73 per cent of men and 59 per cent of women thought a man more suited to a position of responsibility in defence policy. In the sector of social welfare and health care policy, one fifth of women and one quarter of men thought a woman to be more suited to hold a position of responsibility. As in the case of defence policy, in social welfare and health care policy as well the proportion of respondents to whom the gender of the holder of a position of responsibility is of no relevance has increased over the course of the survey's history.

Approximately half of the respondents thought women and men to be equally suited to hold a position of responsibility in all sectors of politics: to 44 per cent of men and 52 per cent of women, gender was of no relevance in any sector of politics. Among men aged 55–74, 40 per cent felt that gender was of no relevance, while the same view was held by 46 per cent of men aged 15–54. Among women, there were greater differences between the age groups: 42 per cent of women aged 55–74 thought gender to be irrelevant to suitability to hold a position of responsibility in politics whereas among younger women, this view was held by 57 per cent. Area of residence also had an effect: women living in core urban areas were more likely (57%) to believe that gender is of no relevance in any sector of politics. The same view was held by 43 per cent of women living in the intermediate zone and by 46 per cent of women living in rural areas. Men living in core urban areas also considered gender to have less relevance than the others: 48 per cent of them held this view while the figure was 42 per cent for men living in the intermediate zone and 33 per cent for men living in rural areas.

2 Sexual harassment and gender-related hate speech

Miina Keski-Petäjä & Henna Attila

- Women had experienced inappropriate conduct (sexual harassment, gender-related hate speech and condescending or dismissive treatment) clearly more frequently than men.
- Sexual harassment in the past two years had been experienced by 38 per cent of women and 17 per cent of men.
- Young women were more likely to face sexual harassment: more than half of women under the age of 35 had experienced sexual harassment in the past two years.
- The most common forms of sexual harassment were offensive lewd jokes, crude comments and inappropriate remarks about a person's body or sexuality.
- Women were mainly harassed sexually by men, while men were harassed sexually by both women and men. Men experienced harassment by men in the form of offensive speech in particular.
- Most of women and more than one third of men had sometimes feared becoming a victim of violence or had been on guard when out alone in the evening or at night.
- At least one incidence of gender-related hate speech was reported by 15 per cent of women and 8 per cent of men.
- Fear of violence and hate speech changes the way people act: one quarter of the women and one fifth of the men who feared violence had started going out less in the evenings because of their fear. The number of people who had changed

their behaviour due to fear of hate speech was nearly equal to the number of those who had experienced hate speech.

- Half of women had experienced dismissive or condescending treatment because of their gender, as had nearly one third of men. Women were most likely to face this kind of treatment in the workplace and in their leisure time when among relatives, while for men, the most common occurrences were in the workplace and when among friends.

This section addresses experiences of sexual harassment and of gender-related hate speech and condescending or dismissive treatment. The section also examines fear of violence in different spheres of life.¹

Sexual harassment

In this context, sexual harassment means unwanted, one-sided and potentially oppressive conduct of a sexual nature.²

Sexual harassment may consist of

- inappropriate comments about a person's body or sexuality
 - proposing sexual relations in an inappropriate context
 - lewd jokes and crude comments that feel offensive
- unwanted physical advances

In 2012 and 2017, the Gender Equality Barometer also included questions on

- indecent exposure and stalking

1 The questions take into account that people may be subjected to gender-related inappropriate conduct by representatives of their own gender and of other genders. The respondents were allowed to report their gender as male, female or other. The same response options were available in reporting the gender of harasser. However, owing to the low number of respondents choosing the option 'other', the analyses in this report have for the most part been limited only to women and men (see Appendix 1).

2 National Institute of Health and Welfare, Centre for Equality Information, glossary (in Finnish only): <https://thl.fi/fi/web/sukupuolten-tasa-arvo/sukupuoli/sanasto>

Besides the form of harassment, the respondents were also asked to specify the harasser and the harasser's gender (female, male, other). The respondents were given a range of options to choose from. Earlier barometers asked only if men had been harassed by women and if women had been harassed by men. The following section first examines the findings of the Gender Equality Barometer 2017 concerning experiences of sexual harassment, i.e. the respondents' experiences regardless of the gender of the harasser. Experiences of harassment of women by men and men by women will then be examined and compared to the findings of the earlier barometers.

PROHIBITION OF SEXUAL OR GENDER-BASED HARASSMENT

Sexual and gender-based harassment in workplaces and educational institutions is prohibited under the Finnish Act on Equality between Women and Men³. The Act defines sexual harassment as unwanted verbal, nonverbal or physical conduct of a sexual nature. In other spheres of life, sexual harassment is prohibited under the Criminal Code of Finland, where the offence is given a more narrow definition⁴. However, acts which do not fall within the scope of the definition may be punishable as e.g. defamation.

Gender-based harassment is defined in the Act on Equality between Women and Men as unwanted conduct that is not of a sexual nature but which is related to the gender of a person, their gender identity or gender expression. Both forms of harassment violate a person's psychological or physical integrity especially by creating an intimidating, hostile, degrading, humiliating or oppressive environment.

Experiences of sexual harassment

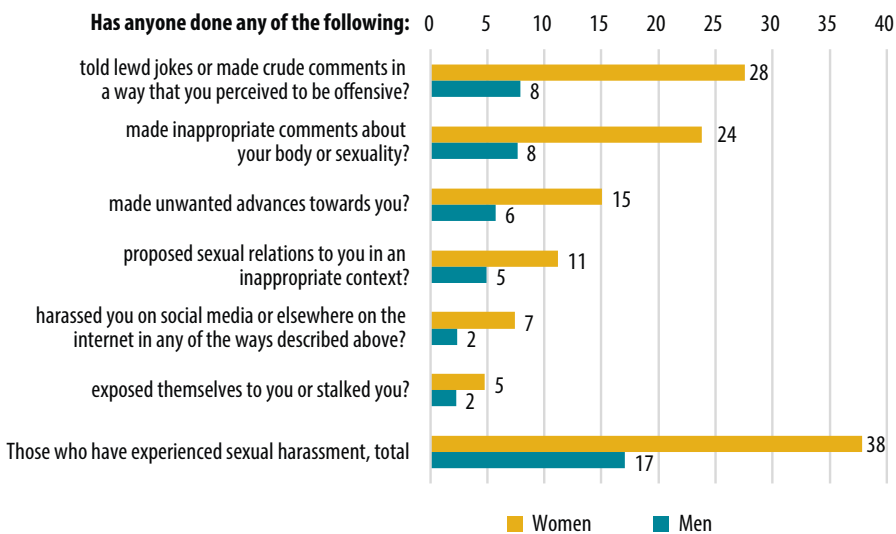
All told, 38 per cent of women reported having experienced sexual harassment in the past two years. Among women under 35, harassment had been experienced by more than half (56%), while 17 per cent of men also reported having experienced sexual harassment.

³ Act on Equality between Women and Men (609/1986).

⁴ Under the Criminal Code of Finland (39/1889), chapter 20, section 5a, a person who "by touching, commits a sexual act towards another person that is conducive to violating the right of this person to sexual self-determination" shall be convicted of sexual harassment.

More than one quarter of women reported offensive lewd jokes or crude comments. Nearly one quarter reported inappropriate comments about their body or sexuality. Unwanted physical advances had been made to 15 per cent of women and 11 per cent of women reported that sexual relations had been proposed to them in an inappropriate context.

Figure 8. Respondents, by gender, who have experienced various kinds of sexual harassment in the past two years (%), n = 1678



Men had experienced sexual harassment less frequently than women. Like women, men reported the harassment most often taking the form of offensive lewd jokes or crude comments. These were reported by eight per cent of the male respondents. Eight per cent of the men had experienced inappropriate comments about their body or sexuality while unwanted physical advances were reported by six per cent.

Seven per cent of the women and two per cent of the men reported having experienced sexual harassment on social media or elsewhere on the internet. Five per cent of the women and two per cent of the men had been victims of indecent exposure or stalking.

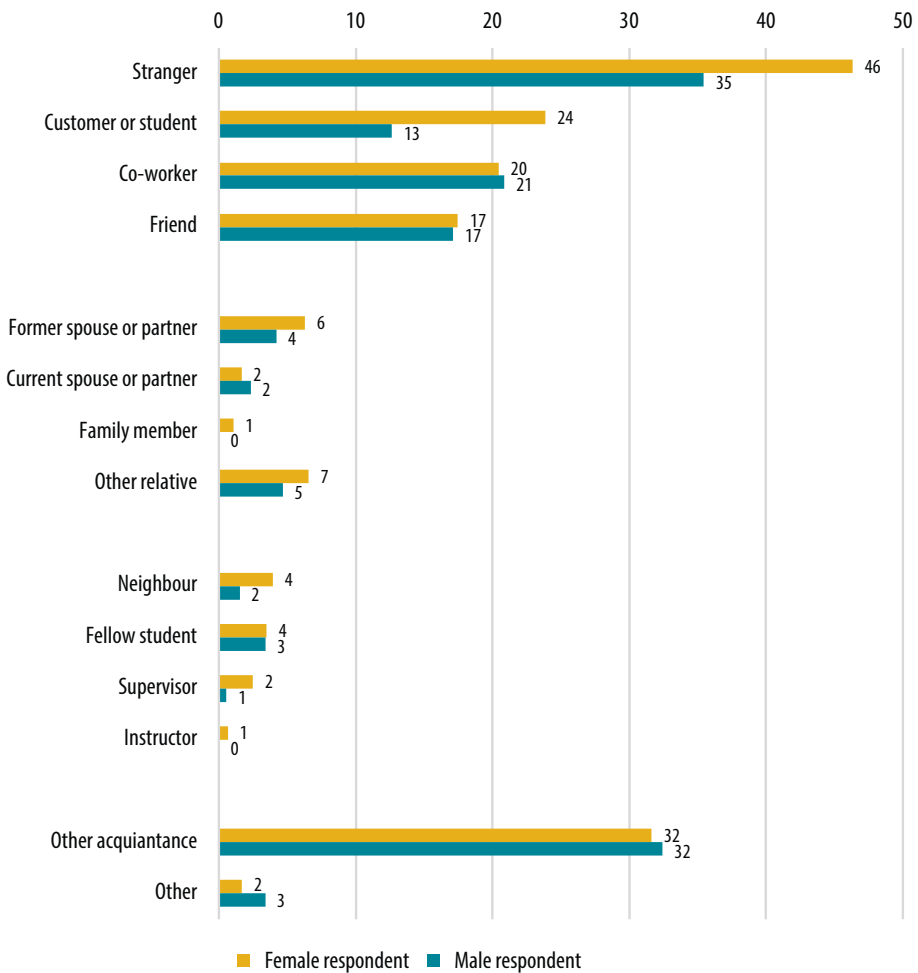
The majority of the women who had experienced sexual harassment reported that the harasser was male. This was the case irrespective of the form of harassment. Women had only seldom encountered same-sex harassment. Nonetheless, those

reported to have made inappropriate comments to women and harassed them online also included genders other than male.

Men reported having been harassed by both women and men, whereas women reported having been harassed mostly by men. Men were most often harassed by other men in the form of verbal harassment.

Both women and men reported that the harasser was most frequently a stranger: this was the experience reported by 46 per cent of the women and 35 per cent of the men who reported having been harassed.

Figure 9. Harassers of those who reported having experienced sexual harassment (%), n = 434



One in four women who had been harassed mentioned their harasser having been a customer or a student, while one in five named the harasser as a co-worker. One fifth of the men who had experienced harassment also reported the harasser to have been a co-worker. Of the women and men who had experienced harassment, 17 per cent reported having been harassed by a friend.

Six per cent of the women who had been harassed reported the harasser to have been a former spouse or partner. The equivalent figure for men was four per cent. The response options in the Gender Equality Barometer 2017 for the first time included the option of reporting the harasser as being a current spouse or partner. This response option was chosen by two per cent of the women and men who had experienced harassment.

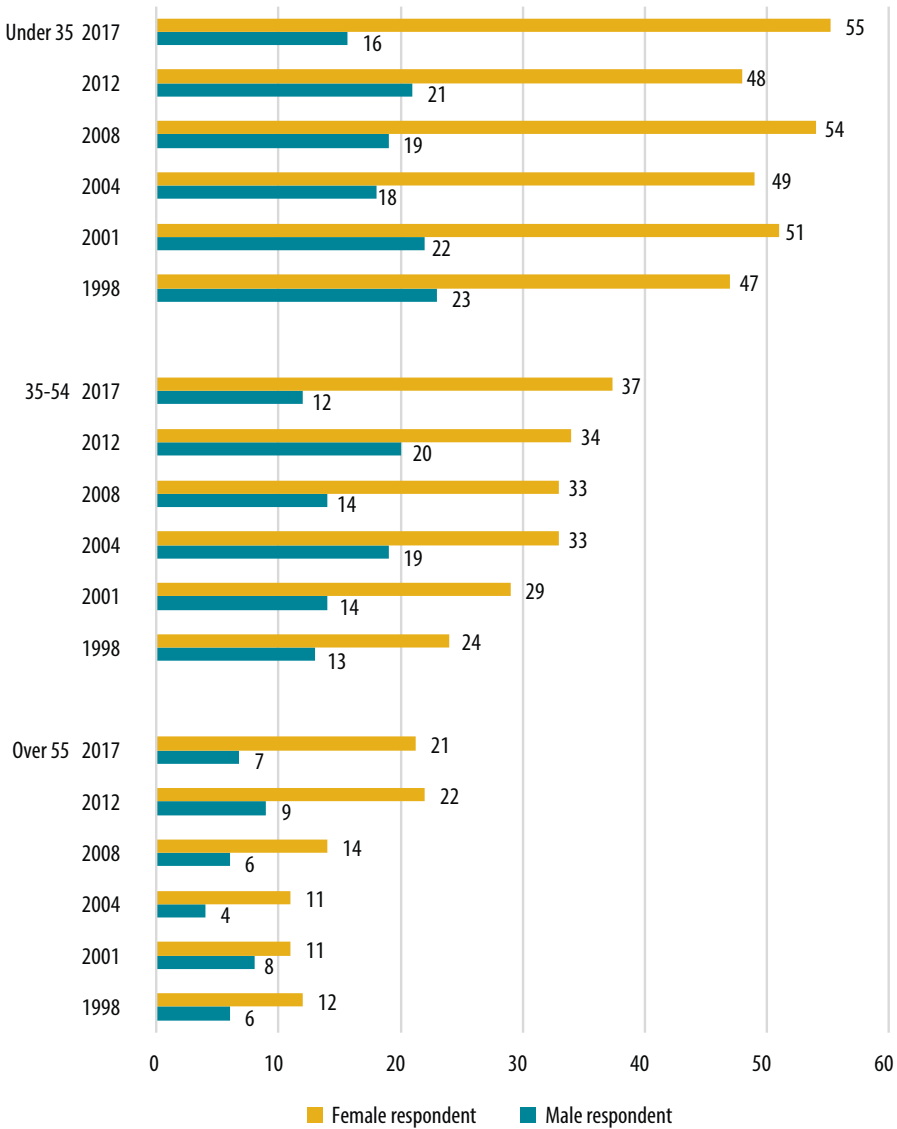
Around one third of the women who had been harassed reported their harasser to have been an acquaintance other than a customer, student, co-worker or fellow student, friend, neighbour, instructor, family member or partner.

Sexual harassment experiences by age and changes over time

The following segment will examine the sexual harassment of women by men and of men by women. The findings indicate that men encounter sexual harassment by women considerably less frequently than women by men.

Harassment had been most encountered by women under 35. Of women of this age, 55 per cent had encountered sexual harassment by men in the past two years. The equivalent proportion among women aged 35–54 was 37 per cent. Women both under 35 and aged 35–54 reported harassment slightly more frequently in the Gender Equality Barometer 2017 than in previous barometers. The proportion of women aged 55 and older who had experienced harassment had remained relatively unchanged from the findings of the previous Gender Equality Barometer 2012: just over one fifth of women this age had been sexually harassed by men.

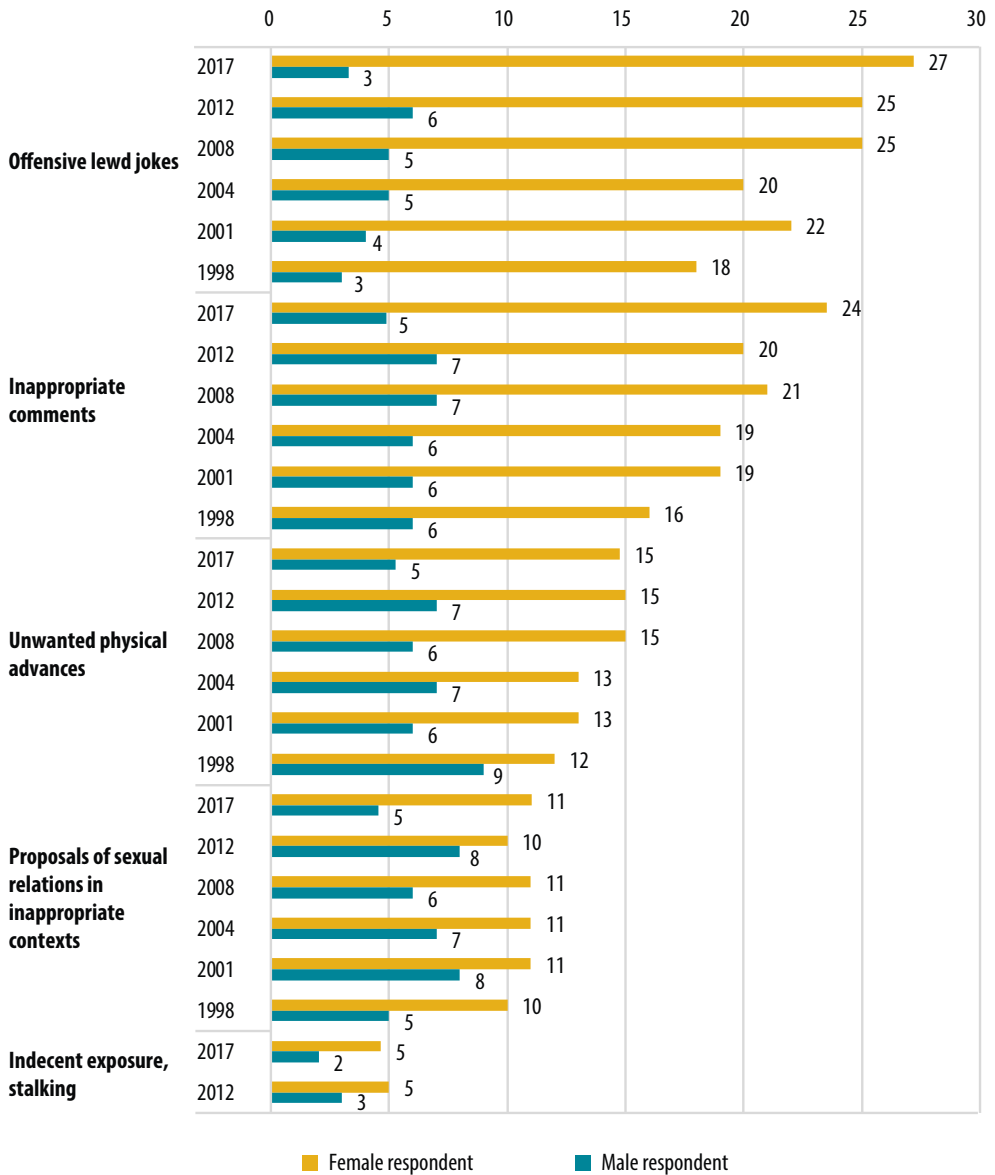
Figure 10. Sexual harassment of women by men and of men by women in the past two years by age group 2017 (%), n = 1682



Like women, also men under the age of 35 encountered harassment more frequently than men in older age groups, and men aged 35–54 were more likely to have encountered harassment than men aged 55 or older. Men under 35 and aged

35–54 reported somewhat fewer experiences of sexual harassment in 2017 than in previous reporting years.

Figure 11. Experiences of different forms of sexual harassment in the past two years according to gender (%), n = 1682



Women had encountered all forms of sexual harassment more frequently than men. The harassment of women by men most commonly took the form of verbal harassment, but there were also experiences of unwanted physical advances. Men in turn were harassed less frequently by women, but the harassment was equally often physical as verbal in nature. Women reported verbal harassment slightly more frequently in the 2017 barometer than in the earlier ones. Men reported having faced harassment of all kinds by women less frequently in 2017 than in earlier reporting years.

The slight increase in reported experiences of harassment may mean that more people have encountered harassment. However, the increase could also be due to the better recognition of harassment owing to e.g. increased public discussion on the topic

Gender-related hate speech

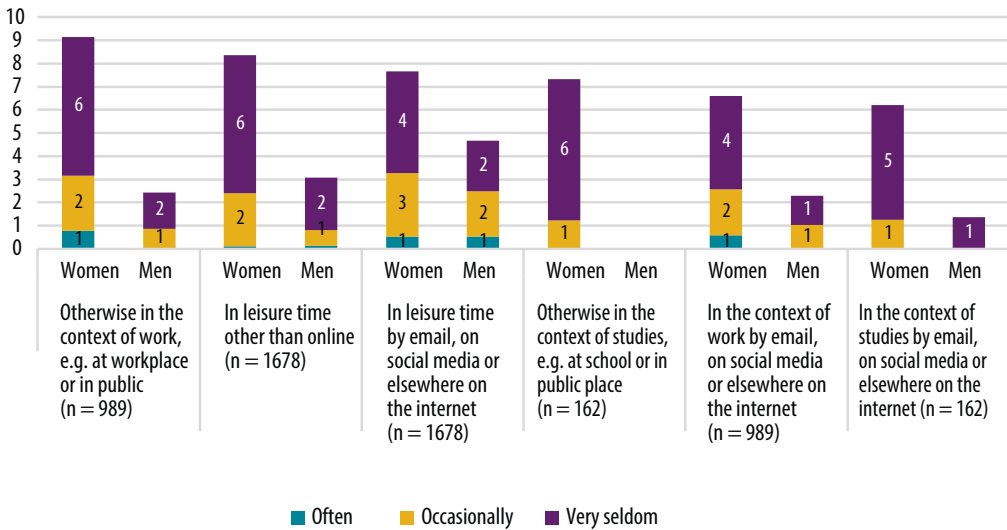
The Gender Equality Barometer 2017 for the first time asked respondents about gender-related hate speech. Hate speech refers to derogatory or threatening verbal or written communication. Instead of being asked about hate speech in general, the question was limited to apply specifically to hate speech which the respondents perceived to have been related to their gender.

Women reported having encountered gender-related hate speech more frequently than men. All told, 15 per cent of the women and 8 per cent of the men reported having encountered gender-related hate speech at least once. Instances of gender-related hate speech were more common among the younger than the older age groups. Nearly one fifth of women under 35 as well as women aged 35–54 reported having encountered hate speech on at least one occasion, while the equivalent figure among women aged 55 and older was eight per cent. At least one occasion of hate speech was reported by twelve per cent of men under 35, six per cent of men aged 35–54 and four per cent of men aged 55 and older.

Just under one tenth of women had encountered gender-related hate speech in the context of their work, in the workplace or in another public place, on at least one occasion. Just over eight per cent of women had encountered hate speech in their

leisure time other than online, while just under eight per cent had encountered hate speech in their leisure time by email, on social media or elsewhere on the internet.

Figure 12. Respondents subjected to gender-related hate speech (%)



Five per cent of men had encountered hate speech in their leisure time by email, on social media or elsewhere on the internet on at least one occasion, while three per cent reported having encountered hate speech in their leisure time other than online on at least one occasion.

The respondents reported having encountered gender-related hate speech less frequently than sexual harassment or gender-related dismissive treatment. However, certain groups such as vulnerable persons or persons holding visible positions may encounter inappropriate behaviour or hate speech more often than others. When examined by wage-earner status, for example, women had encountered hate speech more frequently than men whether they were management, white-collar workers or blue-collar workers. The difference was particularly striking between women and men working in managerial or executive positions or in upper white-collar positions. Fifteen per cent of women working in these positions reported having encountered hate speech, while the equivalent figure for men was under four per cent.

Based on the findings, women in particular are more exposed to hate speech if they belong to a minority⁵. Over one quarter (27%) of the women who defined themselves as members of a minority group had experienced hate speech while among non-minority group women the equivalent figure was fourteen per cent. The men who belonged to a minority reported hate speech experiences slightly more frequently than other men: nine per cent of them had experienced hate speech, while the figure among non-minority group men was seven per cent.

Fear of violence

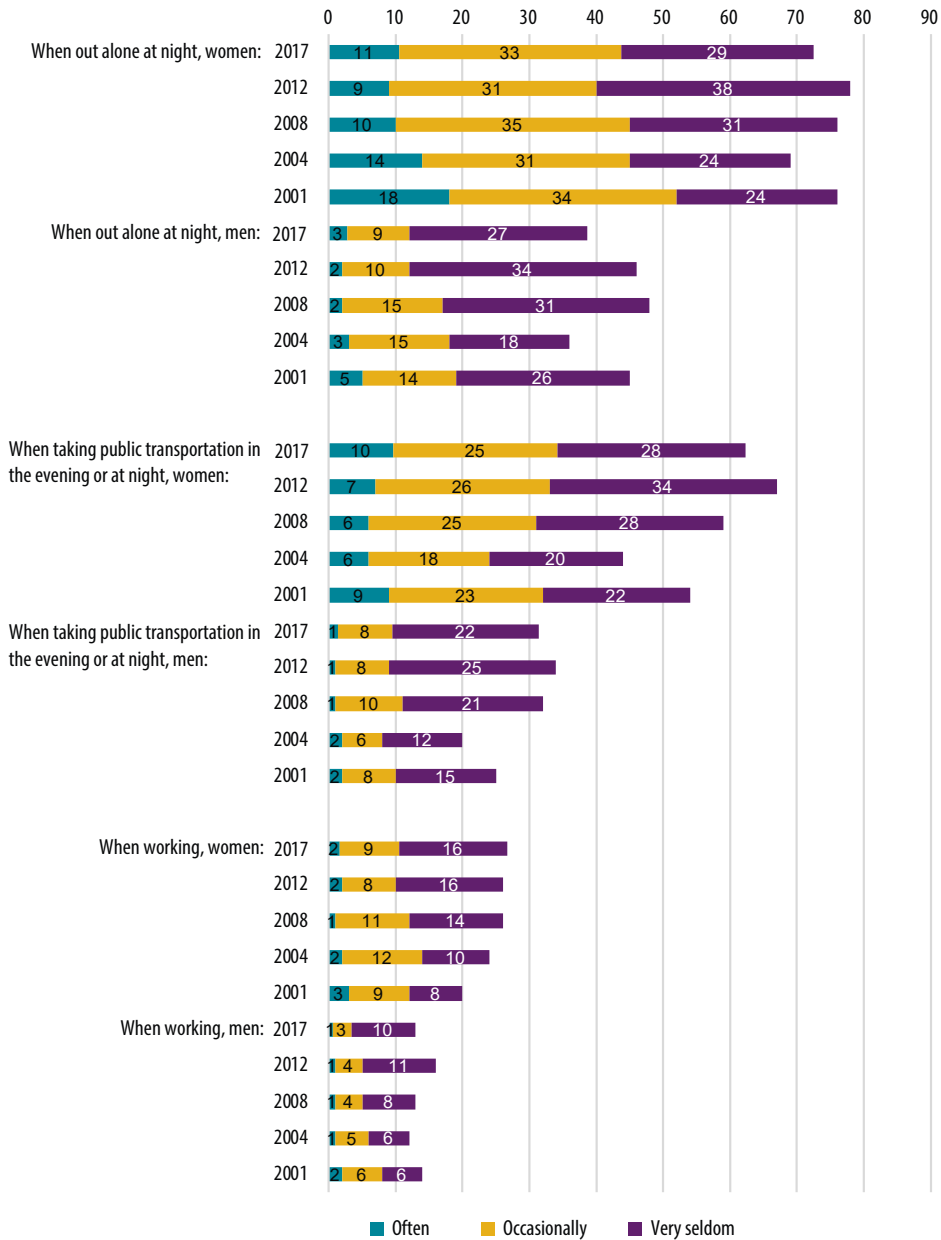
The respondents were asked if they were afraid of becoming a victim of violence or if this fear kept them on guard. Questions about the fear of violence when out alone in the evening or at night have been asked in all six Gender Equality Barometers and questions about the fear of violence when working or within the family have been included since 2011. This Barometer included, for the first time, also questions about the fear of violence among friends and in study settings.

As a rule, women were more likely than men to be afraid of becoming a victim of violence in most settings. Men were equally afraid as women of becoming a victim of violence only when among friends (both under 5%).

Both women and men reported being most frequently afraid of violence when out alone at night, followed by being afraid when using public transportation in the evening or at night. Women were more often afraid than men: more than seven in ten women were at least sometimes afraid of becoming a victim of violence when out alone a night, while six in ten women reported the same when using public transportation at night. Well over one third of men were sometimes afraid when out alone at night and almost one third when using public transportation at night. Fear was very common among young women in particular: eight in ten women under 35 were sometimes afraid of violence when out alone at night, compared to six in ten women aged 55 and older. Age played no role among men with regard to the perception of fear.

⁵ Owing to the low number of respondents in the various minority groups, this examination concerns all respondents who reported that they belonged to a minority group. Such respondents numbered 170 or ten per cent of the respondents. The largest self-reported minority groups in the responses were language minority, religious minority, ethnic minority and sexual minority.

Figure 13. Respondents afraid of becoming a victim of violence or being on guard because of it (%), 2001-2017⁶



⁶ Gender Equality Barometer 2017: When out alone at night, n=1618; when taking public transportation in the evening or at night, n=1220; when at work, n=987. The responses of N/A have been eliminated from the analyses depicted in the figure.

Respondents living in urban areas were more likely to be afraid of becoming a victim of violence than those living in rural areas, and they were also more likely to be on their guard because of it. Being at least sometimes afraid of becoming a victim of violence at night was reported by 81 per cent of women and 44 per cent of men living in urban areas, while the equivalent proportions among those living in rural areas were 52 and 25 per cent, respectively.

More than one tenth of women feared violence either often or occasionally when working⁷. Well over one quarter of women feared violence at least sometimes when working. Among men, well over three per cent reported having feared violence either often or occasionally when working. Thirteen per cent of men reported having at least sometimes feared violence when working. Both women and men were considerably less likely than elsewhere to fear violence when among family, at school and with friends.

