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Nelli Kianmaa

Gender Equality Barometer 2012

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SUMMARY

GENDER EQUALITY BAROMETER 2012

■ The Gender Equality Barometer is a survey into attitudes, opinions and experiences relating to equality between the sexes in Finland. The survey is designed for monitoring the progress of gender equality in different spheres of society. The 2012 Gender Equality Barometer is the fifth publication of its kind. The previous surveys were published in 1998, 2001, 2004 and 2008.

On the whole, attitudes and opinions relating to equality have changed relatively little since the first Gender Equality Barometer (between 1998 and 2012). Just over one in three men but less than one in five women consider the sexes to be equal. People in the youngest age group are more likely than others to consider that equality between the sexes has already been achieved. Better gender equality is considered to be a positive thing by the majority of people, and both women and men are believed to benefit from it.

The opportunities available for women in working life are considered to have improved to some degree. Women nevertheless still see their gender as a disadvantage in questions related to pay, career advancement and professional recognition. Highly educated women and women who work in male-dominated workplaces are especially likely to feel these injustices. Both women and men strongly support equality in working life, such as the elimination of unjustified differences in pay. Attitudes that maintain segregation in working life have dissipated to some degree.

Taking time off from paid work to go on parental or child care leave is considered to be significantly more difficult for fathers than for mothers. The respondents nevertheless felt that it is now easier for fathers to take longer statutory family leave than at the time of the previous surveys. The change is clearly visible in the private sector, where it was considered to be the most difficult for fathers to take family leave. Taking family leave was considered to be the most difficult for both mothers and fathers in workplaces that are clearly male-dominated.

The division of domestic responsibilities in families with two parents is still relatively traditional. One in two couples argue over the division of responsibilities in the home. Mothers' responsibility for housework has lessened slightly, and responsibilities are divided between parents a little more evenly than before. Mothers' responsibility for chores relating to child care and child rearing has not diminished. The respondents felt that men should contribute more in these respects.

Women's experiences of sexual harassment increased somewhat during the 2000s. Harassment of women aged over 55 has also become more common since 2008. Young women under the age of 35 are the most likely victims of sexual harassment. Sentences for rape are still considered to be as inadequate as before. Nine in ten women and men consider sentences for rape to be too lenient.

Key words:

equality, women, men, status of women, status of men, working life, family, sexuality, attitudes, survey, gender equality policy

FOREWORD

The 2012 Gender Equality Barometer examines how Finnish women and men perceive gender equality and how it has evolved in different spheres of society, such as in working life, at school and within the family. The first Gender Equality Barometer was published in 1998. The series of surveys conducted so far provides an overview of how attitudes and experiences relating to gender equality have changed in Finland over the last 14 years.

The pursuit of gender equality is a continuous process aimed at achieving de facto equality between the sexes. The Finnish Government's gender equality policy is aimed at reinforcing equality between women and men in different spheres of society. The Government Action Plan for Gender Equality 2012–2015 coordinates these efforts. The Gender Equality Barometer provides valuable information about changes in the way equality between the sexes is perceived. It therefore complements statistics on social change and contributes to evaluations of how well the gender equality policy is being implemented in practice.

According to the findings of the survey, Finnish citizens still assess men's status in society as somewhat higher than women's. The view has not changed significantly over the 14 years. Women's views are more critical than men's. On the other hand, approximately one in two both women and men believe that gender equality will increase over the next 10 years. Progress in gender equality issues is seen as a shared goal: Both women and men believe that better gender equality benefits both sexes.

Signs of a decrease in gender stereotyping, i.e. simplistic generalisations relating to gender, indicate a positive trend in gender equality. For example, more and more people consider women and men to be equally suitable candidates for various political roles. In other words, respondents now give less weight to gender as a measure of competence for various positions of responsibility. The trend towards an increasingly balanced distribution of sexes has also been evident in the composition of the Finnish Government, for example: An equal number of women and men have been appointed as ministers in the last four cabinets. The move away from a gender-based division of responsibilities is also evidenced by the fact that more respondents than before considered their own job to be equally well suited for both sexes. There has also been a slight shift towards a more equal direction in people's perceptions of the man as the primary provider in a family – however, more than one in three men and approximately one in five women still believe that the primary responsibility for a family's income rests with the man.

Supporting the parenthood of fathers and encouraging them to take parental leave has long been an important goal in Finnish society and gender equality policy. It is therefore slightly surprising that support for men contributing more to child care has dropped somewhat from before – after all, fathers' share of parental allowance, for example, is still relatively low. On the other hand, the respondents felt that not enough encouragement is given in workplaces for fathers to take family leave. The findings are therefore somewhat contradictory. Fathers still need to be supported in sharing parenthood responsibilities in order to increase gender equality. A change will take effect at the beginning of 2013, once again reinforcing the right of fathers to take parental leave and making the use of leave more flexible. It is important that more and more fathers take advantage of these rights in the future.

The 2012 Gender Equality Barometer was commissioned by the Ministry of Social Affairs and Health and conducted by Statistics Finland. Researcher Nelli Kiianmaa from Statistics Finland analysed the findings and produced the text for the report, and Actuary Outi Stenbäck was responsible for the figures included in the report as well as for Annex 1. The Gender Equality Barometer steering group comprised Senior Officer Reetta Siukola (chair until 30 August 2012), Senior Officer Päivi Yli-Pietilä (chair as of 1 September 2012), Consulting Officer Ilari Keso and Deputy Director General Mikko Staff from the

Ministry of Social Affairs and Health; Secretary General Hannele Varsa from the Council for Gender Equality; Senior Actuary Tarja Nieminen from Statistics Finland; Head of Human Resources Administration Tiina Kukkonen-Suvivuo from the Ministry of the Interior; Information Services Manager Sari Pikkala from the Minna Centre for Gender Equality Information in Finland; Adjunct Professor in Sociology of Education Jukka Lehtonen from the University of Helsinki; Jukka Jominen from the Confederation of Finnish Men's Associations; and Lea Henriksson from the Coalition of Finnish Women's Associations (NYTKIS ry). The working group's secretary was Senior Researcher Marjut Pietiläinen from Statistics Finland and the project was overseen by Senior Officer Annamari Asikainen from the Ministry of Social Affairs and Health.

Paavo Arhinmäki
Minister of Culture and Sport

Contents

1	INTRODUCTION	7
2	ATTITUDES REGARDING GENDER EQUALITY	8
	EQUALITY AT WORK, IN THE ECONOMY, IN POLITICS AND WITHIN THE FAMILY	10
	Equality in working life	11
	Division of responsibilities between the sexes in public life	12
	Positions of responsibility in different political sectors	13
	Division of responsibilities within the family	16
	SEXUALITY IN THE MEDIA	17
	BUYING SEX	18
3	EQUALITY IN THE WORKPLACE AND AT SCHOOL	19
	EMPLOYEES	20
	Perceived gender-based disadvantage in questions related to pay	24
	Readiness to ask for pay rises	25
	Perceived gender-based disadvantage with regard to career advancement	26
	Encouragement to pursue more challenging roles	26
	Own job's suitability for the opposite sex	27
	ENTREPRENEURS	28
	STUDENTS	30
4	RECONCILING WORK AND FAMILY LIFE	33
	OPINIONS ON THE EASE OR DIFFICULTY OF TAKING FAMILY LEAVE	34
	Maternity leave, paternity leave and parental leave for mothers	36
	Parental leave for fathers	36
	Full-time child care leave	37
	Part-time child care leave	37
	Time off work to attend to a sick child	37
5	GENDER EQUALITY IN DIVISION OF RESPONSIBILITIES AND DECISION-MAKING WITHIN THE FAMILY	39
	DIVISION OF RESPONSIBILITIES IN THE HOME	39
	Responsibilities relating to children	40
	Housework	41
	Maintenance, repairs and gardening	42
	UNEVENNESS OF THE DISTRIBUTION OF RESPONSIBILITIES RELATING TO THE HOME AND CHILDREN	44
	SUBJECTS CAUSING DISAGREEMENT BETWEEN PARTNERS	45
6	DISMISSIVE TREATMENT, PERCEIVED THREAT OF VIOLENCE, AND SEXUALITY	47
	CONDESCENDING TREATMENT OF THE OPPOSITE SEX	48
	SEXUAL HARASSMENT	50
	FEAR OF VIOLENCE	54
	SENTENCES FOR RAPE	55
7	CONCLUSION	55
	GENDER EQUALITY IN SOCIETY AND WORKING LIFE	55
	GENDER EQUALITY WITHIN THE FAMILY AND VIEWS ON THE FAMILY LEAVE SYSTEM	56
	DISMISSIVE TREATMENT, THREAT OF VIOLENCE, AND SEXUALITY	57
	SLOW PROGRESS TOWARDS GENDER EQUALITY?	57
	REFERENCES	59
	ANNEX 1: INTERVIEW FORM	60
	ANNEX 2: THE STATUTORE FORMS OF FAMILY LEAVE DISCUSSED IN THE GENDER EQUALITY BAROMETER IN 2012 AND THEIR LENGTHS	79

1 INTRODUCTION

The 2012 Gender Equality Barometer is the fifth publication of its kind. The first Finnish Gender Equality Barometer was published in 1998. The survey measures women's and men's attitudes and experiences relating to gender equality at different times. It complements gender-based statistics on equality between the sexes by providing information about opinions and experiences. It therefore brings equality issues to the surface in order for them to be identified and eliminated.

Gender Equality Barometers are published every three–four years. The first two surveys, published in 1998 and 2001, were conducted as a joint effort of the Council for Gender Equality and Statistics Finland, and subsequent surveys (2004, 2008 and 2012) were commissioned by the Ministry of Social Affairs and Health from Statistics Finland. The work associated with the 2012 Gender Equality Barometer was coordinated by a steering group consisting of consultants and the ministry's representatives.

The majority of the questions included in the survey were formulated by an extensive group of researchers and consultants in connection with preparing the first survey (in 1997). This is why the themes covered by the interview form are based on the gender equality policy of the late 1990s and early 2000s and associated topical issues. Access to time series data has been considered important, which is why the questions have been kept largely unchanged. The survey's primary themes include universal assessments and attitudes relating to all spheres of society, the respondents' personal experiences and views of gender equality in the workplace or at school, reconciling work and family life, as well as personal experiences of the division of responsibilities and decision-making within the family. The survey also covers experiences of condescending or dismissive treatment and sexual harassment as well as the prevalence of perceived threat of violence.

The Gender Equality Barometer measures changes in public opinion. The aim has not been to determine exactly what is meant by equality between the sexes. The findings tell of people's views and experiences in their own life and circumstances as well as of how gender equality issues are perceived at different times. They may also reflect the tolerability or acceptability of different kinds of views in Finland's climate of opinion. The status of ethnic and sexual minorities, for example, and issues relating to these have become an increasingly debated theme in gender equality policy in recent years. These themes have so far not been included in the Gender Equality Barometer.

The sample for the 2012 Gender Equality Barometer comprised 2,500 people aged between 15 and 74¹. The subjects were selected by random sampling stratified by geographical area, age and gender. The data were compiled by means of computer-assisted telephone interviews between January and March. In 2012, the average length of an interview was approximately 18 minutes, and the response rate was 64 per cent (men 62 %, women 65 %). In other years the response rate has varied between 77 and 64 per cent. In 2012, the distribution of respondents of different ages and of different educational backgrounds, in particular, was biased. The shortage was corrected by a weight coefficient. A total of 1,587 respondents completed the survey. The accumulative data from all five surveys include answers from a total of 8,835 respondents. The data have been compiled by means of telephone interviews around the same time of year all five times.

The enclosed 2012 Gender Equality Barometer interview form shows the distribution of answers by gender for each question. New questions that were added to the form in 2012 are marked with an asterisk.

¹ The statistical population used in the 2012 Gender Equality Barometer comprised all people residing in Finland regardless of nationality. Respondents could answer the survey in either Finnish or Swedish. The findings can be generalised according to gender, geographical area and age to all people aged between 15 and 75 residing in Finland.

2 ATTITUDES REGARDING GENDER EQUALITY

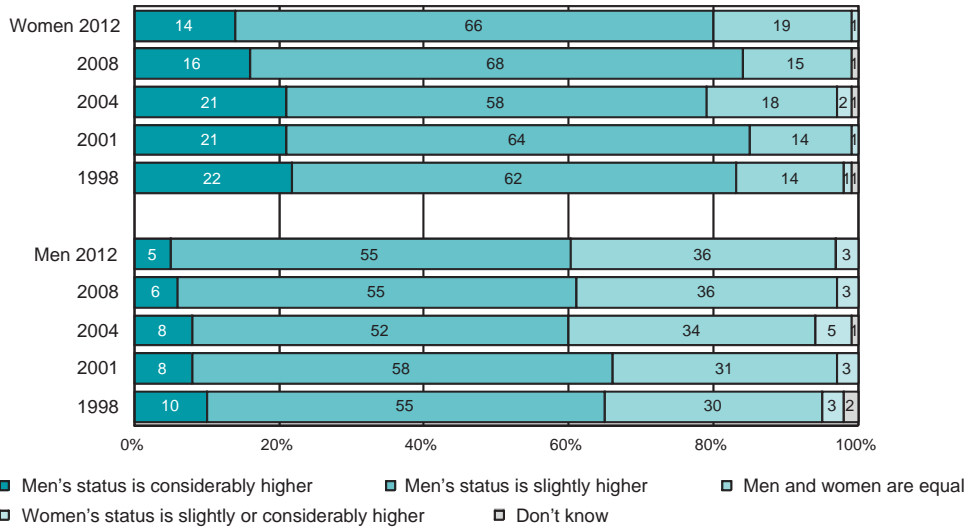
- The majority still consider that men enjoy a higher status in society than women.
- One in two believe that gender equality will increase in the future. The majority believe that better gender equality also benefits men.
- Two in three women and just under one in two men do not consider women's opportunities in working life to be as good as men's. The majority support the efforts of labour market organizations and employers to eliminate unjustified differences in women's and men's pay.
- Less than one in two consider women and men to be equally well suited for positions of responsibility in all political sectors.
- One in three men and one in five women maintain that the man bears the primary responsibility for a family's income.
- Men are still hoped to contribute more to child care and child rearing.
- One in three women and two in three men approve of men and women buying sex from a prostitute.

Attitudes and assessments regarding gender equality in society were studied by means of statements relating to equality between the sexes in general as well as more specific statements relating to politics, the economy, work and family life.

GENERAL VIEWS ON GENDER EQUALITY

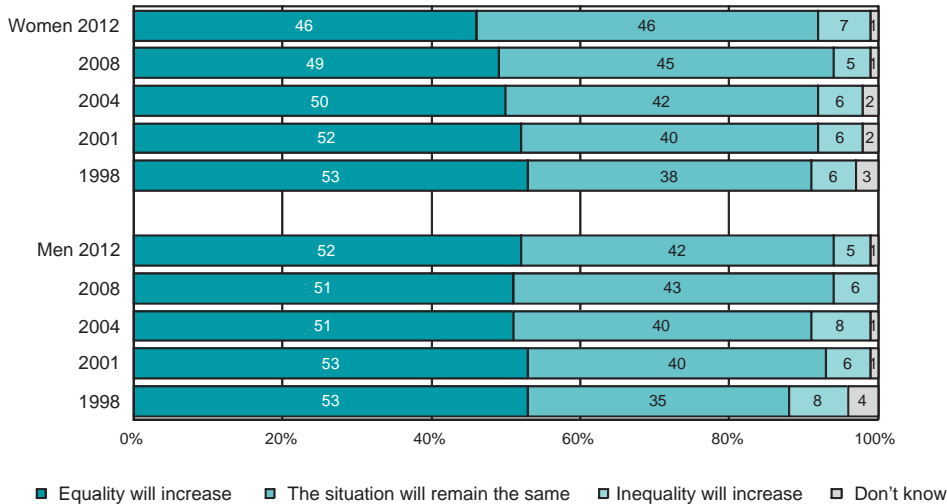
The respondents were first asked to evaluate the status of the sexes at the time of the survey on a general level. Based on the findings, the majority of Finns still consider men to be in a considerably or slightly better position than women (Figure 1). Women are more likely to feel this way than men. Those who consider men to enjoy a considerably higher status have nevertheless always been a minority, and the percentage of respondents who feel this way has shrunk over the years. At the same time, the percentage of respondents who consider the sexes to be equal has increased slightly. Men are considerably more likely than women to feel that gender equality has already been achieved.

Figure 1. Views on the status of women and men in Finnish society



In addition to views on the current level of gender equality, the respondents were asked for their predictions of how gender equality will change over the next 10 years: whether it will increase, decrease or stay the same. Approximately one in two Finns believe that gender equality will increase. The proportion has not changed much over the last 14 years, although slightly more women now believe that gender equality will not increase from current levels (Figure 2).

Figure 2. Predictions of how gender equality will change over the next 10 years



Based on the findings of the 1998 and 2012 surveys, those respondents who feel that the status of men is higher than that of women are the most likely to believe that gender equality will increase in the future. On the other hand, the respondents who feel that the sexes are already equal are the most likely to believe that gender equality will neither increase nor decrease over the next 10 years. Very few believe that inequality between the sexes will increase in the future.

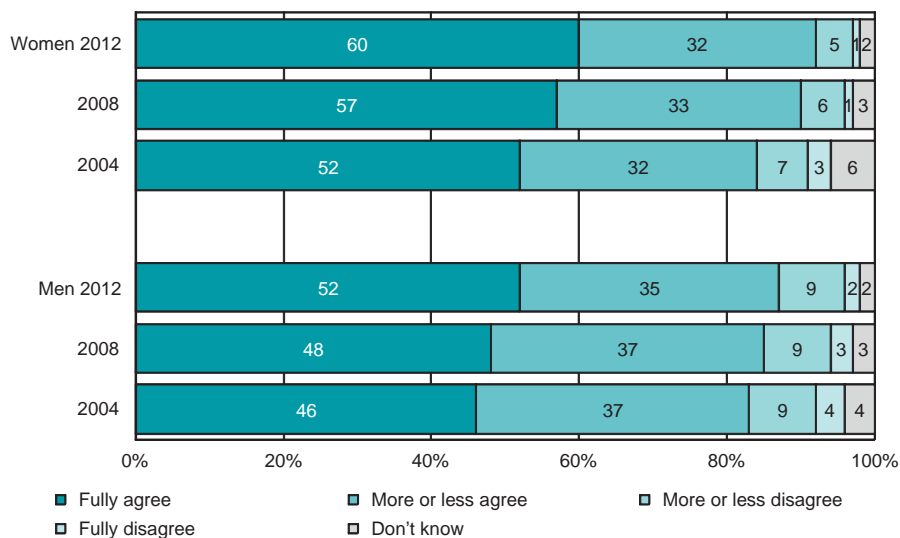
The questions relating to the current level of gender equality and its change were analysed separately according to age group and educational background. The respondents were divided into three groups:

aged 15–34, aged 35–54, and aged 55–75. The youngest age group of both women and men are more likely to feel that equality between the sexes has already been achieved. The percentage of people who consider the status of men to be considerably higher than that of women increases with age. This finding also applies separately for women and men. The oldest age group of women are the least optimistic with regard to gender equality in the future: Both women aged 35–54 and 55–75 are less likely than others to believe that gender equality will increase. Women aged over 55 are the most likely to believe that inequality will increase. The views of the oldest age group regarding the current level of gender equality and its changes have remained relatively unchanged over the years.

The respondents were divided according to educational background into those who had attained basic level education, secondary level education, and higher level education. Level of education does not appear to affect men's views of the current level of gender equality. Women's views and educational background, however, are linked. Women with basic level education are more likely than those with a higher level of education to consider men and women to be equal. Women with secondary level or higher level education are more likely than others to feel that the status of men is slightly higher than that of women.

Men and highly educated women believe that gender equality will increase over the next 10 years. The respondents were relatively unanimous regarding the statement that men also benefit from an increase in gender equality (Figure 3). Women aged 35–54 and 55–75 as well as highly educated women agree with this statement the most strongly.

Figure 3. Statement: Men also benefit from an increase in gender equality



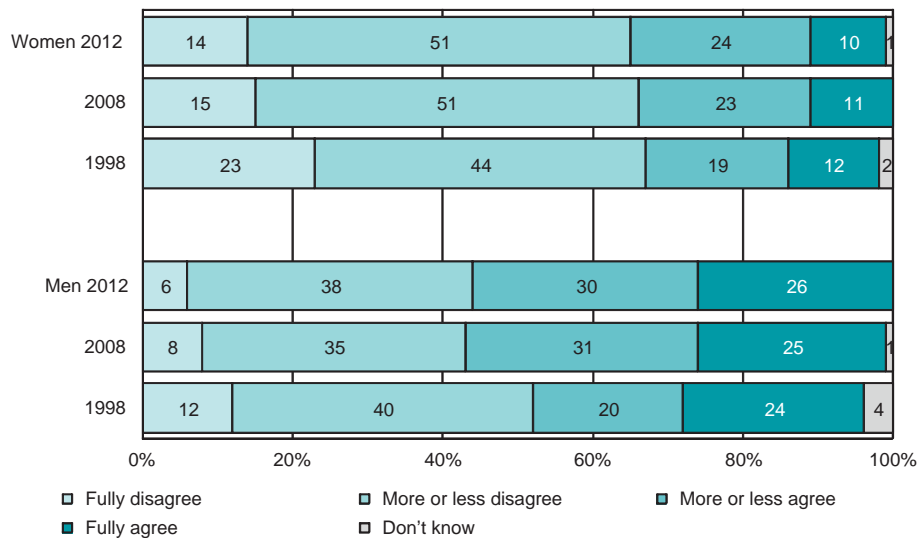
EQUALITY AT WORK, IN THE ECONOMY, IN POLITICS AND WITHIN THE FAMILY

In addition to views relating to society on the whole, the respondents were presented with a series of statements concerning topics related to work, the economy, politics and family life. This provided information about how the relationship between the sexes is perceived in different spheres of life and what arrangements and efforts to promote equality would be considered welcome. The following sections examine attitudes towards equality at work, in the economy and in politics, followed by views on the division of responsibilities within the family. Based on the answers, the majority of Finns are in favour of a more even distribution of responsibilities between the sexes in these spheres of life. No notable change has taken place with regard to most of the statements over the years.

Equality in working life

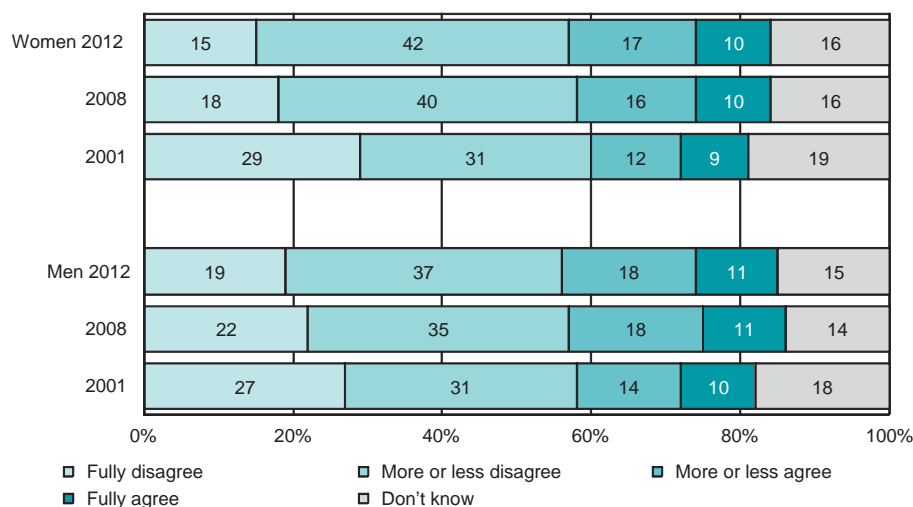
Compared to international statistics, full-time paid work is extremely common among both sexes in Finland. The right of women to work regardless of their family circumstances is recognised equally by both women and men. At least 90 per cent of respondents have fully agreed or more or less agreed with this statement in all of the surveys that have been conducted so far. Both men and women are also in favour of increasing gender equality in working life. Women are nevertheless more likely than men to support the elimination of unjustified gender-based differences in pay, for example. Women also tend to be more critical of the status of women in working life: Only one in three women feel that women's opportunities in working life are as good or almost as good as men's while more than one in two men agree with this statement (Figure 4).

Figure 4. Statement: Women's opportunities in working life are as good as men's



The most important goals relating to gender equality in working life in the Government Programme of Prime Minister Katainen's cabinet (2011) include, among others, reducing differences in pay between women and men and dividing family leave more evenly between parents. Almost 60 per cent of Finns agree that fathers are not given enough encouragement in the workplace to take child care leave (Figure 5). Views concerning the family leave system are discussed in more detail in Chapter 4.

Figure 5: Statement: Men are given enough encouragement in the workplace to take child care leave



The majority of the respondents (85%) also feel that the costs resulting from family leaves should be shared more evenly between employers in female-dominated and male-dominated sectors. Most of the direct costs resulting from family leaves are already charged evenly to all employers and wage and salary earners.

Reimbursement of direct costs incurred by employers as a result of family leaves

Direct costs incurred by employers as a result of family leaves include the salaries of employees who are on maternity or paternity leave, their holiday pay and statutory social insurance contributions. Employers are reimbursed for a large proportion of these costs. The reimbursement scheme is funded by charges levied on all employers and wage and salary earners. In 2012, the employer's health insurance contribution was 2.12 per cent of a payroll. Health insurance contributions are collected from all employers regardless of whether they operate in a female-dominated or male-dominated line of work or whether their employees take family leave.

Approximately nine in ten feel that employers and labour market organizations should work harder to eliminate unjustified differences in pay between women and men. The general attitude towards workplace-specific gender equality plans has become more reserved. Approximately one in three consider them to be ineffective. It is difficult to say whether this is indicative of informed criticism of gender equality plans or a lack of familiarity with them.