Impact of fear of hate speech or violence

The findings of the Gender Equality Barometer 2017 indicate that the fear of both hate speech and violence made people change the way they acted. The respondents who had reported that they were afraid of violence either often or at least occasionally when out or using public transportation alone in the evening were asked if their fear had caused them to change the way they acted. One quarter of the women and one fifth of the men had started going out less in the evenings because of their fear. The number of such respondents was somewhat higher in 2017 than in 2012, when the equivalent figures were 23 per cent among women and 14 per cent among men. More than half of the women and more than a quarter of the men had opted to take a taxi because of their fear.

The responses also indicate that the number of those who had changed the way they acted because of fear of hate speech was nearly equal to the number of those who had encountered hate speech. Six per cent of women had cut back on email,

⁷ The question of fear of violence when working was asked of all respondents whose primary occupation was paid employment.

social media or other online activity because of fear of hate speech. Five per cent of women had cut back on going out and three per cent had changed the way they acted in the workplace because of fear of hate speech. Email, social media and other online activity had been cut back by at most two per cent of men because of fear of hate speech.

Condescending or dismissive treatment because of gender

The respondents were asked if there were people in their various spheres of life who at least occasionally were condescending or dismissive of their comments or ideas because of their gender. Questions about such treatment were asked in respect of both public spheres of life, i.e. workplace, school and activities in organisations, and private, such as friends, family and relatives, neighbours and hobbies.⁸ The respondents were also asked about their experiences of condescending or dismissive treatment on social media networks and elsewhere on the internet.

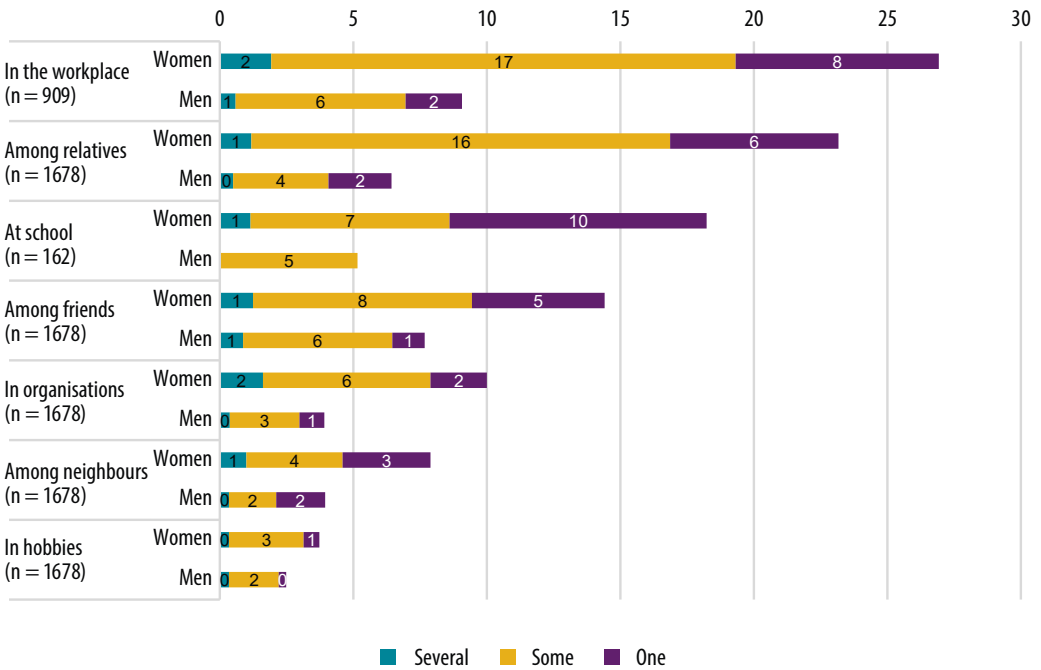
Unlike the earlier Gender Equality Barometers, the 2017 barometer questionnaire asked about condescending or dismissive treatment specifically *because of gender*. This change renders the findings incomparable with those of earlier barometers.

Condescending and dismissive treatment was reported more frequently by women than by men across the board. All told, half of the women (50%) and one fifth of the men (24%) stated that they had been subjected to condescending or dismissive treatment because of their gender in some sphere of their life.

While both women and men had experienced condescending or dismissive treatment in the workplace, the experience was clearly more frequent among women than among men. At least one quarter of women encountered condescending treatment in the workplace, equivalent experiences had been had by nearly one tenth of men. Just under one quarter of women also reported having been treated in a condescending or dismissive manner by their relatives. (Figure 14).

⁸ The question concerning the situation in the workplace was only asked of full-time wage-earners and the question concerning the situation at school only of full-time students and school pupils.

Figure 14. Experiences of condescending or dismissive treatment of respondent's comments or ideas due to gender, numbers of persons in various spheres of life (%)



Nearly 18 per cent of women had experienced condescending treatment at their school and 14 per cent among friends. Condescending treatment among friends had been experienced by eight per cent of men.

The Gender Equality Barometer 2017 included for the first time also a question concerning condescending or dismissive treatment on social media and elsewhere on the internet. One in five women and one in ten men had encountered such treatment online. (Figure 15).

The respondents were asked to specify the persons who had treated them in a condescending or dismissive manner. The respondents could choose the gender of such persons as male, female or other⁹. Nearly six in ten women reported that the person who had treated them in a condescending or dismissive manner was male,

⁹ No analyses of respondents reporting their gender as other than male or female could be performed due to the low number of such respondents, see Appendix 1.

one in three women reported having been subjected to condescending and dismissive treatment by both males and females, and four per cent by females. (Figure 16).

Men in turn had been subjected to gender-related condescending or dismissive treatment slightly more equally by both males and females. Of the men who had experienced such treatment, 26 per cent reported the person or persons responsible to be male while 40 per cent reported them to have been both male and female and 28 per cent reported that the person who had treated them in such a manner had been female.

Figure 15. Condescending or dismissive treatment because of gender on social media or elsewhere on the internet, number of persons (%), n = 1678

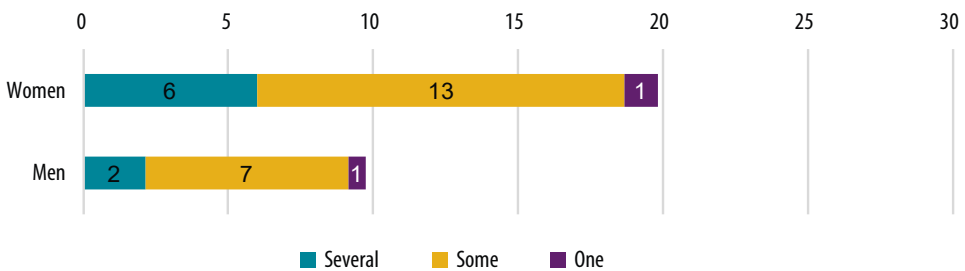
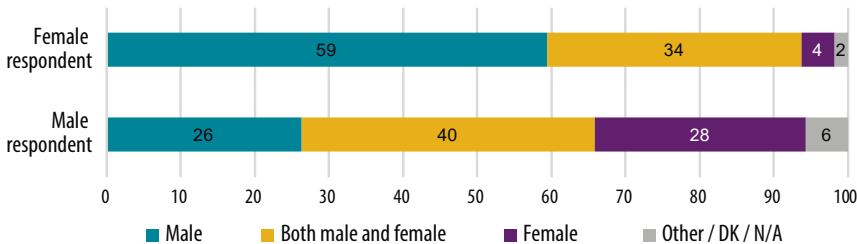


Figure 16. Gender of those subjecting respondent to condescending or dismissive treatment because of gender (%), n = 596



Gender-related inappropriate treatment: prevalence of experiences

The Gender Equality Barometer 2017 asked the respondents about the various forms of inappropriate treatment and harassment. All in all, gender-related inappropriate treatment, i.e. gender-related sexual harassment, condescending or dismissive treatment or hate speech had been experienced by 63 per cent of women and 34 per cent of men.

Overall, younger respondents reported having experienced all forms of gender-related inappropriate treatment more frequently than their elders. Inappropriate treatment had been experienced by three in four women under 35, two in three women aged 35–54 and half (48%) of women aged 55 and older. The equivalent figures among men were 42 per cent, one in three and one quarter, respectively.

Some of the inappropriate treatment took place online: 29 per cent of women and 14 per cent of men had encountered the inappropriate treatment described above on social media or elsewhere on the internet.

3 Gender equality in schools

Henna Attila & Miina Keski-Petäjä

- Students and school pupils considered the achievement of gender equality in schools to be good. Men were more likely than women to consider the achievement of gender equality in schools to be very good.
- The majority of students felt that gender had no effect on how teachers treated or graded them. Nonetheless, around one tenth of women and as many as one fifth of men felt that their gender did have an effect on the way teachers treated them. One tenth of both male and female students moreover believed that their gender had an effect on their grading.
- One third of students considered that their learning materials included gender stereotypes.
- Half of the men and one third of the women who were full-time students reported that gender and sexual minorities are little addressed in their instruction.
- Students perceived that their friends supported them in choosing also a field or profession where their gender is in a minority. Such support was perceived as less forthcoming from staff or parents. However, women appeared to receive more encouragement for such choices from their parents than men.
- Few students were under the impression that their school had prepared the statutory gender equality plan. Only 14 per cent of all students reported knowing that the plan had been prepared.

- According to the students, harassment and bullying related to gender and sexuality continues to occur in schools and had been observed by around one tenth of both men and women at their own school.

This section addresses full-time students' experiences with and views of gender equality at their own school. The questions on this topic are new for the most part and points of comparison from earlier barometers are therefore unavailable. The number of full-time students among the respondents was fairly low and the findings thus exhibit more random variation than the findings in other sections of the survey¹⁰.

Full-time students numbered 162. Of these, only a dozen studied in comprehensive school, for example, and the respondent categories have therefore been combined for analysis purposes. The number of full-time students at comprehensive or upper secondary school was 57 (61% women and 39% men), in vocational school or vocational college 39 (46% women, 54% men), and at a university or university of applied sciences 64 (47% women, 53% men). Two respondents reported studying at an educational institution not listed here.

Achievement of gender equality in schools

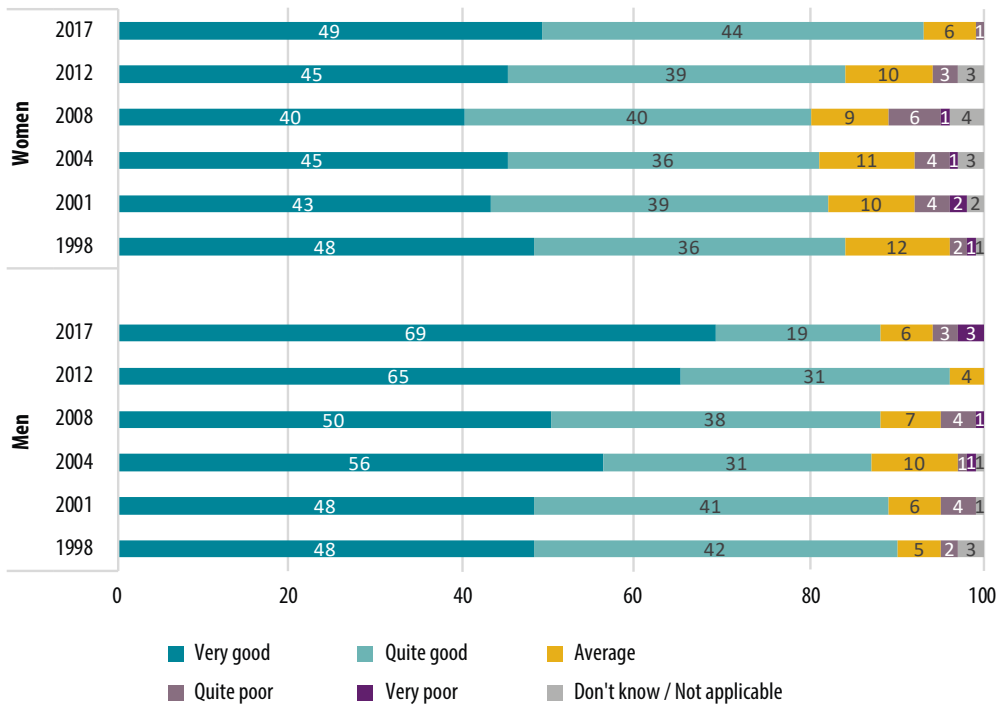
All Gender Equality Barometer surveys have included a question to students as to how well gender equality is achieved at their own school. The views of students concerning the achievement of gender equality in schools were once again very positive: more than nine in ten women estimated the achievement of gender equality at their school to be very good or quite good, while among men this view was held by nearly nine in ten. However, there is a difference in the opinions of men and women concerning the degree of gender equality achievement. Men were more likely than women to consider the achievement of gender equality in schools to be very good: this was the opinion of seven in ten men and half of women, while 19

¹⁰ For more detail, see Appendix 1.

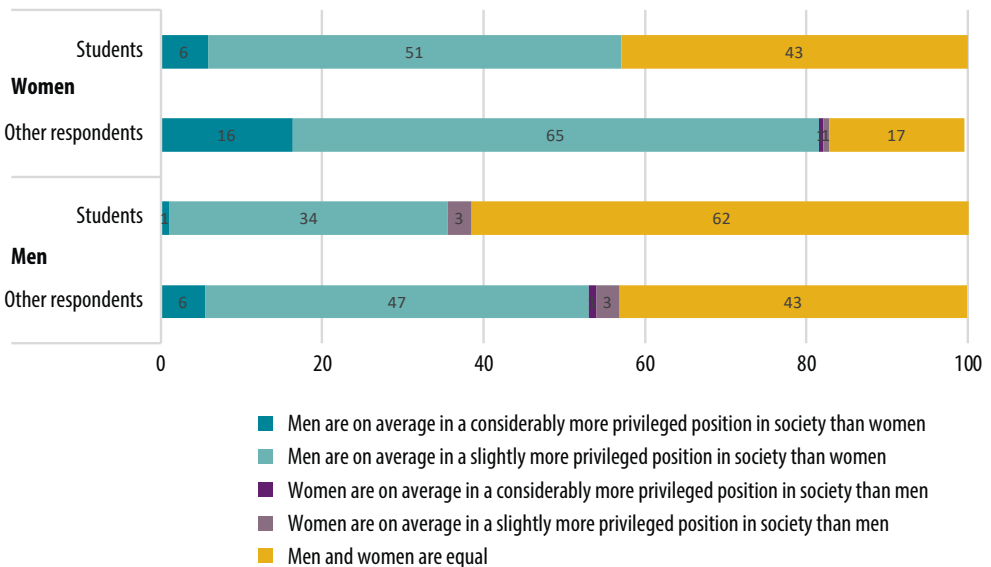
per cent of men and 44 per cent of women considered the achievement of gender equality in schools to be quite good. (Figure 17.)

Compared to the findings of the earlier Gender Equality Barometers, women were somewhat more likely than before to consider the achievement of gender equality at their school to be very good or quite good, while men were more likely to consider the achievement of gender equality to be very good. The proportion of men who chose the option 'quite good' was in decline in this survey as well. Generally speaking, the views of men are nonetheless in line with those indicated in previous surveys, the only exception being the 2012 survey in which as many as 96 per cent of men estimated the achievement of gender equality at their school to be very good or quite good.

Figure 17. Gender equality achievement at own school 1998–2017 (% of full-time students), women n = 84, men n = 78 (year 2017)



The positive view of gender equality achievement held by students was also reflected in the estimates of the position of men and women in Finland. As many as 62 per cent of male students along with 43 per cent of female students considered that men and women in Finland are equal. Among non-student respondents, this view as held by only 17 per cent of the women and 43 per cent of the men (Figure 18).



Seven in ten female students estimated that gender equality in Finland would increase over the next ten years, while this view was held by four in ten male students. Among non-student respondents, this view was held by half of both men and women. Male students thus would appear to believe more strongly that gender equality has already been achieved and estimate that the situation will remain unchanged in the future as well. More than half of female students consider the position of men in society to be more privileged than that of women, yet most believe that the situation will become more equal in the future.

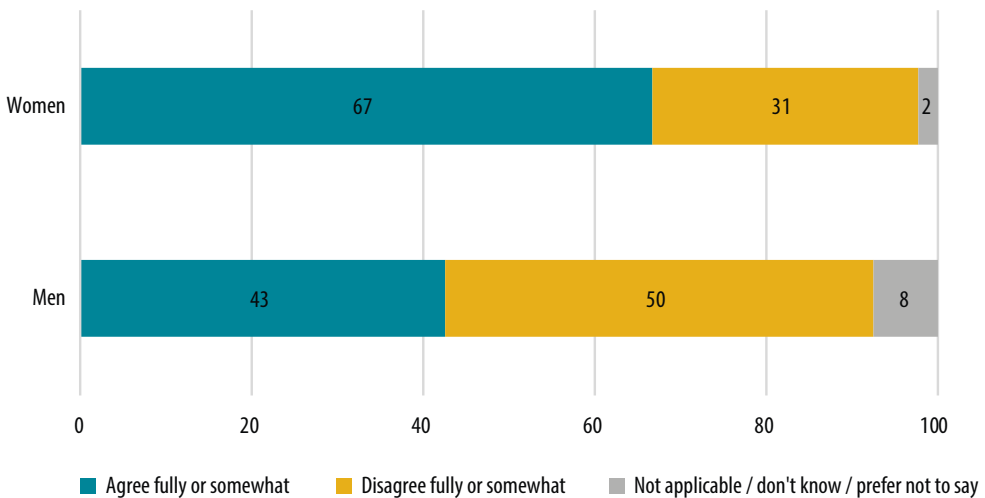
Gender equality in instruction and school policies

Learning contents

Some of the students considered that gender stereotypical presumptions were present in the instruction at their school: 31 per cent or as much as one third of the students felt that their schools' learning materials contained gender stereotypes, i.e. preconceived notions of the attributes of girls/women and boys/men. This view was held more frequently by women (36%) than by men (25%).

One third of women and half of men reported that the instruction or learning materials of their current school deal very little with gender and sexual minorities and rainbow families (Figure 19). In other words, men would appear to be far less likely than women to encounter examples of the diversity of gender and sexual orientation in their studies, which may in part be due to the gender segregation of fields of study and the contents of those fields.

Figure 19. Statement: the instruction or learning materials at my school deal with sexual and gender minorities and rainbow families (% of full-time students), women n = 84, men n = 78



Treatment of students

The majority of students considered that their gender had no effect on the way the teachers at their school treated them. However, 13 per cent of female students and as many as 20 per cent of male students felt that their gender did have an effect on the way their teachers treated them. One tenth of both female and male students felt that the teachers let girls or women dominate discussions. One per cent of men and four per cent of women reported that teachers let boys or men dominate discussions.

Grading

One tenth of both male and female students estimated that their gender had an effect on their grading as well. Seven per cent of men and two per cent of women felt that girls or women were given better grades because of their gender, while one per cent of men and five per cent of women felt the same about boys or men.

Gender distribution of students at schools

The concentration of women and men in different fields that is typical of Finland is also reflected in the responses given to the barometer survey by full-time students. The students were asked if their field of study was male-dominated, female-dominated or gender-balanced. A gender-balanced field of study was reported by 77 per cent of women and by slightly fewer yet nonetheless by 59 per cent of men studying at comprehensive or upper secondary school. Among students at vocational schools and universities, however, a minority reported studying in a gender-balanced field: as many as seven in ten women studying at a vocational school or college or at university reported that their field was female-dominated, while men did not equally report their field of study to be male-dominated.

SEGREGATION OF FIELDS OF STUDY AND OCCUPATIONS BY GENDER

Fields of study in Finland are intensely segregated by gender. In 2016, for example, 86 per cent of those aged 25–29 who had earned a qualification in the health care or welfare sectors were women, while men of the same age had earned most of the qualifications in the fields of data processing and telecommunications (86%) and technology (85%).¹¹ In Finland, studies in the health care and welfare fields and technical fields are indeed more segregated by gender than on average in the OECD and EU22 countries.¹²

The strong gender segregation¹³ of fields of study is also reflected in the segregation of occupations and sectors in working life. Horizontal segregation refers to the concentration of women and men in different fields of study, occupations and sectors, while vertical segregation refers to the concentration of women and men in different grades, levels of responsibility or positions.

Experiences of support in choice of field or occupation

The Gender Equality Barometer 2017 for the first time examined the extent to which students and school pupils felt they had been encouraged by school staff and their parents and friends to look into fields and occupations in which their own gender was in the minority.

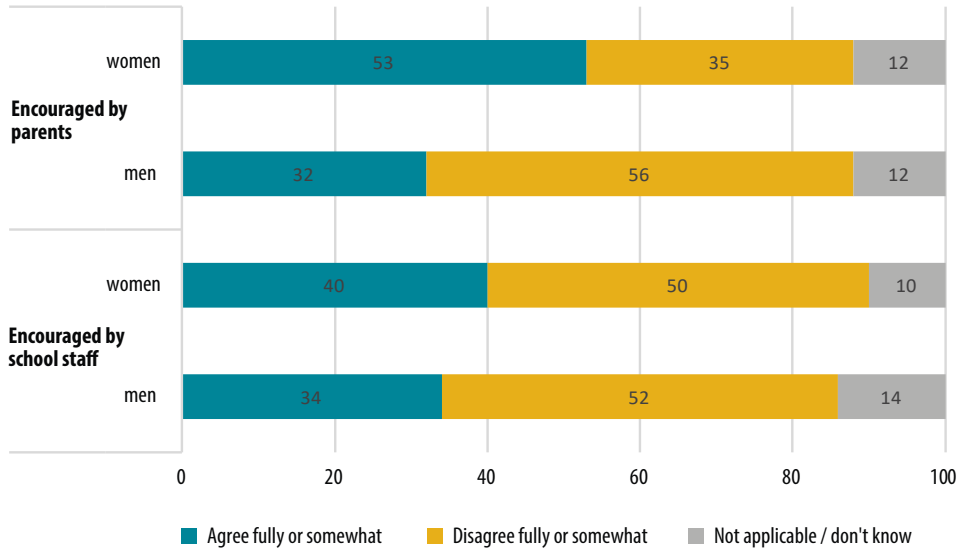
Most of the students felt that they had received more support from their friends than from their parents or from school staff in choosing a sector where their own gender was in the minority. The least encouragement was perceived to be forthcoming from school staff, such as teachers, guidance counsellors and other members of staff. Comprehensive and upper secondary school students felt they had received the most encouragement from school staff and parents to look into different sectors. Women reported having received encouragement from their parents considerably more frequently than men (Figure 20).

11 Official Statistics of Finland (OSF): Educational structure of population

12 OECD (2016) Education at a Glance 2016. OECD Indicators. Paris, OECD Publishing.

13 National Institute of Health and Welfare Centre for Gender Equality Information glossary entry (in Finnish only): <https://thl.fi/web/sukupuoiten-tasa-arvo/sukupuoli/sanasto>

Figure 20. Encouragement from parents or school staff to look into fields and occupations where the student's gender is in a minority (% of full-time students), women n = 84, men n = 78



In interpreting the findings, especially in respect of support provided by school staff, it should be taken into account that the role and job description of staff depends on field of study and stage of studies. At vocational schools and universities, for example, students have usually already chosen their field.

The most important schools as far as examination of occupations and sectors is concerned are comprehensive and upper secondary schools, from which most students move on to pursue further studies. Students at comprehensive and upper secondary schools indeed felt more frequently than others that they had received support from school staff: 60 per cent of women and 45 per cent of men at these schools agreed fully or somewhat with the statement that school staff had encouraged them to look into sectors or occupations where their own gender was in a minority.

Men at vocational schools had similar opinions of this statement with men at comprehensive and upper secondary schools: half of them considered that school staff had encouraged them to look into sectors or occupations where their gender was in a minority. The same opinion was held by six in ten women at vocational schools and colleges as well as by one in five men and one in four women at universities.

Half of the men and six in ten women at comprehensive or upper secondary school felt that their parents had encouraged them to look also into fields where their gender was in a minority. The least encouragement was reported by vocational school students, of whom only one third, regardless of gender, reported having been encouraged by their parents to look also into fields where their gender was in a minority. The difference between the sexes was greater among university students: only one fifth of men but six in ten women felt that their parents had encouraged them to look into such fields.

All told, the difference in the encouragement received by female and male students from their parents would appear to be significant: as Figure 20 illustrates, more than half of the women but only one third of the men report that their parents encouraged them to look also into fields where their gender was in the minority. The difference between women and men is considerably smaller when it comes to encouragement from school staff: 40 per cent of the women and 34 per cent of the men reported that school staff had encouraged them to look into a variety of fields.

Students at all levels of education felt that, for the most part, friends had supported them in choosing a field consistent with their own interests even if their gender was in a minority in that field. Such an opinion was held by three in four men and nine in ten women at comprehensive or upper secondary school. Around seven in ten vocational school students reported that friends had encouraged them to choose a field consistent with their own interests. At university level, women (90%) and men (82%) felt even more frequently that friends had encouraged them to choose a field that was consistent with their own interests even if their gender was in a minority in that field.

Gender equality plans in educational institutions

GENDER EQUALITY PLAN IN EDUCATIONAL INSTITUTION

The gender equality plan in educational institution is a plan on how to promote gender equality at school. The preparation of the plan is based on the Gender Equality Act¹⁴, which prohibits discrimination at schools on the basis of gender, gender identity or gender expression. The education provider has a duty to ensure that the school works in a purposeful and systematic manner to promote gender equality and that the students or pupils take part in the work from the very outset¹⁵.

The duty to prepare a gender equality plan aimed at enhancing the activities of the school applies to all schools that provide statutory education or training. At the start of 2015, the duty was expanded to apply to all schools providing instruction based on the Basic Education Act. Such schools were required to have their gender equality plan prepared by 1 January 2017.

The vast majority of students at all educational levels did not know if a gender equality plan had been prepared at their school. As many as 88 per cent of women at vocational schools or colleges did not know if their school had a gender equality plan in place and of the remaining 12 per cent, half (6%) believed that there was a plan and half (6%) that there was not. Of men at vocational schools and colleges, 67 per cent did not know if a gender equality plan had been prepared at their school. One fifth of these believed that their school did not have such plan in place, while the remaining 14 per cent believed that a plan had been prepared at their school.

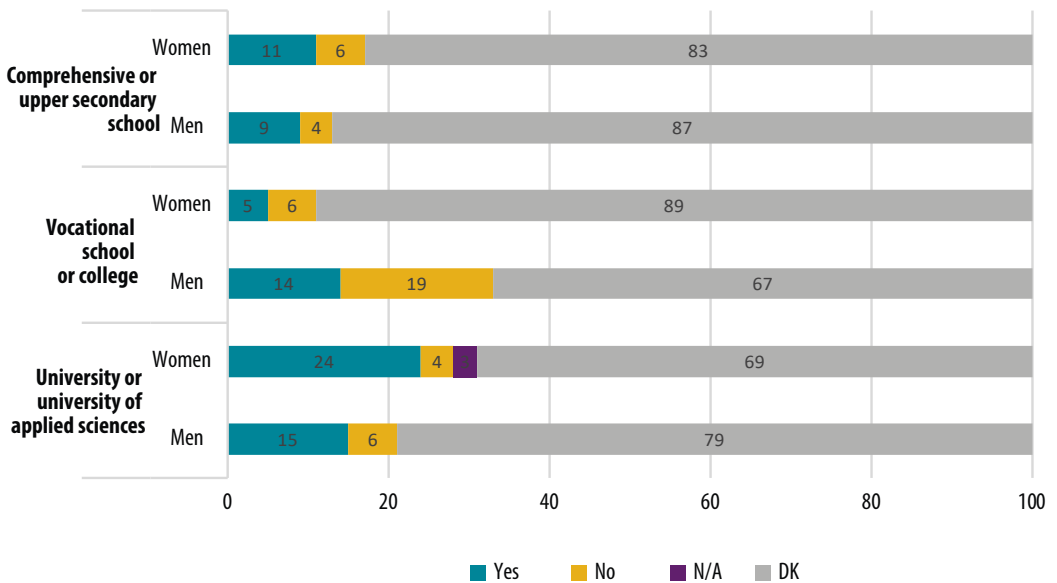
A gender equality plan had been prepared at their school in the view of 24 per cent of women and 15 per cent of men who studied at a university or university of applied science. The majority of respondents at these educational institutions as well (70% of women and 79% of men) did not know if a gender equality plan had been prepared at their school.

14 Act on Equality between Women and Men (609/1986).

15 See website of Ombudsman for Equality: <https://www.tasa-arvo.fi/web/en/cooperation-with-the-staff-and-the-students>

Most of the comprehensive or upper secondary school students were also unclear as to whether their school had prepared a gender equality plan: only one in ten women and men reported that their school had a gender equality plan in place. (Figure 21.)

Figure 21. Preparation of gender equality plan at school according to respondent (% of full-time students), comprehensive or upper secondary school students n = 57, vocational school or college students n = 39, university or university of applied sciences students n = 64.



Among all full-time students and school pupils, 14 per cent knew that their school had a gender equality plan in place. Around one tenth of these students reported being familiar with the contents of the plan. They were asked if the gender equality plan of their school addressed the diversity of gender or gender minorities, such as transgender or intergender people. Two thirds responded that the plan did, one third did not know.

The respondents who knew that their school had a gender equality plan in place were also asked if the plan had been prepared in cooperation with the students. Half of the respondents said that the students had been involved in the preparation of the plan. Most of the other respondents did not know whether or not the students had been involved in the preparation of the plan.

All in all, it would be fair to say that regardless of the level of the educational institution, students had little knowledge of their schools' gender equality plans. For most of the respondents, the term was patently unfamiliar, which would suggest that either the school had not prepared a plan, the students had not been involved in its preparation, or the plan had not been communicated to the students in a way that they recalled.

Harassment and bullying related to gender or sexuality at schools

The Gender Equality Barometer 2017 included for the first time questions about the fear of violence at schools. Only a few women and men were afraid of becoming a victim of violence at school¹⁶. However, the section on harassment and hate speech indicated that nearly one fifth of women and five per cent of men reported having experienced gender-related condescending treatment at school. Most of the students belonged to the age group – under 35s – that most frequently faces harassment.

The students' views of gender equality at their school are put in an interesting perspective when examined relative to bullying related to gender or sexuality, which according to students does occur in schools. One in ten students had observed bullying related to non-conformance with traditional gender roles at their school and 14 per cent had observed sexual or gender-based harassment or name-calling. The view that not everyone at their school could be who they were regardless of gender was held by six per cent of women and three per cent of men, while six per cent of men and four per cent of women considered that not everyone could express their gender in the way they wished at their school.