Workplace-specific gender equality plans

The Finnish Act on Equality between Women and Men stipulates that all employers who employ at least 30 people must produce a gender equality plan. The plan must be prepared in cooperation with the personnel. It includes an account of the level of gender equality in the workplace and a breakdown of how positions within the organisation are divided between women and men as well as workplace salary survey, measures to promote gender equality and evaluations of previous measures.

Division of responsibilities between the sexes in public life

The respondents are in favour of achieving a more even distribution of responsibilities between the sexes in public life. Nine in ten respondents feel that more women are needed in politics to diversify the knowledge base. On the other hand, more men are needed in social welfare and health care professions (76% of respondents agree or strongly agree with this statement). The same number believe that businesses and the economy would benefit from a larger number of female executives. Women are more likely than men to agree with these statements (Figures 6 and 7).

Figure 6. Statement: More men should be employed in social welfare and health care professions

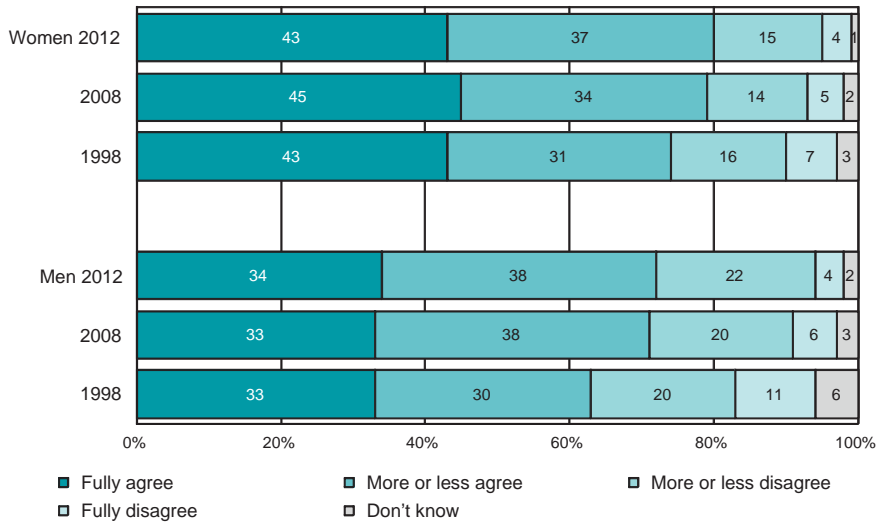
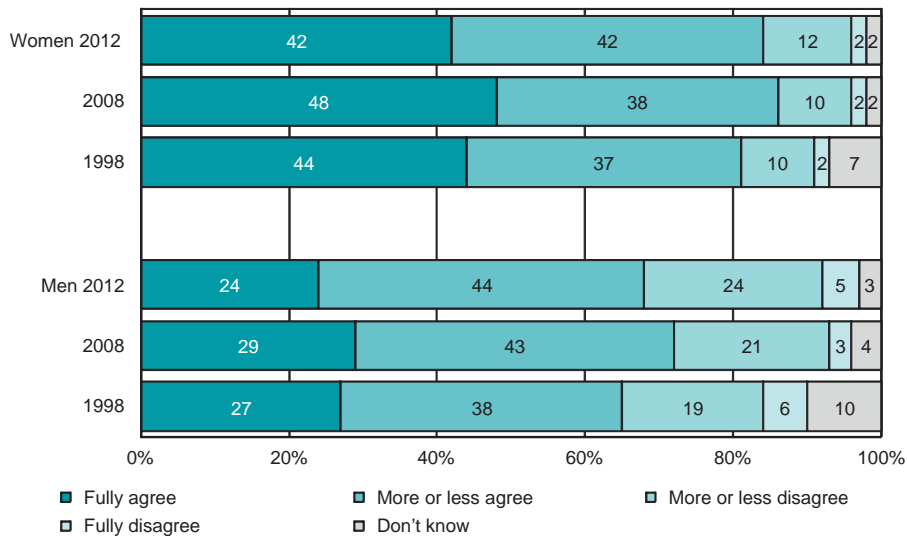


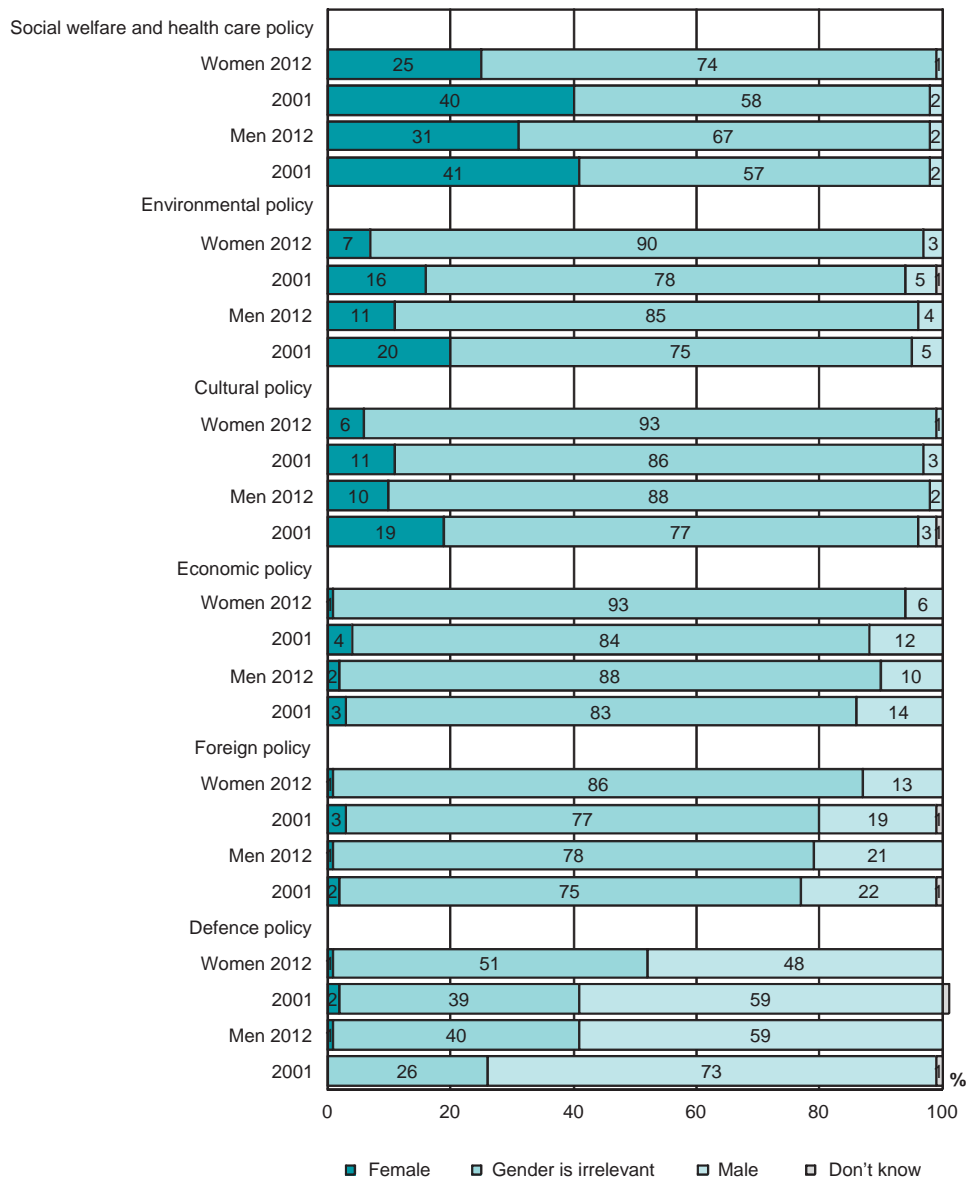
Figure 7. Statement: Businesses and the economy would benefit from a larger number of female executives



Positions of responsibility in different political sectors

In 2012, all respondents were asked about their attitudes regarding positions of responsibility in different political sectors. These questions were also included in the 1998 and 2001 surveys. The respondents were asked whether they considered a man or a woman to be more capable of attending to a position of responsibility in the spheres of economic policy, foreign policy, social welfare and health care policy, environmental policy and cultural policy or whether they felt that the gender of an office holder was irrelevant. The 2001 and 2012 surveys also included the same questions regarding positions of responsibility in the sphere of defence policy. Figure 8 shows the distribution of answers in 2001 and 2012, when all of the aforementioned political sectors were included in the survey.

Figure 8. Which gender is better suited for positions of responsibility in the sphere of...



The highest percentage of answers according to which a woman is better suited to positions of responsibility was given when asked about social welfare and health care policy. Although the percentage of people who consider a woman to be a more suitable candidate has dropped, approximately one in four women and one in three men still considered women to be more suitable for positions in this political sector in 2012. The political sector with the largest gender divide was nevertheless defence policy. People still see defence policy as the most “manly” political sector, and conscription only applies to men². The percentage of people who consider a man to be a more suitable candidate for positions of responsibility in the sphere of defence policy has dropped since 2001. Approximately one in two Finns felt that a man was better suited than a woman for a political office relating to defence in 2012. Men are more likely than women to feel this way.

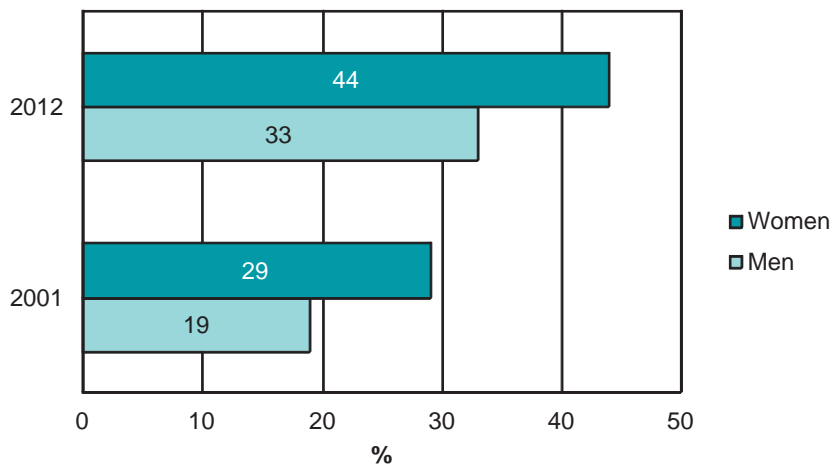
² Conscription is excluded from the scope of the Finnish Act on Equality between Women and Men.

A woman was considered to be better suited than a man in the culture and the environment policy and a man better suited than a woman for positions of responsibility in the sphere of economic and foreign policy in both periods. (Figure 8)

The answers were used to form a single variable representing the respondents' attitudes towards the two sexes in positions of responsibility in the spheres of economic policy, foreign policy, social welfare and health care policy, environmental policy, cultural policy and defence policy. The alternatives were as follows: 1) respondents who considered a man to be a more suitable candidate more often than a woman, 2) respondents who considered a woman to be a more suitable candidate more often than a man, 3) respondents who had chosen a woman and a man as the more suitable candidate an equal number of times, and 4) respondents who had indicated that the gender of an office holder was irrelevant in all political sectors. The comparison was based on answers given in 2001 and 2012.

In both 2001 and 2012, approximately four in ten men and one in three women considered a man to be a more suitable candidate than a woman for positions of responsibility in more of the political sectors included in the survey. In 2001, 16 per cent of men and 17 per cent of women chose a woman more often than a man. The percentages of respondents who chose a woman were approximately half of these figures in 2012 (9% of men and 8% of women). Fewer women and men also chose a woman and a man as the more suitable candidate an equal number of times. The percentage of respondents who feel that the gender of an office holder is irrelevant in all political sectors, however, has increased since 2001 both among men and women. Four in ten women and three in ten men felt this way in 2012 (Figure 9).

Figure 9. The gender of an office holder is irrelevant in the spheres of social welfare and health care policy, environmental policy, cultural policy, economic policy, foreign policy and defence policy



The answers were then compared according to age group and educational background. In both 2001 and 2012, the respondents' educational background was linked to their views of whether a woman or a man was better suited for positions of responsibility in different political sectors. The higher the respondents' level of education, the more likely they were to feel that the gender of an office holder is irrelevant in all political sectors. The lower the respondents' level of education, the more likely they were to feel that either a woman or a man was a more suitable candidate for positions of responsibility in different political sectors. The link between educational background and views regarding this question was stronger among men in 2012 than in 2001. The percentage of highly educated men who considered the gender of an office holder to be irrelevant in all political sectors was higher in 2012 than before.

The age group with the most gendered views was the over-55s. They were less likely than others to feel that a woman and a man were equally well suited for positions of responsibility in all political sectors. The percentage of people who feel this way has increased among women and men in all age

groups, but in relative terms the increase has been the highest among the over-55s, where the percentage has doubled both among women and men. The same applies to men aged under 35.

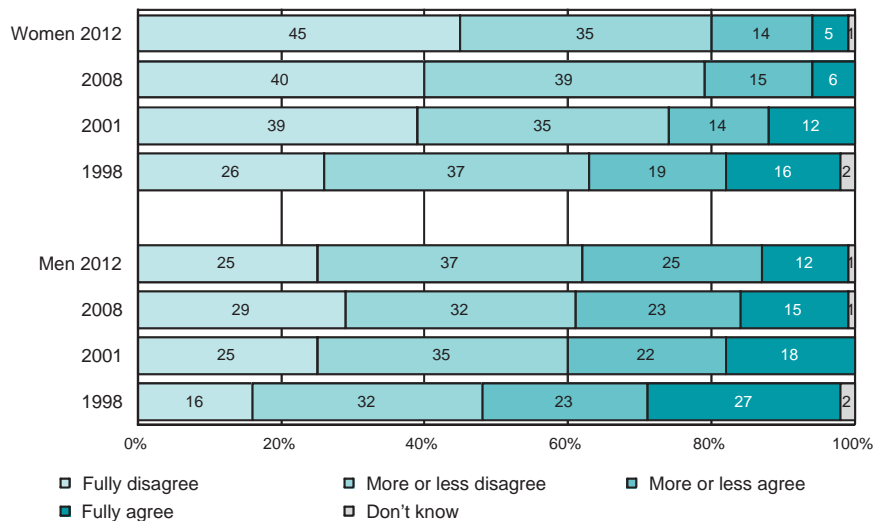
Fewer men aged over 55 chose a man as the more suitable candidate for a political office more often than a woman in 2012. The same did not apply to women in the same age group. The views of younger and older men have become more similar, while differences between age groups among women have remained unchanged. In both 2001 and 2012, the views of women aged 15–34 and 35–54 differed from the views of older women and men of all ages. Women in these age groups were more likely than others to feel that the gender of an office holder is irrelevant in all political sectors.

Views have moved towards greater equality. The findings nevertheless suggest that the perception that some roles are better suited for women and others better suited for men is still strong. Men are on average more likely than women to feel that one gender is better suited for a role than the other. Attitudes relating to the segregation of sexes in working life are also discussed in Chapter 3 (respondents' views on their own job's suitability for women and men).

Division of responsibilities within the family

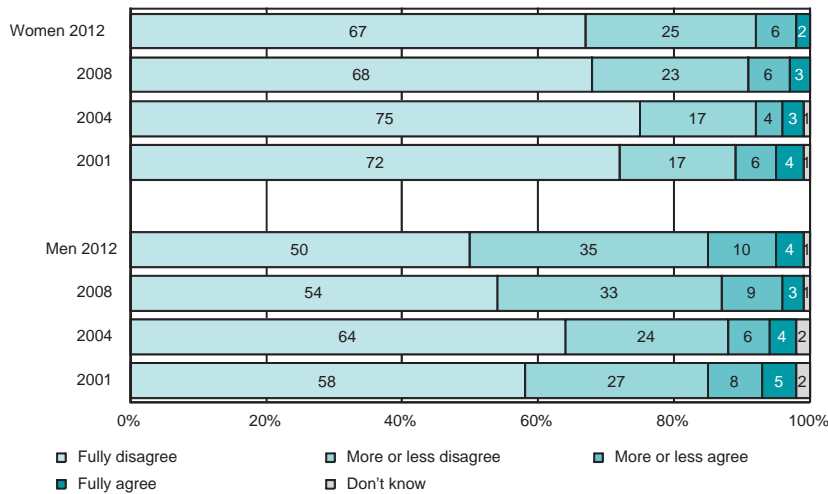
All respondents were asked three questions relating to the division of responsibilities within the family. Men responded to the statement “The man bears the primary responsibility for a family’s income” considerably more conservatively than women and felt more often than women that the man bears the primary responsibility. Approximately one in three men and approximately one in five women fully agree or more or less agree with this statement. Both women and men are less likely than before to feel that the man bears the primary responsibility for a family’s income (Figure 10). Since educational background and level of income are linked, the answers were also analysed according to educational background. In both 1998 and 2012, a low level of education was linked to both women and men feeling that the man bears the primary responsibility for a family’s income.

Figure 10. Statement: The man bears the primary responsibility for a family's income



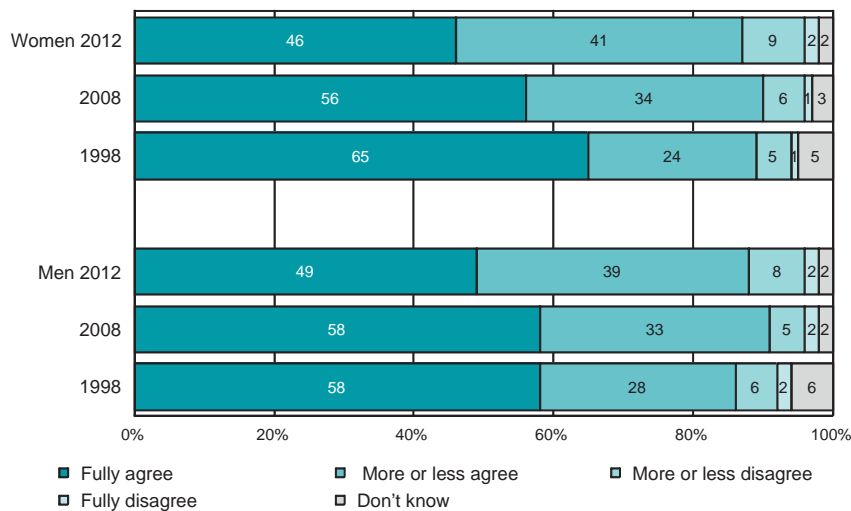
According to the respondents, the salary level should not dictate which of the spouses does more housework. Almost 90 per cent of Finns disagree with the statement “It is fair that the spouse with the smaller income does the majority of housework”, although the percentage of people who fully disagree with this statement has dropped slightly over the years (Figure 11).

Figure 11. Statement: It is fair that the spouse with the smaller income does the majority of housework



The same number of people agree with the statement “Men should contribute more to the care and upbringing of their children than they do currently” (Figure 12). Women and men have very similar views regarding this question.

Figure 12. Statement: Men should contribute more in the care and upbringing of their children than they do currently

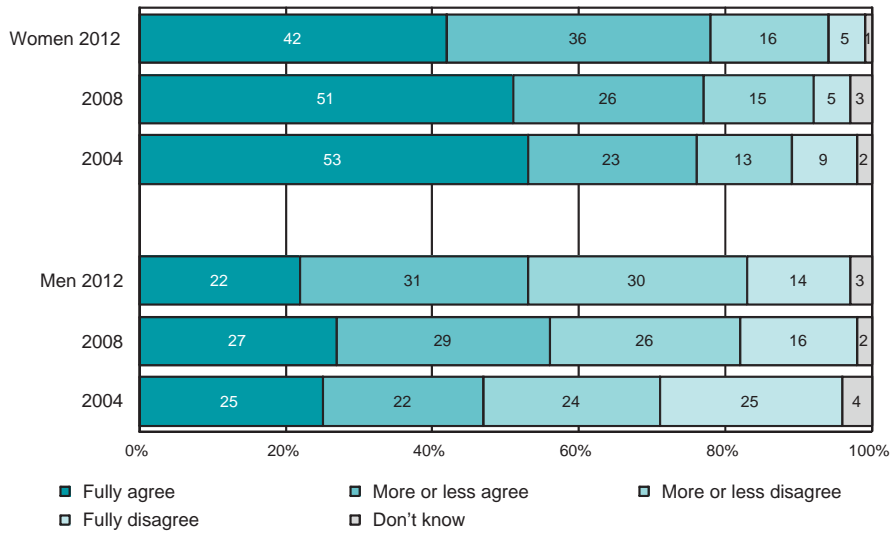


SEXUALITY IN THE MEDIA

The general statements included two questions relating to sexuality. They concerned nudity in outdoor advertising and the effect of the commercial media on children’s and young people’s perceptions of sexuality. The questions have been included in the survey since 2004.

Almost 80 per cent of women agreed with the statement “There should be fewer almost naked bodies in outdoor advertising”, while approximately one in two men felt this way (Figure 13). Slightly fewer women fully agreed with this statement in 2012 than in 2008.

Figure 13. Statement: There should be fewer almost naked bodies in outdoor advertising

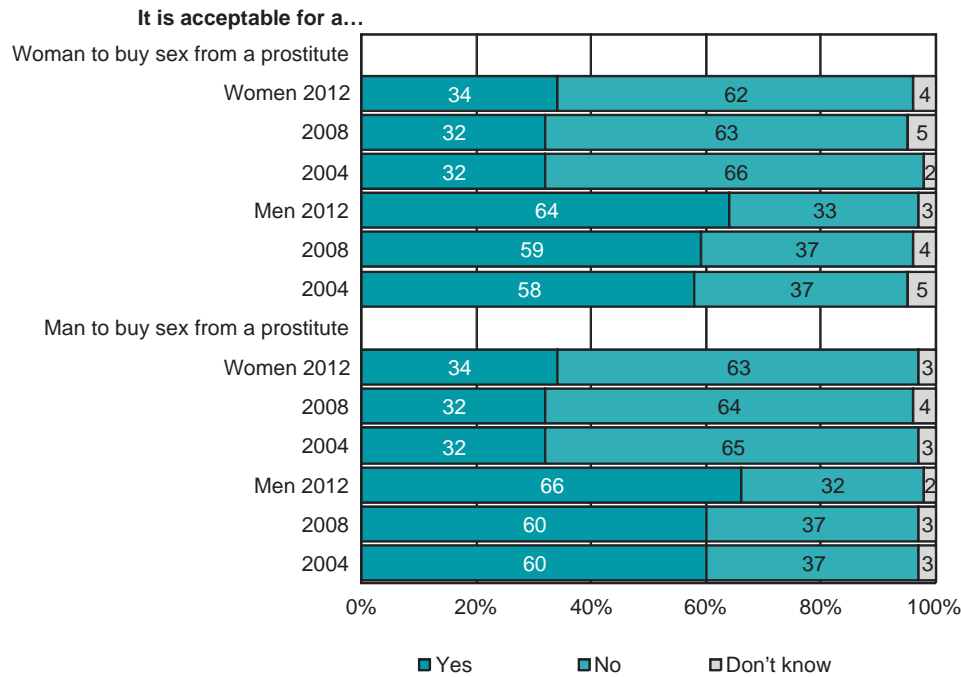


The number of people who were concerned about the effect of the commercial media on children's and young people's perceptions of sexuality was higher: Almost nine in ten considered the effect of the commercial media and the Internet excessive.

BUYING SEX

The respondents were asked about their views on buying sex in connection with questions relating to sexual harassment. Men were considerably more likely than women to approve of buying sex: Two in three men and just one in three women approved of buying sex from a prostitute. The respondents were asked about the acceptability of buying sex according to the buyer's gender. Buying sex was considered equally acceptable regardless of whether the buyer is male or female.

Figure 14. Statement: Buying sex from a prostitute is acceptable



3 EQUALITY IN THE WORKPLACE AND AT SCHOOL

- The majority of people who work full time consider their workplace to offer equal opportunities for both sexes. Workplaces with approximately the same number of women and men are the most likely to be considered equal.
- More than one in two working women and just under one in five men have encountered situations in their working life where they experienced gender-based disadvantage.
- Women are most likely to experience disadvantages in questions related to pay and career advancement. Highly educated women and women who work in male-dominated workplaces are the most likely to experience these injustices. A relatively high percentage of women also experience disadvantages in questions related to professional recognition.
- More and more earners consider their own job to be equally well suited for both sexes.
- Students are generally happy with the level of gender equality at school and also generally happier than people who work. However, more than one in two students have encountered at least one situation where their gender put them at a significant disadvantage or a moderate disadvantage.

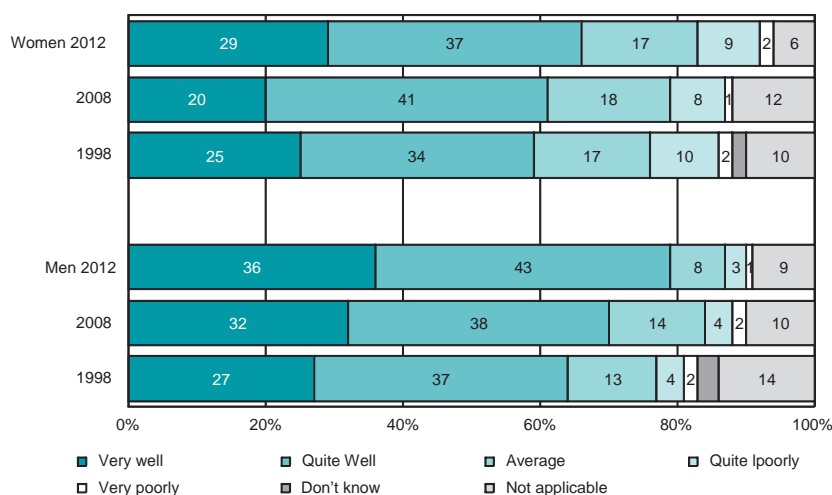
This chapter discusses the views of employees, entrepreneurs and students concerning the realisation of gender equality in the establishments where they work or study. Firstly, it will be generally discussed how the interviewees assess the level of gender equality in workplaces or at school. This is followed by results dealing with establishing how frequently the respondents had experienced gender-based disadvantage at

work or at school. Employees were also asked more specifically about gender equality in questions related to pay and career advancement and about their readiness to ask for pay rises as well as the level of encouragement available with regard to career advancement. The same question that was asked in 1998 about whether working men and women who are earners consider their own job to be equally well suited for both sexes was repeated in the 2012 survey. Women's and men's answers were analysed separately and according to the sex ratio in the workplace, the sector of industry (state sector, municipal sector, private enterprises) as well as the respondents' educational background. The analysis of questions related to pay and encouragement for career advancement also factored in the respondents' age and type of work.

EMPLOYEES

Approximately 70 per cent of respondents who are full-time employees felt that gender equality realises in their workplace either very well or quite well. Men's views on the realisation of gender equality have become more positive. Approximately one in five full-time earners felt that gender equality realises in their workplace either average or poorly. Female respondents were more likely to choose these answers than men. Seven per cent of full-time earners felt that they were unable to answer the question because the question was not applicable to them. (Figure 15)³

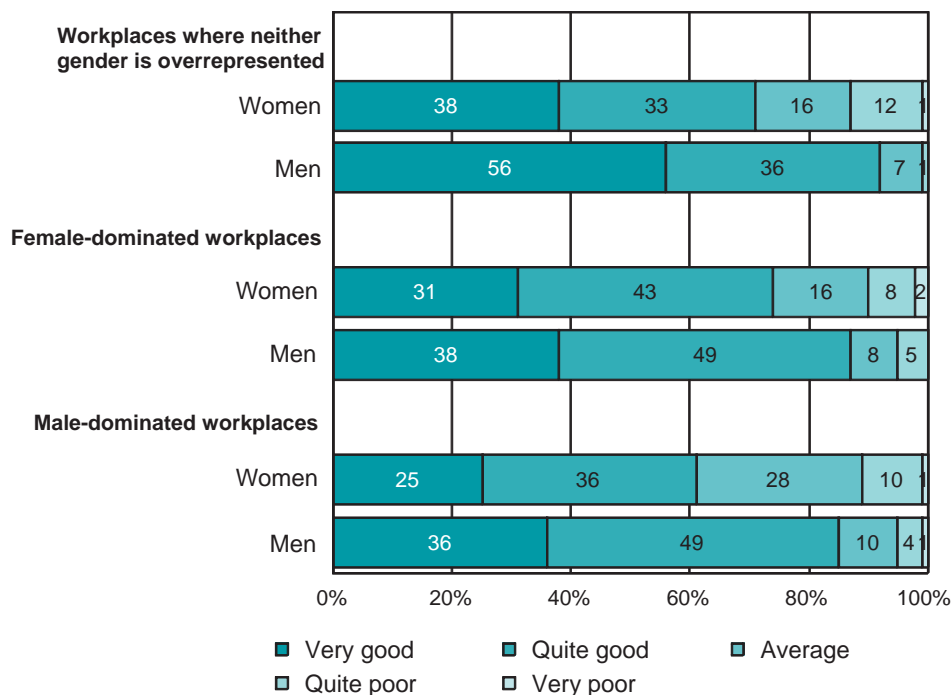
Figure 15. Full-time employees' views on the realisation of gender equality in their workplace



Based on the respondents' answers, workplaces where neither gender is overrepresented are the most likely to offer equal opportunities for both sexes. Approximately half of the respondents who worked in these kinds of workplaces said that gender equality realised very well in their workplace when only one in three people who worked in either male-dominated or female-dominated sectors chose that answer. The most likely respondents to feel that their workplace offered equal opportunities for both sexes were men who worked in workplaces where both sexes were relatively evenly represented. Instead, women who worked in clearly male-dominated workplaces were the most likely to feel that their workplace did not offer equal opportunities for both sexes (Figure 16).

³ Depending on the year, between eight and 18 per cent of respondents have indicated that the question is not applicable to them, often because there are practically no members of the opposite sex in their workplace. The figure includes all respondents. The figures given elsewhere in the report only include the people for whom the question is relevant.

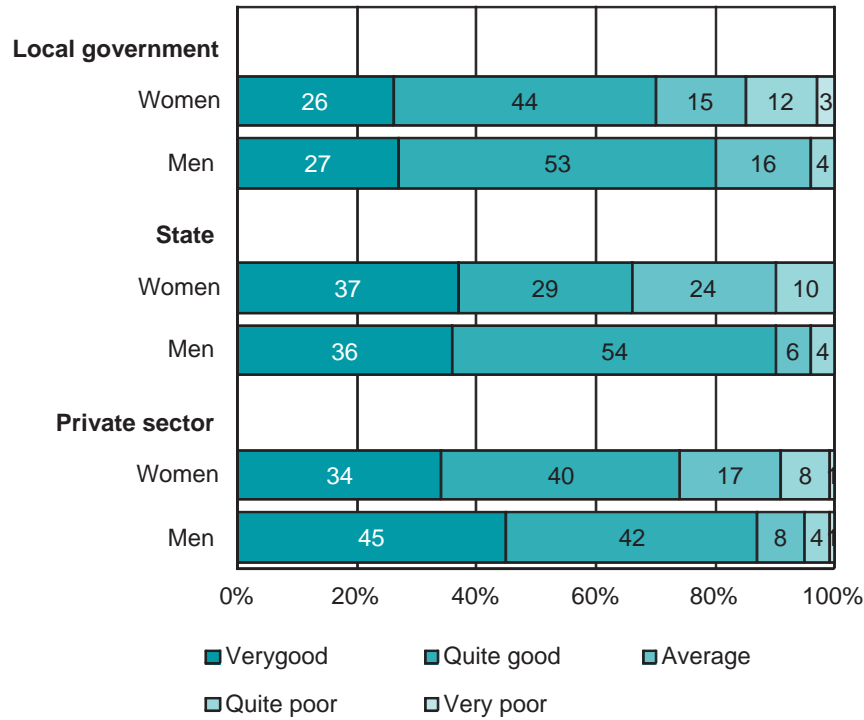
Figure 16: Realisation of gender equality in workplaces in 2012 according to whether the workforce is female-dominated or male-dominated



Respondents who worked in the municipal sector were somewhat less likely than others to say that the realisation of gender equality in their workplace was very good (Figure 17). The results support the findings of the latest Finnish Working Life Barometer published by the Finnish Ministry of Employment and the Economy. In the survey conducted in the autumn of 2011, employees in the municipal sector were generally slightly less happy with the progress on gender equality in their workplace than state-sector and private-sector employees. (Finnish Working Life Barometer: Municipal Branch Employees 2011)

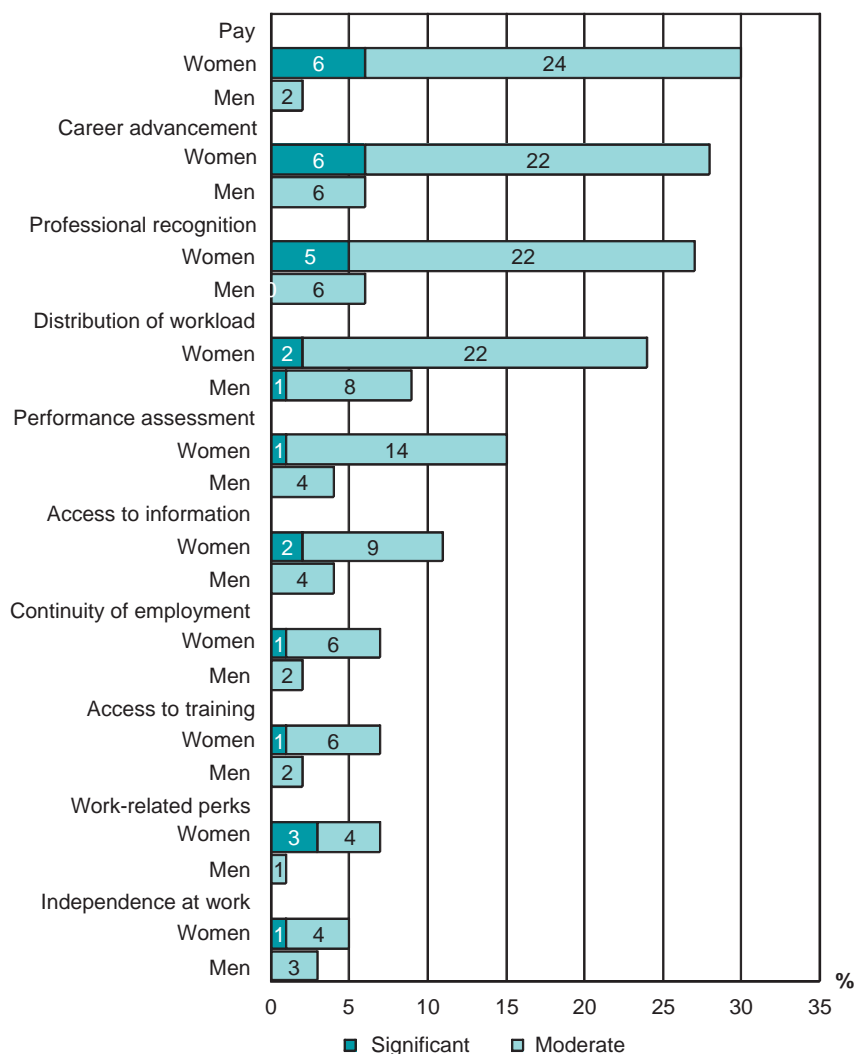
The most likely female respondents to feel that their workplace offered equal opportunities for both sexes were women who had attained basic level education at the most. There was no clear difference between the views of men with different educational backgrounds.

Figure 17. Realisation of gender equality in workplaces in 2012 according to sector



Employed respondents who were also asked more specifically whether they had ever felt that their gender put them at a disadvantage in the workplace, for example, in questions related to pay and career advancement. The percentages of employees who had encountered gender-based disadvantage in various contexts in working life are shown in figure 18 in descending order from the context in which employed women had encountered the most disadvantage to the context in which they had encountered the least disadvantage. The percentages have been somewhat similar in all of the surveys conducted. A central finding is that men are considerably less likely to experience gender-based disadvantage in any of the surveyed contexts than women. The most common injustice reported by male respondents was uneven distribution of workload (9% of working men).

Figure 18. Employees who had encountered significant or moderate gender-based disadvantage in their workplace in 2012 in various contexts



Female respondents had most commonly suffered from gender-based disadvantage in questions related to pay. Just under one in three women had encountered situations related to pay where they felt that their gender put them at a disadvantage. Approximately one in four women had felt that their gender put them at a disadvantage in questions related to career advancement, professional recognition and the distribution of workload.

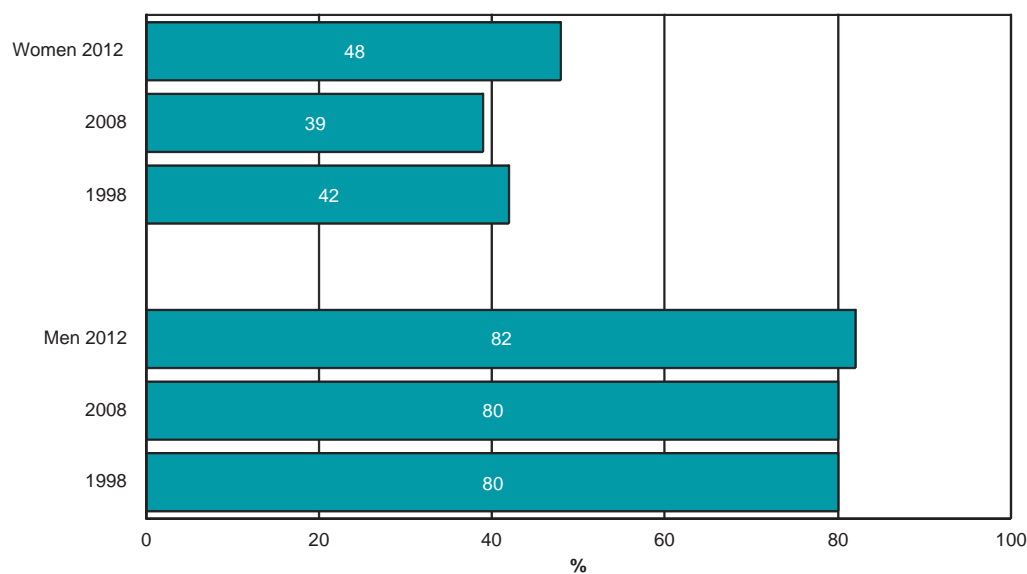
Just over one in two women and just under one in five men had encountered gender-based disadvantage in at least one of the surveyed contexts. Men are unlikely to experience gender-based disadvantage in working life, which is evidenced by the fact that only nine per cent of male respondents had encountered gender-based disadvantage in more than one of the surveyed contexts. The percentage was considerably higher among women (37%). Female respondents who had attained basic level education were slightly less likely than others to experience gender-based disadvantage in working life. There were no clear differences between respondents according to the sector in which they worked.

Although the sample population included few women who worked in clearly male-dominated workplaces, it appears that they had suffered from gender-based disadvantage in the workplace the most, relatively speaking. They had also encountered gender-based disadvantage in more contexts than others. Approximately 70 per cent of female respondents who worked in male-dominated workplaces had encountered gender-based disadvantage in the workplace while the percentage was approximately 50

among respondents who worked in female-dominated workplaces or workplaces where neither gender was overrepresented. The male respondents who worked in female-dominated workplaces were the most likely to have encountered gender-based disadvantage. Approximately 30 per cent of them had encountered a situation where their gender put them at a disadvantage in working life while the percentage among other male respondents was approximately 15. There were no clear differences between men with different educational backgrounds or working in different sectors.

A slightly higher percentage of female respondents reported not having been in a situation where their gender put them at a disadvantage in their current job than in the previous surveys. The percentage among men has not changed. (Figure 19)

Figure 19. Full-time employees who had not encountered situations where their gender put them at a disadvantage in their current job



Perceived gender-based disadvantage in questions related to pay

The analysis of perceived gender-based disadvantage in questions related to pay only covers women, because men very rarely encounter such situations. Approximately 30 per cent of women and only two per cent of men had encountered gender-based disadvantage in questions related to pay.

Perceived inequality in pay among women is linked to the sex ratio in the workplace. Female respondents who worked in female-dominated workplaces were the least likely to have encountered gender-based disadvantage in questions related to pay. A total of 72 per cent of them were happy with the level of pay equality in their workplace when the figure was 60 per cent among female respondents who worked in male-dominated workplaces. There were no clear differences between respondents who worked in private enterprises, in the municipal sector and the state sector. Women who worked in managerial roles or in an office environment were more likely to have encountered gender-based disadvantage than women in blue-collar positions.

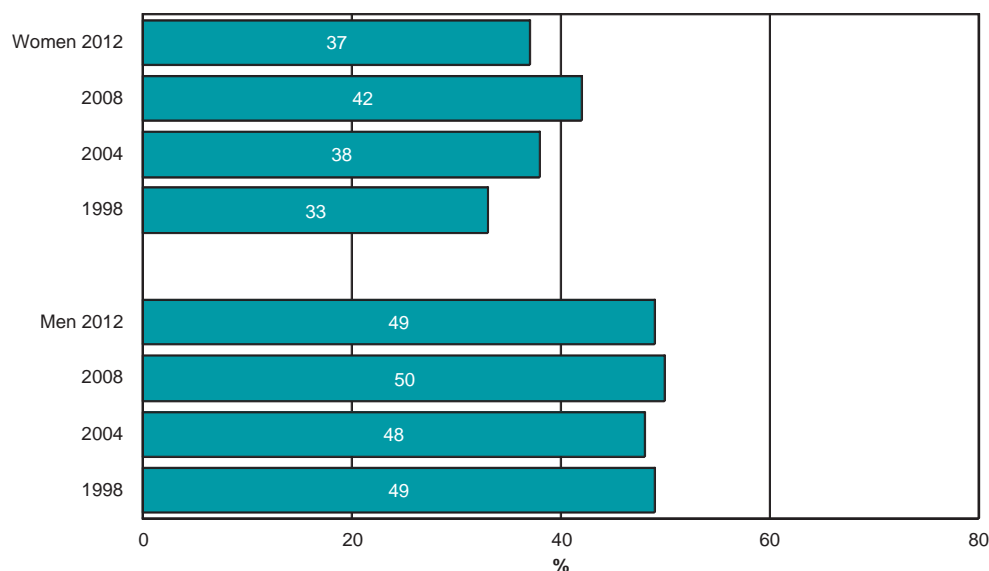
The relationship between educational background and perceived gender-based disadvantage in questions related to pay has changed between 1998 and 2012. In 1998, women with the least education were the most likely to encounter pay inequality. One in five women with higher level education, one in three women with secondary education and almost two in five women with basic education had encountered gender-based pay inequality. In 2012, women who had attained basic level education at the most were less likely to encounter gender-based pay inequality than more highly educated women. Approximately one in five had encountered gender-based pay inequality. Among women who had attained secondary level or higher level education, approximately one in three had encountered gender-

based pay inequality. In other words, perceived gender-based disadvantage in questions related to pay has increased somewhat among the highly educated women and decreased considerably among the least educated women. Women in the youngest age group (under-35s) were the least likely to have encountered gender-based pay inequality in both 1998 and 2012.

Readiness to ask for pay rises

Employees were also asked about their readiness to ask for pay rises. Men are more likely to ask for a pay rise than women. In all of the surveys conducted so far, one in two men had asked for a pay rise during the previous five years. Approximately 37 per cent of women had asked for a pay rise. The percentage of working women who had asked for a pay rise in the previous five years increased somewhat between 1998 and 2008 but appears to have now returned to the level of 2004 (Figure 20). However, it is important to take into consideration the fact that the polled female and male employees generally worked in different sectors. There is practically no difference between women and men when the results for the state sector, the municipal sector and the private sector are analysed separately.

Figure 20. The proportion of employees who had asked for a pay rise in the previous five years



Only approximately one in four women and men working in the municipal sector had asked for a pay rise in the previous five years. In the state sector, approximately 40 per cent of employees had asked for a pay rise. In the private sector, approximately one in two employees had asked for a pay rise in the previous five years, although men were slightly more likely to have asked for a pay rise than women. Both women and men were more likely to ask for a pay rise in a male-dominated workplace and less likely in a female-dominated workplace. However, men were more likely to have asked for a pay rise in a female-dominated workplace than women. The difference between the sexes appears to be the biggest among the under-35s as men in this age group are more likely to ask for a pay rise than women: A total of 49 per cent of men had asked for a pay rise in the previous five years while only 29 per cent of women had done so.

The link between educational background and readiness to ask for pay rises is linear among women: Women with the highest level of education are the most likely to ask for a pay rise. With regard to age, women aged between 35 and 55 were the most likely to have asked for a pay rise in the previous five years. There were no major differences among men according to educational background or age.

The following sections discuss perceived gender-based disadvantage with regard to career advancement and encouragement to pursue more challenging roles.

Perceived gender-based disadvantage with regard to career advancement

The analysis of perceived gender-based disadvantage with regard to career advancement only covers women, because men very rarely encountered such situations (6%). Approximately 28 per cent of women had encountered situations where they experienced gender-based disadvantage with regard to career advancement. Women aged over 55 were slightly less likely than others to have encountered gender-based disadvantage with regard to career advancement (23%). Approximately one in three women aged under 55 had encountered situations where they experienced gender-based disadvantage with regard to career advancement. The highly educated were the most likely to have encountered such situations (36%). Approximately one in four women with secondary level education and less than one in ten women with basic level education had encountered such situations.

In terms of the different sectors, women working in the municipal sector were the least likely to have encountered gender-based disadvantage with regard to career advancement. Approximately one in five women working in the municipal sector had encountered situations where they experienced gender-based disadvantage with regard to career advancement. Women working in the state sector were the most likely to have encountered gender-based disadvantage with regard to career advancement, and as many as 42 per cent of them had encountered such situations. In the private sector, 30 per cent of women had encountered such situations. In terms of position, women in upper level white-collar positions were the most likely to encounter gender-based disadvantage with regard to career advancement (43%). Approximately one in five blue-collar workers had encountered such situations. Approximately 35 per cent of women in managerial and lower level white-collar positions had encountered such situations. As with issues related to pay, women who worked in male-dominated workplaces were considerably more likely than others to have encountered gender-related disadvantage with regard to career advancement. One in two women working in clearly male-dominated workplaces felt that their gender put them at a disadvantage with regard to career advancement when approximately one in four other women felt this way.

Encouragement to pursue more challenging roles

The interviewees were asked whether their supervisor or someone else in a managerial position had encouraged them to pursue more challenging roles both in 2008 and 2012. Approximately four in ten employees had been encouraged to pursue more challenging roles in the previous five years. Women and men had been encouraged in this respect as frequently on average, and both women and men over the age of 55 had been encouraged less often than others. Approximately one in four women in this age group and approximately one in five men had been encouraged to pursue more challenging roles. Women in other age groups had been encouraged in this respect approximately as frequently as men aged between 35 and 54 (approximately 40% of respondents), but men under the age of 35 had been encouraged the most often. More than one in two men under the age of 35 had been encouraged to advance to more challenging roles in their careers. There were no clear differences between the sexes in different sectors.

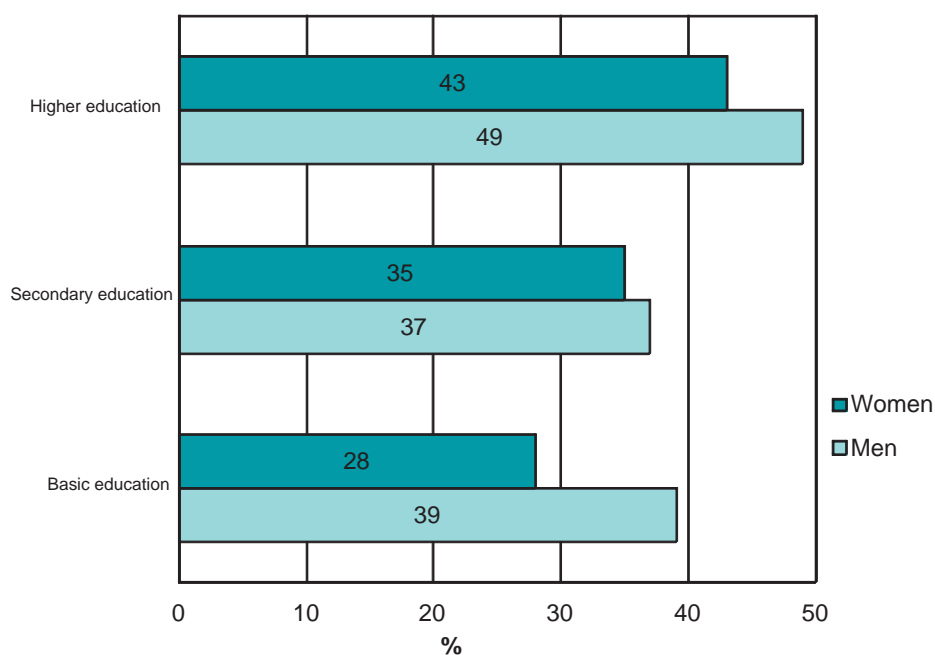
The likelihood of women and men to be encouraged to advance in their careers is linked to the sex ratio in the workplace. Men who work in a female-dominated workplace are the most likely to be encouraged in this respect. Approximately 56 per cent of them have been encouraged to pursue more challenging roles. Women who work in a workplace where neither gender is overrepresented are slightly more likely than other women to be encouraged to pursue more challenging roles. In these workplaces, women and men are equally often encouraged to advance in their careers (42% of men and 43% of women). Women are also as likely as men to be encouraged to pursue more challenging roles in male-dominated workplaces (37%). The differences among women in different kinds of workplaces are small.

Employees in the highest positions in their workplace are the most likely to have been encouraged to pursue more challenging roles in the previous five years. There are no major differences between women and men. 64 per cent of employees in managerial or executive roles have been encouraged to pursue more challenging roles, while the figures are 49 per cent for upper level white-collar employees, 45 per

cent for other white-collar employees, and 31 per cent for blue-collar workers. Men are slightly more likely to have been encouraged to advance in their careers than women in all positions.

The likelihood of both women and men to be encouraged to advance in their careers is linked to educational background, but the relationship between educational background and the likelihood of being encouraged to pursue more challenging roles is different between the sexes. Women with the highest level of education are the most likely to be encouraged to pursue more challenging roles. Approximately one in four women with basic level education and approximately one in three women with secondary level education had been encouraged to advance in their careers in the previous five years. Approximately 40 per cent of women who had attained higher level education had been encouraged to pursue more challenging roles. Men who have attained basic level or secondary level education are approximately as likely to be encouraged to advance in their careers as women who have attained higher level education. Men who have attained higher level education are the most likely of all employees to be encouraged to pursue more challenging roles. Approximately one in two men with higher level education had been encouraged to advance in their careers in the previous five years. (Figure 21)

Figure 21. Employees who had been encouraged by their supervisor or someone else in a managerial position to pursue more challenging roles in the previous five years in 2012, according to educational background



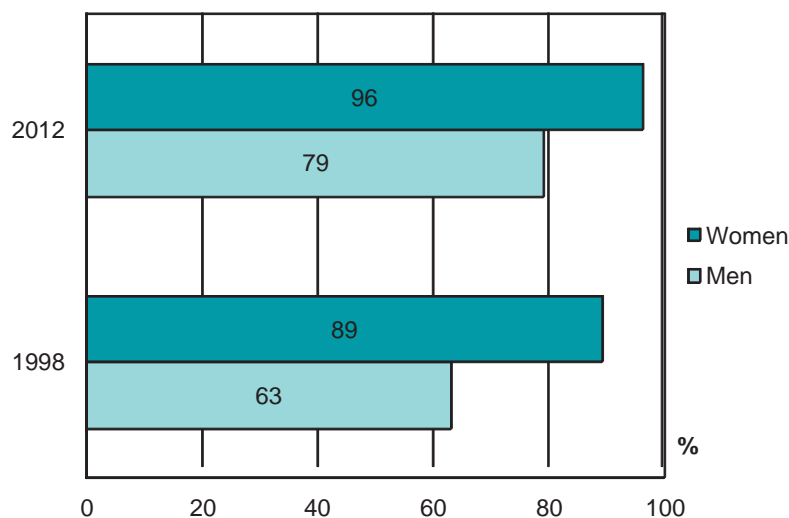
Own job's suitability for the opposite sex

The interviewees were also asked whether they thought that their own job was equally well suited for both sexes (in 2012). The same question was also included in the first survey in 1998. The objective was to find out whether there are attitudes in Finnish society that could promote the labour market being split according to gender. This means attitudes according to which certain roles, industries or professions in the labour market are better suited for women and others better suited for men. In 1998, just under 80 per cent of the respondents felt that their own job was equally well suited for both sexes, when in 2012 the figure was almost 90 per cent. Men in particular have become less likely to support gender segregation in the labour market⁴, although approximately one in five men still feel that their job would not be equally

⁴ Gender segregation in the labour market refers to a gender-based division of professions and roles.

suited for both sexes. Women very rarely feel that their job would not be equally well suited for both sexes (Figure 22).