16 See previous section, Sexual harassment and gender-related hate speech.

4 Gender equality in the workplace

Marjut Pietiläinen

- An increasing number of wage-earners felt that gender equality in their workplace was achieved very well. This was the view held by 36 per cent of women and 42 per cent of men.
- In the view of full-time wage-earners, gender equality was best achieved in gender-balanced workplaces.
- Women had encountered gender-based disadvantage in their work clearly more often than men: more than half of women and a quarter of men had encountered gender-based disadvantage in their work.
- One in four female full-time wage-earners encountered at least some gender-based disadvantage in pay, professional recognition, division of work load and career advancement.
- Nearly a third of the women and men who were entrepreneurs or self-employed considered that gender equality in their particular sector has been achieved very well.
- Men had asked for a pay rise more frequently than women. Slightly under one third of women and less than half of men had asked for a rise. The gap between the sexes has grown narrower.
- Among full-time wage-earners, 44 per cent had been encouraged to pursue more challenging roles. This was the case slightly more frequently for women than for men.
- Around one quarter of wage-earners reported that a gender equality plan had been prepared at their workplace, while 40 per cent did not know.

- Sexual or gender-based harassment or name-calling in the workplace had been observed by 14 per cent of women and around ten per cent of men who were full-time wage-earners.
- Approximately one third of full-time wage-earners estimated that transgender or intergender people would be likely to face discrimination in their workplace.

Like in earlier Gender Equality Barometers, this section examines the perceptions of full-time wage-earners (n=797) of how well gender equality has been achieved in their workplace and their experiences of gender-based disadvantage in their work. The analysis of full-time wage-earners enables comparison of the findings with earlier barometers insofar as the questions have remained unchanged. The survey only had 65 respondents who were part-time wage-earners¹⁷. Any findings concerning them that differ appreciably from those regarding full-time wage-earners are reported separately in the text.

The section also addresses the views of entrepreneurs and self-employed people about gender equality in their work environment. The findings are compared to equivalent data from previous years. Experiences of gender-based disadvantage in job-seeking and employment termination are also examined among the inactive population¹⁸ under the age of 65. Questions on this topic were introduced for the first time in this Gender Equality Barometer 2017. Other new themes related to work include sexual or gender-based harassment in the workplace, diversity of gender, and awareness of gender equality plans prepared in the workplace and the contents of such plans.

17 Part-time wage-earners include students, people caring for children on child care allowance, people on family leave, pensioners, chronically ill or disabled people, and unemployed or furloughed people.

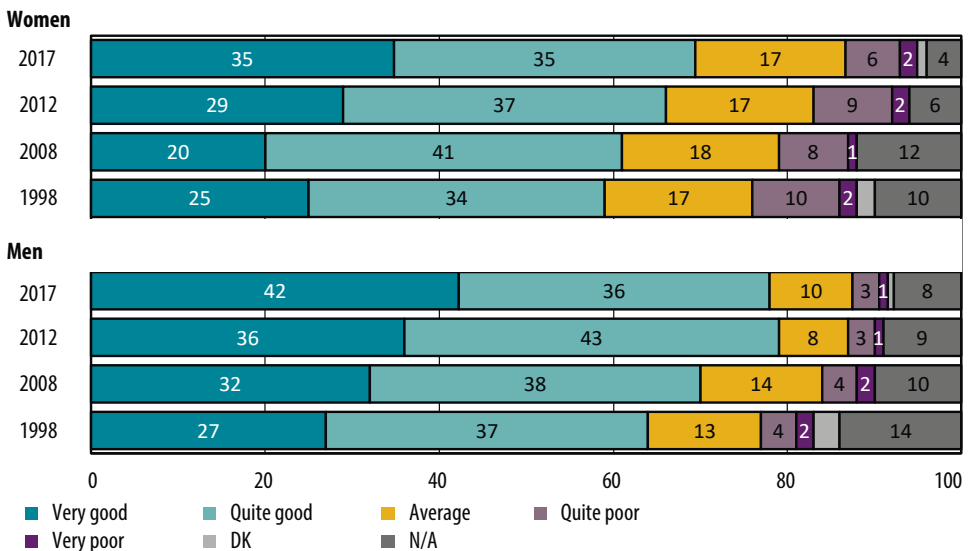
18 People under the age of 65 who are unemployed or furloughed; on maternity, paternity, parental or child care leave; and other informal carers of family members

Achievement of gender equality in workplaces

Wage-earners

Full-time wage-earners (n=797) were asked to rate the achievement of gender equality in their workplace. Most of the wage-earner respondents (70% of women and 78% of men) considered gender equality to have been achieved quite well or very well. The proportion of those who considered gender equality to have been achieved very well has increased among both women and men in the past five years. Men considered that gender equality has been achieved to a better extent than did women. Around one fifth of wage-earners considered that gender equality was achieved in their workplace either to an average or a poor extent. Six per cent of the wage-earners stated that the question was not applicable. (Figure 22)¹⁹

Figure 22. Achievement of gender equality at own workplace by gender 1998–2017 (% of full-time wage-earners), n = 797 (year 2017)

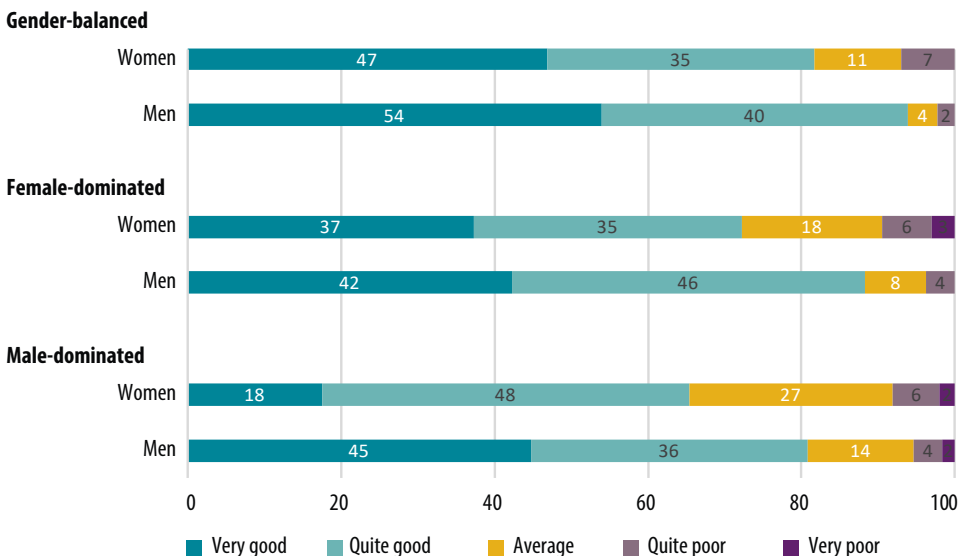


¹⁹ The figure includes all respondents including those who responded N/A. Many of these cases involve single-sex workplaces. The other findings reported in the text focus only on respondents to whom the question is applicable.

The gender distribution in the workplace would appear to affect how gender equality is perceived to be achieved in the workplace. Respondents in gender-balanced workplaces held the most positive views of the achievement of gender equality in their workplace. In this respect, the findings of this barometer are in line with those of the previous one. Men considered that gender equality was achieved to a better extent than women regardless of gender distribution in the workplace. In gender-balanced workplaces, 47 per cent of women and 54 per cent of men considered gender equality to have been achieved well. In female-dominated workplaces, this view was held by slightly over one third of women and 42 per cent of men, whereas women in male-dominated workplaces thought the achievement of gender equality to be the poorest: only eighteen per cent of the women considered that gender equality had been achieved very well, compared to 44 per cent of men. (Figure 23)

Compared to the previous barometer, there has been a positive change in the views of women, especially in gender-balanced workplaces but also in female-dominated workplaces. In male-dominated workplaces, however, the proportion of women who considered that gender equality had been achieved very well has declined from one quarter to less than one fifth. The views of men have become slightly more positive in both male and female-dominated workplaces but remained relatively unchanged in gender-balanced workplaces.

Figure 23. Achievement of gender equality at own workplace by gender dominance of workplace in 2017 (% of full-time wage-earners), n = 750

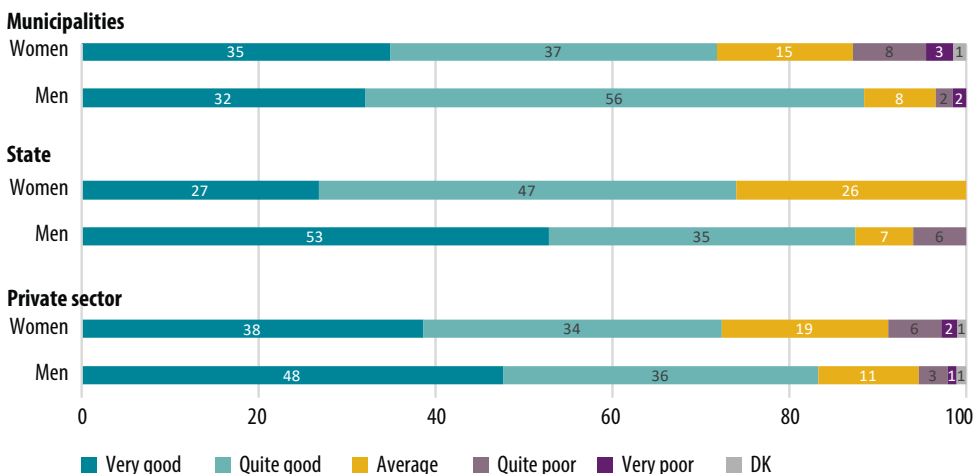


When examined by workplace sector, one third of women and men working in the municipal sector considered gender equality in their workplace to have been achieved well. When those who estimated gender equality to have been achieved quite well are also taken into account, differences start to appear: 89 per cent of men estimated gender equality to have been achieved at least quite well, compared to 72 per cent of women (Figure 24).

In the State sector, more than half of men (51%) and slightly over a quarter of women (27%) estimated gender equality in their workplace to have been achieved well. The estimations have changed since 2012: the proportion of women who consider that gender equality has been achieved very well has decreased by ten percentage points, while the proportion of men holding the same view has increased by 15 percentage points.

In the private sector, 48 per cent of the men and 38 per cent of the women considered gender equality to have been achieved very well. The proportions of respondents holding this view are slightly higher than in 2012 but do not represent a major change. The private sector had the highest proportion of women who considered that gender equality has been achieved very well.

Figure 24. Achievement of gender equality at own workplace by workplace sector in 2017 (% of full-time wage-earners), n = 750



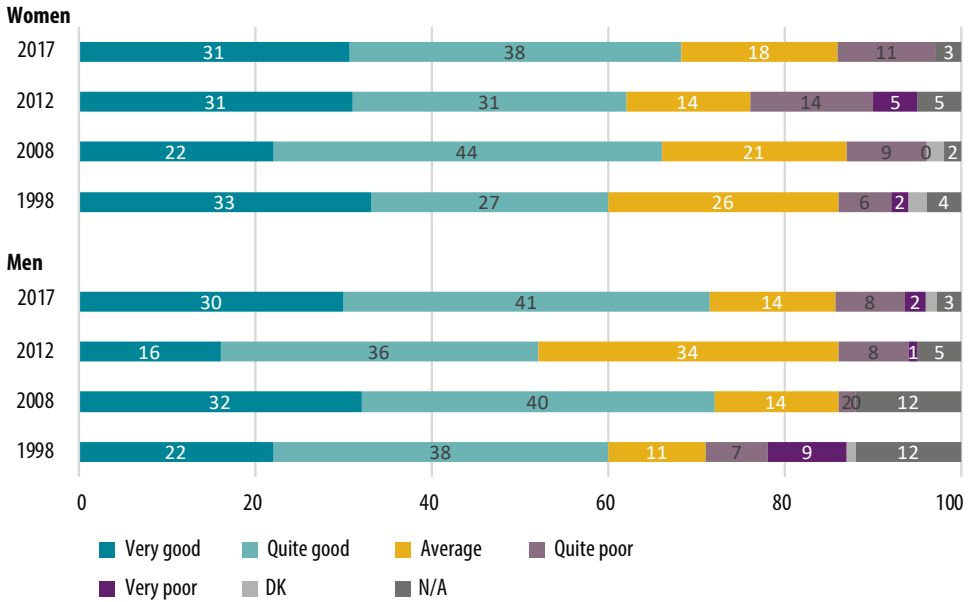
Among women, the most positive views about the gender equality situation in their workplace were expressed by those under 25, of whom 88 per cent considered gender equality in their workplace to have been achieved at least quite well. The number of respondents in this age group is low, however, and the findings may be due to random variation. As many as 89 per cent of men aged 25–34 considered gender equality in their workplace to have been achieved quite well or very well, compared to two thirds of women in the same age group (69%). Women aged 25–34 and 55 or older were more likely than others to consider gender equality achievement in their workplace to be poor.

Respondents living in urban areas considered that gender equality has been achieved better in their workplace than did respondents living in rural areas. The difference in views between those living in urban and rural areas was greater among women than men. Women living in urban areas considered gender equality to have been achieved at their workplace to clearly a better extent than women living in rural areas: 40 per cent of women living in urban areas contra 24 per cent of women living in rural areas considered gender equality in their workplace have been achieved very well. Among men, the disparity between urban and rural areas was smaller. However, men living in urban areas also adopted a somewhat more positive view of gender equality achievement than men in rural areas. Gender equality was considered to have been achieved very well by 48 per cent of men living in urban areas and by 40 per cent of men living in rural areas.

Entrepreneurs

Entrepreneurs and self-employed people (n=124) were also asked about the achievement of gender equality in their own sector or in their own business. Entrepreneurs considered gender equality in their own sector to have been achieved well, with nearly one third of respondents choosing 'very well' and around 40 per cent 'quite well'. There was little difference in views between genders. In 2017, gender equality achievement was rated somewhat better than five years previously. There was a marked change in the experiences of male entrepreneurs in particular: in 2012, only 16 per cent of them considered gender equality to have been achieved very well but by 2017 the proportion of men holding this view had climbed to 30 per cent. (Figure 25)

Figure 25. Achievement of gender equality in self-employment and entrepreneurship (%), n = 127



Experiences of gender-based disadvantage

Wage-earners

Wage-earners were also asked if in their current job, they had experienced their gender to be a disadvantage in respect of various aspects of work, such as pay and career advancement. The proportion of respondents who had experienced some gender-based disadvantage was 41 per cent. Experiences of disadvantage were clearly more frequent among women: more than half of women (56%) and one quarter of men (25%) had experienced gender-based disadvantage in their work.

Among women, the highest frequency of gender-based disadvantage had been experienced in the State sector (64%), followed by the private sector (56%) and the municipal sector (53%). The proportion of men who had experienced disadvantage was clearly lower. Men had most frequently experienced disadvantage in the municipal sector (40%) while in the State and private sectors, slightly fewer than one in four men had experienced gender-based disadvantage.

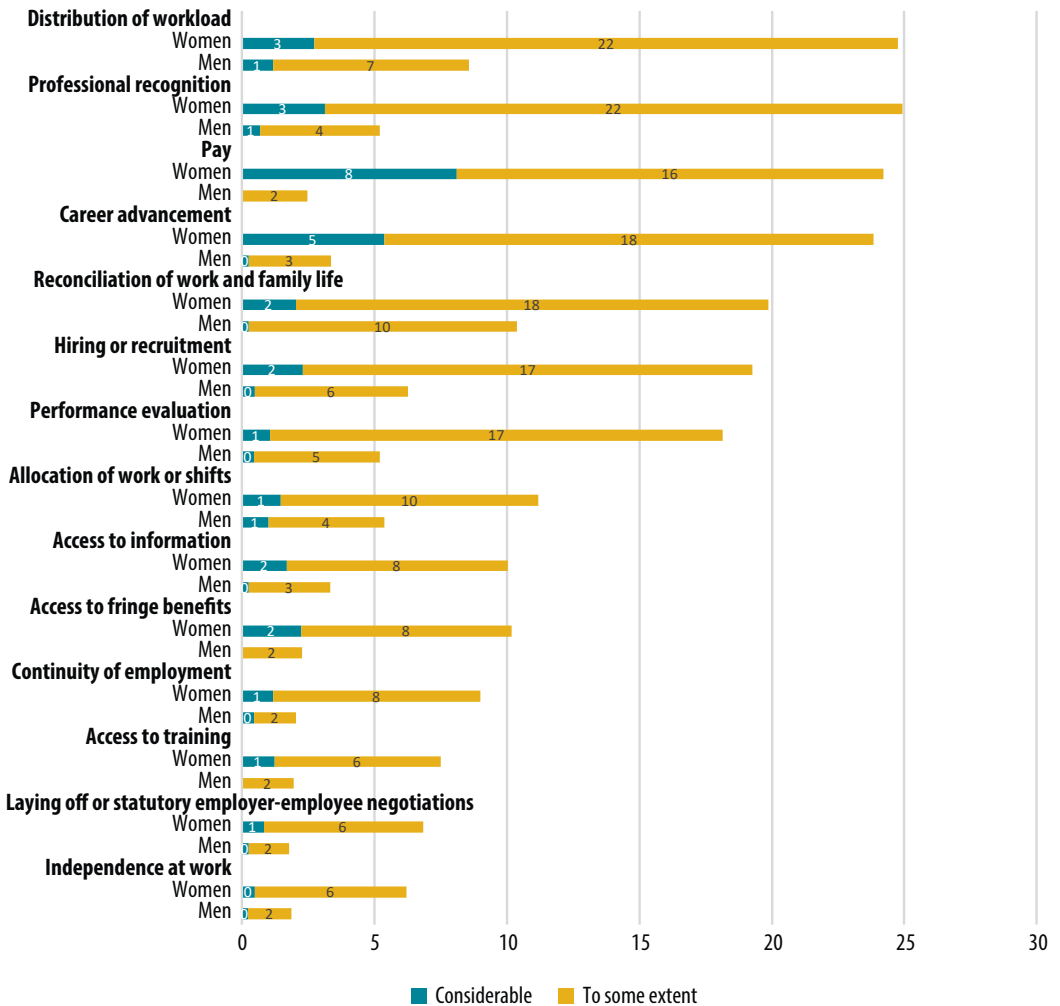
Experiences of disadvantage were common among women regardless of the gender distribution of the workplace. The highest number of experiences of disadvantage (71%) were reported by women in male-dominated workplaces. Nonetheless, such experiences were also common in female-dominated and gender-balanced workplaces: more than half of women in such workplaces had experienced their gender to be a disadvantage. Among men, experiences of disadvantage were most common among men in female-dominated workplaces, where around one third of them reported their gender to have been a disadvantage. Well over one quarter of men in gender-balanced workplaces and around one quarter of men in male-dominated workplaces had experienced their gender to be a disadvantage.

Figure 26 presents the proportions of respondents who had encountered disadvantage in respect of various aspects of work. Among women, the highest proportions are seen in distribution of workload, professional recognition, pay, and career advancement, where around one quarter of female wage-earners had encountered gender-based disadvantage. Reconciliation of work and family life was an area where one in five women and one in ten men had encountered some or considerable disadvantage. This was the area with the highest proportion of men who had experienced disadvantage. Women outnumbered men in all fourteen areas where the respondents were asked about gender-based disadvantage. Nearly one in five women had encountered disadvantage also in hiring or recruitment and performance evaluation, while the equivalent proportion among men was fewer than one in ten.

Women and men clearly differ in terms of disadvantage encountered in pay and career advancement: very few men reported any experience of disadvantage, compared to one quarter of women. Eight per cent of women but hardly any of men had encountered considerable gender-based disadvantage in pay. In hiring or recruitment, experiences of gender-based disadvantage were reported by 19 per cent of women and six per cent of men. Owing to the low number of respondents, these findings should be treated with caution, however, as the responses of individual respondents have a high impact on the percentage figures.

Women perceived their gender to be a disadvantage in career advancement more frequently than men in all age groups. The highest number of experiences of disadvantage were reported by women aged 45–54, of whom 27 per cent had encountered gender-based disadvantage in career advancement.

Figure 26. Experiences of gender-based disadvantage in current job, full-time wage-earners 2017 (%), n = 729–797

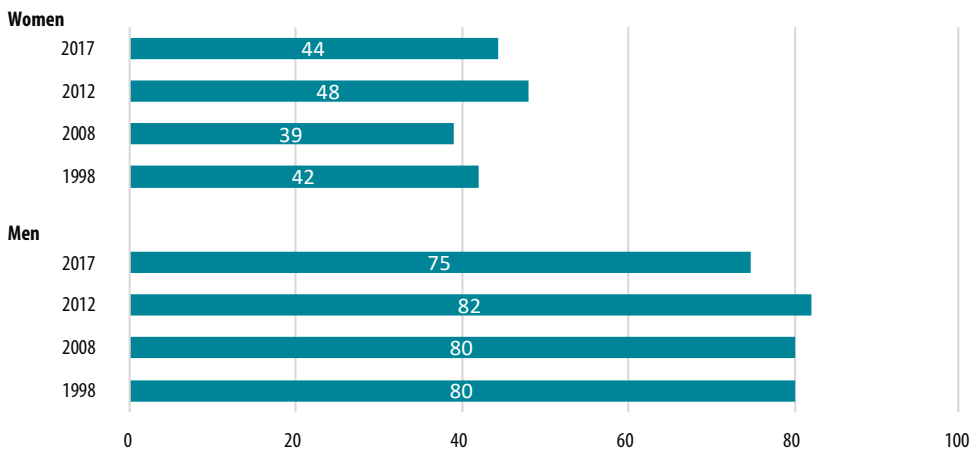


At male-dominated workplaces, 37 per cent of women perceived their gender to be a disadvantage in career advancement, compared to only two per cent of men. One in five women had career-related experiences of disadvantage also at gender-balanced and female-dominated workplaces. Six per cent of men working in female-dominated workplaces reported a gender-based disadvantage in career advancement. At gender-balanced workplaces, the proportion of such men was five per cent.

Experiences of disadvantage were most common among women in the State sector and least common in the municipal sector. Of women working in the State sector, 41 per cent reported having encountered gender-based disadvantage in career advancement. In the private sector, around one in four women (27%) reported disadvantage while among women working in the municipal sector, experiences of disadvantage were clearly less common (16%), which may in part be explained by many municipal workplaces being female-dominated.

Experiences of disadvantage may also be examined from the perspective of lack of such experiences. Three in four male wage-earners had experienced no gender-based disadvantage. Among women, the equivalent proportion was much lower, around half. In other words, women had encountered gender-based disadvantage in their work more frequently than men. Experiences of disadvantage had increased among both women and men when compared to the findings in 2012. (Figure 27)

Figure 27. No experiences of gender-based disadvantage in current job 1998-2017 (% of full-time wage-earners), n = 797 (year 2017)



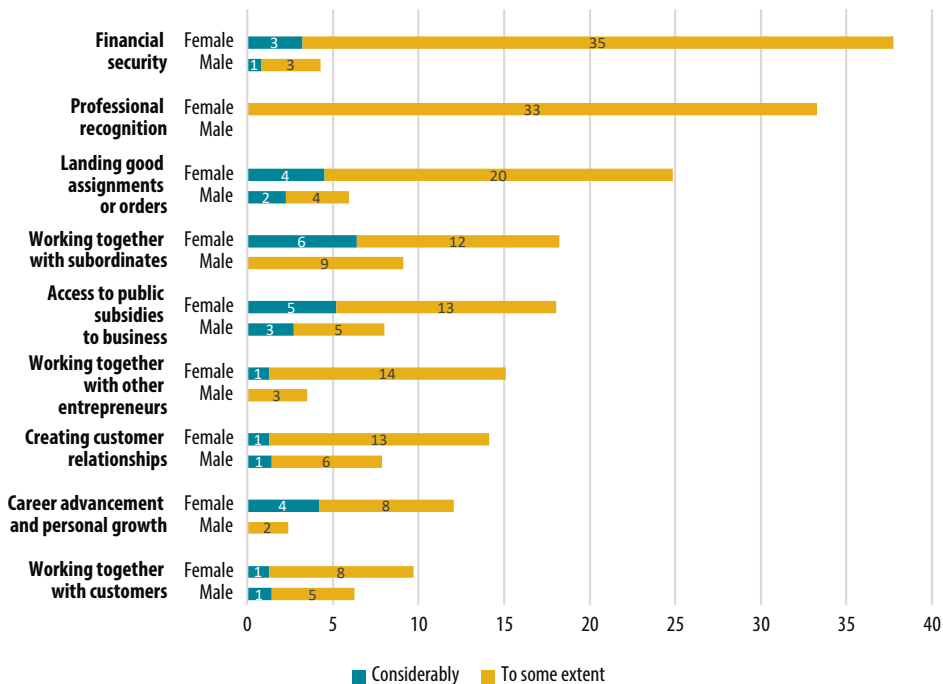
Entrepreneurs

Entrepreneurs and self-employed people were also asked about experiences of gender-based disadvantage in respect of various aspects of work. Nearly one third had experienced disadvantage in at least one area (respondents with experience of disadvantage n=39). Experiences of disadvantage in all areas of work concerned were more frequent among female entrepreneurs (53%) than male entrepreneurs (21%).

However, it should be noted that the numbers of entrepreneurs (n=127) and entrepreneurs with experience of disadvantage (n=39) are low and the findings of experiences of disadvantage should thus be taken as indicative only.

Female entrepreneurs encountered gender-based disadvantage most frequently in the area of financial security (38%), while in the previous barometer the area with the most reports of gender-based disadvantage was working together with subordinates (33%). In 2012, disadvantage in the area of financial security was reported by 18 per cent. Around one third of female entrepreneurs reported gender-based disadvantage in the area of professional recognition and around one fifth in working together with subordinates (question asked of those respondents with subordinates). Men had encountered no disadvantage in the area of professional recognition and fewer than one in ten had experienced disadvantage in working with subordinates. Nearly one in four women encountered gender-based disadvantage in landing good assignments or orders. Fifteen per cent of female entrepreneurs and three per cent of male entrepreneurs reported gender-based disadvantage encountered when working together with other entrepreneurs. (Figure 28)

Figure 28. Experiences of gender-based disadvantage among entrepreneurs in various aspects of work (%), n = 127



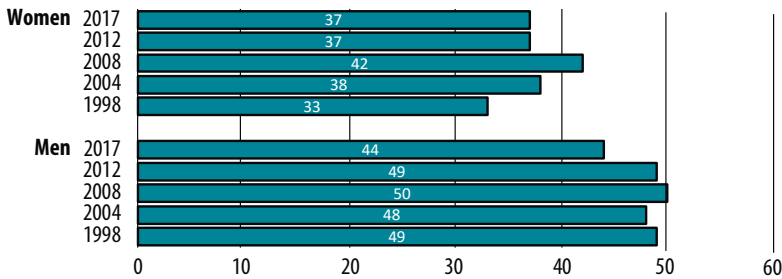
People who were unemployed, laid off, on family leave or informal caregivers

People under the age of 65 who were unemployed, laid off or on maternity, paternity, parental or child care leave, or who were informal caregivers for other family members (n=117) were for the first time in the Gender Equality Barometer 2017 asked about their experiences of gender-based disadvantage in the past two years in the following situations: termination or laying off, job interview or recruitment, getting job interviews, and access to employment services at a TE office. Of these respondents, 17 per cent reported gender-based disadvantage in at least one situation. There was little difference between the sexes in terms of experiences of gender-based disadvantage. Around one in ten had encountered gender-based disadvantage in a job interview or other recruitment-related situation and in getting job interviews. Fewer had experienced the same in respect of access to employment services at a TE office or in situations of termination or laying off. Owing to the low number of respondents, no further analysis of this group's experiences of gender-based disadvantage was undertaken.

Asking for a pay rise

Full-time wage-earners were asked in the 1998, 2004, 2008, 2012 and 2017 barometers if they had asked for a pay rise in the past five years. In all years, men reported having done so more frequently than women. The proportion of women who had asked for a pay rise increased from 1998 to 2008, but has since declined. For men, the situation was fairly stable between 1998 and 2012, a period during which around half had asked for a pay rise. In 2017, the proportion of men who had asked for a pay rise was somewhat lower than before but it has nonetheless remained higher than that of women throughout the 20-year review period. Among women, there was no change from 2012 in the proportion of respondents who had asked for a pay rise.

Figure 29. Full-time wage-earners who have asked for a pay rise in the past five years 1998–2017 (%), n = 797 (year 2017)



Men (44%) had asked for a pay rise more frequently than women (37%). The highest proportion of those who had asked for a pay rise was among those aged 35–44. Men had asked for a pay rise more frequently than women in all age groups except for those aged 45–54, in which group nearly half of the women but only one third of the men had asked for a pay rise. The greatest difference between the sexes when it comes to asking for a pay rise was seen in the 25–34 age group.

The frequency of asking for a pay rise also varied by level of education. The only women among full-time wage-earners who were somewhat more likely than equivalent men to have asked for a pay rise were those who had earned a licentiate or doctorate. The greatest difference between the sexes was seen among those who had earned a vocational qualification: 42 per cent of these men but only 27 per cent of women had asked for a pay rise.

Wage-earners in the private sector were more likely to have asked for a pay rise than those in the public sector. The least likely to have asked for a pay rise were those working in the municipal sector. The greatest difference between the sexes was seen in the State sector, where 39 per cent of women and 31 per cent of men had asked for a pay rise.

Management and upper white-collar workers had asked for a pay rise more frequently than other white-collar workers and blue-collar workers. More than one in two women and men working in management had asked for a pay rise. Around half of the women and men who were upper white-collar workers had asked for a pay rise, as had slightly under half of those who were other white-collar workers. The differences between the sexes in the aforementioned positions are small

even though men were somewhat more likely to have asked for a pay rise. Among blue-collar workers, women (27%) had asked for a pay rise much less frequently than men (40%) and the frequency of asking for a pay rise overall was the lowest in this group.

The likelihood of having asked for a pay rise may vary depending on whether the employment is full-time or part-time. Women were more likely than men to work in part-time or fixed-term jobs, and these jobs are also typical of the youngest and oldest wage-earners. The highest frequency of asking for a pay rise was seen among those who worked full time and were employed on a permanent basis. Nearly half of the men who worked full time and slightly more than one third of the women had asked for a pay rise. Among part-time workers, 28 per cent of women and 12 per cent of men had asked for a pay rise. The low number of part-time wage-earners in the respondent pool (n=96) should be noted here, however. The frequency of having asked for a pay rise was the same for men who were employed on a permanent basis and for men who worked full time, 46 per cent, while among women in this group the proportion was slightly lower at 38 per cent. Around one third of men and one fifth of women who worked a fixed-term job had asked for a pay rise. Since the number of respondents working fixed-term jobs was also rather low in the respondent pool (n=100), these findings as well should be treated with caution.

Encouragement to pursue more challenging roles

The question about encouragement to pursue more challenging roles received from a supervisor or another person in a managerial position in the past five years has been asked in the barometers of 2008, 2012 and 2017. In 2017, around 44 per cent of the full-time wage-earner respondents reported having been encouraged to pursue more challenging roles. There is very little change from 2012. Women would appear to receive encouragement slightly more frequently than men: 46 per cent of women and 43 per cent of men reported having been encouraged.

Receiving encouragement varies depending on age. Relatively speaking, encouragement had most often been received by women aged 35–54, of whom 55 per cent had been encouraged by a supervisor or another person in a managerial position, whereas fewer than one third of men aged 45–54 had received such

encouragement. Men aged 35–44 had received encouragement as frequently as women of the same age, however. The least encouragement had been received by women aged 55 and older. Among respondents under 35, around half had received encouragement and there was little difference between the sexes in the responses.

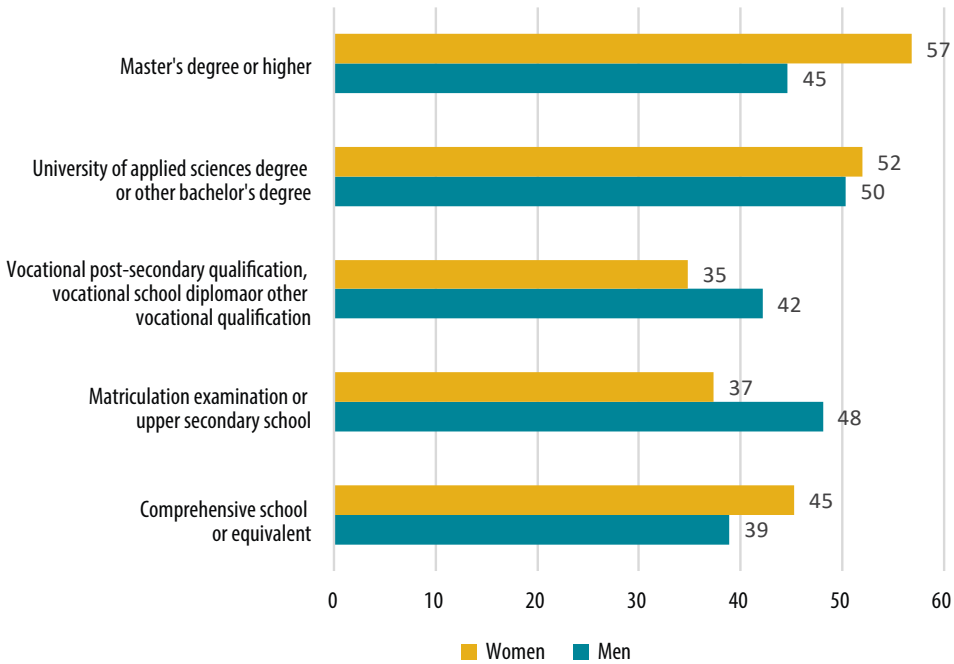
Women reported the highest frequency of encouragement in the State sector (61%) and the lowest in the municipal sector (42%). In the private sector, just under half (47%) of the female full-time wage-earners had received encouragement. Among male full-time wage-earners in the State and municipal sectors, around half reported having received encouragement. The lowest proportion among men was in the private sector (40%).

Among women, the respondents who were most likely to have received encouragement were in gender-balanced workplaces. The least reports of encouragement concerned male-dominated workplaces for both women (38%) and men (41%). However, the proportions of men who had received encouragement differed little between workplaces with different gender distribution. As in 2012, the proportion of men who had received encouragement was the highest in female-dominated workplaces (47%) but the proportion had nonetheless clearly fallen from the 56 per cent in the 2012 barometer.

The higher the position held by the respondents in the workplace, the more likely they were to have been encouraged to pursue more challenging roles in the previous five years. Women in managerial or executive positions (51%) and holding upper white-collar positions (52%) had received more encouragement than men in equivalent positions. Female blue-collar workers were clearly less likely to have received encouragement (27%) than their male counterparts (40%).

Education would appear to be linked to receiving encouragement in the workplace. The most highly educated women had received the most encouragement to pursue more challenging roles, while the least encouragement had been received by women who held a vocational upper secondary qualification, vocational school diploma or other vocational qualification. The proportions of those with the lowest educational qualifications (matriculation examination/upper secondary school, comprehensive school or equivalent) cannot be analysed in more detail owing to the low number of respondents in these categories. (Figure 30).

Figure 30. Wage-earners encouraged by supervisor or other person in managerial position to pursue more challenging roles in past five years, by level of education in 2017 (%), n = 797



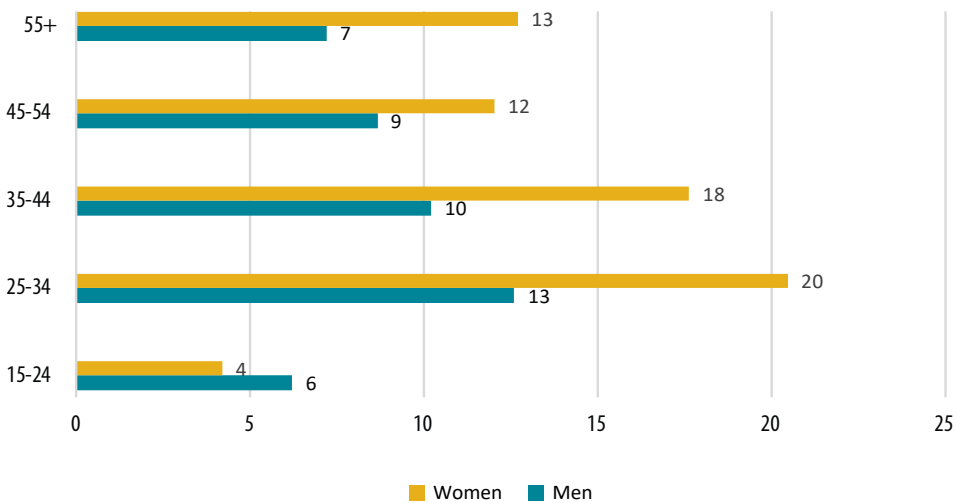
Sexual or gender-based harassment and name-calling in the workplace

The question of whether the respondents had observed sexual harassment at their workplace was first included in the 2017 barometer. A more general analysis of harassment appears also in section 2 of this report and in section 3 with respect to schools. According to the findings of the barometer, 12 per cent of full-time wage-earners had observed sexual or gender-based harassment at their current workplace, women (15%) somewhat more frequently than men (9%). Female part-time wage-earners appeared to have observed harassment or name-calling somewhat more frequently than their full-time counterparts. Among men, there was no significant difference between full-time and part-time wage-earners. However, it should be noted here that the number of part-time wage-earners in the respondent pool is low.

Women working in the private sector were more likely to report observations of harassment than women working in the public sector. Women with a higher education observed harassment more frequently than others. Among female full-time wage-earners, the highest number of observations were reported in male-dominated workplaces (22%) and gender-balanced workplaces (20%). In female-dominated workplaces, slightly more than one in ten (11%) reported observations of sexual harassment or gender-based discrimination.

Among the age groups, the highest frequency of observations of sexual or gender-based harassment was reported by respondents aged 25–34: one fifth of the women and slightly more than one tenth of the men. Nearly one in five women aged 35–54 had also observed harassment at their workplace but only one in ten of the men in the same age group. (Figure 31)

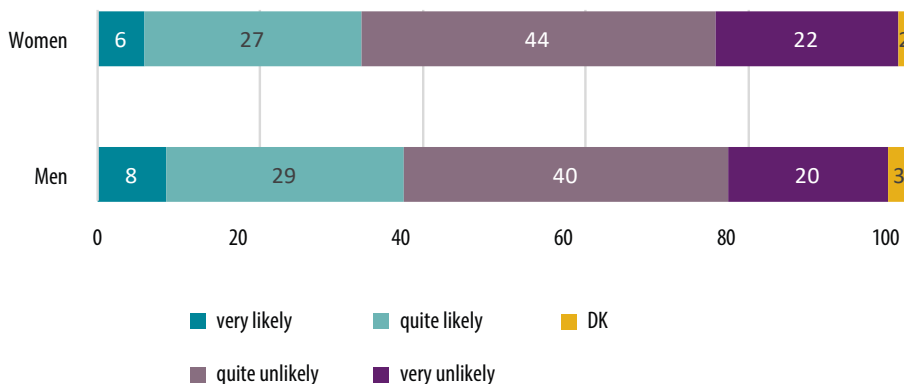
Figure 31. Full-time wage-earners who have observed sexual and/or gender-based harassment and/or name-calling at their current workplace, by age group 2017 (%), n = 797



Diversity of gender and discrimination in the workplace

The 2017 barometer included for the first time a question about the diversity of gender²⁰ in the workplace. Respondents were asked to rate the likelihood that a transgender or intergender person would encounter discrimination at their workplace. Even though most of the respondents considered discrimination to be quite or very unlikely (66% of women and 60% of men), over one third of the wage-earners nonetheless considered it to be very or quite likely. There was little difference overall between the responses of women and men, or between full-time and part-time wage-earners' responses.

Figure 32. Estimation of likelihood of transgender or intergender person encountering discrimination when working at same place of work (%), n = 797



20 Centre for Gender Equality Information at the National Institute of Health and Welfare, gender equality glossary (in Finnish): <https://thl.fi/fi/web/sukupuolten-tasa-arvo/sukupuoli/sanasto>:

Gender experience is highly individual. Some people identify strongly as women or men. Some identify as both, some as a little of both, and the experience of some falls entirely outside this binary gender system. Even though diversity of gender is often associated with gender minorities, it describes everyone's experience of their own gender and more generally, the diversity of gender expression in society.

Men in all sectors considered the likelihood of discrimination to be somewhat higher than women. Among women, the likelihood of discrimination was rated highest by those in the private sector and among men, those in the municipal sector. In the State sector, the proportions of both men and women who considered discrimination to be likely were the lowest. Discrimination was considered most likely in male-dominated workplaces: 44 per cent of women and men working in male-dominated workplaces estimated discrimination to be very or quite likely. Among age groups, the highest likelihood of discrimination was rated by men aged 45–54 (46%) and 25–34 (39%). Well over one third of women aged 25–54 also considered discrimination to be likely.

Gender equality plan in the workplace

The 2017 barometer included for the first time a question about gender equality plans in the workplace (cf. gender equality plans at schools, section 3). Wage-earners were asked whether a gender equality plan had been prepared at their workplace. Respondents who replied in the affirmative were asked further questions about their familiarity with the contents of the plan.

Under the Equality Act, personnel must be informed of the gender equality plan and updates to the plan (see *Gender equality plans in the workplace* below). According to the barometer's findings, around 40 per cent of full-time wage-earners did not know if a gender equality plan had been prepared at their workplace. Slightly over one quarter reported that a plan had been prepared at their workplace, while in the opinion of one third, their workplace did not have a plan in place. The question was not applicable to a total of 28 full-time wage-earners (who may have worked in workplaces with fewer than 30 employees, to which the statutory duty to prepare a gender equality plan does not apply). Women and men reported their workplace to have a plan in place with equal frequency. There was little difference here between the sexes, but age and educational background correlated strongly with reporting that a plan was in place. The higher the age or education of the respondent, the more likely the respondent was to report that a plan was in place.

GENDER EQUALITY PLAN IN THE WORKPLACE

Under section 6a of the Equality Act (Act on Equality between Women and Men, 609/1986), if an employer regularly has a personnel of at least 30 employees working in employment relationships, the employer shall at least every two years prepare a gender equality plan dealing particularly with pay and other terms of employment, according to which the gender equality measures are implemented. The gender equality plan may be incorporated into a personnel and training plan or an occupational safety and health action plan. The gender equality plan must be prepared in cooperation with the shop steward, the elected representative, the occupational safety and health representative or other representatives appointed by the employees. The representatives of the personnel must have sufficient opportunity to participate and influence the preparation of the plan.

The gender equality plan must include: 1) an assessment of the gender equality situation in the workplace, including details of the employment of women and men in different jobs and a pay survey on the whole personnel presenting the classifications of jobs performed by women and men, the pay for those jobs and the differences in pay; 2) necessary measures planned for introduction or implementation with the purpose of promoting gender equality and achieving equality in pay; and 3) a review of the extent to which measures previously included in the gender equality plan have been implemented and of the results achieved. Employees must be informed about the gender equality plan and any updates to it. An agreement can be made locally that the pay survey included in the gender equality plan will be carried out no less than once every three years, provided that the other parts of the gender equality plan are completed annually.

The pay survey (section 6b of the Equality Act) is used to ensure that there are no unjustified pay differences between women and men who are working for the same employer and engaged in either the same work or work of equal value. If the analysis of different employee groups in the pay survey, which are defined on the basis of competence, duty or some other ground, reveals clear pay differences between women and men, the employer must analyse the reasons and grounds for these differences. If the workplace has established pay systems in which wages consist of pay components, the central components are inspected in order to clarify the reasons for the differences noted. If there is no justification for the pay differences, the employer must take appropriate measures to rectify the situation.

Under section 6c of the Equality Act, employers are obliged to take pre-emptive action in a purposeful and systematic manner against all discrimination based on gender identity or gender expression.

According to the barometer, awareness of the gender equality plan differed somewhat between the sexes in the different sectors. In the private sector, around one quarter of women and men reported that a gender equality plan had been prepared at their workplace. In the municipal and State sectors, men reported the preparation of a plan more frequently than women. Slightly over one quarter of women and more than one third of men working in the municipal sector reported knowing that a gender equality plan had been prepared at their workplace. The difference between women and men in awareness was even greater in the State sector: nearly half of men (47%) but only fewer than one third of women (28%) reported that a gender equality plan had been prepared at their workplace.

The gender distribution in the workplace would appear to have some effect on reports of the existence of a gender equality plan. Around one third of wage-earners in gender-balanced workplaces reported that a gender equality plan had been prepared at their workplace, and there was no significant difference here between the sexes. Around one quarter of respondents (26% of women and 24% of men) in male-dominated workplaces reported that a plan had been prepared. What is interesting is that in female-dominated workplaces, more than one third of men but fewer than one quarter of women reported a plan to be in place. Age also has an impact on awareness of the workplace gender equality plan. The youngest respondents were least frequently aware of the gender equality plan, while around one third of respondents aged 35 and older reported that a plan had been prepared. When examined by age group, there was no significant difference between the sexes.

Those respondents who reported awareness of a gender equality plan having been prepared at their workplace were also asked about their familiarity with the contents of the plan. Women appeared to be more familiar with the contents of the workplace gender equality plan than men: nearly 60 per cent of the women contra 40 per cent of the men reported that they were familiar with the contents of the plan. In addition, respondents over the age of 35 were more likely than younger ones to be familiar with the plan. Gender distribution in the workplace played little role in familiarity with the plan among women; however, female respondents in gender-balanced workplaces were somewhat more likely to be familiar with the plan. Men, in turn, reported familiarity with the plan far more frequently in gender-balanced and female-dominated workplaces than in male-dominated

workplaces. Men in female-dominated workplaces were more likely than women to report awareness of the plan.

Among respondents who were familiar with the plan, 43 per cent of women and 38 per cent of men reported that the plan addressed the diversity of gender or gender minorities such as transgender and inter people²¹. Two in three men (64%) and nearly half of the women reported that the plan addressed differences in pay between women and men.

21 Centre for Gender Equality Information at the National Institute of Health and Welfare, gender equality glossary (in Finnish): <https://thl.fi/fi/web/sukupuolten-tasa-arvo/sukupuoli/sanasto>

5 Reconciliation of work and family life

Päivi Hokka

- the estimations of full-time wage-earners regarding the ease or difficulty of taking family leave at their workplace have largely become more positive since 2001, with the proportions of those considering it easy for men to take parental leave and child care leave increasing the most.
- Taking family leave was still considered easier for women than for men in the workplace. This view was held by wage-earners in the private sector in particular.
- Women estimated taking long family leave to be easy more frequently than men. The views of the sexes differed from each other most in respect of men's child care leave and parental leave: women considered it easy for men to take parental leave and child care leave far more frequently than men.
- Respondents working in the public sector were more likely to consider taking various kinds of family leave to be easy at their workplace than those working in the private sector. Taking family leave was rated most difficult by men working in the private sector.
- The majority of respondents considered that it would not be difficult to take time off work to care for a child who has suddenly been taken ill. An especially positive change in the current millennium has been seen in the estimates of men regarding the opportunities of men to stay at home to care for a sick child.

This section examines the reconciliation of work and family life from the perspective of how easy or difficult the respondents felt it was to take various kinds of statutory family leave at their workplaces. A further topic of examination is the respondents' views on the reconciliation of work and family life in the event of a child being sick or an employee being required to work overtime or flexible hours.

FAMILY LEAVES

Under the current system of family leave, maternity leave has a duration of around four months. It is followed by six months of parental leave, which may be taken in full by either parent or divided between the parents as they see fit. Paternity leave has a duration of nine weeks and a maximum of three weeks of this leave ('short paternity leave') may be taken concurrently with the mother's maternity or parental leave. The remainder, i.e. the 'longer paternity leave', or alternatively the entire paternity leave, may be taken after the parental leave but it must be taken before the child turns two. The spouse or cohabiting partner of the mother, irrespective of sex, has the same rights to parental and paternity leave as the father.

After parental leave, the mother or the father may take child care leave on child home care allowance to care for the child until the child turns three. Partial child care leave is available until the end of the child's second year at school. The parent of a child under the age of three who is on partial child care leave is eligible for flexible care allowance. The parent of a child in the first or second year of school is eligible for a considerably lower partial care allowance. (Further information about family leaves: <https://www.kela.fi/web/en>)

Views about ease or difficulty of taking family leave at workplaces

The respondents who were full-time or part-time wage-earners were asked to rate how easy or difficult it was for women or men to take various kinds of family leave²². The series of questions started with an introduction reading, “The following questions concern your views about taking family leave at your workplace”. The questions were asked of all wage-earners, including those who had no children or personal experience of taking family leave. The findings thus describe how easy or difficult the respondents considered taking family leave to be in their workplaces in general. They do not indicate the extent to which family leave is actually taken at different workplaces or the experiences of those who take family leave.

Full-time wage-earners’ (n=796) views as to the ease or difficulty in taking family leave is examined according to workplace, either private enterprise (n=515) or public organisation (municipal or State job (n=281). Background variables used in the analysis include sex, age group and details of whether the respondent reports the workplace to be female-dominated (n=332), male-dominated (n=296) or gender-balanced (n=164).

Respondents have been asked to rate the ease or difficulty of taking family leave in Gender Equality Barometers since 2001. Figures 33 and 34 present the respondents’ views of the ease or difficulty of taking various kinds of family leaves separately for the private and public sectors in the different barometers. In order to facilitate presentation and comparison of the findings, only the proportions of those who responded ‘not at all difficult’ are examined, i.e. the proportions of those who considered taking family leave to be easy at their workplace.

22 The response options were not at all difficult, somewhat difficult and very difficult. The options of don’t know or not applicable were also available, the latter option catering for respondents at same-sex workplaces or workplaces where no one had young children. These responses and the ‘don’t know’ responses were excluded from the analysis.

The proportions of all response options in 2017 are presented in the appended interview form (Appendix 2). The proportion of ‘don’t know’ responses has remained more or less unchanged over the various barometer years. However, the proportion of those who responded ‘don’t know’ to questions concerning the parental leave and child care leave of fathers was somewhat higher in 2001 (15% for both questions) than in the other barometer years.

Figure 33. Views of full-time wage-earners in the private sector on difficulty of taking family leave in workplaces, proportion of 'not at all difficult' responses 2001-2017 (%), n = 412-463 (year 2017)

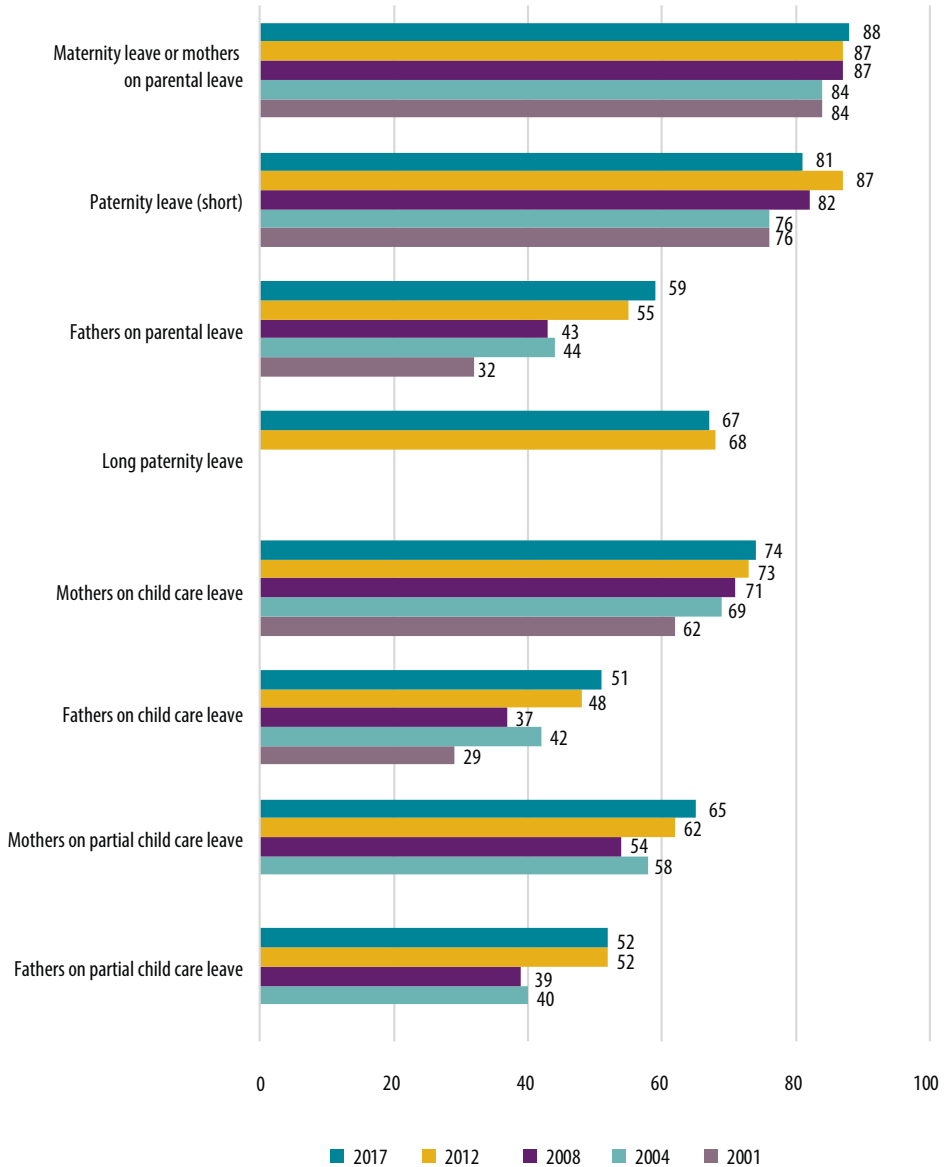
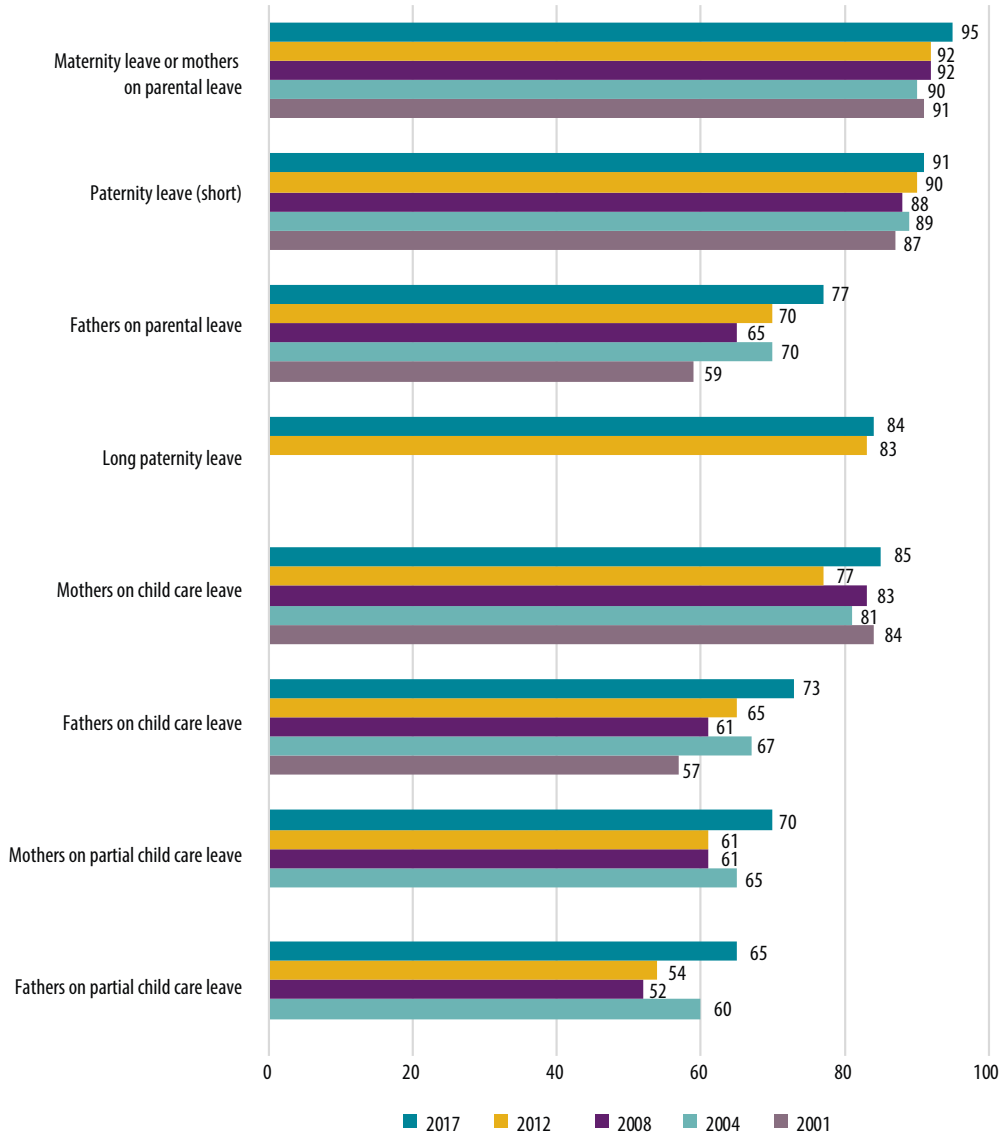


Figure 34. Views of full-time wage-earners in the public sector concerning difficulty of taking family leave in workplace, proportion of 'not at all difficult' responses 2001-2017 (%), n = 230–265 (year 2017)



Views as to the ease or difficulty of taking family leave in workplaces have changed over time, primarily for the positive. Over the course of sixteen years, the greatest change has been seen in the views of private sector wage-earners about fathers taking parental leave and child care leave – a considerably higher proportion consider these to be easy compared to 2001. However, respondents working in the

private sector continued to consider taking family leave to be difficult more frequently than respondents working in the public sector. This was the case in respect of men taking family leave in particular.

Wage-earners in the private sector believed that it was easier for women than for men to take family leave in their workplaces: the proportions of respondents choosing the option 'not at all difficult' for mothers taking leave were considerably higher than for fathers taking equivalent leave. There was a similar but smaller difference in the views of respondents who worked in the public sector.

The following section examines the respondents' views as to the ease or difficulty of taking family leave at their workplaces in more detail according to type of leave.

Maternity leave, parental leave and paternity leave

Statistics indicate that most of the parental leave is taken by the mother even though the parental leave could be taken by either parent or shared between the parents. Only around five per cent of fathers make use of the parental leave to which they are entitled. The short paternity leave of three weeks is nonetheless taken by around 80 per cent of fathers, and around half also take the longer paternity leave.²³

In the view of the respondents, taking maternity leave and mother's parental leave for just under a year is easy in their workplaces: nine in ten rated this to be not at all difficult. An almost equally large proportion of the respondents (85%) considered that it was not at all difficult for men to take paternity leave of three weeks to care for their child at the same time as the other parent. Respondents working in the public sector considered taking maternity, mother's parental and paternity leave to be easy even somewhat more frequently than those working in the private sector. Most of the respondents considered taking these leaves to be easy already in 2001.

Even though, according to statistics, fathers make little use of their parental leave, 65 per cent of wage-earners considered it not at all difficult for men to take parental leave of no more than six months' duration. Views on the ease of fathers taking

23 Kela (2017): Kelan lapsiperhe-etuustilasto 2016 [Kela statistics on benefits to families with children (in Finnish)]. Kela, Sosiaaliturva 2017.

parental leave have clearly changed for the positive since 2001, especially in the private sector, where the proportion of those who consider it easy for fathers to take parental leave increased by nearly 30 percentage points from the 2001 barometer to the current one.

Taking the longer paternity leave was thought by the respondents to be easy slightly more often than taking fathers' parental leave: 72 per cent of the respondents considered that taking paternity leave of no more than nine weeks' duration was not at all difficult at their workplace. A slightly higher proportion of respondents considered taking the longer paternity leave to be easy than did fathers taking parental leave: 72 per cent of the respondents considered that taking paternity leave of no more than nine weeks' duration was not at all difficult at their workplace. Wage-earners in the public sector were more likely to consider both fathers' parental leave and the long paternity leave to be easy for men to take than wage-earners in the private sector. The longer paternity leave earmarked for the father has been a topic of questions in the barometer in 2012 and 2017, and no change has taken place in the responses over five years (in 2012, the leave was called the 'paternity month'; the leave earmarked for the father was extended in 2013).

The views of women and men were closely aligned on questions that concerned taking maternity leave, mothers' parental leave and paternity leave, whereas women had clearly more positive views of the ease of men taking parental leave – 74 per cent of women rated this to be not at all difficult, compared to 58 per cent of men. When examined according to workplace sector, the difference in the views of the sexes was significant in the private sector but minor in the public sector.