Figure 22. Employees who consider their own job to be equally well suited for both sexes

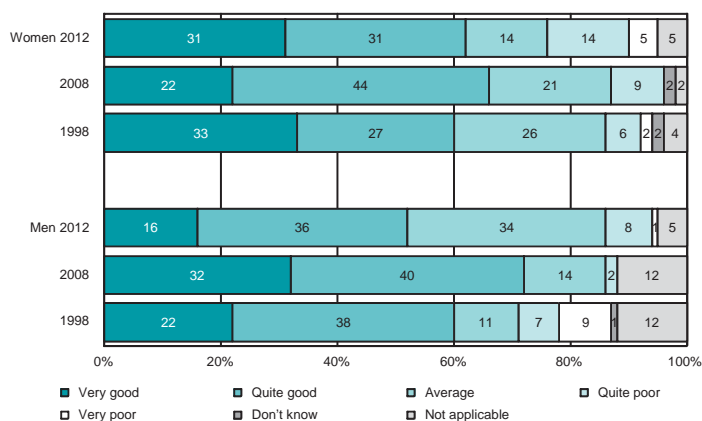


There were no clear differences among women according to age, educational background, the sex ratio in the workplace or the sector. All of these factors were significant among men, although the link between sector and support for gender segregation in the labour market was somewhat blurred. It appears that men working in the state sector are more likely than men working in the municipal sector or in private enterprises to feel that their own job is equally well suited for both sexes. Men working in male-dominated workplaces as well as men over the age of 55 are the least likely (approximately 70% of respondents) to feel that their own job is equally well suited for a woman. Approximately 90 per cent of men with higher level education consider their own job to be suited for a woman when the figure is 70 per cent among men with lower levels of education.

ENTREPRENEURS

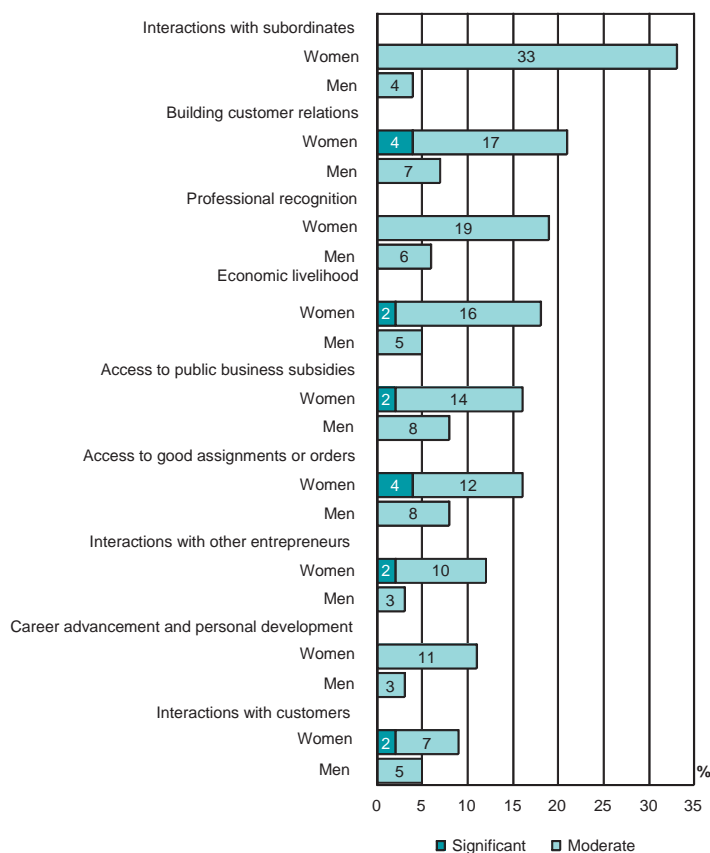
The sample population polled in connection with the 2012 Gender Equality Barometer included relatively few entrepreneurs and self-employed persons (130 individuals). They were asked about their views on the level of gender equality in their own industry or business. A total of 55 per cent of all entrepreneurs felt that the realisation of gender equality in their own industry or business was very good or quite good. Men's views were more negative in 2012 than in previous years (Figure 23).

Figure 23. Entrepreneurs' views on the realisation of gender equality in their own industry or business in 2012



Entrepreneurs were also asked whether they had encountered gender-based disadvantage in various contexts in working life (Figure 24). The percentages of female and male entrepreneurs who had encountered gender-based disadvantage are shown in figure 24. The percentages are shown in a descending order according to the contexts in which women had most frequently encountered gender-based disadvantage. Female entrepreneurs had encountered gender-based disadvantage more often than male entrepreneurs in all of the surveyed contexts. The context in which women had most frequently encountered gender-based disadvantage was interactions with subordinates. Approximately one in three women had encountered situations where they experienced moderate gender-based disadvantage in this context. Professional recognition, economic livelihood and building customer relations were also areas where women were more likely to have encountered gender-based disadvantage than men. The figures have been the same in all surveys.

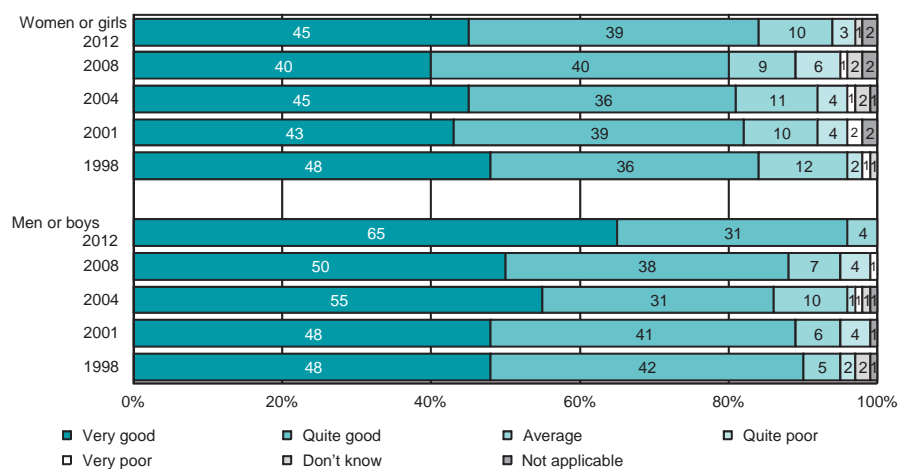
Figure 24. Entrepreneurs who had encountered significant or moderate gender-based disadvantage in their workplace in 2012 in various contexts



STUDENTS

The majority of full-time students at school or in higher education felt that the realisation of gender equality at their school was very good or quite good. Approximately one in ten students, the majority of whom were female, felt that the realisation of gender equality was average or poor. Male students' views were more positive than in the last survey. (Figure 25)

Figure 25. Students' views on the realisation of gender equality at their school



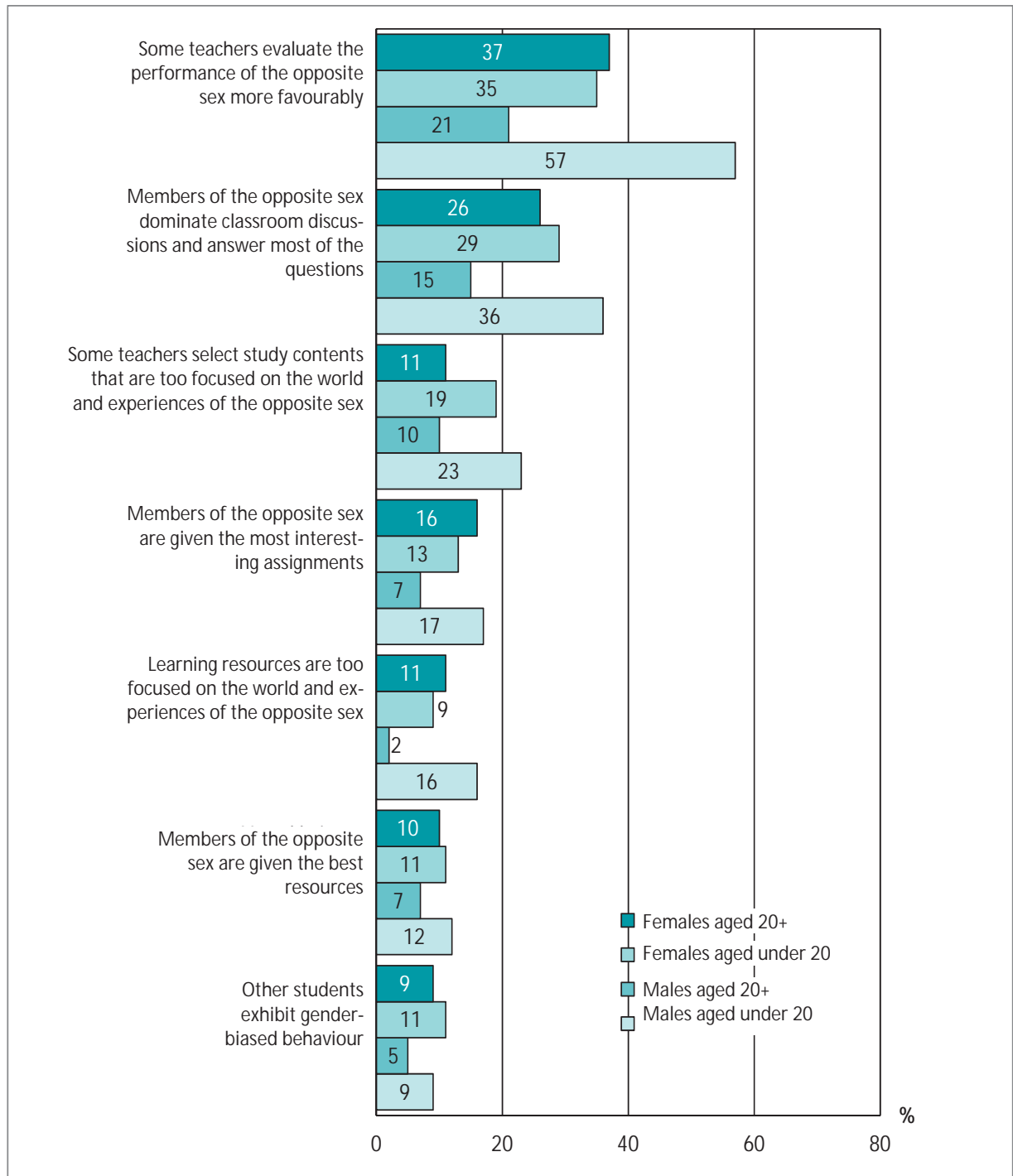
In addition to the level of gender equality in general, students were asked whether they had encountered gender-based disadvantage in various contexts at school (Figure 26). Although students generally felt that the level of gender equality at their school was high and on the whole were more likely to feel this way than employees, more than half of the respondents who went to school or attended university had encountered significant or moderate gender-based disadvantage with regard to at least one of the surveyed contexts. The percentage among female students was similar to that of female employees, but male students were considerably more likely than working men to have encountered gender-based disadvantage.

Respondents who had only attained basic level education were somewhat more likely than others to have encountered situations where they experienced gender-based disadvantage at school. Since the respondents were not asked to specify which educational establishment they attended, the results of students aged under 20 and students aged 20 or over were analysed separately. The age among full-time students ranged from 16 to 54 years. A total of 90 per cent of the students interviewed were less than 30 years of age. Among the under-20s (96 individuals), experiences are most likely to be related to secondary level education, because all of them had completed basic level education according to register data from 2011. The current experiences of those aged over 20 (104 individuals) are most likely to be related to universities and polytechnics. A total of 26 of them had completed basic level education, 69 had completed secondary level education, and nine had completed higher level education.

A total of 65 per cent of students aged under 20 had encountered gender-based disadvantage in at least one of the surveyed contexts. The percentage was 72 among male students and 59 among female students. Of the surveyed contexts, respondents had most commonly encountered gender-based disadvantage in the form of a teacher evaluating the performance of the opposite sex more favourably. The difference between the experiences of female and male respondents was considerable in this respect. A total of 57 per cent of male students had encountered these kinds of situations while the figure among female students was 35 per cent (Figure 26). It is difficult to identify the cause of this difference. According to surveys examining the level of skills and marking in different kinds of educational establishments, female and male students exhibit different levels of motivation and skills in different subjects. There is also some evidence that their performance may be evaluated on different grounds (Final Report of the Committee on Alleviation of Segregation, 2010, pp. 40–43)⁵.

⁵ According to Lappalainen (2008), for example, boys were given higher marks than girls in Finnish for the same level of performance in Year 6. According to Tuokko (2009), the same applies to Swedish as a foreign language in Year 9. According to Mattila (2005), on the other hand, boys are required to perform slightly better than girls to get the same marks in mathematics towards the end of compulsory education.

Figure 26. Percentage of full-time female and male students of different ages who had encountered gender-based disadvantage at school in various contexts



Approximately one in three students under the age of 20 had at some point in their studies felt that members of the opposite sex dominated classroom discussions and answered most of the questions, and approximately one in five had felt that some teachers selected study contents that were too focused on the world and experiences of the opposite sex. Between approximately 10 and 15 per cent of students had at some point in their studies felt that learning resources were too focused on the world and experiences of the opposite sex, that members of the opposite sex were given the best resources, or that members of the opposite sex were given the most interesting assignments. One in ten respondents had at some point in their studies felt that other students had exhibited gender-biased behaviour towards them. There were no major differences between the sexes in the answers given by the under-20s. (Figure 26)

Approximately one in two students aged 20 and over had encountered gender-based disadvantage in at least one of the surveyed contexts; the figures were 56 per cent among women and 38 per cent among men. Similarly to the under-20s group, the most commonly encountered form of gender-based disadvantage was teachers evaluating the performance of the opposite sex more favourably. Unlike in the younger group, however, this was a problem more frequently encountered by women (37%) than men (21%). Approximately one in three women had also at some point in their studies felt that men dominated classroom discussions and answered most of the questions, when approximately one in six men had felt that women dominated classroom discussions and answered most of the questions. In the 20+ age group, between approximately 10 and 20 per cent of female students and no more than 10 per cent of male students had encountered other surveyed forms of gender-based disadvantage.

4 RECONCILING WORK AND FAMILY LIFE

- Women are still believed to be considerably better placed than men to take family leave from work, especially in the private sector.
- Respondents regard women taking maternity leave and parental leave and men taking paternity leave as almost invariably easy in both the public sector and the private sector.
- Public-sector employees find it easier to take full-time family leave than private-sector employees.
- The survey indicates that men are now believed to be better placed to take parental leave and child care leave especially in the private sector, although the respondents felt that it is relatively difficult for men to take time off from private-sector employment.
- According to the respondents' answers, the higher the percentage of men in the workplace, the more difficult it is for fathers to take parental leave.
- Taking part-time child care leave is believed to be more difficult than taking full-time child care leave; the same applies to both women and men.
- The majority of employees did not consider it difficult for parents to take time off work to attend to a sick child. Respondents who worked in the municipal sector nevertheless felt that taking time off to attend to a sick child was more difficult for women than other respondents.

One of the most important goals of gender equality policy is to ensure a more even distribution between the sexes when it comes to parents taking parental leave. This chapter discusses the balance between work and family life with regard to the statutory family leave system. The family leave system is designed to give parents the opportunity to withdraw from working life for specific periods of time or to work shorter hours in order to be able to care for a child. The law also gives parents the right to take time off work to attend to a sick child under the age of 10. Flexibility in working life is important not just for parents of small children but also for those who are caring for an elderly family member. This report nevertheless only discusses the family leave system with regard to the privileges relating to child care.

OPINIONS ON THE EASE OR DIFFICULTY OF TAKING FAMILY LEAVE

Respondents who are full time employees have since 2001 been asked about how easy or difficult they consider it to be for women and men to take different forms of family leave from work. The same question has been asked relating to part-time child care leave since 2004, and a similar question relating to the so-called 'daddy month', which is a period of parental leave designated for fathers only, was added to the survey in 2012. This chapter covers the public's general views on how easy or difficult it is for mothers and fathers to take time off work only with regard to the forms of leave for which parents have been given a statutory right. All employees were asked these questions, not just those who had children or personal experience of taking advantage of the family leave system. The options given were 'not at all difficult' 'somewhat difficult' and 'very difficult'. The respondents were also given the option to answer that a question was not applicable to them if they worked in a workplace where there were no representatives of the opposite sex or no parents of small children, which makes these questions difficult to answer. The analysis does not include respondents who answered 'not applicable' or 'don't know'. More information about the length of the various forms of statutory family leave discussed in the survey can be found at the end of the report (Annex 2).

The respondents' answers were analysed separately according to whether they worked in the private sector or the public sector (municipal and state). The analysis also factored in whether the respondents worked in a female-dominated workplace, a male-dominated workplace or in a workplace where neither gender was overrepresented. To facilitate comparisons, the figures only show the respondents who answered 'not at all difficult'.⁶

Women and men who work in the public sector had similar views regarding how difficult or easy it was for mothers and fathers to take family leave. In the private sector, women's and men's views diverged: Men were considerably more likely than women to be of the opinion that fathers find it difficult to take parental leave. Men were also more likely than women to say that both men and women in their workplace find it difficult to take child care leave.

⁶ The percentages of all answers in 2012 are shown in the enclosed interview form (Annex 1). The percentage of respondents choosing the answer 'don't know' has remained relatively constant over the years. A higher percentage of respondents nevertheless answered 'don't know' to questions relating to fathers taking parental leave and child care leave in 2001 than in other years (15% in both questions).

Figure 27. Percentage of private-sector employees who considered it to be not at all difficult for parents to take family leave from work

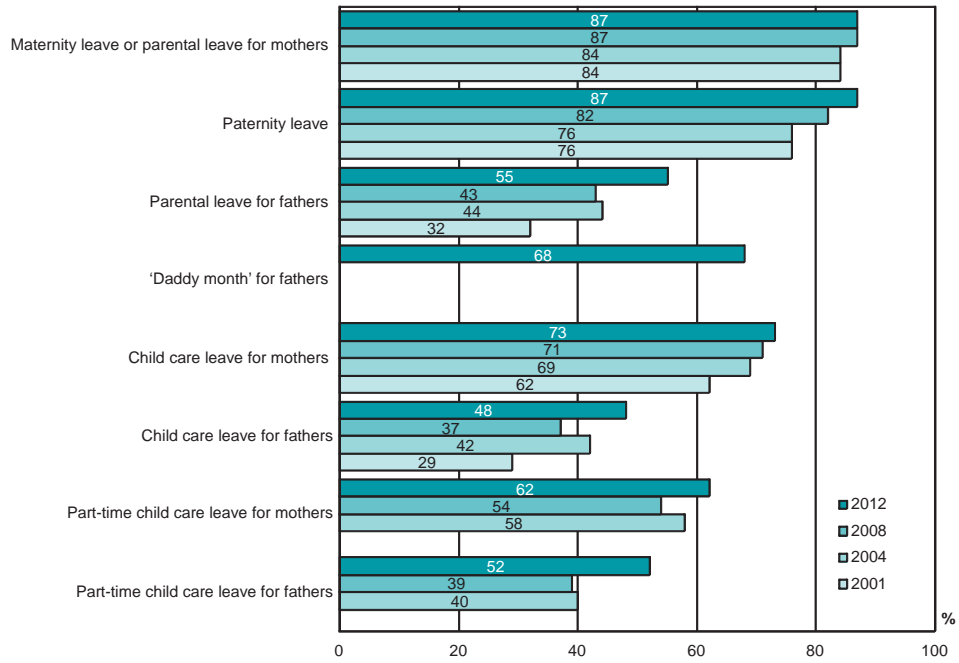
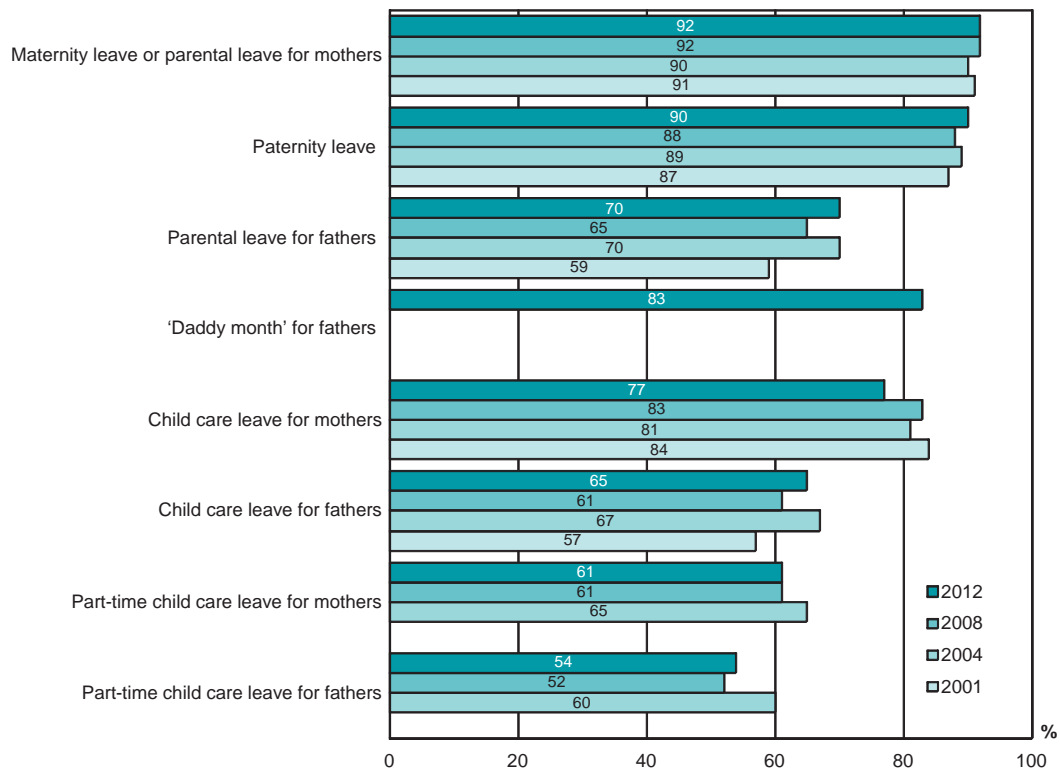


Figure 28. Percentage of public-sector employees who considered it to be not at all difficult for parents to take family leave from work



Figures 27 and 28 illustrate public-sector employees' and private-sector employees' views on how easy or difficult it is for parents to take various forms of family leave. The different forms of leave are shown in the same order as they are discussed in the text. It is considered to be significantly easier for women to take different forms of family leave than it is for men. This is especially the case in the private sector, where the difference between the sexes is substantially larger than in the public sector when it comes to the perceived ease of taking family leave. On the other hand, working mothers in both the private sector and the public sector are considered to be approximately as well placed to take full-time child care leave for a period of approximately two years as fathers are to take a 'daddy month', which lasts for six weeks at the most.

Men are not considered to be as well placed to take more than one month off work in the private sector as they are in the public sector, while taking part-time child care leave is considered equally easy for men in both sectors. There do not appear to be major differences between the public sector and the private sector when it comes to the public's opinion on women taking family leave.

The following sections discuss the respondents' experiences of different forms of family leave.

Maternity leave, paternity leave and parental leave for mothers

The right to leave from work due to childbirth and the need to care for new-born babies is well established in Finnish workplaces. In approximately nine in ten workplaces, it is considered to be not at all difficult for women to take maternity leave or parental leave for up to one year or for men to take paternity leave for three weeks, whether they work in the public sector or the private sector. The social acceptability of paternity leave has increased to some degree over the years and has in any case never been lower than just under 80 per cent in the private sector. The social acceptability of maternity leave and women taking parental leave has been at approximately the same level in all surveys. The views of women and men concerning the social acceptability of parental leave in their own workplaces both in the private sector and the public sector on one hand and regardless of the sex ratio on the other are largely similar. There is nevertheless a considerable difference in the period of time that mothers can take off work as maternity leave or parental leave and the period of time that fathers can take off work as paternity leave, and the perceived ease of taking these forms of leave are therefore not directly commensurate.

Parental leave for fathers

There has been a notable shift with regard to the respondents' perceptions as to how easy it is for fathers to take parental leave (for between two and seven months) to look after a child under the age of 12 months. The percentage of workplaces that support the right of fathers to take parental leave has grown by more than 20 percentage points in the private sector and by approximately 10 percentage points in the public sector since 2001. Although the gap is closing, there is still a sizable difference between the public sector and the private sector in terms of how easy it is considered to be for fathers to take parental leave. A total of 70 per cent of public-sector workplaces and 55 per cent of private-sector workplaces now support the right of fathers to take parental leave.