Respondents in male-dominated workplaces rated fathers taking parental leave and long paternity leave to be clearly more difficult than those in female-dominated or gender-balanced workplaces. The proportion of those who considered fathers taking parental leave to be not at all difficult was 53 per cent at male-dominated workplaces when the proportion was 75 per cent at female-dominated workplaces and 70 per cent at gender-balanced workplaces. The equivalent proportions concerning long paternity leave were 63 per cent at male-dominated workplaces, 80 per cent at female-dominated workplaces and 75 per cent at gender-balanced workplaces.

Examined by age group, respondents under the age of 35 did not consider taking maternity and mothers' parental leave or paternity leave quite as easy at their workplace as did older respondents.

Full-time and partial child care leave

The majority of families make use of the full-time child care leave for at least a few months after their parental leave. It is nearly always the mother who takes full-time child care leave – only around seven per cent of those to whom child home care allowance is paid are fathers. Approximately six per cent of children under the age of three are cared for at home on partial child care leave with flexible child home care allowance and seven per cent of children aged between seven and eight on partial child home care allowance. Ninety per cent of the recipients of flexible child home care allowance are mothers.²⁴

Mothers taking full-time child care leave was rated to be quite easy in workplaces – 78 per cent of the respondents considered that it was not at all difficult for mothers to take child care leave until the child turned three. Respondents who worked in the public sector considered mothers taking child care leave to be easy even more frequently than respondents who worked in the private sector. The views in the public sector have remained fairly consistent since 2001 but improved in the private sector.

Taking full-time child care leave was rated to be clearly more difficult for fathers than for mothers – 58 per cent considered that it was not at all difficult for men to take child care leave until the child turned three. In the public sector, 73 per cent of respondents rated it easy for men to take child care leave, while in the private sector only around half of the respondents felt this way. The views of respondents have nonetheless clearly changed for the positive since 2001 in both sectors. The same was found in the foregoing with regard to the other longer leave for fathers, the parental leave.

24 Kela (2017): Kelan lapsiperhe-etuustilasto 2016 [Kela statistics on benefits to families with children (in Finnish)]. Kela, Sosiaaliturva 2017.

Views as to the ease of taking full-time child care leave differed according to the more detailed sector breakdown of workplaces. Respondents who worked in the municipal sector rated the taking of full-time child care leave at their workplaces to be the easiest. As many as 90 per cent felt that it was not at all difficult for mothers to take child care leave, compared to just over 70 per cent of respondents working in the private or State sectors. The proportions of those responding 'not at all difficult' where fathers' child care leave was concerned were 77 per cent in the municipal sector, 62 per cent in the State sector and 51 per cent in the private sector. However, the number of respondents working in the State sector was low (n=66) and the findings in this respect should be considered indicative at most.

Employees can work shorter hours on partial child care leave until the end of the child's second year of school. Even though in actual fact, very few people make use of this leave, 67 per cent of the respondents considered that at their workplace, it would be not at all difficult for women to take partial child care leave. Men taking partial child care leave was not believed to be equally easy: the proportion of respondents choosing the option 'not at all difficult' was 57 per cent.

Generally speaking, partial child care leave was considered to be more difficult to take than full-time child care leave. Respondents in the private sector nonetheless considered both full-time and partial child-care leave to be equally difficult for men to take. Among public sector respondents, 65 per cent considered it easy for fathers to take partial child care leave. This view was held by around half of the respondents in the private sector. The first questions about partial child care leave taken by women and men were asked in the 2004 barometer, in which taking it was considered easy less frequently than now, especially in the private sector. In the public sector, the proportion of respondents who considered partial child care leave easy to take increased clearly from 2012 to 2017.

The views of women and men differed the most when it came to fathers taking full-time child care leave in workplaces. Among women, 69 per cent considered it not at all difficult for men to take child care leave, while only half of men felt this way. When examined according to workplace sector, the difference in the views of women and men was significant in the private sector and much smaller in the public sector. Women were also more likely than men to consider it easy for mothers to take full-time child care leave but the differences in the views of the sexes were not as marked as in respect of fathers taking child care leave.

Respondents in male-dominated workplaces rated it difficult for fathers in particular to take child care leave – only 44 per cent of them considered it easy for fathers to take full-time child care leave, compared to 70 per cent at female-dominated workplaces and 62 per cent at gender-balanced workplaces.

When examined by age group, respondents under the age of 35 were more likely to consider it to be difficult for mothers to take full-time child care leave (proportion of 'not at all difficult' responses 64%) than respondents in the older age groups (well over 80%). Likewise, 46 per cent of respondents under the age of 35 considered fathers taking child care leave to be not at all difficult while the same view was held by slightly over 60 per cent of respondents in the older age groups.

When examined by family situation as well, those respondents who had children under the age of seven considered it more difficult for fathers to take full-time child care leave (proportion of 'not at all difficult' responses 49%) than those who had no children or who had older children (61%). Respondents in families with young children also considered it somewhat more difficult than other respondents for women and men to take partial child care leave.

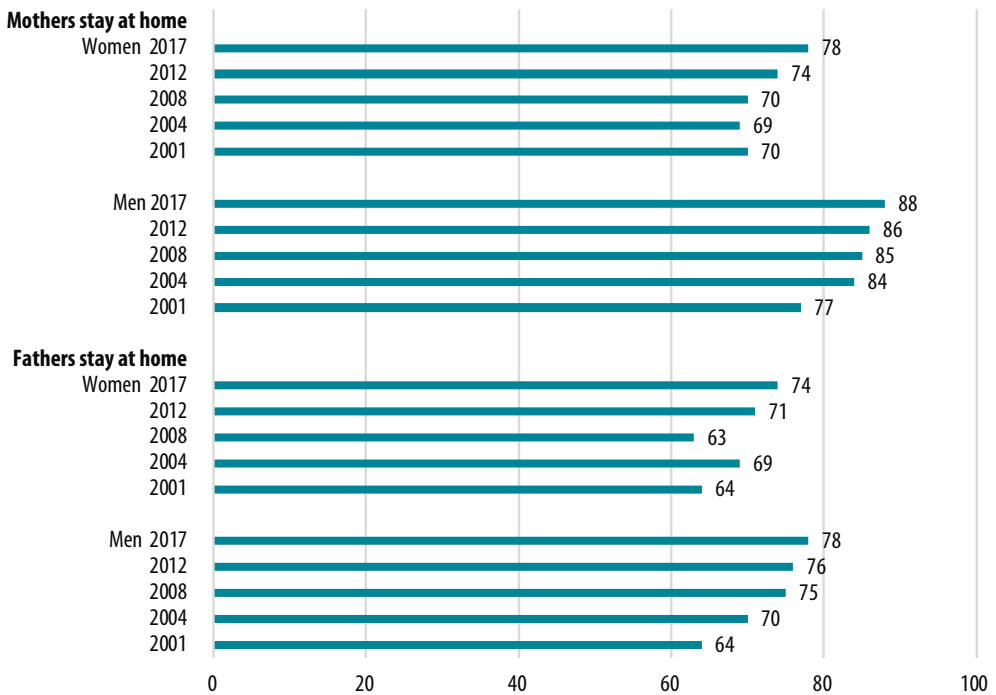
Staying at home from work to care for a sick child

Under law, parents are allowed to stay at home from work to care for their under ten-year-old child who has fallen suddenly ill. Full-time wage-earners were asked to rate how difficult it was for women and men at their workplaces, generally speaking, to stay at home from work to care for a sick child. Like the questions concerning family leave, these questions were also asked of respondents who had no children or personal experience with the topic. The response options were also the same as in the questions concerning family leave²⁵. The responses 'not applicable' and 'don't know' have been eliminated from this analysis as well.

²⁵ The response options were not at all difficult, somewhat difficult and very difficult. The options of don't know or not applicable were also available, the latter option catering for respondents at workplaces where all employees are the same sex or workplaces where no one had young children.

Of the respondents, 83 per cent considered that it was not at all difficult for women to stay home from work to care for a sick child. Slightly fewer respondents but still 76 per cent of them considered the same to apply to men. According to the time series, the proportion of those who consider it easy for parents to stay at home from work to care for a sick child has increased over the years (Figure 35). The views of men in particular about the opportunities of men to care for their sick child have grown more positive since 2001.

Figure 35. Generally speaking, is it difficult in the workplace for women and men to stay at home to care for a sick child, proportion of 'not at all difficult' responses among full-time wage-earners 2001-2017 (%), in 2017 women n = 383/332, men n = 330/385



There is little difference in the views of women and men about the opportunities of men to stay at home from work to care for their sick child, whereas men estimate the opportunities of women to stay at home to care for a sick child as clearly better than women themselves. Among men, 88 per cent felt that it was not at all difficult for women to stay at home from work because of a child's illness. The same view was held by 78 per cent of women. The views of respondents in the private and public sectors were largely the same.

Respondents in female-dominated workplaces were more likely than others to consider it difficult for women to stay at home from work to care for a sick child ('not at all difficult' responses 78%), while 87 per cent of respondents at male-dominated or gender-balanced workplaces did not consider it at all difficult. The gender distribution of the workplace made little difference to the views of men on this topic.

Wage-earners who had children under the age of 12 in their household were asked if they themselves had stayed at home from work in the past two years to care for a child who had taken suddenly ill. Four fifths of the respondents whose child had been sick had stayed at home with the child in the past two years. Women were more likely than men to have stayed home – only eight per cent of them had never missed work due to a child's illness, compared to 30 per cent of men. The proportion of respondents who had never stayed at home from work to care for a sick child was somewhat higher in the private sector (24%) than in the public sector (11%).

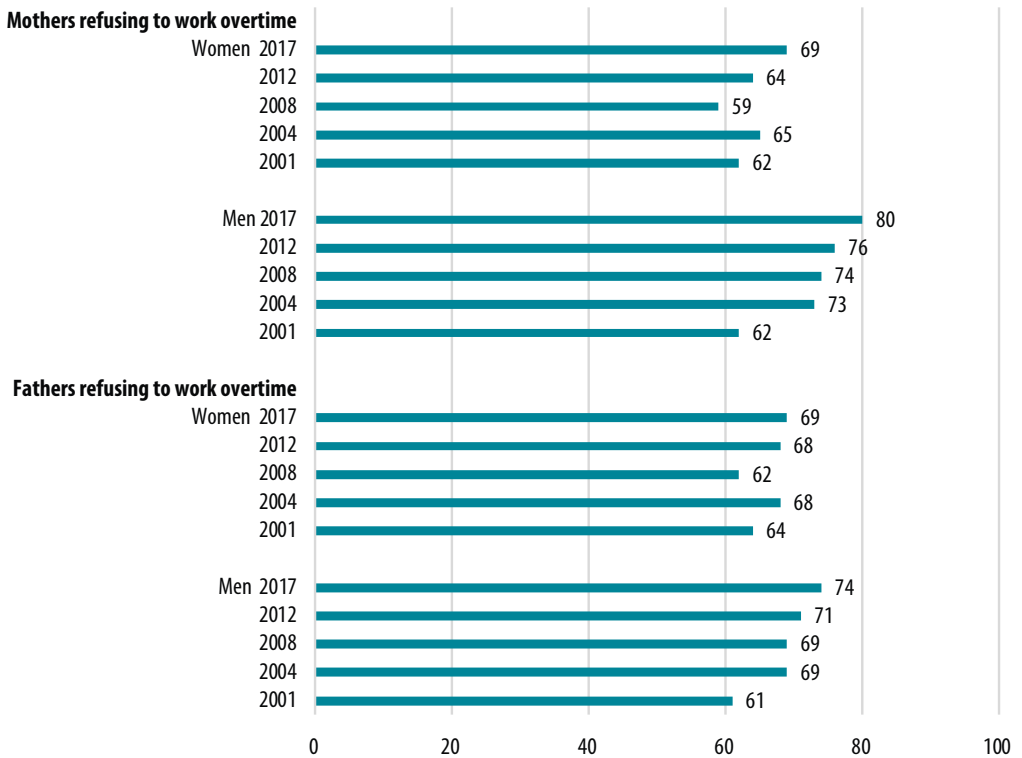
Refusing to work overtime for family reasons

Full-time wage-earners were asked to rate how difficult it was for the mothers and fathers of young children to refuse to work overtime at their for family reasons. In the view of the respondents, both mothers and fathers could quite easily refuse overtime: 74 per cent believed it to be not at all difficult for mothers and 72 per cent not at all difficult for fathers.

Women considered refusing to work overtime for family reasons to be equally easy for mothers and for fathers – 69 per cent of the women responded that it was not at all difficult for either. Men were more likely than women to consider that refusing overtime was easy for mothers: four fifths of the men saw no difficulty in this. The views of women and men did not differ much with regard to how easily fathers could refuse to work overtime.

The views of men regarding the ease of refusing to work overtime have changed for the positive since 2001 (Figure 36), while the views of women have remained fairly unchanged over time. Nonetheless, in 2017 a somewhat greater proportion of women than in 2001 also considered it easy to refuse to work overtime.

Figure 36. Generally speaking, is it difficult in the workplace for mothers and fathers of young children to refuse to work overtime for family reasons, proportion of 'not at all difficult' responses among full-time wage-earners 2001-2017 (%), in 2017 women n = 365/320, men n = 302/362



Respondents at female-dominated workplaces considered it to be more difficult for mothers to refuse to work overtime than respondents at male-dominated or gender-balanced workplaces. Workplace sector played little role in the respondents' views, however.

Full-time wage-earners were also asked to rate how difficult it was for them to work late or at weekends because of family reasons. The question was asked of all wage-earners who had children under the age of 18 in their household. Roughly half of the respondents reported that such flexibility in working hours due to family reasons was not difficult for them. There was little difference in the views of women and men.

In the private sector respondents with children considered working late or at weekends to be easy somewhat more frequently than those working in the public sector - the proportion of 'not at all difficult' responses were 51 per cent and 43 per cent, respectively.

The respondents who had children under the age of seven considered working late into the evening or at weekends to be considerably more difficult (proportion of 'not at all difficult' responses 33%) than those respondents whose children were over the age of seven (62%).

6 Achievement of gender equality in division of family responsibilities and decision-making within the family

Marjut Pietiläinen & Henna Attila

- Responsibility for housework continues to be divided along traditional lines in two-spouse families: women are more frequently responsible for household work and men for various kinds of repairs and maintenance.
- Women reported being most often responsible for communication with the school or day care, but caring for a sick child, child care and making sure children do their homework were most often also allocated to the woman.
- More frequently than men, women felt they shouldered too much of the housework: around one in ten felt this way often and almost one in four sometimes.
- According to both women and men, arguments between the spouses most frequently have to do with division of family responsibilities, money, and child care and transportation.
- Women were more likely than men to consider that they had enough say within the family in decision-making.
- Joint expenses are most frequently shared equally in households even though men were estimated to have a higher income than women.
- The majority of the respondents were satisfied with the way expenses were shared and believed that their partner was also satisfied with it.

This section examines the achievement of gender equality in the division of family responsibilities and decision-making within the family. The first part addresses the views of two-adult households regarding division of responsibilities for various kinds of housework, followed by an examination of the respondents' views of shouldering too much responsibility for housework, the respondents' perceptions of having enough say within the family in decision-making, and the quality of the respondents' relationships. The section also analyses the views of the respondents on topics that give rise to the most arguments in relationships regardless of whether the family also has children. The questions have been re-formulated and the new findings are thus not comparable with those of previous barometers in all respects. The section concludes with an examination of the volume and strain of caring for persons within one's own household and in other households as well as of the respondents' income, the ways in which couples share joint household expenses, and the satisfaction of couples with the way family expenses are shared.

Division of responsibilities for housework

The following addresses the views of two-spouse households regarding division of responsibilities for various kinds of housework. Two-spouse households refer to families of married and cohabiting couples as well as couples in a registered partnership regardless of their gender and child status. Below in this section, such couples will be referred to as 'couple families'. The majority of these couple families consisted of a man and a woman. Such couples numbered 1,071 in the respondent pool. Same-sex couples numbered 10. With regards to families with children, the division of responsibilities between the spouses in housework related to child care is also examined. Families with children refer to families having at least one child under the age of 18. Only two-parent families are included in the analysis, as the questions concern division of responsibilities.

Household work

Women reported being most frequently responsible for household work such as laundry, ironing, cooking and cleaning, while men reported being most frequently responsible for home maintenance and repairs, building, vehicle maintenance and installation and maintenance of devices. According to the respondents,

responsibility was most commonly shared in respect of grocery shopping, gardening and yard work, and pet care. The clearest difference between the sexes concerns laundry: 77 per cent of the women in couple families reported that they were most often responsible for it, as well as for ironing (74%).

Women would appear to remain most frequently responsible for cooking family meals: 64 per cent of women living in a relationship reported being most often responsible for cooking in their household, compared to one fifth of men. Just under one third of men and around one in five women reported that the spouses shared responsibility for cooking equally. Differences between women and men arise when responsibility for cooking is examined by age group. Women aged 45–54 would appear to be responsible for cooking least frequently. Around half of women in this age group reported that they were most frequently responsible for cooking. In this age group, women were also more likely to report that the spouses had equal responsibility (29%). Women aged 65–74 in turn reported more frequently than other age groups that they were responsible for cooking (81%). Men were more likely than women to report equally shared responsibility in all age groups except those aged 45–54, where the responses of women and men were consistent in this respect.

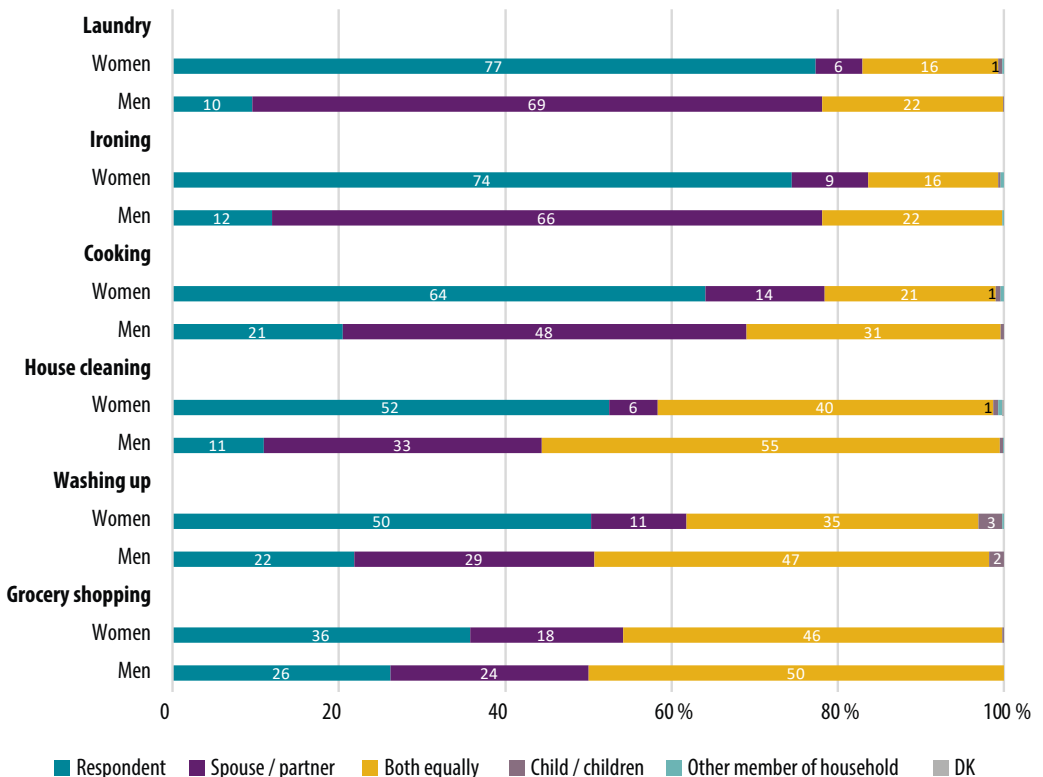
Grocery shopping, house cleaning and also washing up were housework for which the respondents reported both spouses to be responsible equally often. However, women reported that they retained primary responsibility especially for washing up (50%) and house cleaning (52%). Women aged 25–34 in particular reported that they were most often responsible for house cleaning (64%). Responsibility for grocery shopping was divided more equally between the spouses than responsibility for washing up and house cleaning, according to the respondents, although there was some difference between the sexes: slightly more than one in three women and around one in four men reported that they were most often responsible for grocery shopping. Equal responsibility between the spouses for grocery shopping was reported by 46 per cent of the women and 50 per cent of the men.

No direct comparisons with earlier barometers can be drawn because the question had different response options before. In earlier barometers, the parents in families of two parents and children were asked who in the household was principally responsible for various household chores: the mother, the father, the mother and the father equally, the child/children or another household member. In this barometer,

the question was asked of married and cohabiting respondents (including those in registered partnerships) regardless of whether they had children. The response options were also re-formulated to better account for diversity in families: the new response options for family members who had primary responsibility for various housework were the respondent, the spouse/partner, both equally, child/children and another household member. All barometers also included the option of N/A for this question.

In 2012, one third of the respondents reported that the mother was responsible for grocery shopping, while 43 per cent considered the mother and the father to be equally responsible. Just under a quarter reported that the father had principal responsibility for grocery shopping. When the findings of this barometer are examined according to whether there are children under the age of 18 in the household, the proportions can be seen to be fairly consistent with those in 2012.

Figure 37. Division of housework responsibilities in married and cohabiting families 2017, who is most often responsible (%), n = 935-1079



Maintenance and yard work

In the area of home maintenance and yard work, responsibility is most evenly divided between the spouses in respect of gardening and yard work, where around one quarter of both women and men reported being most often responsible for these and slightly over half reported that both spouses were equally responsible for them. There was little difference between the sexes on this topic. Various kinds of maintenance tasks remain the most strongly gender-segregated form of housework. Men are most often responsible for vehicle maintenance and other maintenance, repairs and building, and these are the forms of housework for which the spouses least frequently have equal responsibility.

Although responsibility for pet care is fairly evenly divided, pet care nonetheless appears more often to be the responsibility of women than of men. Home waste management, in turn appears to be more often the responsibility of men than of women, even though nearly half of women and men reported that responsibility is most often shared equally between the spouses.

Around half of both women and men reported that the spouses had equal responsibility in managing family finances. One third of men and one fifth of women reported having most often sole responsibility for family finances.

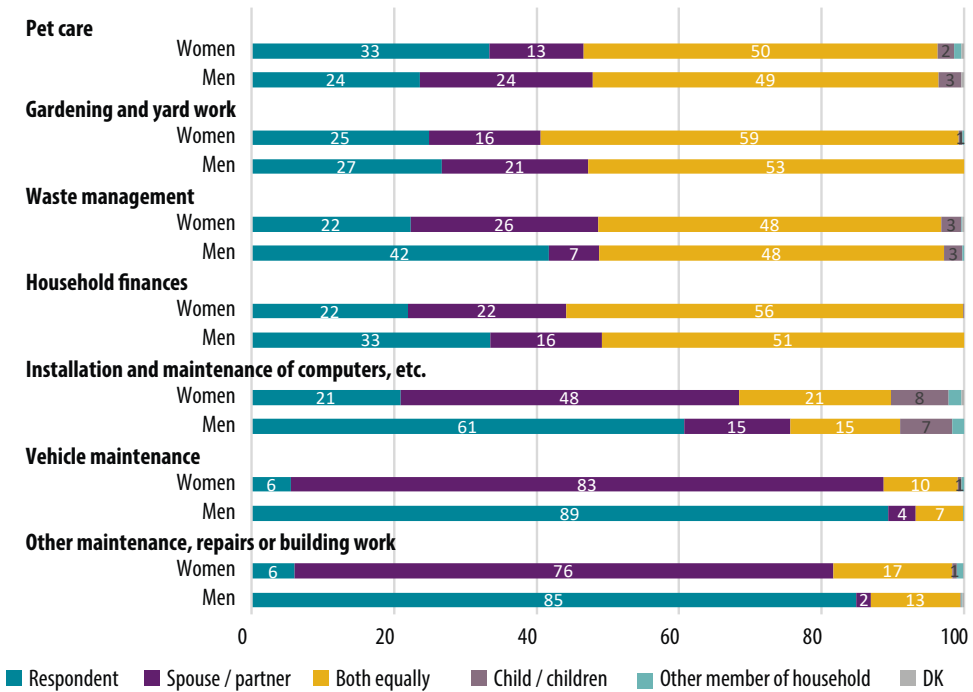
The Gender Equality Barometer 2017 also included a question concerning responsibility for the installation and maintenance of computers, phones and tablets as well as related software. Responsibility for these would appear to reside mainly with men and responsibility is seldom shared: 61 per cent of men and 21 per cent of women reported being most often responsible for these. Slightly fewer than one in five respondents reported shared responsibility between the spouses. In nearly one case in ten, the child or children was most often responsible for installing and maintaining computers and the like.

The findings of the Gender Equality Barometer concerning the different responsibilities of women and men for housework are in line with the findings of the Time Use Survey 2011 conducted by Statistics Finland²⁶: in the barometer survey, women and men reported being responsible most often for precisely the forms of housework

26 Time Use Survey 2009–2010, Statistics Finland

on which the female and male respondents to the Time Use Survey reported spending their time.

Figure 38. Division of responsibility for maintenance and yard work, family finances and pet care in married and cohabiting families 2017, who is most often responsible (%), n = 546-1079



Responsibilities relating to children

According to the Time Use Survey 2011 of Statistics Finland, a significant portion of time in families with children is allocated to child care, shopping and running errands, cooking and cleaning²⁷. The following section examines the views of the respondents on the division of responsibilities relating to children in two-parent families that have children under the age of 18 on a full-time basis (n=432). The parents of five of these families are same-sex couples. With regard to child care and

27 Time Use Survey 2009–2010, Statistics Finland

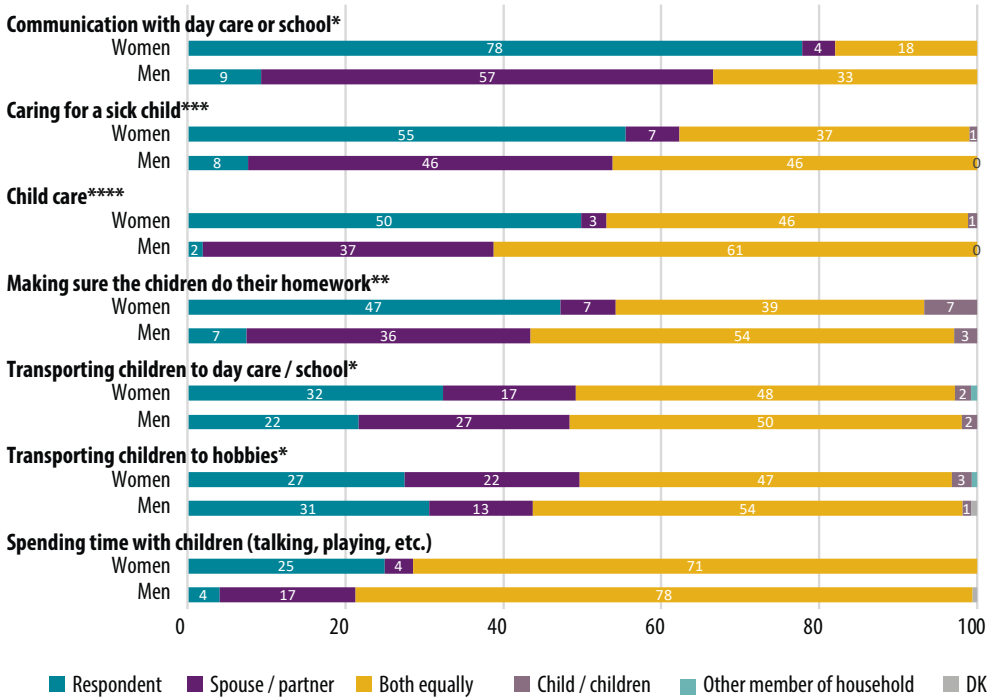
caring for a sick child, division of responsibility is examined among those families that have under school-aged children on a permanent basis and families that have children under the age of ten on a permanent basis, respectively. Ensuring that children do their homework is examined for families with children aged 7–17.

According to the Gender Equality Barometer 2017, women would appear to continue to attend to child care and children in general more often than men in most families, yet shared responsibility is also commonplace in caring for children. Spouses share responsibility most equally in spending time with children – over 70 per cent of the respondents reported sharing responsibility in this respect, and there was no difference between the sexes. Owing to changes to the question and the response options, the findings are not directly comparable with those of earlier barometers. In earlier Gender Equality Barometers, typical areas of shared responsibility included child care, spending time and playing with children, making sure children do their homework and transporting children to school or day care. The 2017 barometer would appear to indicate that areas of shared responsibility have changed little, even though no precise comparison with the earlier barometers can be made.

Women reported being mostly responsible for communication with the school or day care (78%), caring for a sick child (55%), child care (50%) and making sure that children do their homework (47%) whereas men reported being responsible for transporting children to their hobbies (31%) more frequently than women (27%) despite responsibility in the main being shared between the parents.

The spouses' job situation would appear to have an effect on the division of responsibilities in families with children. When both parents are working, responsibilities appear to be shared more evenly between the spouses than when only one parent is working.

Figure 39. Division of responsibilities relating to children in two-parent married and cohabiting families 2017, person most often responsible (%), n = 201–371



* if household with children on full-time basis ** if household with children aged 7–17 **** if household with children under the age of 10 ***** if household with children under the age of 7

More than half of women reported being most often responsible for caring for a sick child in families with children under the age of ten. Correspondingly, fewer than one in ten men reported having primary responsibility for this. Slightly more than one in three women and nearly half of men reported that both spouses had equal responsibility for caring for a sick child. If both parents were working, the spouses shared responsibility in caring for a sick child more evenly.

Respondents who had children under the age of seven in their household on a full-time basis were asked to indicate who in the household was most often responsible for child care. Half of women reported having this responsibility contra only two per cent of men. Men were more likely than women to report that both parents had equal responsibility for child care. In families where both parents worked, child care responsibility was clearly divided more equally than in families with only one

working parent. In other words, there appeared to be a gender difference in the division of child care responsibility.

There was no significant difference between men and women in transporting children to school or day care. This question was asked of respondents who had children under the age of 18. Nearly one third of women and slightly more than one in five men reported being most often responsible for this. More than one in four men also reported that the spouse was most often responsible for this. When both parents were working, responsibility for transporting the children was also more evenly divided between the spouses. Among working women whose spouses were also working, nearly one third reported that they were most often responsible for transporting the children to school or day care, while slightly over half considered that the spouse most often had equal responsibility for this.