It is considered to be easier for fathers to take advantage of the so-called 'daddy month', which lasts for six weeks at the most, than to take parental leave (respondents who chose the answer 'not at all difficult' accounted for 83% of all respondents in the public sector and for 66% in the private sector). In other words, the respondents considered it to be more difficult for men to take parental leave or a 'daddy month' in the private sector than in the municipal sector or the state sector. The higher the percentage of men in the workplace, the more difficult it is considered to be for fathers to take parental leave or a 'daddy month'.

Full-time child care leave

For men to take child care leave until the child's third birthday⁷ was considered to be relatively difficult. Respondents who chose the answer 'not at all difficult' accounted for 65 per cent of all respondents in the public sector and 48 per cent in the private sector. Especially men who work in the private sector considered it to be difficult for fathers in their own workplace to take child care leave. According to the results, more than 70 per cent of workplaces support the right of women to take child care leave. The higher the percentage of women in the workplace, the easier it is for both women and men to take child care leave. The municipal sector is considered to be the most supportive employer in this respect. The percentage of respondents who consider it to be easy for women to take child care leave has since 2001 increased steadily in the private sector but dropped slightly in the public sector. Based on the respondents' answers, it is now also easier for men working in the private sector to take child care leave. Generally speaking, the gap between the perceived ease of fathers and mothers to take child care leave has been closing since 2001, although the gap still remains at approximately 25 percentage points in the private sector and at more than 10 percentage points in the public sector.

Part-time child care leave

Based on the respondents' answers, the Finnish labour market expects parents of small children to work full time. On the whole, part-time child care leave is considered to be more difficult to arrange than full-time child care leave. Parents have the right to work shorter hours and take part-time child care leave until the end of the child's second year at school. In approximately 60 per cent of both public-sector and private-sector workplaces, it is considered to be not at all difficult for women to take part-time child care leave. With regard to men, approximately one in two workplaces support this right, and there is also no difference between the private sector and the public sector. The answers indicate that the proportion of private-sector workplaces that support the right of fathers to take both full-time and part-time child care leave has increased since 2008.

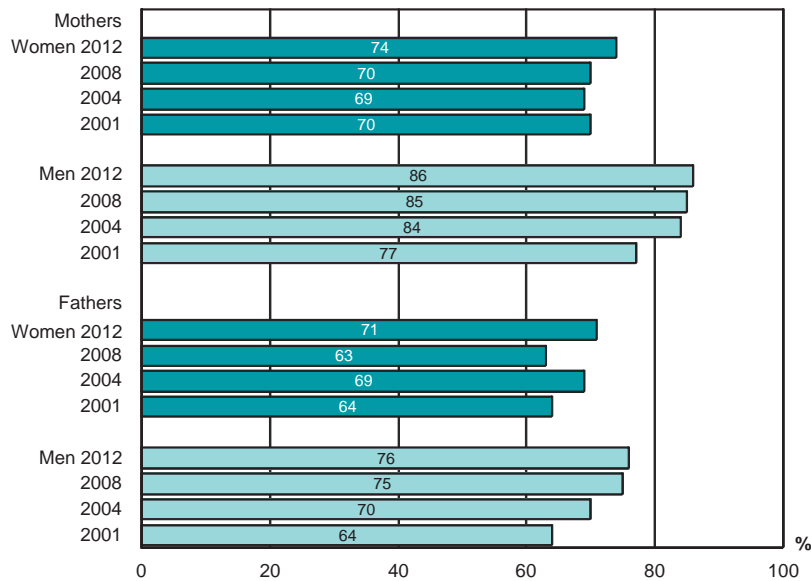
While it is considered to be approximately as difficult for men to take part-time child care leave as it is to take full-time leave in the private sector, taking part-time child care leave is considered to be more difficult than taking full-time leave in the public sector. While it was still felt to be considerably more difficult for fathers to take part-time child care leave in the private sector than in the public sector in 2008, both were considered to be equally easy in 2012. This nevertheless depends on the sex ratio in the workplace: For men to take part-time child care leave is considered to be the most difficult in male-dominated workplaces. It is also considered to be equally easy for women to take part-time child care leave in the public sector as it is in the private sector, but taking part-time child care leave is considered to be more difficult than taking full-time child care leave. This is especially the case in the public sector. The municipal sector is considered to be the least supportive employer in this respect. There were no notable differences in female respondents' answers with regard to male-dominated and female-dominated workplaces.

Time off work to attend to a sick child

In addition to planned forms of family leave, the interviewees were also asked about their views concerning the statutory right of parents to take time off work without notice to attend to a sick child under the age of 10. The percentage of respondents who consider it to be easy for parents to take time off work to attend to a sick child has also increased over the years. The answers of female and male respondents were largely similar with regard to men taking time off work to attend to a sick child but differed with regard to women doing the same. Male respondents considered it to be easier for women than it is for men (Figure 29).

⁷ The question was worded very specifically to mean child care leave until the child's third birthday (see Annex 1). The length of child care leave ranges from one month to approximately two years. Parents can split the child care leave.

Figure 29. Percentage of employees who considered it to be not at all difficult for mothers and fathers to take time off work to attend to a sick child



Female respondents' views on how easy or difficult it is for fathers and mothers to take time off work to attend to a sick child have been similar in all surveys. Female respondents' answers also do not vary according to the sex ratio in the workplace. The sector is likewise irrelevant with regard to women taking time off to attend to a sick child but women do consider it more difficult for men to take time off work in the state sector than in other sectors. According to male respondents, male-dominated workplaces are the most supportive and the municipal sector the least supportive of both women and men taking time off work to attend to a sick child.

Taking time off work without notice to attend to a sick child is considered to be easier for both men and women in male-dominated workplaces than in female-dominated workplaces or workplaces where neither gender is overrepresented. With regard to sector, for men to take time off work is considered to be approximately equally easy in all sectors. State-sector and private-sector workplaces are considered to be the most supportive of mothers taking time off work to attend to a sick child. Respondents who work in the municipal sector were the least likely to consider it to be not at all difficult for women to take time off work in the event of a child falling ill.

5 GENDER EQUALITY IN DIVISION OF RESPONSIBILITIES AND DECISION-MAKING WITHIN THE FAMILY

- The division of domestic responsibilities in families with two parents is still relatively traditional. The mother is more often responsible for child care and housework and the father for maintenance and repairs in the home.
- Parents are most likely to share responsibilities relating to children. Fathers take more responsibility as children get older.
- Families where both parents work are more likely to share the responsibility for household chores such as cleaning and finances than families where the mother stays at home and the father works.
- More and more mothers and fathers feel that they have too many responsibilities in the home.
- Single parents who have primary custody of the family's children are the most likely to feel that they bear too much of the responsibility for housework, child care, child rearing and supporting their children financially. In two-parent families, mothers of children under the age of seven are more likely than others to feel that they bear too much of the responsibility for child care and child rearing.
- Approximately one in two married or cohabiting couples argue over the division of responsibilities in the home.
- The majority of both women and men feel that they have enough say in decisions concerning the home.

This chapter focuses on the realisation of gender equality in the division of responsibilities and decision-making within the family. The first issue examined is the division of responsibilities between parents in two-parent families. The next is how much responsibility each parent perceives to be shouldering with regard to housework, child care, child rearing and supporting children financially. The analysis of the interviewees' answers to these questions also includes single-parent families. The chapter concludes with an examination of the causes of arguments among couples, whether they have children or not.

DIVISION OF RESPONSIBILITIES IN THE HOME

Questions relating to the division of responsibilities in the home (Figures 30, 31 and 32) only apply to families consisting of a married or cohabiting couple and children aged under 18; in this report, these families are called two-parent families. The analysis only includes families where the parents live together at least two thirds of the time and with at least one child at least half of the time. According to statistics on families, two-parent families accounted for 80 per cent and single-parent families for one in five of all families at the end of 2011. Blended families accounted for nine per cent of all families (Families 2011, Statistics Finland). The sample population of the Gender Equality Barometer is not large enough to differentiate between many different types of families. Moreover, questions relating to the division of responsibilities in the home are not suitable for single-parent families, because dividing responsibilities with others is more difficult in these families.

Questions relating to the division of responsibilities in the home have been included in all gender equality surveys so far. The interviewees are asked to think back to the previous autumn and to indicate

which parent in the family was more often responsible for each of the chores at that time. Most of the questions relating to the division of responsibilities in the home have remained the same from one survey to the next. A question concerning the division of responsibilities relating to family finances (taking care of finances and insurances etc.) was added in 2004. The latest survey was supplemented by questions about who takes out the rubbish and who stays at home if a child under the age of 10 falls ill. At the same time, gardening was taken out of the scope of the question concerning maintenance, repairs and building work in the home and interviewees are now asked separately about gardening. A new background question relating to the employment status of respondents' partners was added to allow for this to be factored into the analysis of the division of responsibilities in the home.

Figures 30, 31 and 32 illustrate the division of responsibilities between parents in two-parent families in 1998, 2008 and 2012. The question concerning family finances was included in the survey for the third time in 2012, and answers from the year 2004 are shown for comparison's sake. The figures exclude answers from respondents whose families do not have the chore in question or in whose families the chore in question is the responsibility of someone other than the mother or the father. A few of the questions only apply to some respondents: Only those respondents whose families included children aged 7–17 were asked about children's homework and only those respondents whose families included children under school age were asked about child care. Only respondents whose families included children under the age of 10 were asked about who stays at home if a child falls ill.

Responsibilities relating to children

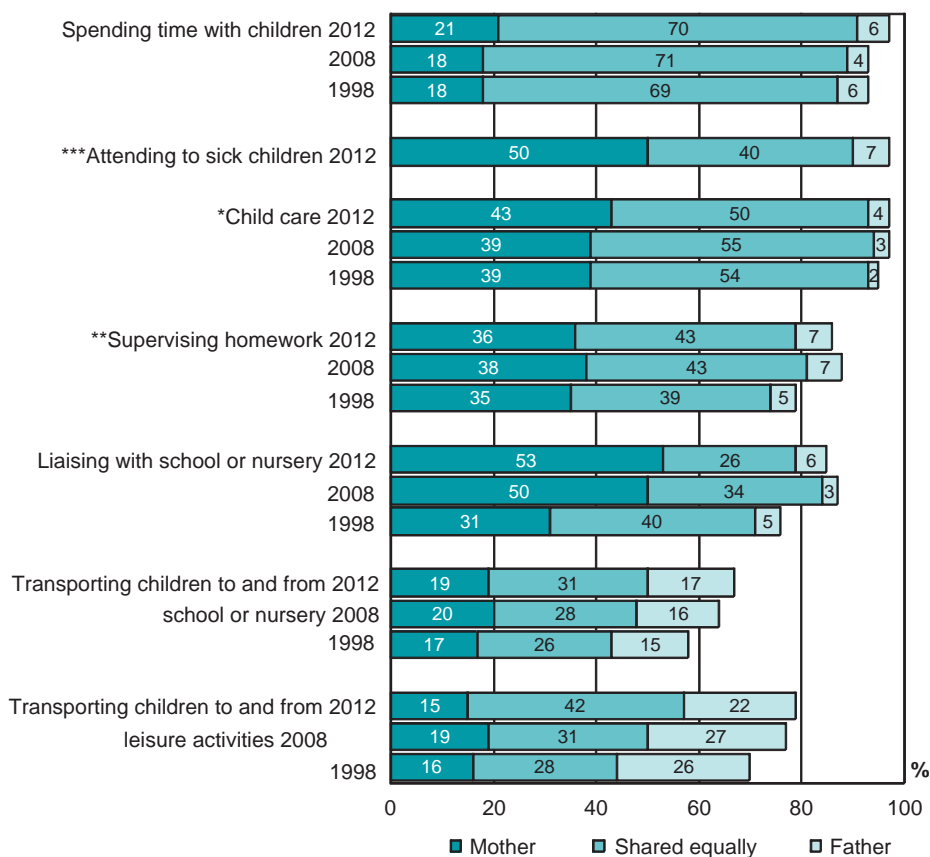
Although women bear more of the responsibility for children and issues relating to children in most families than men, responsibilities relating to children are also often shared between the parents. Responsibility for spending time with children, in particular, is divided equally in 70 per cent of families. No changes have taken place in the division of responsibilities between parents with regard to child care, spending time and playing with children, supervising homework and transporting children to and from school or nursery. These responsibilities have been the most likely ones to be shared between the parents in all surveys.

Child care has been the responsibility most commonly shouldered by the mother; the mother is responsible for child care in approximately 40 per cent of families. Families where the father shoulders most of the responsibilities relating to children still account for less than 10 per cent of all families. Transporting children to and from school or nursery is one exception to this rule: Fathers currently take care of transport in approximately one in six families. Transporting children to and from leisure activities is also among the responsibilities most often shared between the parents but more likely to be the men's responsibility than women's. The percentage of families where this responsibility is shared has nevertheless grown. Mothers have gradually begun to take on more of the responsibility for liaising with the school or nursery, and it is no longer the responsibility most likely to be shared between the parents. Mothers also shoulder much of the responsibility for attending to sick children: According to the respondents, staying at home with a sick child is primarily the mother's responsibility in one in two families and a shared responsibility in four in ten families. (Figure 30) The division of responsibilities relating to children tends to be different according to whether the youngest child is less than seven years of age or aged 7–17. As children get older, fathers take on more of the responsibilities, especially with regard to attending to sick children and transporting children to and from school and after-school activities.⁸

The division of responsibilities is often linked to the employment status of the parents in families with small children. Responsibilities are more likely to be shared in families with children under the age of seven if both parents work than if the mother stays at home and the father works. Fathers are also more likely to be primarily responsible for various aspects of child care in families where both parents work.

⁸ No comparisons can be drawn with regard to child care and supervising homework, because each of these responsibilities only applies to one group.

Figure 30. Division of responsibilities relating to children in two-parent families with children under the age of 18



* Only applicable to respondents who have children under the age of seven

** Only applicable to respondents who have children aged 7–17

*** Only applicable to respondents who have children under the age of 10

Housework

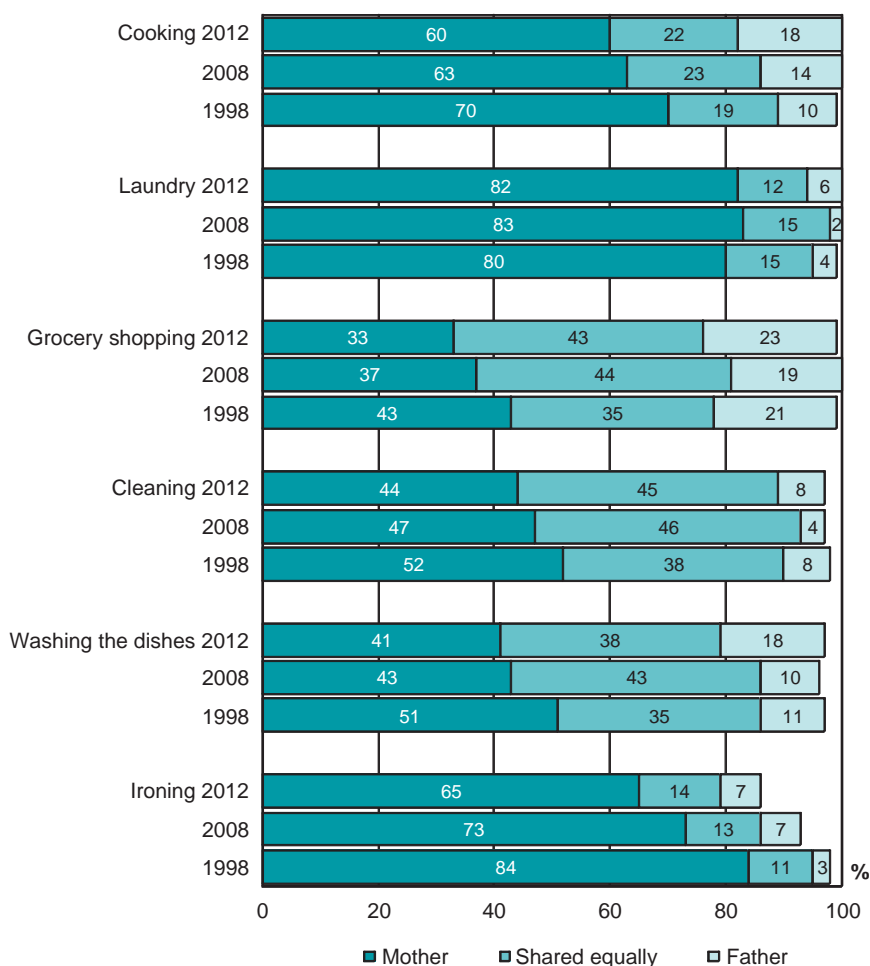
Women have shouldered the primary responsibility for laundry in 80 per cent of families according to all previous surveys, and this has not changed. Cooking is also usually women's responsibility. According to the respondents' answers, this is the case in 60 per cent of families. The percentage of families where women shoulder the responsibility for washing the dishes is almost as high as the percentage of families where this responsibility is shared. Women now shoulder somewhat less of the responsibility for both cooking and washing the dishes. Fathers, on the other hand, have become somewhat more likely to have the primary responsibility for cooking, and families where the father is primarily responsible for cooking now account for approximately one in five families. The percentage of families where the father is primarily responsible for washing the dishes has also increased slightly. Mothers' responsibility for ironing has decreased somewhat, because 14 per cent of families no longer do ironing. In most families, responsibility for cleaning is shared or shouldered by the mother. In some families where cleaning used to be the mother's responsibility, responsibility for cleaning is now shared. Responsibility for grocery shopping is relatively evenly shared between the parents. Fathers and mothers are as likely to be responsible for grocery shopping in families where the youngest child is under the age of seven. In families where children are aged 7–17, the mother is twice as likely as the father to be primarily responsible for grocery shopping.

In families with children under the age of seven, the mother is more likely to be primarily responsible for various household chores if the mother stays at home and the father works than if both parents work. The father is slightly more likely to shoulder the primary responsibility for household chores if the mother works than if she stays at home. Most families nevertheless prefer an arrangement where responsibilities

are shared. Responsibility for washing the dishes and cleaning, in particular, is most likely to be shared if both parents are employed. With regard to day-to-day cooking, on the other hand, women are not much less likely to shoulder most of the responsibility. One exception to fathers shouldering more of domestic responsibilities than mothers in families where both parents work is grocery shopping, as the father is more likely to have the primary responsibility for grocery shopping in families with children under the age of seven if the mother stays at home.

There are no clear differences between the 2008 and 2012 results with regard to housework. The only change is that the percentage of families where the father is primarily responsible for washing the dishes has increased slightly while the percentage of families where the responsibility is shared has consequently decreased. The increase in the percentage of families where the father is primarily responsible for cooking, cleaning and laundry is also notable in relative terms, although the percentage changes are small. (Figure 31)

Figure 31. Division of responsibilities relating to housework in two-parent families with children under the age of 18

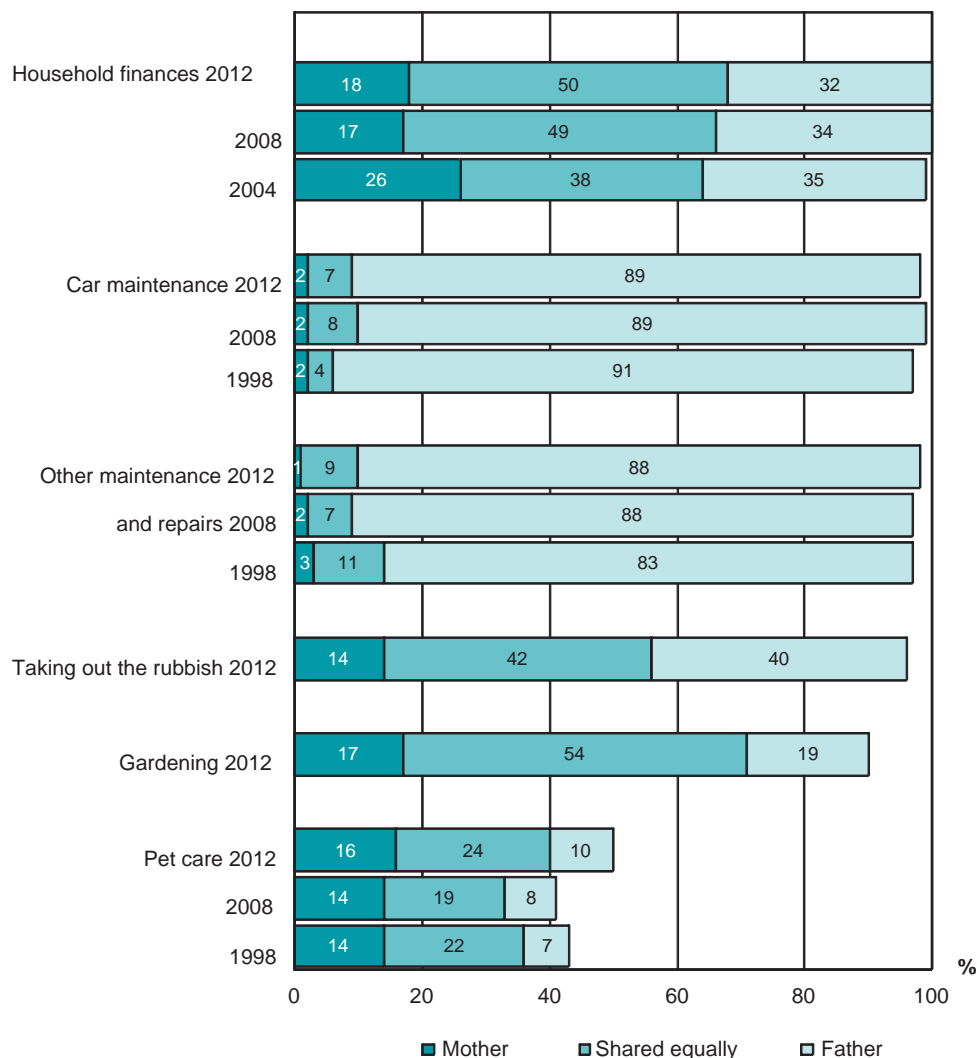


Maintenance, repairs and gardening

Maintenance and repairs around the house are the responsibilities that are the least likely to be split evenly between the parents. The father is responsible for all maintenance and repairs in 90 per cent of families, and this figure has not changed for 14 years. The father is also more likely than the mother to be responsible for the family's finances. Responsibility for household finances is shared in one in two families and the father shoulders the primary responsibility in one in three. The percentage of families where the mother is primarily responsible for finances has decreased and the percentage of families where the

responsibility is shared has increased since 2004. (Figure 32) Families where both parents have earned income are the most likely to share the responsibility for household finances.

Figure 32. Division of responsibilities relating to maintenance, repairs and gardening, household finances and pet care in two-parent families with children under the age of 18

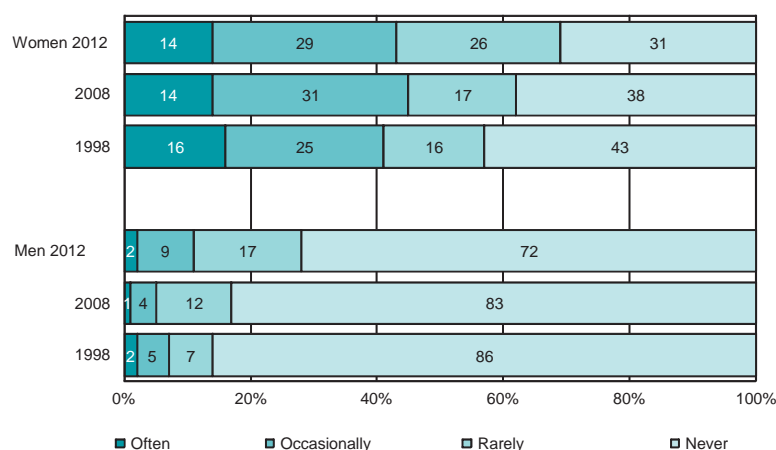


The findings of a survey conducted by Statistics Finland on the time spent by fathers and mothers on various domestic responsibilities (2011) support the results of the Gender Equality Barometer. According to Statistics Finland's survey, families spend the most time on child care, grocery shopping and errands, cooking and cleaning (Time Use Survey 2009–2010, Statistics Finland). Families whose youngest child is under school age spend almost two hours longer on domestic responsibilities (mostly child care) than families with older children. The mother's contribution accounts for approximately 60 per cent of the total time spent by parents on domestic responsibilities, regardless of whether the family's children are under school age or older. Fathers, on the other hand, spend more time at work than mothers, especially when the family's youngest child is little. Fathers also spend somewhat more time at work than mothers in families with school-age children, although both parents are equally likely to work at this stage. Taking into account both the time spent at work and the time spent on domestic responsibilities, both parents' contribution is approximately equal. (Pääkkönen & Hanifi, 2011, Labour Force Survey 2011, Statistics Finland)

UNEVENNESS OF THE DISTRIBUTION OF RESPONSIBILITIES RELATING TO THE HOME AND CHILDREN

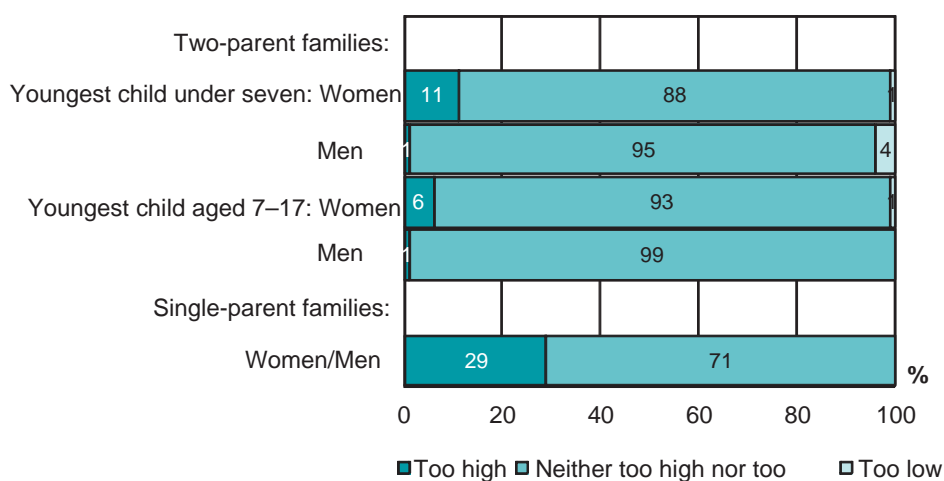
All interviewees who lived with children under the age of 18 at least half of the time were asked how often they had felt that they shouldered too much of the family's domestic responsibilities. The percentage of both women and men who have felt this way at least once has increased among two-parent families. Approximately one in two mothers feel that they shoulder too much of the family's domestic responsibilities at least occasionally, while only approximately one in ten fathers feel this way. Approximately 70 per cent of men and approximately 30 per cent of women in two-parent families have never felt that they shouldered too much of the family's domestic responsibilities (Figure 33). Single parents are the most likely to feel that they shoulder too much responsibility; at least 65 per cent of single parents feel this way at least occasionally.

Figure 33. Frequency of parents in two-parent families feeling that they shoulder too much of the family's domestic responsibilities



In the 2012 survey, all interviewees who had children were asked to evaluate their personal workload relating to child care, child rearing and supporting children financially. In two-parent families, approximately one in ten mothers of children under the age of seven felt that they shouldered too much of the responsibility for child care and child rearing. Fathers as well as mothers of older children rarely feel that they shoulder either too much or too little of the responsibility. Men are nevertheless slightly more likely than women to feel that they should take more of the responsibility for child care and child rearing than they currently do. Similarly to housework, single parents are the most likely to feel that they shoulder too much responsibility for child care and child rearing. Approximately one in five of all parents who do not live with a partner feel that they shoulder too much of the responsibility, although one in ten would like more responsibility. Single parents who have children living with them at least half of the time are the most likely to feel that they shoulder too much of the responsibility for child care and child rearing. Approximately 30 per cent of these respondents considered their personal workload to be too high. (Figure 34)

Figure 34. Perception of workload relating to child care and child rearing among parents who live with at least one child at least half of the time



Two-parent families include all families where the parents live together at least two thirds of the time. The sample population included 39 single-parent families, with the respondent being a woman in 85 per cent of the cases.

Single parents are also the most likely to feel that they shoulder too much of the responsibility for supporting their children financially. Almost 40 per cent of the interviewed single mothers and fathers who had children living with them on a full-time basis felt that they shouldered too much of the financial responsibility. Hardly any of these respondents felt that they had too little responsibility. Parents in two-parent families rarely feel that the level of their personal responsibility for the financial support of their children is either too high or too low.

SUBJECTS CAUSING DISAGREEMENT BETWEEN PARTNERS

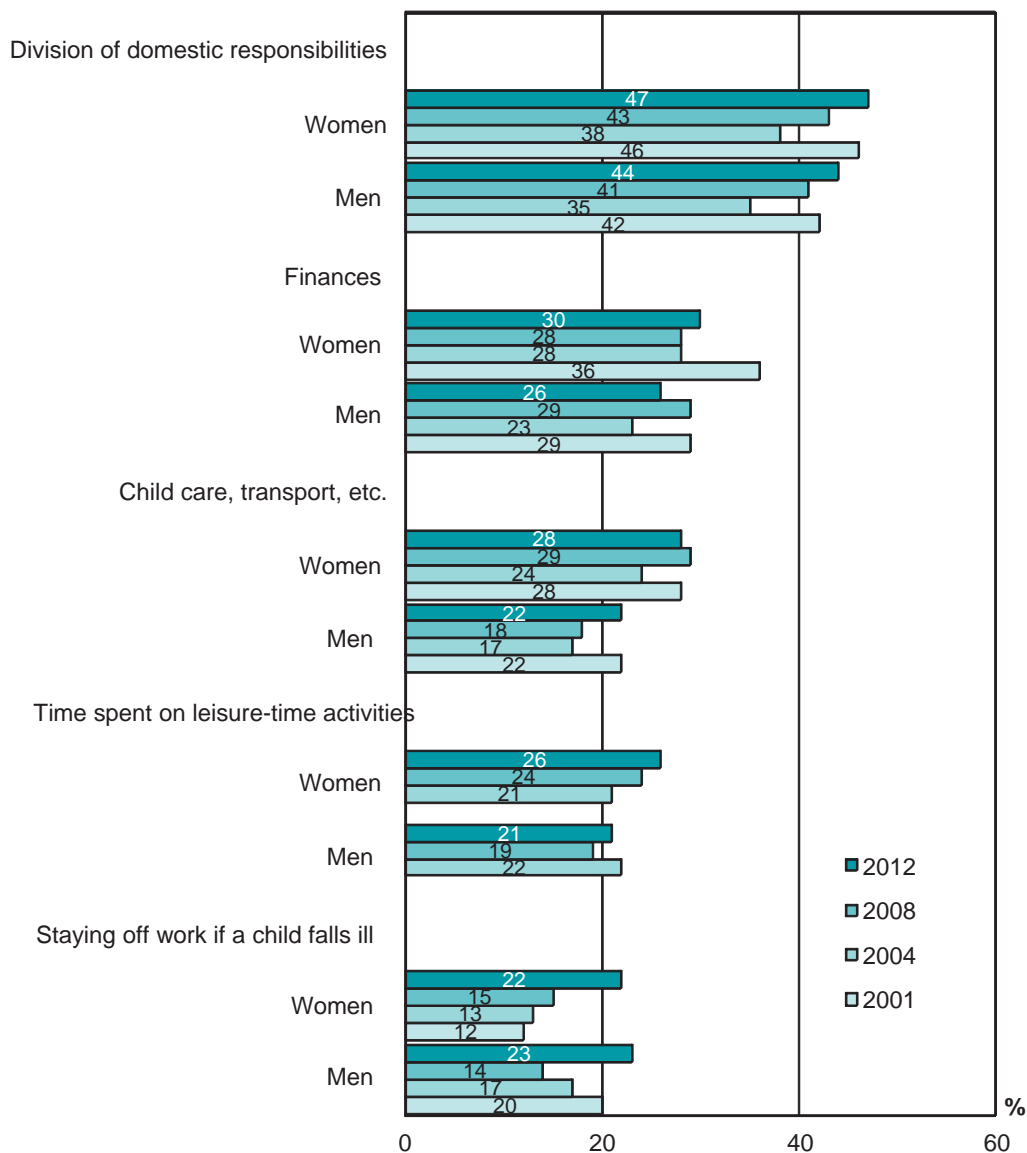
Interviewees who lived with a partner were asked how often they disagree with their partners over various issues relating to family life (frequently, occasionally, not at all). The surveyed contexts were the division of domestic responsibilities, child care, transport, etc., staying off work if a child falls ill, time spent on personal interests, and finances. Only those respondents who had children were asked the questions relating to children. The question about disagreements between partners has been included in the survey since 2001.

According to the respondents' answers, the division of domestic responsibilities is the most frequent cause of disagreements (of the surveyed contexts) (Figure 35). Almost one in two couples disagreed over housework on a frequent or occasional basis. The percentage of respondents who disagree over this with their partners has varied somewhat over the years. Women's and men's answers are similar. Couples disagree over finances approximately as frequently as over child care. Approximately one in four respondents said that they disagree over these issues with their partner. There are no major differences between women's and men's answers in terms of how frequently they disagree with their partner over finances, but female respondents' answers indicate that fewer couples now disagree over finances than in 2001. Women are more likely to report that they disagree with their partner over child care than men. Disagreements over child care have been equally common in all surveys. Approximately one in five couples disagree about the amount of time spent on leisure-time activities. Women were slightly more likely than men to report that they disagree over this issue with their partner.

Of the surveyed contexts, staying off work if a child falls ill has been the one over which couples are the least likely to disagree. However, both women and men indicated in 2012 that disagreements over this

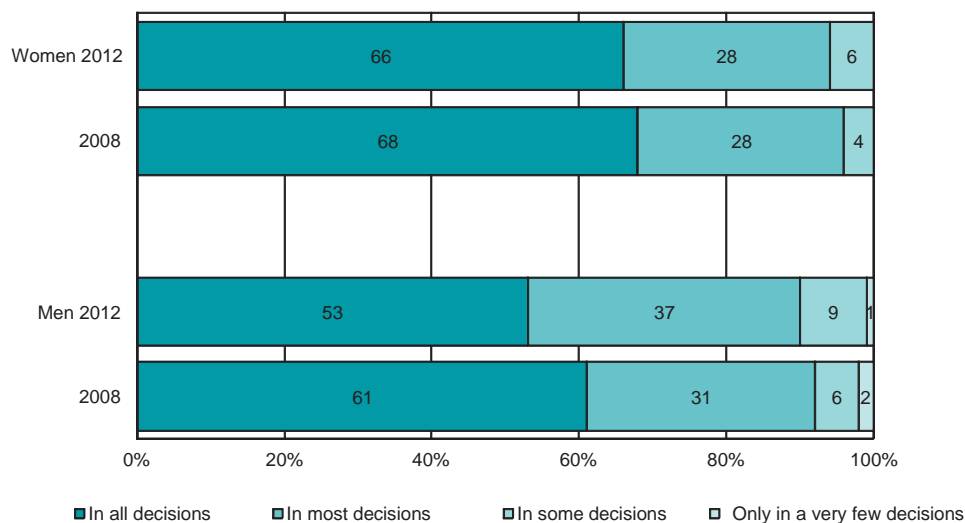
issue have become more frequent than in previous years. Staying off work if a child falls ill is now a cause of disagreements in approximately one in five two-parent families with children under the age of 10. Men's and women's views on this are similar.

Figure 35. Subjects causing frequent or occasional disagreement between partners,



A new question was added to the survey in 2008 concerning whether married or cohabiting respondents feel that they have enough say in decisions concerning the home. Decisions concerning the home refer to decisions on issues such as the division of housework, child rearing and finances. The respondents could choose their answer from four options: 1) Yes, in all decisions, 2) Yes, in most decisions, 3) Yes, in some decisions, and 4) Only in a very few decisions. The majority of the respondents felt that they had enough say in all or most decisions concerning the home. Women are more likely to feel this way than men (Figure 36).

Figure 36. Respondents' views on whether they have enough say in decisions concerning the home



Male respondents were slightly less likely to feel that they had enough say in all decisions concerning the home in 2012 than in 2008. In families where the parents live together at least two thirds of the time and have children of various ages living with them at least half of the time, mothers are more likely than fathers to feel that they have enough say in decisions concerning the home. Fathers of children under the age of seven are the least likely to feel that they have enough say in decisions concerning the home (44% have enough say in all decisions) and mothers of children aged 7–17 the most likely (69% have enough say in all decisions).

6 DISMISSIVE TREATMENT, PERCEIVED THREAT OF VIOLENCE, AND SEXUALITY

- One in two women have experienced condescending or dismissive treatment at school, and the percentage is growing.
- Women also frequently experience condescending or dismissive treatment in the workplace, among relatives and among friends.
- Fewer women nevertheless now report experiences of condescending or dismissive treatment in the workplace or in organizational activities.
- Women under the age of 35 are the most likely victims of sexual harassment. Sexual harassment of older women has also increased.
- The most common forms of sexual harassment are offensive, suggestive jokes, inappropriate comments and indecent remarks about the body and sexuality.
- The majority of women and a high percentage of men are afraid or worried about becoming a victim of violence when they are out alone or use public transport late in the evening or at night.
- Nine in ten women and men consider sentences for rape to be too lenient.

This chapter focuses on the respondents' experiences of condescending or dismissive treatment by members of the opposite sex as well as sexual harassment. The threat of violence in various spheres of life as well as in the workplace, in leisure time and within the family is also discussed. The chapter concludes with an analysis of the respondents' views on sentences for rape.

Prohibition of sexual or gender-based harassment

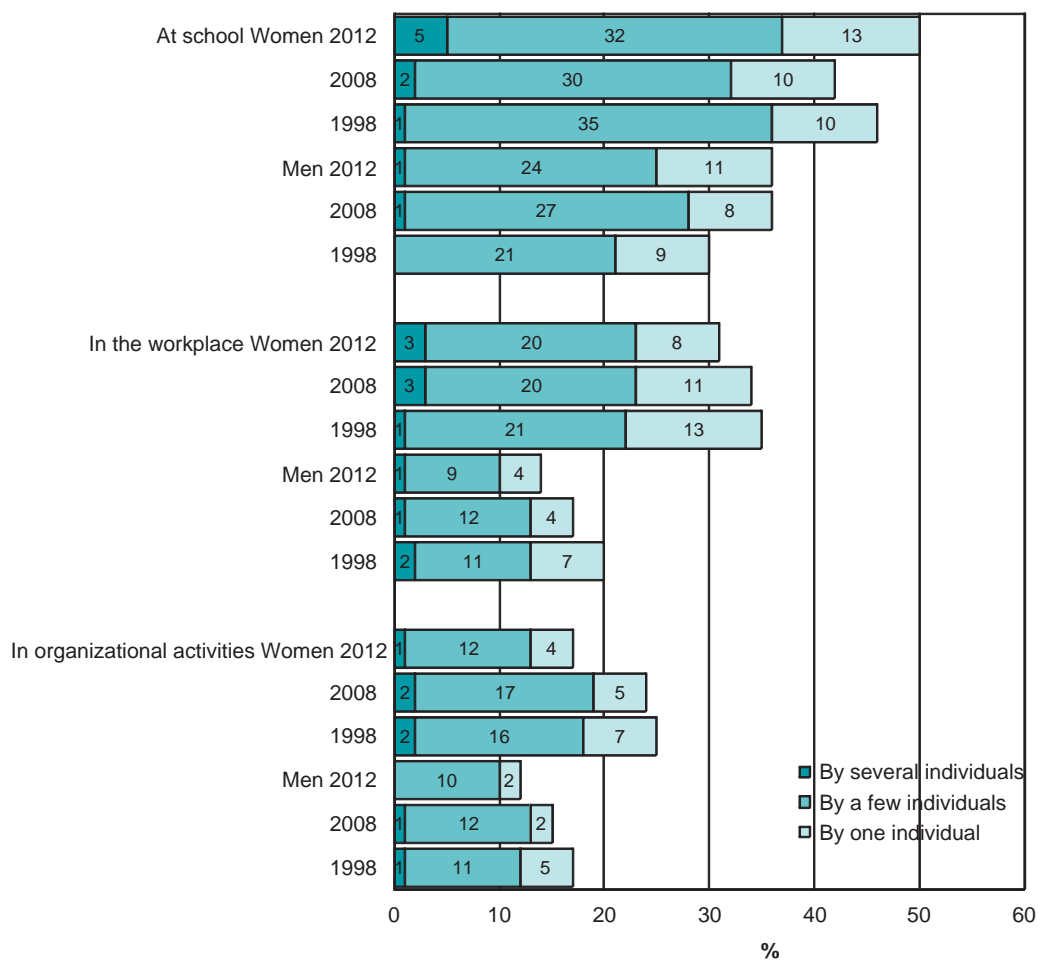
Sexual and gender-based harassment is prohibited under the Finnish Act on Equality between Women and Men. The Act defines sexual harassment as unwanted verbal, non-verbal or physical conduct of a sexual nature. Gender-based harassment is defined as unwanted conduct that is based on a person's gender but is not of a sexual nature. Both forms of harassment violate a person's dignity or integrity especially by creating an intimidating, hostile, degrading, humiliating or oppressive environment.

CONDESCENDING TREATMENT OF THE OPPOSITE SEX

The survey aimed to examine the prevalence of experiences of condescending or dismissive treatment by asking the interviewees the following question: "Are there members of the opposite sex in your different environments who are at least occasionally condescending or dismissive of your opinions or ideas?" The question was asked with regard to experiences in the workplace, at school, in organizational activities, among relatives, in interactions with neighbours, in connection with leisure-time activities and among other friends. The options given to the respondents were 'not at all', 'yes, one', 'yes, a few' and 'yes, several'. Only respondents who are full time employees were asked about experiences in the workplace and only full-time students were asked about experiences at school. The other questions were for all respondents. Since not all of the surveyed contexts were relevant for all respondents and as some respondents never encounter members of the opposite sex in these contexts, the respondents were also given the option 'not applicable'. The following analysis excludes answers from respondents who considered the questions to be not applicable to them.

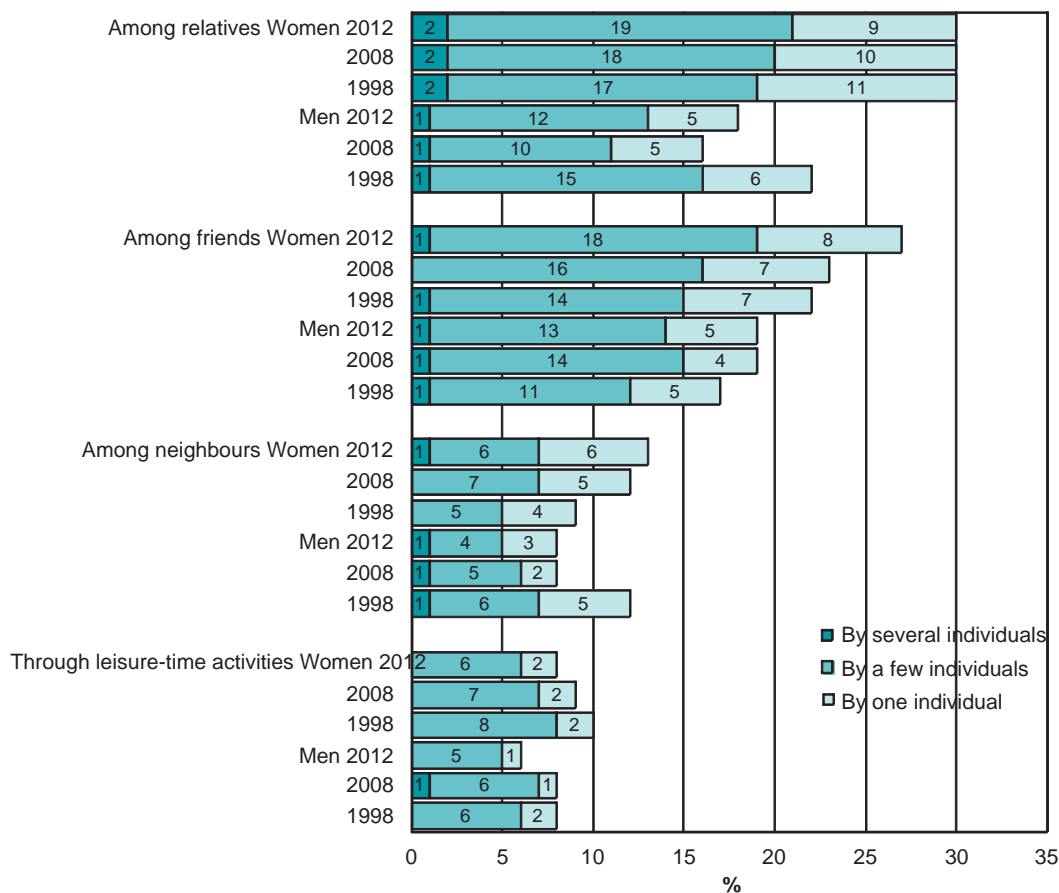
According to the respondents' answers, women are more likely than men to experience condescending or dismissive treatment by multiple members of the opposite sex in almost all of the surveyed contexts (Figures 37 and 38). With regard to public life, both women and men are most likely to experience this kind of treatment at school. One in two women have experienced condescending or dismissive treatment at school. The same applies to one in three male students. One in three women and just under one in six men feel that they have been treated dismissively in the workplace. Approximately one in six women and approximately one in ten men have experienced condescending or dismissive treatment in organizations. (Figure 37)

Figure 37. Experiences of condescending or dismissive treatment by members of the opposite sex in public life



In private life, both women and men most often experience condescending or dismissive treatment by their relatives. Just under one in three women and just under one in five men have such experiences. Approximately one in four women and one in five men have experienced condescending or dismissive treatment by one or more members of the opposite sex among their friends (excluding personal interests, neighbours and relatives). Approximately one in ten men and women have experienced condescending or dismissive treatment by their neighbours. Experiences of condescending or dismissive treatment are somewhat rarer in the context of leisure-time activities. (Figure 38)

Figure 38. Experiences of condescending or dismissive treatment by members of the opposite sex in private life



The prevalence of experiences of condescending or dismissive treatment has varied between the surveys but there is no clear overall trend. A comparison of respondents' answers in 2012 and 1998 reveals that the number of individuals who are guilty of condescending or dismissive treatment of the opposite sex has decreased in the workplace and in organizations but increased in school environments.

SEXUAL HARASSMENT

The perpetrator of sexual harassment can be a member of the same sex or a member of the opposite sex. This section begins by an examination of the prevalence of the more common form of sexual harassment, which is sexual harassment by a member of the opposite sex. In this context, sexual harassment means unwanted, one-sided and potentially oppressive conduct of a sexual nature by a member of the opposite sex. All four Gender Equality Barometers conducted so far have included four questions relating to experiences of sexual harassment and more specifically the following forms of such conduct:

- Indecent remarks about the body and sexuality
 - Proposals of sexual relations in inappropriate contexts
 - Suggestive jokes and inappropriate comments that are deemed to be offensive
 - Physical advances

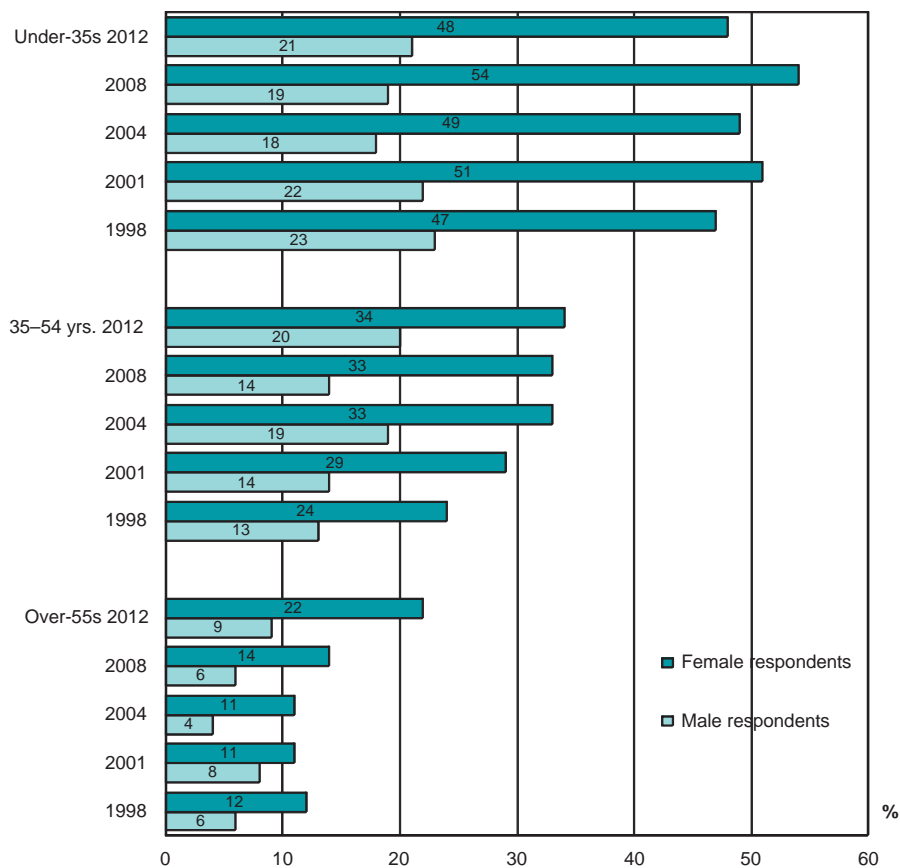
A new question was added in 2012 with regard to the following:

- Indecent exposures and stalking

The questions related to the interviewees' experiences of sexual harassment over the previous two years and only by a member of the opposite sex. In addition to the forms of sexual harassment experienced, the interviewees were asked about the perpetrators.

Approximately one in three women and approximately one in six men had experienced sexual harassment over the previous two years. Women aged between 15 and 34 are the most likely victims of sexual harassment (Figure 39). Approximately one in two women in this age group had been sexually harassed by men in the previous two years. Approximately one in five men in the same age group had experienced sexual harassment by women. The percentages of female and male victims in the youngest age group have been similar in all surveys. Approximately one in three women and approximately one in five men in the middle age group (35–54 years) had experienced sexual harassment in the previous two years. The percentage of women in this age group who have experienced sexual harassment has increased considerably since the 1998 and 2001 surveys. The percentage of men in the middle age group (35–54 years) who have been sexually harassed by women has varied somewhat over the years. The percentage of women aged over 55 who have experienced sexual harassment has increased since 2008, and more than one in five of them had experienced sexual harassment in the previous two years. Men in this age group are the least likely of all to have experienced sexual harassment.