Transporting children to their hobbies is a responsibility that the respondents assigned quite evenly between women and men: 47 per cent of women and 54 per cent of men reported that the responsibility was most often shared equally between the spouses. Slightly more than one in four women and slightly fewer than one in three men reported being most often responsible for transporting the children to their hobbies. Men were also more likely than women to report that both parents shared the responsibility equally. Slightly more than one in five women reported that the spouse was responsible for transporting the children to their hobbies. Men were less likely than women to report that the other spouse had primary responsibility and instead were more likely than women to report that the spouses shared the responsibility equally. Responsibility for transporting children to their hobbies was also shared even more evenly between the spouses when both parents worked.

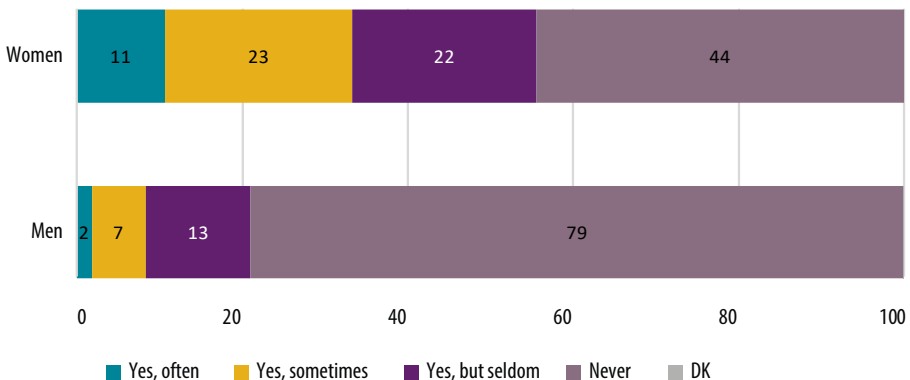
The responses indicate that women largely remain responsible for communication with the school or day care – whether they worked or not. Nearly 80 per cent of women who worked and whose spouses were also working reported that they were most often responsible for communication with the school or day care. Responsibility for making sure that the children did their homework was more equally divided between the spouses when both parents worked.

Shouldering too much responsibility for housework and children

Women were clearly more likely than men to perceive that they shouldered too much responsibility for housework. Around one in ten women felt this way, but only two per cent of men. Nearly one in four women felt that they sometimes shouldered too much responsibility and well over one fifth felt that this was seldom the case. The majority of men (79%) felt that they never shouldered too much responsibility for housework. The equivalent proportion among women was 44 per cent. The perceptions of shouldering too much responsibility for housework were clearly more common among both women and men in two-parent families with children²⁸ than in all two-spouse families²⁹. Single parent families are excluded from the analysis.

Women under the age of 55 in particular reported feeling that they shouldered too much responsibility: around 40 per cent of them reported feeling this way at least sometimes. The proportion is the same as among women who at the time of the survey had children under the age of seven, whereas among women who did not have children of this age, around one third reported feeling at least sometimes that they shouldered too much responsibility. Only slightly more than one in ten men who had a child under the age of seven in their family reported feeling at least sometimes that they shouldered too much responsibility. The difference is very slight, however, compared to those men who did not have under school-aged children.

Figure 40. Respondent's perception of having too much responsibility for housework, married and cohabiting families 2017 (%), n = 1080



28 Families with at least one child under the age of 18 at the time of the survey.

29 Including two-parent families with children, two-parent families with grown children, and childless couples.

Causes of arguments between married and cohabiting spouses

Respondents who were living with a married or cohabiting spouse (including respondents in registered partnerships) were asked how much or little they argued with their spouse about various aspects of family life³⁰. The questions concerned sharing the housework, child care, transportation of children and similar duties. The questions concerning children were only asked of respondents who had children. Arguments with the spouse have been included as a topic in the barometer since 2001.

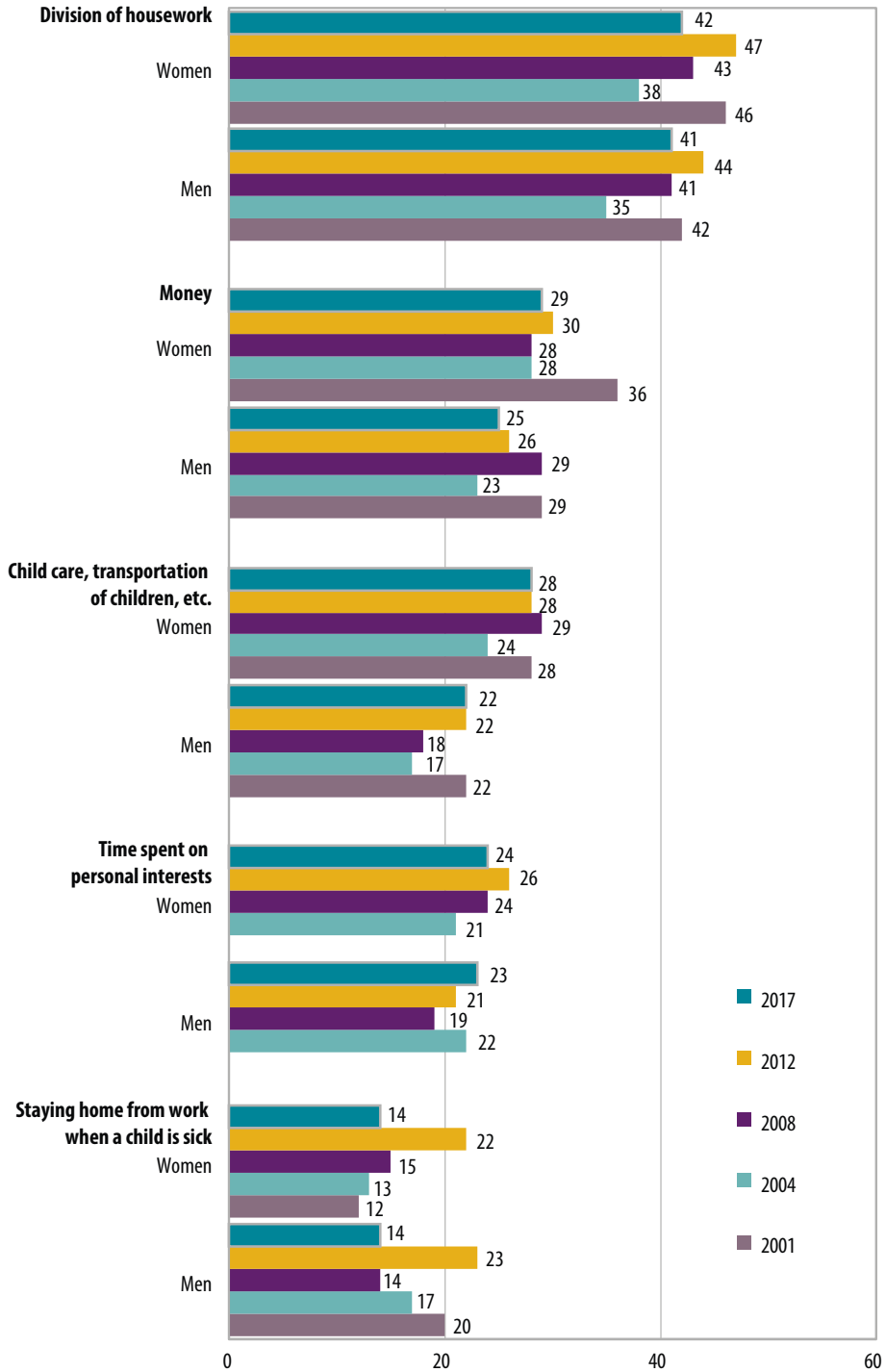
Arguments between spouses most often had to do with sharing the housework (Figure 41). Around 40 per cent of both women and men reported that housework sharing had caused arguments, yet those who argued about this often only accounted for a few per cent of the respondents. Around 60 per cent of the respondent women and men reported that they never argued with their spouse about sharing the housework. Money had been the cause of arguments for slightly over one quarter of the respondents (29% of women, 25% of men). Child care and transportation had caused slightly more than one in four women and around one in five men to argue with their spouse.

As in earlier barometers, the least arguments were caused by staying at home from work when a child was sick. Slightly more than one in ten women and men reported this as the cause of arguments. Compared to 2012, arguments between spouses would appear to have decreased somewhat but there is little change when comparing to the situation in 2008. In other words, there appears to be no distinct trend on this topic.

Nearly one quarter of women and around one fifth of men had argued about time spent on personal interests. Both women and men would appear to consider that arguments between the spouses about sharing the housework and staying home from work when a child was sick had decreased from 2012. On the other hand, the variation in the proportions in the different barometer years demonstrates that no consistent development is to be observed.

30 The response options were often, sometimes and never.

Figure 41. Causes of arguments between spouses, respondents who had many or some arguments (%), n = 252–1080

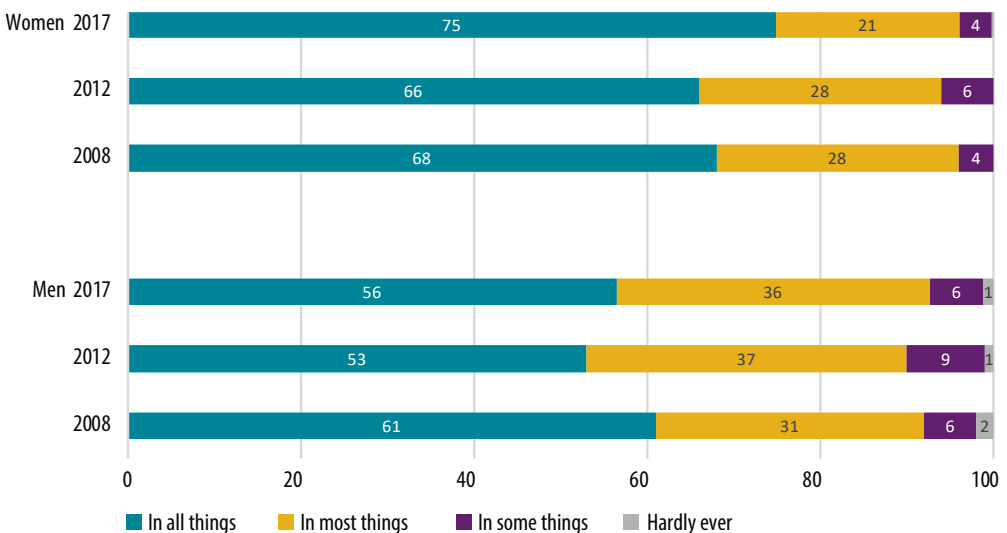


Say in decision-making within the family

Respondents who were married or cohabiting (including those in registered partnerships) have since 2008 been asked whether they felt they had enough say in decision-making within the family, which is taken to include decisions on issues such as housework sharing, parenting and money.³¹ As in 2012, most of the respondents to the 2017 barometer as well felt that they had enough say in decision-making within the family in all or most things. This was more likely to be the experience of women than of men, as was the case in earlier barometer findings as well (Figure 42).

Among women, 75 per cent reported having enough say in decision-making within the family in all things and around one fifth in most things. Four per cent of women felt they had enough say in some things. The responses of men differed somewhat from those of women. More than half (56%) of men reported that they had enough say in all things and well over one third (36%) in most things. Six per cent of men felt that they had enough say in some things and one per cent of men reported that they hardly ever had enough say.

Figure 42. Does the respondent have enough say in decision-making within the family (%), n = 1079



³¹ The response options were 1) yes, in all things, 2) yes, in most things, 3) yes, in some things, and 4) hardly ever.

The perception of say in decision-making within the family may also be analysed according to age and education. More women than men reported having enough say in all things at all levels of education. Men were more likely than women to report that they had enough say in some things.

Among both women and men, those aged 35–44 were more likely than other age groups to report that they had enough say in decision-making within the family. The proportions of women responding thus was higher than those of men in all age groups. Women under the age of 45 were more likely than older women to feel that they had enough say in decision-making within the family.

Satisfaction with relationship

The Gender Equality Barometer also asked respondents who were in a relationship to rate that relationship. There is little difference between women and men in how they rated their relationship with their spouse or partner. Most considered their relationship to be very good (women 67%, men 72%). Around one quarter (women 27%, men 24%) considered their relationship to be quite good, five per cent of women and four per cent of men to be satisfactory. Only a few respondents reported that their relationship was not at all good. Young respondents were somewhat more likely to be more satisfied with their relationship than older respondents. The most highly educated considered their relationship to be somewhat better than those with a lower level of education. Having children played no role in how the relationship was rated.

Responsibility in caring for people in the respondent's household and in other households

Respondents were asked about caring for a person in their own household or in another household who was chronically ill, disabled or otherwise in poor health and about the strain put on the rest of their life by the responsibility of caring for an ill or poorly person in their own household.

At the time of the survey, six per cent of female and four per cent of male respondents were caring for a person in their own household. Half of these considered the responsibility of caring to put some strain on the rest of their life, one third of women experienced considerable strain. The rest, i.e. half of men and one sixth of women felt that the responsibility in caring did not put much strain on the rest of their life.

Help to ill or poorly people living in another household had been provided once a month or more frequently by 33 per cent of women and 30 per cent of men. Four per cent of women and two per cent of men reported helping people in other households almost daily.

Division of expenses in households of married and cohabiting couples relative to income

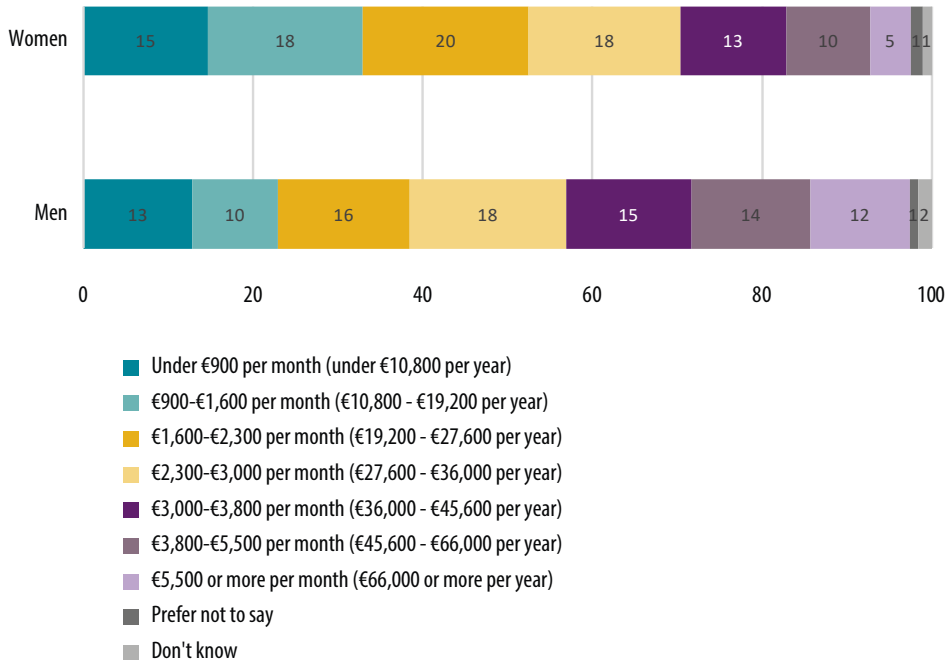
Income of respondents by gender

The respondents were asked to place themselves in one of seven income brackets according to their own gross monthly income consisting of not only wage or salary but also pension income, entrepreneurial income, student financial aid, unemployment benefit, rental income, child benefit, dividends, etc. Respondents were asked to include half of the household's possible shared income in their own gross monthly income.

Based on the responses, women are overrepresented in lower-income groups and underrepresented in higher-income ones (see Figure 43). One third of women (33%) and around one quarter of men (23%) fall in the two lowest income brackets, i.e. those earning under €1,600 per month while 15 per cent of women and 26 per cent of men fall in the two highest income brackets, i.e. those earning over €3,800 per month. The finding is in line with data from other sources on the income differentials between men and women in Finland³².

32 See e.g. Statistics Finland, income distribution statistics: https://tilastokeskus.fi/til/tjt/index_en.html.

Figure 43. Respondent's estimate of own income before taxes and expenses (%), women n = 836, men n = 844

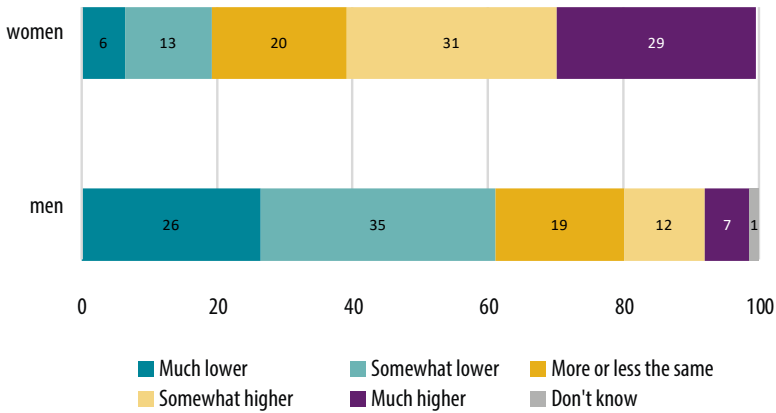


Income of respondent relative to income of married or cohabiting spouse

Respondents who were married, cohabiting or in a registered partnership³³ were asked to estimate the gross income of their partner relative to their own income. The responses of male and female respondents differ significantly: six per cent of women and 26 per cent of men estimated their partner's income to be considerably lower than their own. Nearly one third of women estimated their partner's income to be considerably higher than their own. The equivalent proportion among men was seven per cent.

³³ The number of persons in the respondent pool who are living in registered partnerships is so low as not to permit a separate analysis (See Appendix 1).

Figure 44. Respondent's estimate of partner's gross income relative to own income (%), women n = 528, men n = 551



Based on the estimates of both female and male respondents, couples with roughly the same income accounted for only one fifth of all couples. Couples where the woman had a higher income than her partner likewise accounted for one fifth while for most of the couples, i.e. 60 per cent, the man's income was somewhat or considerably higher than the income of his partner.

Sharing of joint expenses in households of married and cohabiting couples

Respondents who were married or cohabiting or in a registered partnership were asked about sharing the joint expenses of the household. A similar question was included in the very first Gender Equality Barometer in 1998 and the findings then were much the same as now in 2017. The question of sharing concerned six expense items: housing expenses, shared grocery and housekeeping expenses, furniture and shared appliances and electronic devices (Figure 45), expenses relating to children, purchase and upkeep of family car, and shared leisure travel and upkeep of holiday home, such as a summer cottage (Figure 46).

With the exception of car purchase and upkeep, by far the most common method of sharing expenses for all expense items was both paying. This option was chosen by 53–80 per cent of respondents depending on expense item. Unlike in 1998, both paying was now divided into two options, either paying half and half or both paying in proportion with their income. The former option involves the partners paying

an equal share of the expenses regardless of their income whereas in the latter option, the household takes into account possible differences in the partners' income and each partner's share is determined according to income.

Paying expenses half and half was considerably more common than paying in proportion with income. Depending on expense item, paying half and half was chosen by 40–62 per cent of the respondents whereas paying in proportion with income was only chosen by 12–23 per cent. In other words, the expenses of the household are paid half and half even if the partners' income differs. After both paying, both male and female respondents stated that housing expenses, furniture and electronics purchases, car purchase and upkeep and shared leisure travel was most often paid for by the man. With regard to shared grocery and housekeeping purchases and expenses relating to children, the second most common option chosen by all respondents after both paying was the woman paying.

Figure 45. Sharing of household expenses between respondent and partner (%), women n = 527, men n = 550

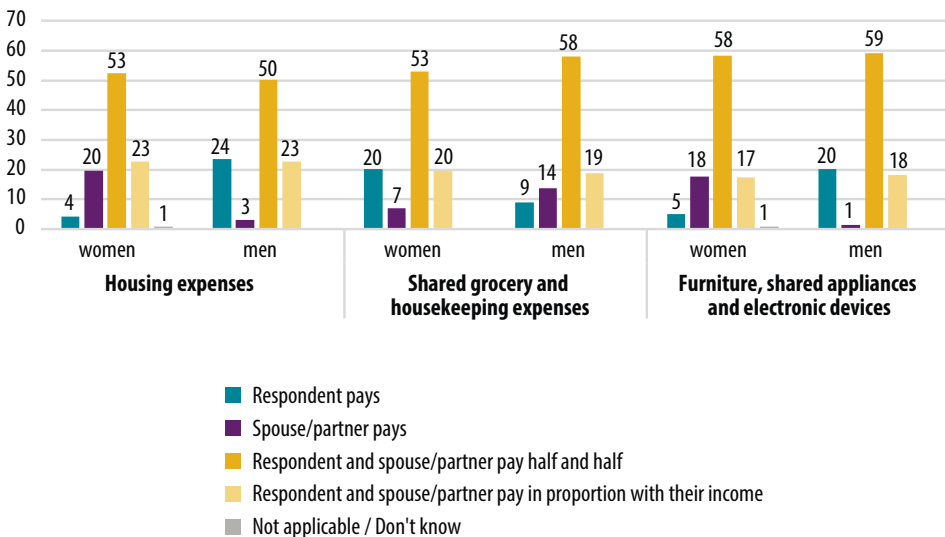
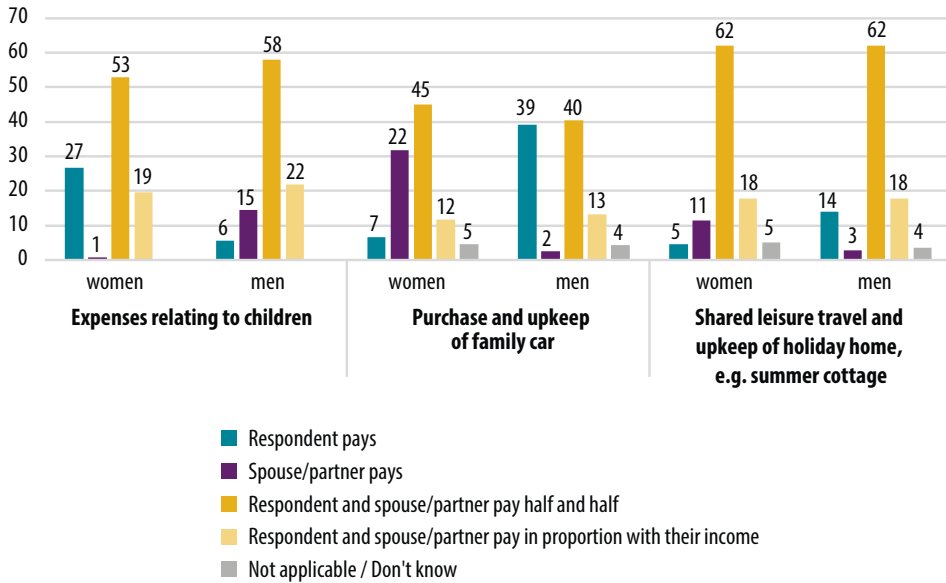


Figure 46. Sharing of household expenses between respondent and partner (%), women n = 181-527, men n = 202-550



Respondents who were married, cohabiting or in a registered partnership were also asked to rate their satisfaction with the way expenses were shared in their household. They were also asked to rate their partner's satisfaction with expense-sharing. Overall, both female and male respondents gave a high rating to their own satisfaction and the satisfaction of their partner with expense-sharing: 81 per cent of women and 84 per cent of men reported being satisfied with the way expenses were shared in their household, while 16 per cent of women and 14 per cent of men were somewhat satisfied. A high rating was also given to the partner's estimated satisfaction: the majority of women estimated their partner to be satisfied (78%) or somewhat satisfied (17%) with expense-sharing. Among men, the equivalent proportions were 80 per cent and 16 per cent, respectively.

Conclusions

The Gender Equality Barometer 2017 provides both data on new and topical gender equality issues as well as monitoring data on topics addressed in earlier barometers.

Attitudes regarding gender equality

In 2017, only one fifth of women and just under half of men thought that women and men were equal with one another. Two thirds of women and half of men thought that the position of men in society was better than that of women. As in earlier barometers, men and younger age groups in the 2017 barometer were more likely than others to consider that gender equality had already been achieved.

The respondents' views on the current gender equality situation has changed slowly over two decades towards the respondents considering women and men to be increasingly equal with one another. However, there is a clear difference in the views of women and the views of men. Women are more critical in their assessment of gender equality achievement in various sectors of society. Overall, the gender equality situation at workplaces and schools is considered fairly good, although failures are also observed in both. Based on the findings, women experience more harassment and gender-related disadvantage and discrimination than men in both employment and as entrepreneurs or self-employed persons.

Unanimity reigned when it came to increasing the number of women in politics and positions of responsibility: 90 per cent of the respondents felt that the more active involvement of women in politics was necessary to broaden the expertise base in politics, and 80 per cent of the respondents believed that business and the economy would benefit from more women in executive positions. There was little difference between the responses of men and women.

On the other hand, the opinions of the respondents regarding e.g. the suitability of women and men for positions of responsibility in politics tell us that gender equality in attitudes is yet to be achieved. Only 44 per cent of men and 52 per cent of women thought women and men to be equally suited to positions of responsibility in all sectors of politics. The most gender-segregated opinions were expressed with regard to defence policy: half of men and just over one third of women thought that a man was best suited of challenging positions in defence policy.

Only around 40 per cent considered it unfair that conscription only applies to men. This view was most frequently held by women aged 15–54 and least frequently by men aged 55–74. Even though the views of women and men corresponded in most topics, there were also topics where significant differences of opinion came to light. Only a very few respondents felt that a man has primary responsibility in providing for the family, for example. Yet a closer analysis revealed differences between the views of men and the views of women: one quarter of men felt that the man has primary responsibility in providing for the family, while among women, only one sixth felt this way.

Most of the respondents viewed an increase in gender equality favourably and considered it to benefit both women and men. Around half of women and men believed that gender equality will increase over the next ten years. Most of women and men felt that gender should play no role in, e.g. opportunities to choose a field or occupation in which one is interested: the majority felt that there should be more men working in social welfare and health care and more women in ICT and technical fields.

The gender equality issues encountered by men were a cause for concern among young women in particular. Women aged 15–34 were most concerned not only of the unfairness of men's conscription but also of their unfair treatment in family services. Well over half of this group believed that men are not treated as fully empowered parents in e.g. child health clinics and day care. The opposite opinion was most frequently held by men in the same age group. Most of the respondents, regardless of gender, felt that men should be able to be more involved in the care and parenting of their children.

Sexual harassment and gender-related condescending and dismissive treatment and hate speech

Women encounter inappropriate conduct, i.e. sexual harassment, gender-related hate speech and condescending or dismissive treatment clearly more frequently than men: 38 per cent of women and 17 per cent of men reported having encountered sexual harassment in the past two years. The most common forms of sexual harassment encountered by women, according to the respondents, were offensive lewd jokes, crude comments and inappropriate comments about their body or sexuality. Half of women and less than a quarter of men had experienced condescending or dismissive treatment because of their gender. Women encountered such treatment most frequently in the workplace and when among relatives in their leisure time.

Young women encountered sexual harassment more frequently and to a greater extent than others. More than half of women aged 15–35 had encountered sexual harassment in the past two years. Sexual or gender-based harassment or name-calling at their current workplace or school had been observed by 14 per cent of both female full-time wage-earners and students.

The changes made to the Gender Equality Barometer 2017 concerning the gender of the perpetrator of the inappropriate conduct provided new information about experiences of harassment and dismissive treatment among men in particular. Earlier barometers asked only if men had been harassed by women and if women had been harassed by men. This time around same-sex harassment was also included. According to the new findings, men would appear to experience harassment by both women and men. Among women, same-sex harassment did not alter the overall picture of harassment faced by women. Women are mainly harassed and treated dismissively by men but men face harassment from both women and other men. Overall, it is fair to say that women encounter gender-related condescending and dismissive treatment and harassment considerably more frequently than men.

The majority of women and more than one third of men had on at least occasionally been afraid of becoming the victim of violence or been on their guard because of it when out alone in the evening or at night. Gender-related hate speech had been encountered by 15 per cent of women and 8 per cent of men. However, gender-related hate speech is not a phenomenon faced by the entire population equally. Women appear to be targeted more frequently, especially if they belong

to a minority on the basis of e.g. their gender identity or gender expression, sexual orientation, native language, skin colour, ethnicity or disability. Among women and men who considered themselves to belong to a minority, 27 per cent and nine per cent, respectively, had encountered gender-related hate speech. The fear of violence and hate speech also influenced the way people acted: one quarter of women and one fifth of men had cut back on going out in the evenings because of fear of violence. Those who had changed the way they acted because of fear of hate speech were almost equal in number to those who had encountered hate speech.

Gender equality in schools

Male students in particular rated the achievement of gender equality at their school to be very good. The vast majority of all students felt that gender had no effect on how teachers treated students in class or graded them. Regardless, one third of students felt that learning materials continue to contain gender stereotypes, i.e. preconceived notions of the attributes of women and men. More than half of male students and one third of female students reported that sexual and gender minorities are not at all addressed in the instruction at their school. Moreover, around one tenth of both men and women had observed gender-based or sexual harassment and bullying at their current school.

The gender segregation of fields and occupations has remained fairly unchanged in Finland. The barometer asked students for their experiences of encouragement from school staff and parents and support from friends in choosing a field or occupation where their gender is in the minority. Students felt that friends gave them the most support in choosing their field. Relatively few felt they had been encouraged by school staff and parents, although women would appear to be encouraged by their parents more than men. The responses are nonetheless influenced by the fact that the student respondents were enrolled in different fields and at different levels of educational institution. Moreover, at universities and at universities of applied sciences and, the decision on field of study is largely already made and interest in looking into other fields therefore lessens.

Familiarity with gender equality plans

According to the findings of the barometer, students appear to be only poorly aware of whether a statutory gender equality plan has been prepared at their school. Only 14 per cent of all students reported that a plan had been prepared at their school. Awareness is not much higher among employed wage-earners, of whom slightly over half reported that a gender equality plan had been prepared at their workplace. Considerably fewer, however, were able to answer questions about the contents of the plan.

Gender equality in the workplace, entrepreneurship and job-seeking

An increasing number of wage-earners considers that gender equality in their workplace has been achieved very well. One in three women and slightly under half of men held this view. When those in whose opinion gender equality in the workplace has been achieved quite well are included, most of women and nearly all men felt that gender equality has been achieved in the workplace.