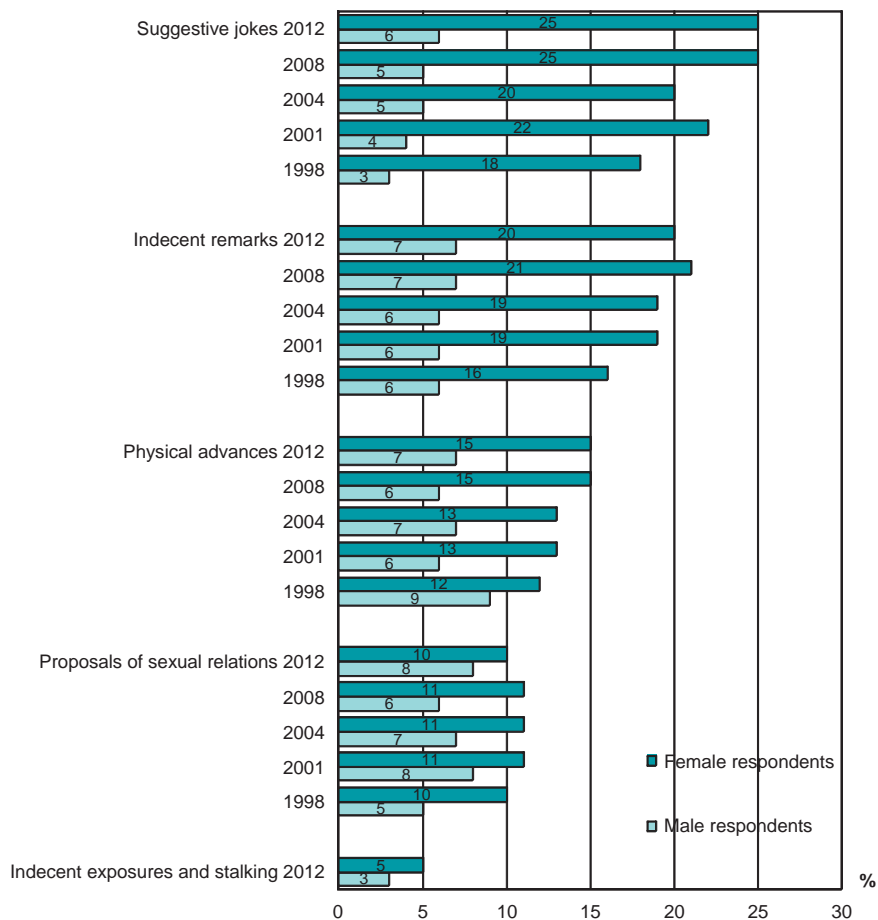
Figure 39. Respondents who had been sexually harassed by a member of the opposite sex in the previous two years according to gender and age group



An examination of different forms of sexual harassment does not change the situation: Women are considerably more likely than men to be sexually harassed by a member of the opposite sex. One in four women had experienced sexual harassment in the form of suggestive jokes and inappropriate comments and one in five in the form of indecent remarks about the body and sexuality in the previous two years. Approximately one in six women had experienced sexual harassment in the form of physical advances

and one in ten in the form of proposals of sexual relations in inappropriate contexts. Five in one hundred women had been stalked by a man or been a victim of an indecent exposure by a man. The proportion of women who have experienced sexual harassment by men in the form of physical advances or proposals of sexual relations in inappropriate contexts has not changed notably in the last 14 years. However, more women said that they had experienced sexual harassment in the form of offensive, suggestive jokes and indecent remarks about the body and sexuality in the previous two years in 2012 than in 1998. The percentage of men who have experienced sexual harassment in any form has been less than 10 in all surveys. (Figure 40)

Figure 40. Experiences of different forms of sexual harassment in the previous two years according to gender

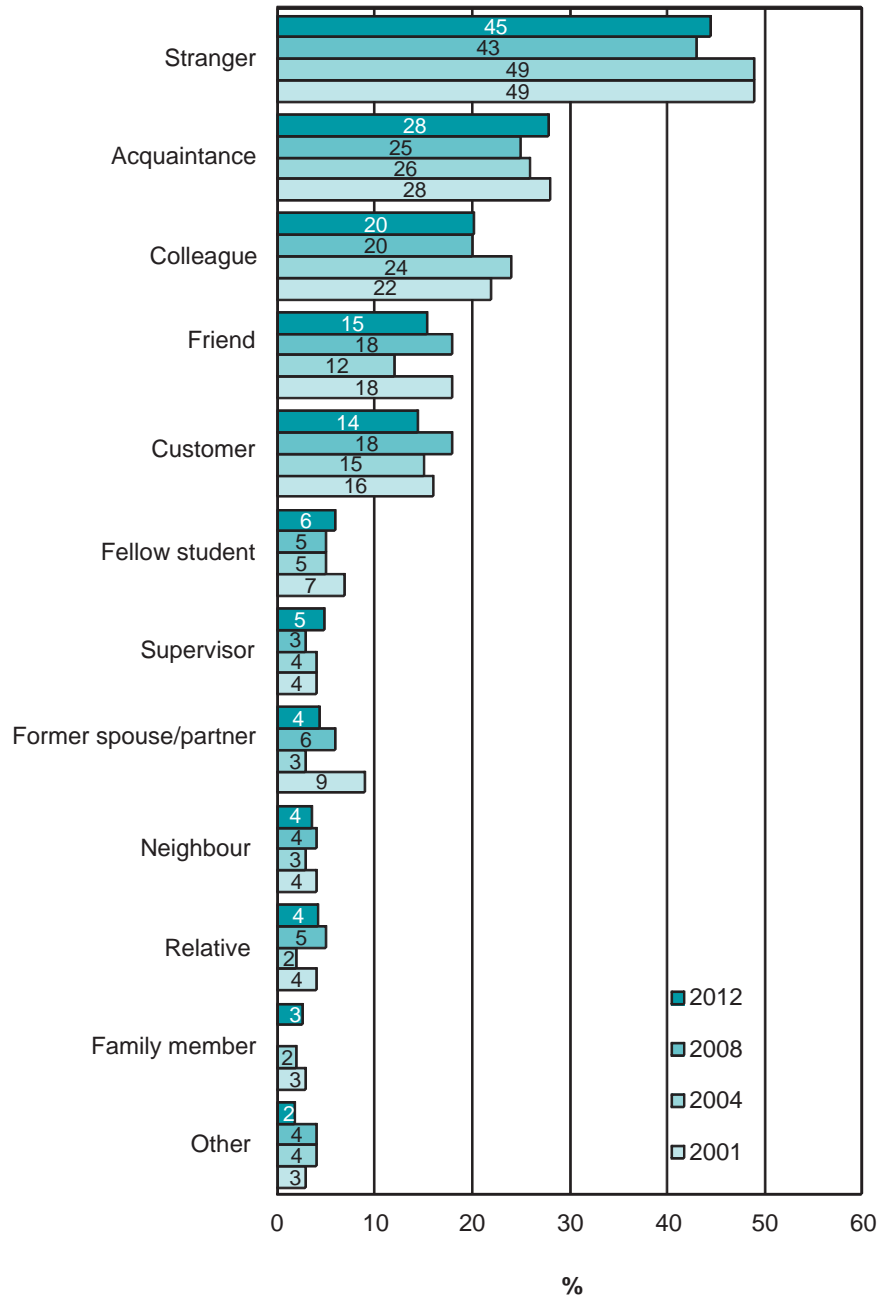


The 2008 and 2012 surveys also included a question about whether the respondents had experienced any of the aforementioned forms of sexual harassment by a member of the same sex. Two per cent of women said that they had been sexually harassed by a member of the same sex. The figure was three per cent among men. The percentages were almost identical in both surveys.

Figure 41 shows a breakdown of the most common perpetrators in situations where women have experienced sexual harassment. No such figure was produced of men's answers, because the number of men who have experienced sexual harassment is too small to ensure reliable results. However, both men and women said that they had most often been sexually harassed by a stranger. The perpetrator had been a stranger in the case of just under one in two women who had experienced sexual harassment. In the case of more than one in four of the respondents who had experienced sexual harassment in the previous two

years, the perpetrator had been an acquaintance (excluding friends, relatives, former spouses or partners and family members). The perpetrator was a colleague in one in five cases and a customer in approximately one in six cases. In the case of approximately one in six women who had experienced sexual harassment, the perpetrator had been a friend. A family member had been the perpetrator in the case of three per cent of the women who had experienced sexual harassment. The figure excludes cases where the perpetrator was a teacher or a student because the sample population included very few such cases.

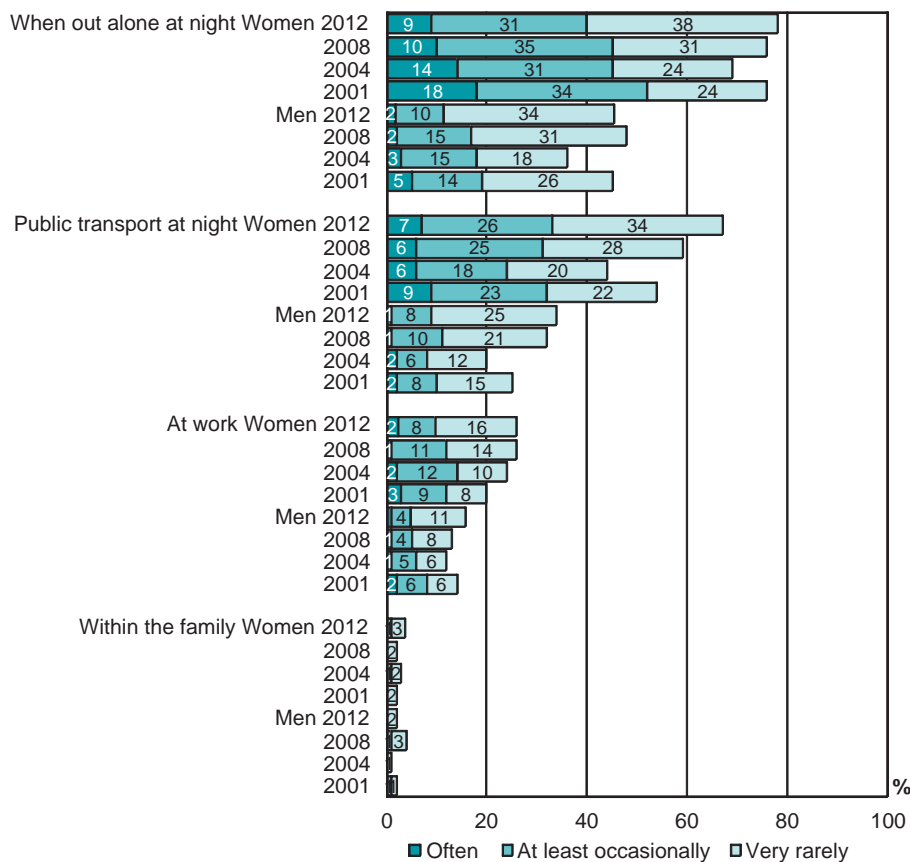
Figure 41. Most common types of perpetrators in the cases of women who had experienced sexual harassment in the previous two years



FEAR OF VIOLENCE

The interviewees were asked whether they were afraid or worried about becoming a victim of violence. All five Gender Equality Barometers conducted so far have included a question about the fear of violence when out alone in the evening or at night. Questions relating to the perceived threat of violence in other contexts (when using public transport in the evening or at night, at work, and within the family) have been included in the survey since 2001. The figures exclude respondents who answered 'not applicable'. No respondent answered 'don't know'.

Figure 42. Respondents who are afraid or worried about becoming a victim of violence in different contexts



Women are more likely than men to be afraid or worried about becoming a victim of violence in all of the surveyed contexts (Figure 42). Both women and men are most likely to be afraid or worried about becoming a victim of violence when out alone or when using public transport in the evening or at night⁹.

Respondents who said that they are often or at least occasionally afraid or worried about becoming a victim of violence when using public transport at night or when out alone were also asked whether their fears have made them more likely to avoid going out or to use taxis in the evenings or at night. These questions have been included in the survey since 1998. Approximately one in four women and approximately one in six men say that they avoid being out at night. Approximately 60 per cent of women and approximately one in four men use taxis. Women are slightly less likely to avoid going out at night than in 1998 but are more likely to use taxis due to being afraid or worried about becoming a victim of violence. Men's answers have been largely similar in different surveys.

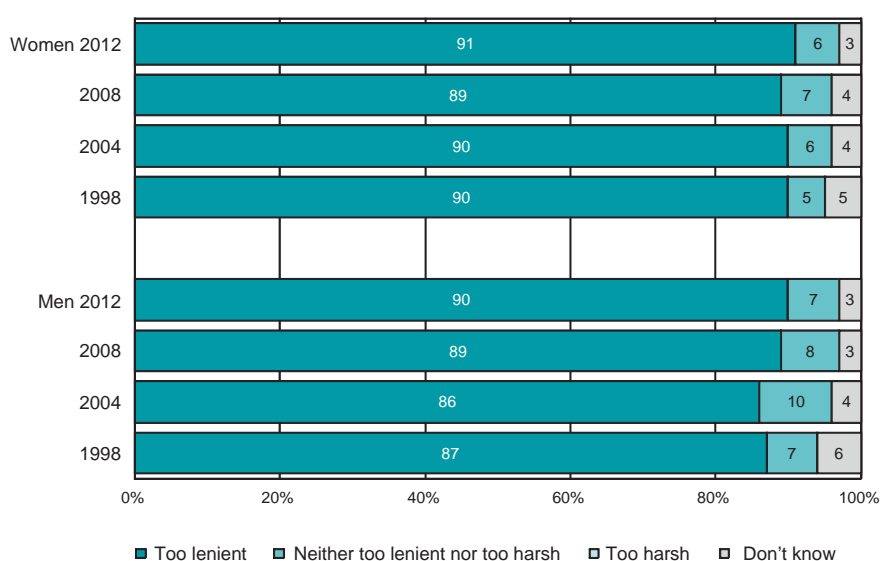
⁹ Approximately one in four respondents said that they never use public transport in the evenings or at night. Some of these respondents may be avoiding public transport in the evening or at night due to a fear of violence.

Approximately one in four women and approximately one in six men are afraid or worried about becoming a victim of violence at work (Figure 42). Women's fears concerning violence at work have increased. According to the respondents' answers, both sexes rarely fear violence within the family.

SENTENCES FOR RAPE

Interviewees have been asked about their views on sentences for rape in every Gender Equality Barometer. Respondents' views have remained equally critical since 1998. Nine in ten respondents consider sentences for rape to be too lenient. Women's and men's views on the issue are similar. (Figure 43)

Figure 43. Views on sentences for rape



7 CONCLUSION

GENDER EQUALITY IN SOCIETY AND WORKING LIFE

Men are still considered to enjoy a higher status in society than women. Women are more likely than men to feel this way, but the majority of men also agree with this view. There are some signs of slow progress towards better gender equality because the percentage of respondents who consider the status of men to be considerably higher than that of women has decreased somewhat since 1998. Gender equality is considered a positive thing on the whole. Approximately nine in ten women and men believe that better gender equality also benefits men.

Men and especially women support a more balanced representation of the sexes in public life. The respondents would like to see more men in roles relating to social welfare and health care services. On the other hand, respondents feel that businesses and the economy would benefit from a larger number of female executives. As many as nine in ten respondents feel that more women are needed in politics to diversify the knowledge base. Despite this, Finns still have relatively conservative views on which

positions of responsibility in politics are better suited for women on one hand and for men on the other, even though some progress has been made towards a less segregated political structure. Four in ten women and three in ten men now consider women and men to be equally well suited for positions of responsibility in all political sectors. Employees' views on segregation in working life are also becoming less conservative, as 90 per cent of employees now consider their own job to be equally well suited for both sexes.

The right of women to work regardless of their family circumstances is almost self-evident to Finns. The majority of both women and men are in favour of increasing gender equality in working life. However, women are more likely than men to agree with such statements as employers and labour market organizations should work harder to eliminate unjustified differences in women's and men's pay. Women's and men's views diverge with regard to how good the opportunities of women are perceived to be in working life compared to those of men. Approximately one in three women consider women's opportunities to be as good as men's, but this view is held by one in two men.

The majority of employees consider their workplace to offer equal opportunities for both sexes. Men are more likely than women to feel this way. The realization of gender equality appears to be the best in workplaces where neither gender is overrepresented. Women who work in male-dominated workplaces have the least positive views on the realization of gender equality in their workplace. Employees in the municipal sector are less likely than employees in the state sector or the private sector to feel that the level of gender equality in their workplace is very high.

Just over one in two employed women and just under one in five employed men have encountered gender-based disadvantage in working life. The proportion of women who have encountered gender-based disadvantage has dropped since 2008. Women are most likely to encounter gender-based disadvantage in questions related to pay and career advancement. Highly educated women on one hand and women who work in male-dominated workplaces on the other are especially likely to encounter gender-based disadvantage in these contexts. A high percentage of women also experience gender-based disadvantages in questions related to professional recognition.

Women and men are equally likely to be encouraged by their supervisor or someone else in a managerial position to advance in their careers. Men who are under 35 years of age, work in a female-dominated workplace or are highly educated are the most likely candidates to receive encouragement in their careers. Women are more likely to be encouraged to pursue more challenging roles the higher the level of education they have. Both women and men aged over 55 are the least likely to receive encouragement.

GENDER EQUALITY WITHIN THE FAMILY AND VIEWS ON THE FAMILY LEAVE SYSTEM

The division of various domestic responsibilities within families is still very conservative. Very few changes have taken place with regard to the division of responsibilities. The mother is more often responsible for everyday cooking, laundry and ironing and the father for maintenance and repairs around the house.

Responsibilities relating to child care, child rearing and transport are shared in many families. However, women shoulder considerably more of the responsibility for children than men, and there has been little change in the division of responsibilities in this respect. The majority of both women and men would like to see fathers to get more involved in child care and child rearing. However, fewer and fewer people fully agree with this statement.

Women feel that they shoulder too much of the responsibility for their family's housework more often than men, and many couples disagree over housework. Parents who do not have a partner to share the responsibility with are nevertheless the ones who feel that they shoulder too much of the responsibility for housework and children the most often. Fewer and fewer people consider the man to bear the primary responsibility for a family's income. Despite this, one in three men and one in five women still maintain

this view. The majority of both men and women feel that they have enough say in decision-making within the family. In families with children, fathers of small children consider themselves to have the least say in their family's decisions.

More than one in two women and men feel that men are not given enough encouragement in the workplace to take child care leave. The respondents felt that the social acceptability of men taking longer periods of family leave is considerably lower than women doing the same. The longer the proposed leave, the more difficult it is considered to be to arrange this in the workplace. The respondents nevertheless felt that men's opportunities to take parental leave and child care leave have improved since 2001 and 2008 especially in the private sector, where men have found it the most difficult to take family leave.

Employees believe that it has become easier for private-sector employees to take part-time child care leave since 2004 and 2008, and this is now considered equally easy for both women and men in the public sector and in the private sector.

DISMISSIVE TREATMENT, THREAT OF VIOLENCE, AND SEXUALITY

Women are more likely than men to experience condescending treatment or to have their opinions or ideas dismissed by a member of the opposite sex at work, among relatives and among friends, for example. Experiences of dismissive treatment are most common in school environments, and this trend is also increasing. One in two female students have experienced dismissive treatment at school. Experiences of dismissive treatment are now rarer in working life and organizational activities.

Women are more often afraid of becoming a victim of violence than men. The fear or wariness of violence is strongest when out alone or when using public transport late in the evening or at night. Women of all ages are also more likely than men to experience sexual harassment. Young women under the age of 35 are especially likely to experience sexual harassment, and approximately one in two female respondents in this age group have reported having experienced sexual harassment in the previous two years in all surveys conducted so far. Experiences of sexual harassment among women aged between 35 and 55 also increased in the 2000s. Women over the age of 55 have become more likely to experience sexual harassment in the last four years: Approximately one in five women over the age of 55 have experienced sexual harassment. The most common forms of sexual harassment experienced by women are offensive, suggestive jokes, inappropriate comments and indecent remarks about the body or sexuality.

Approximately one in two men and 80 per cent of women would prefer to see less almost naked bodies in outdoor advertising. Approximately one in three women and two in three men approve of buying sex from a prostitute whether the buyer is a woman or a man. The majority of people, nine in ten, still consider sentences for rape to be too lenient. Women and men have equally firm views on this issue.

SLOW PROGRESS TOWARDS GENDER EQUALITY?

The findings of the five Gender Equality Barometers conducted so far indicate slow progress towards gender equality in some spheres of society. Changes can be seen in both attitudes and opinions, but also in day-to-day experiences. Although attitudes have been changing, the roles of women and men in family life are still traditional and attitudes that maintain segregation, for example, are still relatively common. The division of domestic responsibilities has become slightly more even. Respondents are also somewhat more likely than before to consider different kinds of roles and responsibilities to be equally well suited for both sexes.

Women are still considered to be at a worse position in working life than men. However, slightly fewer employed women than before have encountered gender-based disadvantage in different contexts in the workplace. Highly educated women are relatively likely to encounter gender-based disadvantage in questions related to pay, for example.

According to respondents' answers, balancing work and family life has become steadily easier. Although it is still considered to be easier for women to take statutory family leave, the situation among men is considered to have improved relatively substantially in recent years. Attitudes in the private sector in particular have become more supportive.

The prevalence of sexual harassment has not decreased. According to the respondents' answers, women are still more likely than men to experience sexual harassment.

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ANNEX 1: INTERVIEW FORM

Gender Equality Barometer 2012¹⁰

To avoid asking questions that are not applicable to your circumstances, I will begin by a few background questions.

SameHomeTown Do you still live in... ?

1 Yes-->**Personal1**

2 No

NewHomeTown Where do you live now?

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.

	Women %	Men %
1 Yes	62	62
2 No	38	38

Respondents who work:

Personal2 Are you:

	Women %	Men %
1 Gainfully employed?	92	82
2 Self-employed or an entrepreneur?	8	18
3 Working without pay in a family member's business or on a farm?	0	.

Respondents who are gainfully employed:

Personal3A Are you:

	Women %	Men %
1 In a managerial or executive position?	11	15
2 In an upper level white-collar position (no subordinates)?	15	18
3 In a lower level white-collar position?	19	12
4 A blue-collar worker?	56	56

Respondents who work in a managerial or executive position:

Personal3B How many subordinates do you have?

Respondents who work in a managerial or executive position:

Personal3C What kinds of subordinates are you most often in contact with?

	Women %	Men %
1 Upper level white-collar employees	25	15
2 Lower level white-collar employees	24	31
3 Blue-collar workers	49	54
DK	2	.

¹⁰This form in its physical form was not used in the interviews, but it was used as reference material in the programming phase. Programming instructions and instructions for interviewers are written in italics.

* Questions marked with an asterisk are new questions that were not included in previous surveys.

Respondents who are gainfully employed:

Personal4 Do you work:

	Women %	Men %
1 Full time?	80	91
2 Part time?	20	9

Respondents who are gainfully employed:

Personal5 Is your employment contract:

	Women %	Men %
1 Permanent (until further notice)?	83	87
2 Fixed-term or temporary?	17	13
DK	.	0

Respondents who are gainfully employed or self-employed or have their own business:

Personal6 Do you have paid staff?

	Women %	Men %
1 Yes	14	35
2 No	86	65

Respondents who work:

Personal7 Is gainful employment, self-employment or entrepreneurship your primary occupation at the moment?

(A respondent's primary occupation is the occupation where they spend most of their time or where they get most of their earnings from.)

	Women %	Men %
1 Yes --> Home0	90	96
2 No	10	4

Personal8

Respondents who do not work:

What is your primary occupation?

Respondents who do not work full time:

Which of the following best describes what you do when you are not at work? (Choose the most important.)

	Women %	Men %
1 Student/at school	34	28
2 Military service/alternative civilian service	.	1
3 Unemployed or laid off	6	14
4 Retired, disabled or temporarily incapacitated	45	53
5 On maternity, paternity or parental leave	7	0
6 Stay-at-home parent with child home care allowance	3	0
7 Other	5	2

I will next ask you a few questions concerning your household. A household includes persons who **live together, share meals** or otherwise **pool their income**.

Home0 Do you currently live:	Women %	Men %
1 In your parents' (adoptive parents, grandparents, etc.) household without a family of your own?	8	11
2 In your own household?	92	89

Respondents who live in their own household:

Home1 I would now like to ask you about your marital status. Are you currently:	Women %	Men %
1 Single?	14	15
2 Cohabiting?	19	20
3 Married or in a registered partnership?	53	58
4 Divorced or separated?	10	6
5 Widowed?	3	1

Respondents who are cohabiting/married:

Home2 Do you live in the same household with your partner/spouse for at least two thirds of the time?	Women %	Men %
1 Yes (e.g. partner/spouse in another town no more than two days a week)	99	98
2 No (e.g. partner/spouse in another town at least three days a week)	1	2

Respondents who live separately from their partner/spouse for more than one third of the time:

Home3 Which one of you lives permanently or more regularly in your joint household? ¹¹	Women %	Men %
1 Respondent	48	21
2 Respondent's partner/spouse	52	64
3 Both or neither	.	15

Respondents who are married, in a registered partnership or cohabiting:

Home3B* What is your partner's/spouse's primary occupation?
Choose the most important or, if that is not possible, the occupation where the partner/spouse spends the most time.

	Women %	Men %
1 Work <i>Gainful employment, self-employment or entrepreneurship or working for free in a family member's business or on a farm.</i>	69	61
2 Student/at school	2	6
3 Military service/alternative civilian service	.	.
4 Unemployed or laid off	3	3
5 Retired, disabled or temporarily incapacitated	25	21
6 On maternity, paternity or parental leave	0	5
7 Stay-at-home parent with child home care allowance	0	2
8 Other	1	1

Respondents who live permanently in their own household:

I will next ask you about children.

Respondents who live permanently in their own household:

Home4 Do you currently have children under the age of 18 living with you **on a full-time basis**?

Children, grandchildren, adopted children, etc., belonging to you and/or your partner/spouse, who live in the household at least half of the time.

	Women %	Men %
1 Yes	34	29
2 No	66	71
DK	.	0

Respondents who live permanently in their own household and have children under the age of 18 living in the household on a full-time basis:

Home5 How old are these children? Please list their ages **from the youngest to the oldest**.

Respondents who live permanently in their own household:

Home6 Do you currently have children under the age of 18 living with you **on a part-time basis**?

Children, grandchildren, adopted children, etc., belonging to you and/or your partner/spouse, who live in the household for less than half of the time but at least approximately one third of the time.

On a part-time basis = less than half of the time but at least approximately 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.

	Women %	Men %
1 Yes	2	5
2 No	98	95
DK	.	0

Respondents who live in their own household:

Home7

Respondents who live permanently in their own household:

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

Respondents who live in the joint household less regularly than their partner/spouse:

Do you have children under the age of 18?

	Women %	Men %
1 Yes	1	4
2 No	99	96
DK	.	0

Respondents who have children under the age of 18 who live in a different household:

Home8 How often do you see these children?¹²

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

	Women %	Men %
1 Almost daily	.	12
2 A few times a week	22	8
3 Approximately once a week	22	8
4 Every other week/twice a month	46	38
5 Approximately once a month	.	20
6 Approximately every other month	10	5
7 A few times a year	.	5
8 Less often or never	.	5

as not used in the interviews, but it was used as reference material in the programming phase. Programming instructions and instructions for interviewers are written in italics.

I will next ask you about your views on the status of men and women in general.

General1

Concerning the **current** status of men and women in general, which of the following five statements best describes your view?

	Women %	Men %
1 Men's status in society is on average considerably higher than women's	14	5
2 Men's status in society is on average slightly higher than women's	66	55
3 Women's status in society is on average considerably higher than men's	.	1
4 Women's status in society is on average slightly higher than men's	1	3
5 Men and women are equal	19	36
DK	0	0

General2

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**?

	Women %	Men %
1 Equality will increase	46	52
2 Inequality will increase	7	5
3 The situation will remain the same	46	42
DK	1	1

General3 I will next read you a series of statements relating to the status of Finnish men and women in general.

What is your opinion on the following statements?

		Fully agree	More or less agree	More or less disagree	Fully disagree	DK
A More women are needed in politics to diversify the knowledge base?	Women %	55	40	3	1	1
	Men %	37	48	11	3	1
B Businesses and the economy would benefit from a larger number of female executives?	Women %	42	42	12	2	2
	Men %	24	44	24	5	3
C More men should be employed in social welfare and health care professions?	Women %	43	37	15	4	1
	Men %	34	38	22	4	2
D Women's opportunities in working life are as good as men's?	Women %	10	24	51	14	1
	Men %	26	30	38	6	0
E And what is your opinion on the following statement: Women have the right to work regardless of their family circumstances ¹³ ?	Women %	78	14	7	1	0
	Men %	79	13	6	2	0
F The man bears the primary responsibility for a family's income?	Women %	5	14	35	45	1
	Men %	12	25	37	25	1
G It is fair that the spouse with the smaller income does the majority of housework?	Women %	2	6	25	67	0
	Men %	4	10	35	50	1
H Men should contribute more to child care and child rearing?	Women %	46	41	9	2	2
	Men %	49	39	8	2	2

ing instructions and instructions for interviewers are written in italics.

I Men are given enough encouragement in the workplace to take child care leave?	Women %	10	17	42	15	16
	Men %	11	18	37	19	15
J Labour market organizations should work harder to eliminate unjustified differences in women's and men's pay?	Women %	75	21	2	0	2
	Men %	56	32	8	2	2
K* Employers should work harder to eliminate unjustified differences in women's and men's pay?	Women %	76	20	2	0	2
	Men %	62	29	6	1	2
L Costs resulting from family leaves should be shared more evenly between employers in female-dominated and male-dominated sectors?	Women %	54	34	3	1	8
	Men %	42	40	9	2	7
M Men also benefit from an increase in gender equality?	Women %	60	32	5	1	2
	Men %	52	35	9	2	2
N Workplace-specific gender equality plans are ineffective in promoting equality between women and men ¹⁴ ?	Women %	5	21	42	25	7
	Men %	10	23	41	21	5
O There should be fewer almost naked bodies in outdoor advertising?	Women %	42	36	16	5	1
	Men %	22	31	30	14	3
P The media, i.e. TV, Internet, advertising and other entertainment, have too much of an effect on children's and young people's perceptions of sexuality?	Women %	60	33	5	1	1
	Men %	46	39	10	3	2

General4 I will next read you a list of six political sectors. Which gender, male or female, do you consider to be better suited for positions of responsibility in each of these political sectors or do you think that gender is irrelevant?

		Male	Female	Gender is irrelevant	DK
A Economic policy?	Women %	6	1	93	0
	Men %	10	2	88	0
B Foreign policy?	Women %	13	1	86	.
	Men %	21	1	78	0
C Environmental policy?.....	Women %	3	7	90	0
	Men %	4	11	85	0
D Social welfare and health care policy?	Women %	1	25	74	.
	Men %	2	31	67	0
E Cultural policy?	Women %	1	6	93	0
	Men %	2	10	88	0
F Defence policy?	Women %	48	1	51	0
	Men %	59	1	40	0

are written in italics.

* Questions marked with an asterisk are new questions that were not included in previous surveys.

Respondents who are in full-time or part-time employment:

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

Respondents who are in full-time or part-time employment:

Work1 Do you consider the realization of gender equality in your workplace to be:

	Women %	Men %
1 Very good?	29	38
2 Quite good?	38	41
3 Average?	16	8
4 Quite poor?	9	3
5 Very poor?	2	1
N/A	6	9
DK	.	0

Respondents who are in full-time or part-time employment:

Work2 Do you work:

	Women %	Men %
1 In the state sector?	13	13
2 In the municipal sector (local authorities, joint authorities, etc.)?	38	13
3 In the private sector?	49	74

Respondents who are in full-time or part-time employment:

Work3 Is either gender overrepresented in your workplace?

A gender is overrepresented if at least two thirds of the workforce is one gender.

	Women %	Men %
1 Women are overrepresented	68	20
2 Men are overrepresented	14	55
3 Neither gender is overrepresented	18	24
DK	0	1

Work3B Do you consider your job to be equally well suited for both sexes?

	Women %	Men %
1 Yes	96	79
2 No	4	20
DK	0	1

Respondents who are in full-time or part-time employment:

Work4A Do you consider your gender to be a disadvantage in your **current** job in the following contexts?

		Yes, a significant disadvantage	Yes, a moderate disadvantage	No	DK
A Pay	Women %	6	24	69	1
	Men %	0	2	95	3
B Work-related perks (e.g. company car, telephone)	Women %	3	4	92	1
	Men %	.	1	97	2
C Access to training (paid by the employer)	Women %	1	6	93	0
	Men %	.	2	96	2
D Access to information (e.g. about changes in the workplace)	Women %	2	9	89	0
	Men %	0	4	95	1
E Distribution of workload (e.g. women/men have it easier)	Women %	2	22	74	2
	Men %	1	8	89	2
F Career advancement	Women %	6	22	71	1
	Men %	0	6	92	2
G Continuity of employment (e.g. seasonal or temporary work)	Women %	2	8	90	0
	Men %	.	2	96	2
H Performance assessment	Women %	1	14	84	1
	Men %	0	4	93	3
I Professional recognition	Women %	5	22	72	1
	Men %	0	6	92	2
J Independence at work	Women %	1	4	94	1
	Men %	.	3	95	2

Respondents who are in full-time or part-time employment:

Work4B Have you asked for a pay rise **in the last five years**?

(Suggested this to a supervisor or the employer's representative¹⁵; all kinds of non-automatic pay increases, including personal bonuses)

	Women %	Men %
1 Yes	37	49
2 No	63	51
DK	.	0

Respondents who are in full-time or part-time employment:

Work4C Has your supervisor or someone else who holds a managerial position in your workplace encouraged you to pursue a more challenging role **in the last five years**?

	Women %	Men %
1 Yes	38	42
2 No	62	57
DK	0	1

Respondents who are full-time or part-time self-employed or have their own business:

I would now like to ask you about your experiences in working life.

cluded in previous surveys.
tion; previous wording: "Suggested this to a supervisor, shop steward or other such person..."

Respondents who are full-time or part-time self-employed or have their own business:

Work5 Do you consider the realization of gender equality in your industry or business to be:

	Women %	Men %
1 Very good?	31	16
2 Quite good?	31	36
3 Average?	14	35
4 Quite poor?	14	8
5 Very poor?	5	1
N/A	5	4

Respondents who are full-time or part-time self-employed or have their own business:

Work6 Do you consider your gender to be a disadvantage in your **current** job in the following contexts?

		Yes, a significant disadvantage	Yes, a moderate disadvantage	No	DK
A Professional recognition	Women %	.	19	81	.
	Men %	.	6	94	.
B Income	Women %	2	16	82	.
	Men %	.	5	95	.
C Building customer relations	Women %	4	17	79	.
	Men %	.	7	93	.
D Interactions with customers	Women %	2	7	91	.
	Men %	.	5	95	.
E* Access to good assignments or orders	Women %	4	12	83	.
	Men %	.	8	92	.
F Interactions with other entrepreneurs	Women %	2	10	88	.
	Men %	.	3	97	.
<i>Respondents who have paid staff:</i>	Women %	.	33	67	.
G Interactions with subordinates	Men %	.	4	96	.
	Women %	.	11	89	.
H Career advancement and personal development	Men %	.	3	97	.
	Women %	2	14	82	2
I Access to public business subsidies	Men %	.	8	86	6

Respondents who study or go to school full time:

I will next ask you about your experiences at your **current** school or study environment.

Respondents who study or go to school full time:

Work7 Do you consider the realization of gender equality at your school to be: Women % Men %

1 Very good?	45	65
2 Quite good?	39	31
3 Average?	10	4
4 Quite poor?	3	.
5 Very poor?	.	.
N/A	2	.
DK	1	.

Respondents who study or go to school full time:

The electronic form shows '(members of) the opposite sex' as 'male students' if the respondent is female and as 'female students' if the respondent is male.

		Yes, often	Yes, at times	No	DK
Work8 Have you encountered the following kinds of disadvantages in your studies?					
A Learning resources are too focused on the world and experiences of the opposite sex?	Women %	.	10	90	.
	Men %	.	9	91	.
B Some teachers select study contents that are too focused on the world and experiences of the opposite sex?	Women %	2	13	83	2
	Men %	2	14	84	.
C Members of the opposite sex are given the most interesting assignments?	Women %	3	11	84	2
	Men %	2	10	88	.
D Members of the opposite sex are given the best resources?	Women %	3	7	88	2
	Men %	1	8	91	.
E Some teachers evaluate the performance of the opposite sex more favourably than the performance of members of the same sex?	Women %	8	28	62	2
	Men %	6	33	60	1
F Members of the opposite sex dominate classroom discussions and answer most of the questions?	Women %	7	21	69	3
	Men %	3	22	74	1
G* Other students exhibit gender-biased behaviour?	Women %	.	10	87	3
	Men %	.	7	92	1

Respondents who are in full-time or part-time employment:

The following questions relate to reconciling work and family life.

Respondents who are in full-time or part-time employment:

Family1 Do you consider the following to be difficult in your workplace on the whole?

		Not at all difficult	Somewhat difficult	Very difficult	N/A	DK
A For mothers of small children to refuse overtime due to family commitments?	Women %	57	29	5	7	2
	Men %	60	17	1	18	4
B For fathers of small children to refuse overtime due to family commitments?	Women %	55	24	3	14	4
	Men %	65	24	3	5	3
C For women to stay off work to attend to a sick child (under the age of 10)?	Women %	71	22	4	2	1
	Men %	72	11	1	14	2
D For men to stay off work to attend to a sick child (under the age of 10)?	Women %	61	21	4	11	3
	Men %	72	18	5	2	3

Respondents who are in full-time or part-time employment and have children under the age of 12 living in their household:

Family2 Have you taken time off work to attend to a sick child **in the last two years**?

	Women %	Men %
1 No	25	31
2 Only a few times	51	46
3 Several times	17	20
CHILD HAS NOT BEEN ILL	2	3
DK	5	.

Respondents who are in full-time or part-time employment:

Family3 The following questions relate to your opinions on people in your workplace taking family leave.

(The family leave system is designed to give parents the opportunity to withdraw from working life for specific periods of time or to work shorter hours in order to be able to care for a child.)

		Not at all difficult	Somewhat difficult	Very difficult	N/A	DK
Do you consider it to be difficult:						
A For women to take maternity leave and parental leave for a period of just under one year?	Women %	84	9	1	3	3
	Men %	71	9	1	14	5
B For men to take paternity leave for a period of three weeks?	Women %	76	8	1	12	3
	Men %	81	9	3	2	5
C For men to take parental leave for a period that can vary from one to seven months? ¹⁶	Women %	55	20	5	12	8
	Men %	45	31	10	3	11
D* For men to take a 'daddy month', which lasts for six weeks at the most? <i>A 'daddy month' is a period of parental leave designated for fathers only. Fathers who take at least 12 working days of the parental allowance period as paternity leave (at the end of the parental allowance period) are given between one and 24 additional working days off.</i>	Women %	63	15	2	11	9
	Men %	59	22	7	3	9
E For women to take child care leave until the child's third birthday? <i>The length of child care leave ranges from one month to two years.</i>	Women %	72	17	3	4	4
	Men %	55	20	4	14	7
F For men to take child care leave until the child's third birthday? <i>The length of child care leave ranges from one month to two years.</i>	Women %	51	22	7	11	9
	Men %	39	27	19	4	11
G For women to take part-time child care leave, i.e. to cut their hours, which can be done until the end of the child's second year at school?	Women %	58	26	7	4	5
	Men %	44	24	6	15	11
H For men to take part-time child care leave, i.e. to cut their hours, which can be done until the end of the child's second year at school?	Women %	44	26	8	13	9
	Men %	40	27	14	4	15

Respondents who are in full-time or part-time employment and have children under the age of 18 living in their household or in another household and who are not on family leave at the time of the interview:

Family4A Have you taken maternity, paternity or parental leave **in the last five years?**

	Women %	Men %
1 Yes	36	39
2 No	64	61

¹⁶ New wording; previous wording: "... for a period of one to seven months"

Respondents who are in full-time or part-time employment and have children under the age of 18 living in their household or in another household and who are not on family leave at the time of the interview:

Family4B Have you taken part-time child care leave **in the last five years?**

	Women %	Men %
1 Yes	16	4
2 No	83	96
DK	1	.

Respondents who are in full-time or part-time employment and have children under the age of 18 living in their household or in another household and who are not on family leave at the time of the interview:

Family4C Have you taken full-time child care leave **in the last five years?**

	Women %	Men %
1 Yes	28	8
2 No	71	92
DK	1	.

Respondents who are not gainfully employed and who live permanently with their partner/spouse or more regularly than their partner/spouse in the joint household or who have children under the age of 18 living in their household on a full-time or part-time basis:

The following questions relate to reconciling family and other aspects of life.

Respondents who have children under the age of 18 living in their household on a full-time or part-time basis:

Family5 Do you feel that your family commitments make it difficult for you to:

		Not at all difficult	Somewhat difficult	Very difficult	N/A
<i>Respondents whose primary occupation is gainful employment:</i>					
	Women %	44	34	18	4
	Men %	45	38	14	3
A Work late or at weekends, if required? (Beyond normal working hours)					
	Women %	44	29	15	12
	Men %	52	21	6	21
C Stay overnight on a business trip or a course?					
	Women %	48	29	19	4
	Men %	56	29	9	6

Respondents who live permanently with their partner/spouse or more regularly than their partner/spouse in the joint household:

Family6 Do you feel that your partner/spouse spends too little time at home?

	Women %	Men %
1 Yes	16	5
2 No	84	94
DK	0	1

<i>Respondents who have children under the age of 10 living in their household:</i>	Women %	54	7	36	.	.	3	.
	Men %	46	7	43	.	1	3	.
N* Attending to a sick child? <i>Staying at home with a sick child, accompanying a child to hospital, doctor's appointments, etc.</i>								
O Pet care?	Women %	20	8	22	3	.	47	.
	Men %	12	12	27	3	0	46	.
P Car maintenance?	Women %	2	86	9	.	.	3	.
	Men %	2	92	4	.	0	1	1
Q Other maintenance and repairs and building work? (including home electronics ¹⁷)	Women %	1	88	9	.	1	1	.
	Men %	1	88	9	.	1	1	.
R* Gardening?	Women %	16	19	57	1	.	7	.
	Men %	18	19	52	0	.	11	.
S Family finances? (loans, insurance policies, bills, etc.)	Women %	22	24	54	.	.		.
	Men %	13	40	46	.	1		.

Respondents who have children under the age of 18 living in their household on a full-time basis:
Family9 Have you felt recently that you shoulder too much of your family's domestic responsibilities?

	Women %	Men %
1 Yes, often	19	2
2 Yes, occasionally	27	9
3 Yes, but rarely	26	17
4 Not at all	28	72
DK	0	.

I will next ask you a few questions relating to family life.

Respondents who have own children under the age of 18 or other children under the age of 18 living in their household on a full-time or part-time basis:

Family10A* Do you consider the level of responsibility that you have regarding the care and upbringing of your own children or other children under the age of 18 who live in your household on a full-time or part-time basis to be:

	Women %	Men %
1 Too high?	12	1
2 Neither too high nor too low?	87	92
3 Too low?	1	7

Respondents who have own children under the age of 18 or other children under the age of 18 living in their household on a full-time or part-time basis:

Family10B* Do you consider the level of financial responsibility that you have regarding your own children or other children under the age of 18 who live in your household on a full-time or part-time basis to be:

	Women %	Men %
1 Too high?	9	3
2 Neither too high nor too low?	88	94
3 Too low?	3	2
DK	.	1

¹⁷ This used to also include gardening, which is now asked about separately in R.

I will next ask you a few questions concerning your relationship with your partner/spouse.

Respondents who are cohabiting or married:

Family11 Do you feel that you have enough say in your family with regard to decision-making within your family?

Decision-making within the family refer to decisions on issues such as the division of housework, child rearing and finances.

The options are:

	Women %	Men %
1 Yes, in all decisions	66	53
2 Yes, in most decisions	28	37
3 Yes, in some decisions	6	9
4 Only in a very few decisions	0	1
DK	.	0

Respondents who are cohabiting or married:

Family12 How would you describe your relationship with your current partner/spouse? Is it:

	Women %	Men %
1 Very good?	66	71
2 Quite good?	28	25
3 Fair?	6	3
4 Poor?	0	1
DK	0	0

Respondents who are cohabiting or married:

Family13 Do you argue with your (current) partner/spouse over the following issues?

		Yes, frequently	Yes, occasionally	Not at all	DK
A Division of domestic responsibilities?	Women %	3	44	53	.
	Men %	2	42	56	0
<i>Respondents who have children under the age of 18 living in their household:</i>	Women %	0	28	72	.
	Men %	1	21	78	.
B Child care, transport, etc.?					
<i>Respondents who have children under the age of 10 living in their household:</i>	Women %	.	22	75	3
	Men %	.	23	76	1
C Staying off work if a child falls ill?					
D Finances?	Women %	2	28	70	.
	Men %	2	24	74	0
E Time spent on hobbies or leisure activities? (partner's/spouse's hobbies)	Women %	2	24	74	.
	Men %	2	19	78	1

Respondents who live in their own household and are unmarried:

I would like to read you a few statements concerning family and relationships and ask you for your opinions on them.

Respondents who live in their own household and are unmarried:

Single1 What is your opinion on the following statements?

		Fully agree	More or less agree	More or less disagree	Fully disagree	DK
A Family commitments restrict the freedom to pursue leisure activities or hobbies?	Women %	13	37	28	20	2
	Men %	13	36	27	24	.
B Finances would be difficult to agree on in a family?	Women %	6	17	32	41	4
	Men %	4	11	38	42	5
C A relationship per se restricts life choices?	Women %	7	34	23	33	3
	Men %	10	37	23	26	4

The following question relates to helping **other households**, excluding paid employment.

Relatives1 Where you helping someone who lives in a separate household from you and was **sick or in poor health**, for example by doing their shopping, driving them to places, doing housework or carrying out repairs in their home **last autumn**?

	Women %	Men %
1 Yes, almost daily	5	5
2 Yes, approximately once a week	14	15
3 Yes, at least once a month	20	22
4 Less often or never	61	58
DK	0	0

The following questions relate to your experiences of interaction with the opposite sex in various contexts.

Sexuality1 Do you know members of the opposite sex who are at least occasionally condescending or dismissive of your opinions or ideas? *The electronic form shows 'members of the opposite sex' as 'men or boys' if the respondent is female and as 'women or girls' if the respondent is male.*

		Not at all	Yes, one	Yes, a few	Yes, several	N/A	DK
<i>Respondents whose primary occupation is gainful employment:</i>	Women %	65	8	20	3	4	.
	Men %	79	4	9	1	7	0
A In the workplace?							
<i>Respondents who are students or at school:</i>	Women %	49	13	32	5	.	1
	Men %	64	11	24	1	.	.
B At school or study environment?							
C In organizations?	Women %	53	3	8	1	35	0
	Men %	63	1	7	0	28	1
D Among relatives?	Women %	69	9	19	2	1	0
	Men %	81	5	12	1	1	0
E In interactions with neighbours?	Women %	86	6	6	1	1	0
	Men %	89	3	4	1	1	2
F In connection with leisure-time activities?	Women %	89	2	6	0	3	0
	Men %	91	1	5	.	2	1
G Among other friends?	Women %	73	8	18	1	0	0
	Men %	80	5	13	1	0	1

I will next ask you a few questions relating to sexual harassment.

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

Sexuality2 Has a member of the opposite sex engaged in the following types of conduct **in the last two years**?

The electronic form shows 'a member of the opposite sex' as 'a man or a boy' if the respondent is female and as 'a woman or a girl' if the respondent is male.

		Yes	No	DK
A Made indecent remarks about your body or sexuality?	Women %	20	80	0
	Men %	7	93	0
B Proposed sexual relations to you in an inappropriate context?	Women %	10	90	0
	Men %	8	92	0
C Told suggestive jokes or made inappropriate comments that you considered to be offensive?	Women %	25	75	0
	Men %	6	94	0
D Made unwanted physical advances to you?	Women %	15	85	0
	Men %	7	93	0
E* Exposed themselves to you or stalked you?	Women %	5	95	0
	Men %	3	97	0

If Sexuality2A = Yes:

Sexuality3A Who was it that made indecent remarks about your body or sexuality?

If Sexuality2B = Yes:

Sexuality3B Who was it that proposed sexual relations to you in an inappropriate context?

If Sexuality2C = Yes:

Sexuality3C Who was it that told suggestive jokes or made inappropriate comments that you considered to be offensive?

If Sexuality2D = Yes:

Sexuality3D Who was it that made unwanted physical advances to you?

If Sexuality2E = Yes:

Sexuality3E* Who was it that exposed themselves to you or stalked you?

Options for Sexuality3A–Sexuality3E:

(Only read the following options once unless you need to repeat them.)

11 Colleague	16 Family member	20 Friend
12 Supervisor	17 Other relative	21 Other acquaintance
13 Customer or student	18 Former spouse or partner	22 Stranger
14 Fellow student	19 Neighbour	23 Other
15 Teacher		

Sexuality6 Has a member of the same sex engaged in the aforementioned types of conduct **in the last two years?**

	Women %	Men %
1 Yes	2	3
2 No	98	97
DK	0	0

Sexuality4 Do you consider current sentences for rape to be:

	Women %	Men %
1 Too harsh?	.	0
2 Neither too harsh nor too lenient?	6	7
3 Too lenient?	91	90
DK	3	3

Sexuality5A Do you approve of a woman buying sex from a prostitute?

	Women %	Men %
1 Yes	34	64
2 No	62	33
DK	4	3

Sexuality5B Do you approve of a man buying sex from a prostitute?

	Women %	Men %
1 Yes	34	66
2 No	63	32
DK	3	2

My final questions relate to how safe or unsafe you consider yourself to be in different circumstances.

Violence1 Are you afraid or worried about becoming a victim of violence in the following circumstances?

		Yes, often	Yes, at least occasionally	Very rarely	No, never	N/A	DK
A When you are out alone in the evening or at night?	Women %	9	29	37	21	4	0
	Men %	2	10	33	54	1	0
B When you use public transport in the evening or at night?	Women %	5	19	25	25	26	0
	Men %	1	6	20	51	22	0
C At work?	Women %	2	8	16	73	1	0
	Men %	1	4	11	84	0	0
D Within the family?	Women %	0	1	3	95	1	0
	Men %		.	2	97	1	0

<i>Respondents who are often or at least occasionally afraid when they are out alone or use public transport in the evening:</i>		Yes	No
Violence2A	Have your fears made you more likely to avoid going out in the evenings?		
	Women %	23	77
	Men %	14	86
Violence2B	Have your fears made you more likely to use taxis in the evening or at night?		
	Women %	62	38
	Men %	27	73

ANNEX 2: THE STATUTORE FORMS OF FAMILY LEAVE DISCUSSED IN THE GENDER EQUALITY BAROMETER IN 2012 AND THEIR LENGTHS

Maternity leave

Expectant mothers go on maternity leave no later than approximately five weeks before the baby is due. Maternity leave lasts approximately for four months.

Paternity leave

Fathers can take between one and 18 working days off on paternity leave during the maternity leave and parental leave period.

Parental leave

Parental leave begins when the child is approximately three months old and lasts just over six months. Either parent can take parental leave or the parents can split the leave period between them.

‘Daddy month’

Daddy month is an additional period of parental leave designated for fathers only. Fathers who take off at least the last 12 working days (including Saturdays) of the parental allowance period are entitled to between one and 24 additional days of paternity allowance. The total length of the ‘daddy month’ is between approximately two and six weeks.

Child care leave

Either parent can take child care leave after the parental leave period until the child’s third birthday. The length of child care leave is between one month and just over two years and it can be taken in one or two parts. Parents can also split child care leave between them.

Part-time child care leave

Parents have the right to take part-time child care leave, i.e. to work shorter hours or shorter weeks, until the end of the child’s second year at school. Both parents can be on part-time child care leave as long as they share the responsibility for child care and are not off work at the same time.

Temporary child care leave

The Finnish Employment Contracts Act gives parents the right to stay off work for a maximum of four days at a time if a child under the age of 10 falls ill. The number of days for which the leave is paid varies; typically three days of the leave are paid.