Likewise, around one third of the female and male respondents who were entrepreneurs or self-employed considered that gender equality in their sector has been achieved very well. When those in whose opinion gender equality in entrepreneurship has been achieved quite well are included, around 70 percent of both male and female entrepreneurs considered gender equality to have been achieved well.

Over half of men but only just over one third of women thought that women had equal opportunities with men in working life. Additionally, over half of women and one quarter of men reported having experienced gender-based disadvantage in their work. Such experiences were considerably more common among women than among men. Another finding that rings alarm bells is the belief of around one third of full-time wage-earners that gender minorities, such as transgender or intergender persons, would likely encounter discrimination at their workplace.

In all Gender Equality Barometers, men have reported more frequently having asked for a pay rise than women: in the 2017 barometer, 44 per cent of men compared to only slightly over one third of women had asked for a rise. One in four female full-time wage-earners reported having experienced some gender-based disadvantage in the area of pay. Nine in ten respondents hopes for more active measures on the part of the social partners and employers to eliminate unjustified pay

differences between women and men. Among full-time wage-earners, 44 per cent had been encouraged by their supervisor to pursue more challenging roles, women slightly more frequently than men.

Of the respondents under the age of 65 who at the time of the survey belonged to the inactive population, around one fifth reported having experienced gender-based disadvantage in situations of termination or laying off, in getting job interviews or in job interviews or recruitment, and in access to employment services in a TE office. Most of the experiences of disadvantage had to do with getting job interviews or the interviews themselves. Here, one in ten respondents reported having experienced gender-based disadvantage, with little difference in the frequency between women and men.

Gender equality in reconciliation of work and family life

The views of full-time wage-earners regarding the ease or difficulty of taking family leave in the workplace have changed mainly for the positive since 2001. The biggest change was seen in the proportions of those respondents who considered it easy for fathers in workplaces to take parental leave and child care leave. The finding is an interesting one because statistics indicate that men continue to take little advantage of long family leave. The respondents considered that workplaces had a more positive attitude towards women taking family leave than men. Those working in the public sector were more likely to consider the taking of various kinds of family leave in their workplace to be easy than those working in the private sector. Male wage-earners in the private sector rated the taking of family leave to be the most difficult.

Gender equality in decision-making within the family and expense-sharing

The majority would no longer appear to think that the man has primary responsibility in providing for the family. Nonetheless, family responsibilities appear to remain divided along traditional lines between women and men: women are most frequently responsible for housework and men for various kinds of maintenance. Women also felt more often than men that they shouldered too much responsibility for housework: around one in ten women felt this way often and one in five

occasionally. On the other hand, women were also more likely than men to consider that they had enough say in decision-making within the family.

The households of married and cohabiting respondents most often share equally their joint expenses arising from e.g. housing, groceries, furniture and home electronics regardless of the difference between the spouses' income. Most of both male and female respondents estimated the income of married or cohabiting women to be lower than that of their partners. The majority of the respondents nonetheless reported that they were satisfied with the way expenses were shared and believed that their partner was satisfied with it as well. Nevertheless, the majority of arguments between spouses, in the view of both women and men, have to do not only with housework sharing and child care but also with money. Around 40 per cent of respondents reported that housework sharing was a cause of arguments.

Reconciliation of work and family life and responsibility for care are not limited only to child care but also to caregiving to other relatives. According to the findings of the barometer, around 30 per cent of both women and men had at least once per month or more frequently helped persons who were ill or poorly and living in another household.

In conclusion

The new and revised questions in the Gender Equality Barometer 2017 give fascinating insights into the attitudes and experiences of women and men in different life circumstances and positions. The time series meanwhile demonstrate that some of the key findings have remained relatively unchanged from one barometer to the next. For example, experiences of sexual harassment reported by women of different ages, despite being slightly on the increase, have nonetheless remained similar.

The conflict between positive views regarding the gender equality situation on the one hand and the personal experiences demonstrating gender equality failures on the other is indeed a feature that unites the Gender Equality Barometers of all years. There are also new findings, for example the fact that women belonging to a minority encounter hate speech more frequently than others and that men encounter also sexual harassment by other men. The barometers thus provide valuable information about the development of gender equality in the various sectors of society

as well as of the challenges yet ahead in promoting gender equality. The barometer also demonstrates the importance of examining gender across factors such as age, education, area of residence and minority group membership. The Gender Equality Barometers are invaluable tools in assessing the gender equality situation in society, in working towards equality as well as in drafting gender equality policy.

APPENDIX 1 Survey method

All six Gender Equality Barometers in 1998, 2001, 2004, 2008, 2012 and 2017 have been conducted by Statistics Finland. The Gender Equality Barometer 2017 was conducted by means of telephone interviews in Finnish and in Swedish carried out between September and November 2017. The barometer sample consisted of 3,000 randomly selected persons aged 15–74 who were resident in Finland. At the time of sampling, the sample was representative of the overall population in terms of age and gender distribution as well as place of residence.

The survey had a response rate of 56 per cent (1,682 persons), which is slightly lower than in earlier barometers. The response rates of the Gender Equality Barometer have been in steady decline, from the 77 per cent in 1998 down to 70, 60 and now 56 per cent. The development is consistent with the trend of declining survey response rates seen since the late 1990s.

Declining to participate or failure to reach the respondent (non-response) was not random. In particular, men under the age of 30 with a low level of education are often overrepresented among non-responders, which undermines the reliability of the findings concerning them. This was taken into account in the Gender Equality Barometer 2017 by seeking to reach young respondents especially and to increase the response rate of young men in particular. The data set bias arising from the non-response rate was ultimately addressed by assigning weights.

The distributions presented in the report have been calculated as weighted, while the numbers of respondents (n) entered in the figures and charts represent the actual number. In some of the analyses, the numbers of respondents remained fairly low. Consequently, caution is warranted when making generalisations and conclusions in these cases: with a low number of respondents, the views and opinions of a few individual respondents have a considerable impact on the findings. The effect

of the low number of respondents on the interpretation of the findings is mentioned whenever relevant in order to avoid misinterpretation.

The impact of low respondent numbers should be borne in mind especially when examining a sub-group of respondents that is significantly lower in numbers than the entire respondent pool (for instance, respondents belonging to minority groups or full-time students and school pupils). The greater the number of background factors included in the analysis – for example gender, age or type of school – the smaller the groups of respondents become. The variation in number of respondents should also be taken into account when interpreting the time series³⁴, as the numbers of respondents in various life circumstances varied between the barometers.

Random variation in the differences in opinions, attitudes and experiences of the various groups was analysed by testing the statistical significance of these differences. In many cases, there were clear and statistically significant differences between the responses given by the sexes. Such findings are addressed in greater detail in the report. In some questions, no statistically significant difference between the sexes could be observed, or an observed difference could be interpreted as being of a random nature. Findings of this kind have been included in the report when deemed interesting in terms of understanding the topic or other reported phenomena. However, the reservations concerning generalisation are always mentioned in the context of reporting such findings.

³⁴ The time series in the Gender Equality Barometer contain the responses given by the respondents to the same question in different years. They allow monitoring of changes in, e.g. attitudes and perceptions of gender-based disadvantage from one barometer to the next.

APPENDIX 2 Interview form

Gender Equality Barometer 2017

The interviewer read the questions and the response options to the respondent. The text in parentheses or in cursive was not read to the respondent, and neither were the response options 'don't know' (DK) or 'prefer not to say' offered to the respondent.

If the respondent requested clarification, the interviewer made use of the specifications in parentheses and the instructions provided in cursive print when replying to the respondent. For each question, the respondent could reply 'don't know' or decline to answer. Unless a conditional statement appears in cursive above the question (e.g. If PERSONAL1=1), the question was asked of all respondents. The response proportions, like all other findings presented in the report, have been calculated from the weighted data. It should be noted that the numbers presented in the Figures in the report may differ from these charts: in some time series figures, responses of e.g. 'not applicable' may have been eliminated before calculation of the percentages.

Introduction

In order to avoid asking you questions that are not applicable to your circumstances, I will start by asking a few background questions.

BACKGROUND1 In what year were you born?³⁵

	W %	M %
1 1993–2002 (aged 15–24)	15	16
2 1983–1992 (aged 25–34)	16	18
3 1973–1982 (aged 35–44)	16	17
4 1963–1972 (aged 45–54)	18	16
5 1953–1962 (aged 55–64)	19	17
6 1943–1952 (aged 65–74)	16	16
N	836	846

BACKGROUND2 What is your gender?

	%	N
Male	50	846
Female	50	835
Other	0	1
Don't know or prefer not to say	0	0

BACKGROUND3: Do you still live in...?

If not:

Where do you live now?

³⁵ Asked without giving response options, responses grouped afterwards.

BACKGROUND4 What is the highest educational qualification that you hold?

	W %	M %
Comprehensive school or equivalent	14	17
Matriculation examination or upper secondary school	8	10
Vocational school or other vocational qualification	25	33
Vocational post-secondary qualification	15	12
University of applied science degree or other bachelor's degree	20	12
Master's degree	15	12
Licentiate or doctorate	2	2
Other, please specify	0	1
No qualification	1	1
Don't know / Prefer not to say	0	0
N	836	846

PERSONAL1 Do you work?

Respondents who are self-employed or who work on a farm, for example, are also considered to be working. Respondents who do not work at the moment are nevertheless considered to be working if they have an existing employment contract.

	W %	M %
1 Yes	61	64
2 No	39	36
N	836	846

If PERSONAL1=1:

PERSONAL2 Please describe your work. Are you a

	W %	M %
1 wage-earner	92	84
2 self-employed	7	16
3 or working without pay in a family member's business or on a farm?	1	0
N	478	514

If PERSONAL2=1:

HE3A What position do you hold at work? Is it a

	W %	M %
1 managerial or executive position	13	15
2 upper white-collar position (no subordinates)	14	17
3 other white-collar position	17	12
4 or a blue-collar position?	56	56
N	437	425

If PERSONAL3A=1:

HE3B How many subordinates do you have?³⁶

	W %	M %
Under 10	47	48
10–20	32	25
More than 20	21	27
N	59	62

If PERSONAL2=1:

HE4 Do you work full time or part time?

	W %	M %
1 Full time	85	92
2 Part time	15	8
N	437	425

If PERSONAL2=1:

PERSONAL5 What is the nature of your employment contract?

Self-employed respondents should choose the alternative that describes them best / where they work the highest number of hours.

	W %	M %
1 Permanent (indefinite duration)	88	88
2 Fixed-term or temporary	12	12
N	437	425

If PERSONAL2=2-3:

PERSONAL6 Do you have paid employees?

	W %	M %
1 Yes	18	40
2 No	82	60
N	41	89

If PERSONAL1=1, i.e. all respondents who work (including self-employed respondents):

PERSONAL9 How many hours per week do you work on average?³⁷

In full hours.

	W %	M %
Under 30 hours per week	14	6
30–40 hours per week	70	66
Over 40 hours per week	16	28
N	475	509

³⁶ Asked without giving response options, responses grouped afterwards.

³⁷ Asked without giving response options, responses grouped afterwards.

If PERSONAL1=1:

PERSONAL7 Is one of the following your primary occupation at the moment: paid employment, self-employment or entrepreneurship?

Respondent's primary occupation is the occupation where the respondent spends most of their time or which generates most of their income.

	W %	M %
1 Yes	89	94
2 No	11	6
N	478	514

If PERSONAL4=2 and PERSONAL7=1 (working part-time is primary occupation):

PERSONAL10 What is the most important reason for you working part time?

	W %	M %
Unable to find a full-time job	29	26
Studying	6	20
Caring for own children or family member	20	0
Health reasons	14	0
Other / do not want full-time job	31	54
N	40	18

If PERSONAL1=2 or DK or PERSONAL7=2 or DK

PERSONAL8 Which of the following best describes what you do when you are not at work?

Respondent's own opinion, most important should be chosen.

	W %	M %
1 Student, pupil	27	30
2 Military or non-military service	0	2
3 Unemployed or laid off	10	15
4 Retired, chronically ill or disabled	50	51
5 On maternity, paternity or parental leave	5	0
6 Caring for children on child home care allowance	5	0
7 Caring for other family members (as e.g. informal caregiver)	1	0
8 Other	2	2
N	408	362

PERSONAL11A In your opinion, do you belong to a minority group?

	W %	M %
Yes	10	10
No	89	90
Prefer not to say	0	0
Don't know	1	0
N	836	846

If PERSONAL11A=1:

PERSONAL11B Which of the following minority groups do you belong to?

More than one alternative may be chosen.

	W %	M %
Ethnic minority (e.g. Roma, Sámi people, immigrant)	6	12
Language minority	31	36
Religious minority	5	15
Sexual minority, such as gays, lesbians, bisexuals or other sexual minorities	11	8
Gender minority, i.e. transgender or intergender	1	2
Minority based on disability	10	5
Other minority group, please specify	21	16
Prefer not to say	3	0
Don't know	3	5
N	82	88

I will next ask you a few questions about your household. A household means people who **live together and share meals or otherwise pool their income.**

HOUSEHOLD0 What kind of household are you currently living in? Do you live in:

	W %	M %
1 the household of your parents (adoptive parents, grandparents, etc.) without a family of your own, or	8	12
2 in your own household, either alone or together with a partner/children?	90	86
3 living in household of own parents or parents of spouse/partner (adoptive parents, grandparents, etc.) together with own family or child	2	2
N	836	846

If *HOUSEHOLD0=2 or 3*:

HOUSEHOLD1 I would now like to ask you about your marital status. Are you currently:

	W %	M %
1 single	17	22
2 cohabiting	18	19
3 married or in a registered partnership	49	52
4 divorced or separated, or	11	6
5 widowed?	5	1
N	785	764

If *HOUSEHOLD1=2 or 3*:

HOUSEHOLD1B Please indicate the gender of your partner. Are they:

	W %	M %
Male	99	2
Female	1	98
Other	0	0
Prefer not to say	0	0
Don't know	0	0
N	528	553

If *HOUSEHOLD1=2 or HOUSEHOLD1=3 (marriage, registered partnership or cohabitation)*:

HOUSEHOLD3B What is the primary occupation of your spouse/partner?

Choose the most important one or, if not possible, the occupation where the spouse/partner spends the most time.

	W %	M %
1 Work. Paid employment as a wage-earner, self-employed person or entrepreneur or working without pay at a family member's business/farm.	68	62
2 Student, school pupil	4	6
3 Military or non-military service	1	0
4 Unemployed or laid off	2	4
5 Retired, chronically ill or disabled	25	22
6 On maternity, paternity or parental leave	0	4
7 Caring for children with child home care allowance	0	2
8 Caring for another family member (as e.g. informal caregiver)	0	0
9 Other	0	0
N	528	553

I will next ask you about children under the age of 18.

If HOUSEHOLD0=2 or HOUSEHOLD0=3:

HOUSEHOLD4 Do you currently have children under the age of 18 living with you in the same household on a **full-time basis**?

Children, grandchildren, adopted children, etc. belonging to you and your (current or former) spouse. At least half of the time.

	W %	M %
1 Yes	30	30
2 No	70	70
N	785	764

If HOUSEHOLD4=1:

HOUSEHOLD5 How old are these children? Please give their ages **from the youngest to the oldest**.³⁸

	W %	M %
Aged 0–6	52	54
Aged 7–17	68	70
N	218	213

If HOUSEHOLD0=2 or HOUSEHOLD0=3:

HOUSEHOLD6 Do you currently have children under the age of 18 living with you in the same household on a **part-time basis**?

Children, grandchildren, adopted children, etc. belonging to you and your (current or former) spouse. Part-time basis = for less than half but at least for one third of the time

A child who lives in the household for two full days each weekend is considered to be living in the household.

	W %	M %
1 Yes	2	4
2 No	98	96
N	785	764

If HOUSEHOLD0=2:

HOUSEHOLD7 Do you have children under the age of 18 who do not live with you in the same household for even one third of the time but whom you support financially?

	W %	M %
1 Yes	1	4
2 No	→ GENERAL1	99
N	768	745

³⁸ Asked without giving response options, responses grouped afterwards.

If HOUSEHOLD7=1:

HOUSEHOLD8 How often do you see these children?

If the respondent has more than one child and sees some of them more often than others, the answer should be based on the youngest child.

	w %	M %
1 Almost daily	0	7
2 A few times a week	14	22
3 Approximately once a week	27	18
4 Every other week/twice a month	30	40
5 Approximately once a month	15	7
6 Approximately every other month	14	3
7 A few times a year	0	0
8 Less frequently or never	0	3
N	7	32

I will next ask you about your views on the position of men and women.

GENERAL1 (M) Concerning the position of men and women today in Finland in general, which of the following five statements best describes your views?

	W %	M %
1 Men are on average in a considerably more privileged position in society than women	15	5
2 Men are on average in a slightly more privileged position in society than women	63	46
3 Women are on average in a considerably more privileged position in society than men	1	1
4 Women are on average in a slightly more privileged position in society than men	1	3
5 Men and women are equal	20	45
N	836	846

GENERAL2 (M) Do you expect the level of gender equality to increase, inequality to increase or the situation to remain the same **over the next 10 years**?

	W %	M %
1 Equality will increase	55	49
2 Inequality will increase	7	6
3 The situation will remain the same	37	44
DK	1	1
N	836	846

GENERAL3 (M) I will next read you a series of statements relating to the status of the sexes in Finland. The response options are fully agree, somewhat agree, somewhat disagree or fully disagree.

(To what extent do you agree or disagree with the following statement?) <i>Question repeated before reading statement if necessary.</i>		Fully agree	Somewhat agree	Somewhat disagree	Fully disagree	DK	N
A To what extent do you agree or disagree with the following statement: More women should become involved in politics in order to broaden the expertise base in politics.	W %	61	33	4	1	1	836
	M %	41	46	9	2	2	846
B How about the following statement? Businesses and the economy would benefit from more women in executive positions.	W %	50	39	8	1	2	836
	M %	26	45	20	5	4	846
C There should be more men working in social services and health care.	W %	46	37	11	3	3	836
	M %	28	42	20	6	4	846
Q There should be more women working in technical fields and in ICT. <i>ICT= information and communication technology</i>	W %	35	48	11	1	5	836
	M %	30	46	16	3	5	846
D The opportunities for women in working life are as good as those for men.	W %	13	24	49	14	0	836
	M %	26	33	35	5	1	846
E To what extent do you agree or disagree with the following statement? Women have every right to work regardless of their family circumstances.	W %	81	11	7	1	0	836
	M %	80	14	5	1	0	846
F Men have primary responsibility in providing for the family.	W %	4	11	32	52	1	836
	M %	9	17	36	37	1	846
G It is right for the spouse who earns less to do more of the housework.	W %	2	5	25	67	1	836
	M %	2	10	34	53	1	846
H Men should be more involved in the care and parenting of their children.	W %	47	43	7	1	2	836
	M %	45	42	9	2	2	846
R Men are not treated as fully empowered parents in public services such as child health clinics and day care.	W %	13	39	22	17	9	836
	M %	12	32	26	15	15	846
I Workplaces give men sufficient encouragement to take child care leave.	W %	6	17	43	18	16	836
	M %	9	22	36	17	16	846
J The social partners should be more active in eliminating unjustified differences in pay between women and men.	W %	75	20	2	1	2	836
	M %	54	32	6	4	4	846
K Employers should be more active in eliminating unjustified differences in pay between women and men.	W %	81	16	1	0	2	836
	M %	63	29	4	2	2	846
L The costs to employers of family leave should be divided more equally between female-dominated and male-dominated sectors.	W %	51	37	4	1	7	836
	M %	37	42	9	3	9	846
	W %	63	27	6	1	3	836

M Men also benefit from greater gender equality.	M %	53	34	9	2	2	846
N Gender equality plans in the workplace are useless in promoting equality between women and men.	W %	5	19	39	29	8	836
	M %	8	22	40	22	8	846
P TV, the internet, social media, advertising and other entertainment has too much influence on the perceptions of children and young people about sexuality.	W %	53	35	8	2	2	836
	M %	38	40	16	4	2	846
S It is unfair that conscription only applies to men.	W %	15	30	35	18	2	836
	M %	17	24	33	24	2	846

GENERAL4 I will next list six fields of policy. Please indicate for each area which you consider more suited to positions of responsibility in these areas: men, women, or gender is of no relevance?

		Men are more suited	Women are more suited	Gender is of no relevance	DK	N
A Economic policy	W %	3	2	94	1	836
	M %	4	3	93	0	846
B Foreign policy	W %	12	1	86	1	836
	M %	17	2	81	0	846
C Environmental policy	W %	1	7	91	1	836
	M %	3	10	87	0	846
D Social welfare and health policy	W %	1	20	79	0	836
	M %	2	24	74	0	846
E Cultural policy	W %	1	6	92	1	836
	M %	2	7	90	1	846
F Defence policy	W %	39	1	59	1	836
	M %	49	1	50	0	846

If PERSONAL8=1: WORK12-WORK15d (full-time students and school pupils):

I will next ask you about your experiences in your **current** school environment.

WORK12 Where do you currently go to school?

	W %	M %
Comprehensive school	4	5
Upper secondary school	39	24
Vocational school or college	21	27
University of applied sciences / polytechnic	18	22
University	17	21
Other	1	1
N	84	78

Full-time students and comprehensive school pupils

WORK7 In your experience, how well is gender equality achieved at your school?

	W %	M %
1 Very well	50	69
2 Quite well	43	19
3 Average	6	6
4 Quite poorly	1	3
5 Very poorly	0	3
N	84	78

Full-time students and school pupils except respondents enrolled in comprehensive school or upper secondary school:

WORK13 Please consider your school. Are men or women in the clear majority among the students in your field?

Clear majority refers to two thirds or more.

	W %	M %
1 Women are in the clear majority	49	30
2 Men are in the clear majority	5	31
3 Neither sex is in a clear majority	46	39
N	84	78

Full-time students and school pupils

WORK14 I will next ask you about your **experiences** in your studies. Please indicate how much you agree or disagree with the following statements. The response options are fully agree, somewhat agree, somewhat disagree or fully disagree.

		Fully agree	Somewhat agree	Somewhat disagree	Fully disagree	n/a	DK	N
A The learning materials at my school include gender stereotypes, i.e. assumptions that women/girls and men/boys should be a certain way.	W %	7	29	23	41	0	0	84
	M %	3	22	13	59	1	2	78
B At my school, everyone can be who they are regardless of gender (girl/woman, boy/man, non-binary, other).	W %	79	15	5	1	0	0	84
	M %	89	9	2	0	0	0	78
C At my school, everyone is free to express their gender as they choose.	W %	67	28	1	3	0	1	84
	M %	81	13	4	2	0	0	78
D My gender has an effect on how the instructors at my school grade me.	W %	0	8	14	77	0	1	84
	M %	1	12	14	68	4	1	78
E At my school, girls/women are given better grades on the basis of their gender.	W %	1	1	13	81	1	3	84
	M %	0	7	13	78	1	1	78

F At my school, boys/men are given better grades on the basis of their gender.	W %	0	5	11	80	1	3	84
	M %	0	1	12	82	2	3	78
G My gender has an effect on how I am treated by the instructors at my school (in teaching settings, for example).	W %	1	12	10	76	1	0	84
	M %	3	17	16	62	2	0	78
H At my school, the instructors let girls/women dominate the discussion in class (e.g. call on them more often).	W %	2	7	14	76	1	0	84
	M %	0	9	11	76	3	1	78
I At my school, the instructors let boys/men dominate the discussion in class (e.g. call on them more often).	W %	1	2	19	77	1	0	84
	M %	1	0	17	79	3	0	78
J The instructors, guidance counsellors and other staff have encouraged me to look into sectors and professions where people of my gender are in a minority.	W %	22	18	26	23	8	3	84
	M %	9	26	20	31	6	8	78
K My parents have encouraged me to look into sectors and professions where people of my gender are in a minority.	W %	30	23	22	12	7	6	84
	M %	8	26	18	37	6	5	78
L My friends have supported me in choosing a sector and profession that I am interested in even if people of my gender are in a minority in it.	W %	66	19	5	4	5	1	84
	M %	46	30	9	7	4	4	78
M At my school, I have observed bullying that is based on a person going outside the traditional gender roles.	W %	2	7	16	72	3	0	84
	M %	2	8	12	78	0	0	78
N At my school, I have observed sexual or gender-based harassment or name-calling.	W %	2	11	20	67	0	0	84
	M %	1	13	8	78	0	0	78
O The instruction and/or learning materials at my school deal with gender minorities and sexual minorities and rainbow families.	W %	44	23	10	21	0	2	84
	M %	20	22	13	38	6	1	78

PERSONAL8=1 i.e. full-time students and school pupils:

My next question is about the gender equality plan at your school.

Background information for the interviewer: The Equality Act (Act on Equality between Women and Men) prohibits discrimination at educational institutions on the basis of gender, gender identity or gender expression. In addition, the education provider is required to ensure that educational institutions work purposefully and systematically to promote gender equality. The duty to prepare an equality plan intended to enhance activities at the educational institution applies to all educational institutions which provide instruction or training based in law. At the start of 2015, this duty was expanded to apply also to schools that provide education based on the Basic Education Act. These schools shall have their gender equality plans prepared by 1 January 2017.

WORK15a The gender equality plan of an educational institution is a plan on how to promote gender equality in the operations of the educational institution. Does your school have a gender equality plan in place?
If the respondent mentions a plan aimed at preventing discrimination on the basis of e.g. age or ethnicity but not gender, the plan concerned is a non-discrimination plan. Educational institutions may also have in place a combined gender equality and non-discrimination plan.

	W %	M %
1 Yes	14	13
2 No	5	9
N/A	1	0
DK	80	78
N	84	78

If WORK15a=1

WORK15b Are you familiar with the contents of the gender equality plan at your school?

	W %	M %
1 Yes	17	10
2 No	83	90
DK	0	0
N	12	10

If WORK15a=1

WORK15c Was the gender equality plan at your school prepared in cooperation with the students?

	W %	M %
1 Yes	51	51
2 No	9	18
DK	40	31
N	12	10

If WORK15b=1

WORK15d Does the gender equality plan at your school address the diversity of gender or gender minorities such as transgender and intergender people?

	W %	M %
1 Yes	100	0
2 No	0	0
DK	0	100
N	2	1

If PERSONAL2=1 i.e. full-time and part-time wage-earners: ask WORK1–WORK4C.

I will next ask about your experiences in the workplace.

Full-time and part-time wage-earners:

WORK1 In your experience, how well is gender equality achieved at your workplace?

	W %	M %
1 Very good	36	42
2 Quite good	34	35
3 Average	17	10
4 Quite poor	6	3
5 Very poor	2	1
N/A	4	8
DK	1	1
N	437	425

Full-time and part-time wage-earners:

WORK2 Which sector do you work in?

	W %	M %
1 The State sector (on-budget entities, universities)	8	9
2 The municipal sector (local government, joint authorities, municipally owned companies, etc.)	38	13
3 The private sector (private enterprises, enterprises where the State or a municipality is a majority shareholder, and State-owned companies, non-profit entities, parishes, organisations, associations and foundations)	54	78
N	437	425

Full-time and part-time wage-earners:

WORK3 Is your workplace female-dominated, male-dominated or gender-balanced?

Dominance refers to two thirds or more of one gender.

	W %	M %
1 Female-dominated	67	19
2 Male-dominated	12	61
3 Gender-balanced	20	20
DK	1	0
N	437	425

Full-time and part-time wage-earners:

WORK4 Have you experienced gender-based disadvantage in your current job (wage-earners) when it comes to the following?

		Yes, considerably	Yes, to some extent	No, not at all	DK	N
A Pay	W %	8	16	75	1	437
	M %	0	2	98	0	425
B Access to fringe benefits (e.g. company car, company phone, vouchers for sports/cultural pursuits)	W %	2	8	89	1	437
	M %	0	2	98	0	425
C Access to training (paid by employer)	W %	1	7	91	1	437
	M %	0	2	98	0	425
D Access to information (e.g. about changes in the work)	W %	2	9	88	1	437
	M %	0	3	97	0	425
E Distribution of workload (e.g. women/men have it easier?)	W %	2	23	74	1	437
	M %	1	8	91	0	425
F Career advancement	W %	5	18	76	1	437
	M %	0	3	96	1	425
G Continuity of employment (e.g. insecure or fixed-term employment)	W %	1	8	90	1	437
	M %	0	2	97	1	425
H Performance assessment	W %	1	17	81	1	437
	M %	0	5	94	1	425
I Professional recognition	W %	3	22	75	0	437
	M %	1	4	95	0	425
J Independence at work	W %	1	6	93	0	437
	M %	0	2	98	0	425

		Yes, considerably	Yes, to some extent	No, not at all	N/A	DK	N
K Allocation of work or shifts	W %	1	10	85	4	0	437
	M %	1	4	91	4	0	425
L Hiring or recruitment	W %	2	18	75	4	1	437
	M %	0	6	89	4	1	425
M Laying off or statutory employer-employee negotiations	W %	1	6	81	10	2	437
	M %	0	1	90	8	1	425
N Reconciliation of work and family life (e.g. taking family leave, adjustment of working hours because of caring for family member)	W %	2	17	71	9	1	437
	M %	0	9	80	10	1	425

Full-time and part-time wage-earners:

WORK8 Have you observed sexual or gender-based harassment or name-calling in your current workplace?

	W %	M %
1 Yes	15	9
2 No	85	91
N	437	425

Full-time and part-time wage-earners:

WORK9 My next question concerns the diversity of gender in the workplace. Please consider your current workplace. How likely do you think it to be that a transgender or intergender person would experience discrimination when working at your place of work?

	W %	M %
1 Very likely	6	8
2 Quite likely	27	29
3 Quite unlikely	44	40
4 Very unlikely	22	19
DK	1	4
N	437	425

Full-time and part-time wage-earners:

WORK4B Have you asked for a pay rise **in the past five years?** (Asked supervisor or employer's representative. Pay rise covers all non-automatic pay increases, for example personal allowances and pay grade bumps).

	W %	M %
1 Yes	35	43
2 No	65	57
N	437	425

Full-time and part-time wage-earners:

WORK4C **In the past five years**, has your supervisor or another person in a managerial position at your workplace encouraged you to pursue more challenging roles?

	W %	M %
1 Yes	46	42
2 No	53	57
DK	1	1
N	437	425

Full-time and part-time wage-earners:

I will next ask you about the gender equality plan at your workplace.

Background information for interviewer: Under section 6a of the Equality Act (Act on Equality between Women and Men), if an employer regularly has a personnel of at least 30 employees working in employment relationships, the employer shall at least every two years prepare a gender equality plan dealing particularly with pay and other terms of employment, according to which the gender equality measures are implemented. Under section 6c of the Equality Act, employers are obliged to take pre-emptive action in a purposeful and systematic manner against all discrimination based on gender identity or gender expression.

WORK10a The gender equality plan is a plan on how to promote gender equality in the workplace. A gender equality plan must be prepared at all workplaces that regularly have a personnel of at least 30 employees. Does your workplace have a gender equality plan in place?

If the respondent mentions a plan aimed at preventing discrimination on the basis of e.g. age or ethnicity but not gender, the plan concerned is a non-discrimination plan. Workplaces may also have in place a combined gender equality and non-discrimination plan.

	W %	M %
1 Yes	24	27
2 No	31	30
DK	41	40
N/A	4	3
N	437	425

If WORK10a=1

WORK10b Are you familiar with the contents of the gender equality plan at your workplace?

	W %	M %
1 Yes	60	40
2 No	39	60
DK	1	0
N	106	114

If WORK10b=1

WORK10c Does the gender equality plan at your workplace address the diversity of gender or gender minorities such as transgender and intergender people?

	W %	M %
1 Yes	46	39
2 No	32	38
DK	22	23
N	64	46

If WORK10b=1

WORK10d Does the gender equality plan at your workplace address differences in pay between women and men?

	W %	M %
1 Yes	48	64
2 No	41	27
DK	11	9
N	64	46

If Age<65 and (PERSONAL8=3, 5, 6 or 7) i.e. persons **aged under 65** who are unemployed/laid off; on maternity, paternity, parental or child care leave; or caring for other family members: WORK11A–WORK11D

My next questions have to do with looking for work and the termination of employment.

WORK11 In the past two years, have you encountered gender-based disadvantage in the following?

It is enough for the respondent to have perceived a disadvantage

		Very much	Some	None	DK	N/A	N
A Access to employment services, such as personal customer service, labour market training or receiving job offers from a TE office	W %	2	6	90	2	0	70
	M %	0	6	91	3	0	47
B Getting a job interview	W %	0	10	87	3	0	70
	M %	0	11	82	7	0	47
C Being interviewed, or other recruitment-related situation	W %	0	11	87	1	0	70
	M %	0	11	82	7	0	47
D Termination or laying off	W %	1	3	92	4	0	70
	M %	2	4	87	7	0	47

If PERSONAL2=2 i.e. full-time and part-time entrepreneurs and self-employed persons: ask WORK5–WORK6i.

I will next ask you about your experiences in working life.

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

WORK5 In your experience, how well is gender equality achieved in your profession or field of entrepreneurship?

	W %	M %
1 Very well	31	30
2 Quite well	37	41
3 Not well or poorly	16	14
4 Quite poorly	10	8
5 Very poorly	3	2
N/A	3	3
DK	0	2
N	41	89

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

WORK6 Do you encounter gender-based disadvantage in your (**current**) entrepreneurship/self-employment in the following areas?

		often	sometimes	never	DK	N
A Professional recognition	W %	0	31	69	0	41
	M %	0	0	100	0	89
B Financial security	W %	3	32	65	0	41
	M %	1	3	96	0	89
C Creating customer relationships	W %	1	17	82	0	41
	M %	1	7	92	0	89
D Working together with customers	W %	1	11	88	0	41
	M %	1	5	94	0	89
E Landing good assignments or orders	W %	4	19	72	5	41
	M %	2	4	93	1	89
F Working together with other entrepreneurs/self-employed persons	W %	1	13	86	0	41
	M %	0	3	94	0	89
<i>If HE3b > 0 i.e. if the respondent has subordinates:</i>						
G Working together with subordinates	W %	6	12	82	0	8
	M %	0	9	91	0	35
H Career advancement and personal growth	W %	4	7	89	0	41
	M %	0	2	97	1	89
I Access to public subsidies to business	W %	5	15	75	5	41
	M %	3	5	87	5	89

If PERSONAL2=1 i.e. full-time and part-time wage-earners: FAMILY1-FAMILY3H

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

Full-time and part-time wage-earners:

FAMILY1 In your workplace, how easy or difficult do you find the following to be in general?

		Not at all difficult	Somewhat difficult	Very difficult	N/A	DK	N
A For mothers of small children to refuse to work overtime for family reasons	W %	61	27	4	6	2	437
	M %	59	14	2	18	7	425
B For fathers of small children to refuse to work overtime for family reasons	W %	52	23	4	14	7	437
	M %	66	21	3	5	5	425
C For women to stay at home to care for a sick child (under the age of 10)	W %	74	18	4	2	2	437
	M %	72	10	1	14	3	425
D For men to stay at home to care for a sick child (under the age of 10)	W %	60	18	4	13	5	437
	M %	74	20	2	1	3	425

If PERSONAL2=1 and HOUSEHOLD501<12 (full-time and part-time wage-earners with children under the age of 12 in the household):

FAMILY2 In the past two years, how often have you yourself stayed at home to care for a sick child?

	W %	M %
1 Never	14	30
2 No more than a few times	56	50
3 Many times	21	18
My child has not been sick	8	2
DK	1	0
N	115	126

PERSONAL2=1 (full-time and part-time wage-earners):

FAMILY3 The next questions are about your views about family leave at your workplace.

Family leave is leave that allows parents to take a fixed period off work or to work shorter hours in order to care for a child.

How difficult do you consider the following to be?		Not at all difficult	Somewhat difficult	Very difficult	N/A	DK	N
A For women to take maternity and parental leave for less than a year	W %	86	7	1	2	4	437
	M %	68	8	1	13	10	425
B For men to take paternity leave of three weeks to care for a child at the same time as the other parent <i>Paternity leave is often taken right after the child is born.</i>	W %	72	8	3	12	5	437
	M %	76	13	3	1	7	425
C For men to take paternity leave of no more than six months' duration <i>During this time, the father is the primary caregiver.</i>	W %	56	15	6	13	10	437
	M %	51	25	12	1	11	425
D For men to take the leave of no more than 9 weeks that is earmarked for the father only <i>Leave earmarked for use by the father only.</i>	W %	60	16	3	13	8	437
	M %	61	21	5	1	12	425
E For women to take child care leave lasting until the child turns 3 <i>The duration of child care leave can vary from 1 month to 2 years.</i>	W %	74	13	4	2	7	437
	M %	57	16	4	12	11	425
F For men to take child care leave lasting until the child turns 3 <i>The duration of child care leave can vary from 1 month to 2 years.</i>	W %	53	17	7	13	10	437
	M %	41	25	18	2	14	425
G For women to take partial child care leave, i.e. to work shorter hours, which may be done until the end of the child's second year in school?	W %	60	22	9	3	6	437
	M %	51	19	5	12	13	425
H For men to take partial child care leave, i.e. to work shorter hours, which may be done until the end of the child's second year in school?	W %	47	25	8	13	7	437
	M %	45	25	14	2	14	425

The introduction is to be read if PERSONAL2=2 or 3 and HOUSEHOLD4=1 or HOUSEHOLD6=1, i.e. non-wage-earners who have children under the age of 18 in their household on a full-time or part-time basis:

The next questions concern the reconciliation of family and other aspects of life.

FAMILY5 Do you find the following difficult for reasons of family?

		Not at all difficult	Somewhat difficult	Clearly difficult	N/A	N
If HOUSEHOLD4=1 or HOUSEHOLD6=1 and PERSONAL7=1, i.e. paid employment as primary occupation: A To work late or at weekends Refers to work in excess of normal working hours	W %	43	35	18	4	169
	M %	48	35	16	1	207
If HOUSEHOLD4=1 or HOUSEHOLD6=1 i.e. household with children: B To study Studying of all kinds	W %	52	29	14	5	224
	M %	47	25	9	19	230
If HOUSEHOLD4=1 or HOUSEHOLD6=1 i.e. household with children: C To go on an overnight business trip or course	W %	47	37	14	2	224
	M %	57	29	11	3	230

If HOUSEHOLD1=2 or 3 (All respondents who are married or cohabiting, including those without children):

The following questions concern the division of housework **in your own household**. I will later on ask you about any help that you may have given to other households..

FAMILY8 In your household, who was **most often responsible** for the following housework **this last spring?**

Repeat question as necessary for items B–S.

		You	Your spouse/ partner	Both equally	Child/ children	Other member of household	N/A	N
A Cooking on weekdays <i>Includes heating up ready meals or takeaway.</i>	W %	64	14	20	1	0	1	528
	M %	20	48	31	0	0	1	553
B Washing up	W %	50	11	35	3	0	1	528
	M %	22	29	47	2	0	0	552
C Laundry	W %	77	6	16	1	0	0	528
	M %	10	68	22	0	0	0	552
D Ironing	W %	62	8	13	0	0	17	528
	M %	10	58	19	0	0	13	552
E House cleaning	W %	52	6	40	1	0	1	528
	M %	11	33	55	0	0	1	552
F Waste management, i.e. taking out the rubbish, sorting and recycling	W %	22	26	48	3	0	1	528
	M %	42	7	48	3	0	0	552
G Grocery shopping	W %	36	18	46	0	0	0	528
	M %	26	24	50	0	0	0	552
<i>If HOUSEHOLD4=1 i.e. household with children on a full-time basis, ask items H–J</i>	W %	23	12	35	1	1	28	181
H Transporting the children to day care or school	M %	15	19	35	1	0	30	202
I Transporting the children to leisure activities	W %	22	18	37	2	1	20	181
	M %	24	10	43	1	0	22	202
J Communicating with the day care centre or school <i>Attending parent-teacher conferences, for example.</i>	W %	68	4	16	0	0	12	181
	M %	8	50	29	0	0	13	202
<i>HOUSEHOLD5= household with children aged 7–17</i>	W %	44	7	37	6	0	6	120
K Making sure the children do their homework	M %	7	34	51	3	0	5	143
<i>If HOUSEHOLD4=1 i.e. household with children on a full-time basis:</i>	W %	24	3	69	0	0	4	181
L Spending time with the children, playing, reading bedtime stories, teaching skills, etc.	M %	4	17	76	0	0	3	202
<i>If HOUSEHOLD5= household with children under the age of 7</i>	W %	49	3	45	1	0	2	99

M Child care <i>Bathing, dressing, feeding.</i>	M %	2	36	60	0	0	2	107
<i>If HOUSEHOLDS= household with children under the age of 10</i>	W %	53	7	35	0	1	4	120
N Caring for a sick child <i>Caring for sick child at home, going to hospital, taking to doctor, etc.</i>	M %	7	45	45	0	0	3	132
O Pet care	W %	17	7	25	1	1	49	528
	M %	12	13	25	2	0	48	552
P Vehicle maintenance	W %	5	81	10	1	0	3	528
	M %	88	4	6	0	0	2	552
T Installation and maintenance of computers, phones and tablets and their software	W %	20	46	20	8	2	4	528
	M %	59	15	15	7	2	2	552
Q Other maintenance, repairs or building work	W %	6	74	16	1	1	2	528
	M %	84	2	12	0	0	2	552
R Gardening and yard work <i>E.g. mowing the lawn, watering and tending plants, snow removal</i>	W %	22	14	51	0	0	13	528
	M %	23	18	45	0	0	14	552
S Family finances <i>Loans, insurance policies, bills, etc.</i>	W %	22	22	56	0	0	0	528
	M %	33	16	51	0	0	0	552

If HOUSEHOLD1=2-3 i.e. respondents who are married or cohabiting:

FAMILY9 (M) Have you recently felt that you shoulder too much of the housework?

	W %	M %
1 Yes, often	11	2
2 Yes, sometimes	23	6
3 Yes, but only seldom	22	13
4 Not at all	44	79
N	528	552

If HOUSEHOLD1=2-3:

I will next ask you a few questions about your relationship.

If HOUSEHOLD1=2-3:

FAMILY11 Do you feel you have enough say when making decisions within the family is concerned? Please choose one of the following.

Making decisions within the family refers to decisions that concern division of housework, parenting of children and finances, for example.

	W %	M %
1 Yes, in all things	75	56
2 Yes, in most things	21	36
3 Yes, in some things	4	6
4 Hardly ever	0	1
DK	0	1
N	528	552

If HOUSEHOLD1=2-3:

FAMILY12 Please choose one of the following that best describes your relationship with your (current) spouse/partner.

	W %	M %
1 Very good	67	72
2 Quite good	27	24
3 Satisfactory	5	4
4 Not good	1	0
N	528	552

If HOUSEHOLD1=2-3:

FAMILY13 Do you argue with your (current) spouse/partner about the following?

Repeat question as necessary in items B–F.

		Often	Sometimes	Never	DK	N
if HOUSEHOLD1=2-3: A Sharing housework	W %	3	38	59	0	528
	M %	1	39	60	0	552
if HOUSEHOLD1=2-3 and HOUSEHOLD4=1: B Child care, transporting the children, etc.	W %	2	26	72	0	181
	M %	0	22	78	0	202
if HOUSEHOLD1=2-3 and household with child under the age of 10 D Taking time off work when the child is sick	W %	3	11	83	3	120
	M %	0	14	85	1	132
if HOUSEHOLD1=2-3: E Money	W %	2	27	71	0	528
	M %	1	24	75	0	552
if HOUSEHOLD1=2-3: F Time spent by you or your spouse/partner on personal interests and leisure activities	W %	2	23	75	0	528
	M %	1	22	77	0	552

The next question is about helping people **in your own household**.

RELATIVES0 Are you currently caring for a person in your own household who is chronically ill, disabled or otherwise in poor health (for example a child, spouse, parent or other family member)?

Refers to all care including informal care.

	W %	M %
1 No	94	96
2 Yes, and it puts considerable strain on the rest of my life	2	0
3 Yes, and it puts some strain on the rest of my life	3	2
4 Yes, but it does not put much of a strain on the rest of my life	1	2
N	836	845

The next question is about helping people **in other households** when the help is not a form of paid employment.

RELATIVES1 In this past spring, have you helped someone you know who lives in another household and is **ill or otherwise poorly**, for example, by going grocery shopping for them, giving them a lift or doing housework or repairs for them?

	W %	M %
1 Almost daily	4	2
2 Around once a week	13	12
3 At least once a month	16	16
4 Less frequently or not at all	67	70
N	836	845

The following questions are about income.

INCOME1A Please indicate your gross monthly income before taxes and other expenses by stating which income bracket you fall into.
An estimate is sufficient. Joint household income shall be halved. Please also include pension income, business income, student financial aid, unemployment allowance, rental income, child benefits, dividends, etc.

	W %	M %
1 Under €900 per month (under €10,800 per year)	15	13
2 €900–€1,600 per month (€10,800–€19,200 per year)	18	10
3 €1,600–€2,300 per month (€19,200–€27,600 per year)	20	16
4 €2,300–€3,000 per month (€27,600–€36,000 per year)	18	18
5 €3,000–€3,800 per month (€36,000–€45,600 per year)	12	15
6 €3,800–€5,500 per month (€45,600–€66,000 per year)	10	14
7 €5,500 or more per year (€66,000 or more per year)	5	12
Prefer not to say	1	1
DK	1	1
N	836	844

If *HOUSEHOLD1=2 or 3 (married or cohabiting)*:

INCOME1B How does the gross income of your spouse/partner compare to yours?

	W %	M %
1 Much lower	6	26
2 Somewhat lower	13	35
3 More or less the same	20	19
4 Somewhat higher	31	12
5 Much higher	29	7
DK	1	1
N	528	551

If *HOUSEHOLD1=2 or 3 (Asked if respondent is married or cohabiting)*.

INCOME2 I will next ask you about paying for joint household expenses. How do you and your spouse/partner usually pay the following expenses?

		You pay	Spouse/ partner pays	Pay half and half	Both pay in proportion with their income	N/A	N
A Housing expenses (rent/maintenance charge, interest and amortisation on home loan, utilities, insurance, home repairs, etc.)	W %	4	20	53	23	0	527
	M %	24	3	50	23	0	550
B Shared grocery and household expenses (food at home, eating out, cleaning supplies, toilet paper, etc.)	W %	20	7	53	20	0	527
	M %	9	14	58	19	0	550
C Furniture and shared appliances and electronic devices (incl. sofas, coffeemakers, TV, computers)	W %	5	18	58	17	2	527
	M %	20	1	59	18	2	550
<i>If HOUSEHOLD4=1</i> D Expenses relating to the children (clothing, day care, school, hobbies, health care)	W %	27	1	53	19	0	181
	M %	6	14	58	22	0	202
E Purchase and upkeep of family car	W %	7	32	45	12	4	527
	M %	39	2	40	13	6	550
F Shared leisure travel and upkeep of holiday home, e.g. summer cottage	W %	5	11	62	18	4	527
	M %	14	3	62	18	3	550

If *HOUSEHOLD1=2 or 3*:

INCOME3A. How satisfied or dissatisfied are you about the way you and your spouse/partner share expenses?

	W %	M %
1 Satisfied	81	84
2 Quite satisfied	16	14
3 Quite dissatisfied	2	2
4 Dissatisfied	1	0
N	527	550

If *HOUSEHOLD1=2 or 3*:

INCOME3B. And how satisfied or dissatisfied is your spouse/partner (about the way you share expenses)?

	W %	M %
1 Satisfied	78	80
2 Quite satisfied	17	16
3 Quite dissatisfied	3	1
4 Dissatisfied	1	1
DK	1	2
N	527	550

The next questions concern your experiences of interaction between genders in various everyday settings.

SEXUALITY1 (M) First, I will ask if there are people within your various spheres of life who at least occasionally are condescending or dismissive of your comments or ideas **because of your gender**.

		None	One	A few	Many	N/A / DK	N
<i>If PERSONAL7=1 (paid employment as primary occupation):</i> A Are there people at your workplace who at least sometimes are condescending or dismissive of your comments or ideas because of your gender ?	W %	72	8	17	2	1	428
	M %	89	2	6	1	2	481
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITY1A=2,3 or 4:</i> SEXUALITY1A_b What is their gender? <i>More than one may be chosen.</i>	W %	96	21	2	0	0	115
	M %	42	77	0	0	2	44
		None	One	A few	Many	N/A / DK	N
<i>if PERSONAL8=1 (student or school pupil):</i> B At your school	W %	79	10	7	1	3	84
	M %	91	0	5	0	4	78
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITY1B=2,3 or 4:</i> SEXUALITY1B_b What is their gender? <i>More than one may be chosen.</i>	W %	87	7	0	7	0	15
	M %	50	100	0	0	0	4
		None	One	A few	Many	N/A / DK	N
C In organisations that you are active in	W %	55	2	6	2	35	835
	M %	65	1	3	0	31	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITY1C=2,3 or 4:</i>	W %	95	27	0	0	1	85

SEXUALITYIC_b What is their gender? <i>More than one may be chosen.</i>	M %	60	67	0	10	0	33
		None	One	A few	Many	N/A / DK	N
G Among your friends	W %	84	5	8	1	2	835
	M %	91	1	6	1	1	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITYIG=2,3 or 4:</i> SEXUALITYIG_b What is their gender? <i>More than one may be chosen.</i>	W %	95	27	1	1	0	114
	M %	64	68	0	2	0	60
		None	One	A few	Many	N/A / DK	N
D Among your family and relatives	W %	75	6	16	1	2	835
	M %	92	2	4	1	1	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITYID=2,3 or 4:</i> SEXUALITYID_b What is their gender? <i>More than one may be chosen.</i>	W %	89	41	1	1	0	189
	M %	67	62	0	2	2	54
		None	One	A few	Many	N/A / DK	N
E Among your neighbours	W %	87	3	4	1	5	835
	M %	93	2	2	0	3	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITYIE=2,3 or 4:</i> SEXUALITYIE_b What is their gender? <i>More than one may be chosen.</i>	W %	85	34	2	0	0	68
	M %	67	54	3	0	0	34
		None	One	A few	many	N/A / DK	N
F In your hobbies	W %	91	1	3	0	5	835
	M %	94	0	2	0	4	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITYIF=2,3 or 4:</i> SEXUALITYIF_b What is their gender? <i>More than one may be chosen.</i>	W %	89	31	3	0	0	30
	M %	69	58	0	0	0	20
		None	One	A few	Many	N/A / DK	N
H On your social media networks or elsewhere on the internet	W %	66	1	13	6	14	835
	M %	73	1	7	2	17	843
		Male	Female	Other	DK	PREFER NOT TO SAY	N
<i>If SEXUALITYIH=2,3 or 4:</i> SEXUALITYIH_b What is their gender? <i>More than one may be chosen.</i>	W %	93	41	1	3	1	152
	M %	61	64	6	12	0	74

My next questions concern sexual harassment. In this context, sexual harassment refers to conduct or verbal or written communication that is sexual, **unwanted, one-sided and potentially oppressive**.

SEXUALITY2 In the past two years, has anyone done any of the following to you?

		Yes	No	N
A In the past two years, has anyone made inappropriate comments about your body or your sexuality?	W %	24	76	835
	M %	8	92	843
B Proposed sexual relations to you in an inappropriate context?	W %	11	89	835
	M %	5	95	843
C Told lewd jokes or made crude comments in a way that you perceived as offensive?	W %	28	72	835
	M %	8	92	843
F Harassed you on social media or elsewhere on the internet in any of the ways described above?	W %	7	93	835
	M %	2	98	843
D Made unwanted physical advances to you?	W %	15	85	835
	M %	6	94	843
E Exposed themselves to you or stalked you?	W %	5	95	835
	M %	2	98	843

SEXUALITY3A–SEXUALITY3F options: read only once unless need to repeat arises

11 co-worker	24 current spouse or partner	20 friend
12 supervisor	16 family member	21 acquaintance
13 customer or student/pupil	17 other relative	22 stranger
14 fellow student/pupil	18 former spouse or partner	23 other
15 instructor	19 neighbour	

If SEXUALITY2A=1:

SEXUALITY3A Who has/have made inappropriate comments about your body or your sexuality?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	17	16
Supervisor	3	1
Customer or student/pupil	25	13
Fellow student	3	6
Instructor	0	0
Current spouse or partner	2	5
Family member	2	0
Other relative	5	5
Former spouse or partner	8	7
Neighbour	3	0
Friend	12	26
Acquaintance	25	28
Stranger	52	36
Other	1	2
N	177	59

SEXUALITY3A_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	99	52
2 Female	8	64
3 Other	1	2
DK	1	0
Prefer not to say	0	0
N	177	59

If SEXUALITY2B=1:

SEXUALITY3B Who proposed sexual relations to you in an inappropriate context?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	8	8
Supervisor	0	0
Customer or student/pupil	16	18
Fellow student	1	3
Instructor	0	0
Current spouse or partner	0	0
Family member	0	0
Other relative	4	0
Former spouse or partner	10	5
Neighbour	1	0
Friend	15	9
Acquaintance	34	26
Stranger	46	36
Other	0	6
N	84	38

SEXUALITY3B_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	99	17
2 Female	2	92
3 Other	0	2
DK	0	0
Prefer not to say	0	3
N	84	38

If *SEXUALITY2C=1*:

SEXUALITY3C Who told lewd jokes or made crude comments in a way that you perceived to be offensive?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	21	31
Supervisor	2	1
Customer or student/pupil	22	18
Fellow student	3	2
Instructor	1	0
Current spouse or partner	1	0
Family member	0	0
Other relative	5	7
Former spouse or partner	4	0
Neighbour	4	2
Friend	20	11
Acquaintance	30	27
Stranger	29	29
Other	1	0
N	220	64

SEXUALITY3C_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	99	73
2 Female	6	41
3 Other	0	3
DK	2	0
Prefer not to say	0	0
N	220	64

If *SEXUALITY2F=1*:

SEXUALITY3F Who harassed you on social media or elsewhere on the internet in any of the ways described above?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	3	6
Supervisor	0	0
Customer or student/pupil	0	4
Fellow student	4	0
Instructor	0	0
Current spouse or partner	0	0
Family member	0	0
Other relative	4	5
Former spouse or partner	4	0
Neighbour	0	0
Friend	9	0
Acquaintance	34	45
Stranger	70	67
Other	3	0
N	54	19

SEXUALITY3F_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	95	41
2 Female	7	96
3 Other	0	5
DK	5	4
Prefer not to say	0	0
N	54	19

If *SEXUALITY2E=1*:

SEXUALITY3D Who made unwanted physical advances to you?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	8	4
Supervisor	2	0
Customer or student/pupil	16	15
Fellow student	1	3
Instructor	1	0
Current spouse or partner	0	2
Family member	0	0
Other relative	3	0
Former spouse or partner	7	2
Neighbour	2	1
Friend	14	6
Acquaintance	21	30
Stranger	47	49
Other	0	3
N	113	46

SEXUALITY3D_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	98	15
2 Female	2	92
3 Other	0	0
DK	0	0
Prefer not to say	0	0
N	113	46

If *SEXUALITY2F=1*:

SEXUALITY3E Who exposed themselves to you or stalked you?

Response options 11–24, more than one may be chosen.

	W %	M %
Co-worker	7	16
Supervisor	0	0
Customer or student/pupil	22	2
Fellow student	0	0
Instructor	0	0
Current spouse or partner	0	5
Family member	0	0
Other relative	6	6
Former spouse or partner	15	7
Neighbour	0	0
Friend	9	9
Acquaintance	23	15
Stranger	62	18
Other	0	7
N	35	19

SEXUALITY3E_b What was their gender?

More than one may be chosen.

	W %	M %
1 Male	97	29
2 Female	6	89
3 Other	0	0
DK	0	0
Prefer not to say	0	0
N	35	19

My next questions are about how safe or unsafe you perceive various settings to be.

VIOLENCE1 Are you afraid of becoming a victim of violence or do you stay on guard because of it in the following settings?

		Yes, often	Yes, at least occasiona lly	Very rarely	Never	N/A / DK	N
A Are you afraid of becoming a victim of violence or do you stay on your guard because of it when you are out alone in the evening or at night? <i>In Finland.</i>	W %	10	32	28	26	4	835
	M %	3	9	26	60	2	843
B When taking public transportation in the evening or at night <i>In Finland.</i>	W %	7	18	20	27	28	835
	M %	1	6	17	53	23	843
<i>If PERSONAL1=1 (employed people):</i> C When working <i>In Finland.</i>	W %	2	9	16	73	0	478
	M %	1	3	9	87	0	511
<i>If PERSONAL8=1 (students/pupils):</i> E At your school <i>In Finland.</i>	W %	0	1	6	93	0	84
	M %	0	0	3	96	1	78
D Among family? <i>In Finland.</i>	W %	0	1	3	95	1	835
	M %	0	0	1	97	2	843
F With friends or acquaintances? <i>In Finland.</i>	W %	0	1	3	95	1	835
	M %	0	1	4	95	0	843

VIOLENCE2

<i>If VIOLENCE1A=1-2 or VIOLENCE1B=1-2:</i>		Yes	No	N
VIOLENCE2A Have you been going out less in the evenings because you were afraid or on guard? <i>In Finland.</i>	W %	24	76	362
	M %	21	79	119
VA2B Have you taken a taxi in the evening or at night because you were afraid or on guard? <i>In Finland.</i>	W %	50	50	362
	M %	29	71	119

The final question concerns gender-related hate speech.

Background information for the interviewer: Hate speech is defined as abusive or threatening written or verbal communication that incites violence or hate against individuals or groups because of certain attributes, such as e.g. skin colour, ethnic background, religion, disability, gender, age, sexual orientation or gender identity.

HATESPEECH1 In the past two years, have you been subjected to abusive or threatening verbal or written communication, i.e. hate speech, that is related to your gender?

		Yes, often	Yes, at least occasionally	Very rarely	Never	N/A / DK	N
<i>If PERSONAL1=1</i> A In the context of your work by email, on social media or elsewhere on the internet	W %	1	2	4	90	3	478
	M %	0	1	1	92	6	511
<i>If PERSONAL1=1</i> B In the context of your work and elsewhere, for instance at your workplace or in a public place (e.g. on the street, at a shopping centre or on public transportation) <i>In Finland.</i>	W %	1	2	6	91	0	478
	M %	0	1	2	97	0	511
<i>If PERSONAL8=1</i> C In the context of your studies by email, on social media or elsewhere on the internet	W %	0	1	5	94	0	84
	M %	0	0	1	96	3	78
<i>If PERSONAL8=1</i> D In the context of your studies and elsewhere, for instance at your school or in a public place (e.g. on the street, at a shopping centre or on public transportation) <i>In Finland.</i>	W %	0	1	6	93	0	84
	M %	0	0	0	99	1	78
E In your leisure time by email, on social media or elsewhere on the internet	W %	1	3	4	83	9	835
	M %	1	2	2	85	10	843
F In your leisure time elsewhere <i>In Finland.</i>	W %	0	2	6	91	1	835
	M %	0	1	2	96	1	843

HATESPEECH2 In the past two years, has a fear of gender-related hate speech caused you to do any of the following?

		Yes	No	N/A / DK	N
<i>If PERSONAL1=1:</i> A Change the way you act at work <i>In Finland.</i>	W %	3	96	1	478
	M %	0	99	1	511
<i>If PERSONAL8=1:</i> B Change the way you act at your school <i>In Finland.</i>	W %	1	96	3	84
	M %	1	99	0	78
C Change or cut back on your use of email, social media or other online activity	W %	6	84	10	835
	M %	2	85	13	843
D Change the way you go out or cut back on going out <i>In Finland.</i>	W %	5	93	2	835
	M %	1	98	1	843



The Gender Equality Barometer provides data on opinions, attitudes and experiences of gender equality in various sectors of life and society. The Gender Equality Barometer 2017 provides nationally and internationally unique monitoring data on the development of gender equality in Finland over the past two decades. The barometer also serves as a tool in the assessment of gender equality policy implementation and development needs.

The Gender Equality Barometer allows data to be accumulated on current issues, for example experiences of sexual harassment, on which information is not available elsewhere on a regular basis. Other focal themes include gender equality experiences in education and school policies as well as gender-based disadvantage encountered by wage-earners, entrepreneurs, people who are unemployed, laid off, taking family leave or informal caregivers, and the ease or difficulty of taking family leave at workplaces in private and public sectors. The barometer moreover provides insight into the division of housework responsibilities in families and the sharing of expenses in households relative to income.

The Gender Equality Barometer has been published since 1998 at intervals of three to five years. The current Gender Equality Barometer 2017 is the sixth of its kind. The survey data for the barometer was obtained through interviews of around 1,700 people aged 15–74 who were resident in Finland. The Ministry of Social Affairs and Health commissioned the implementation of the barometer from Statistics Finland and its coordination from the Centre for Gender Equality Information at the National Institute of Health and Welfare.