

Tarja Nieminen

Gender Equality Barometer

2008



ISSN 1236-2050 (print)
ISSN 1797-9854 (online)
ISBN 978-952-00-2752-0 (pb)
ISBN 978-952-00-2753-7 (PDF)

University Printing House, Helsinki, Finland, 2009

SUMMARY

Tarja Nieminen. Gender Equality Barometer 2008. Helsinki 2009. 82 pp. (Publications of the Ministry of Social Affairs and Health, ISSN 1236-2050; 2009:2.) ISBN 978-952-00-2752-0 (pb) ISBN 978-952-00-2753-7 (PDF)

This Gender Equality Barometer is the fourth one in succession. The previous Barometers have been prepared in 1998, 2001 and 2004. The Barometers have examined Finnish women's and men's estimates and attitudes concerning equality, and experiences concerning the realisation of gender equality in working life, at school and within the family.

A key perspective in the Barometer is the examination of the change that has taken place during the past decade. Many of the issues measured by the Barometer have not changed during the past ten years. Change can, however, be observed in highly educated women's increased experience of gender-related disadvantages at work as well as in increased sexual harassment experienced by women. Some indicators also point to a strengthening of the father's role in the family.

During the past decade neither women nor men have estimated the position of women in society to equal that of men. An increase in the number of women in politics and the top positions in business and economics would be welcomed. By contrast, more men than thus far are wanted within the fields of welfare and health care.

While the majority of wage and salary earners find that gender equality at work is realised well or fairly well, women still experience their gender as much more of a disadvantage at work than men do. This inequality is most visible in questions related to pay, recognition of professional skill and career advancement.

Both women and men feel they can influence decisions made within their family. In addition, securing the family's financial security is now seen more as a responsibility to be shared by the parents than it previously was. Responsibility for some domestic tasks has been divided more equally between the parents, which has reduced the primary responsibility of the mother. However, the main responsibility for most domestic tasks continues to lie with the mother, and the majority of women still feel they shoulder too much responsibility for the work done at home.

Both women and men reckon that fathers should be more involved than now in the care and upbringing of their children. On the other hand, both women and men estimate that workplaces especially in the private sector do not always take a positive view of fathers' long family leaves. Workplaces may still regard the use of statutory family leaves as the right of women rather than men.

Both women and men find that sexuality is overemphasised in the public sphere. This is visible as the portrayal of nearly naked bodies in outdoor advertising and the excessive sexiness of clothing for small girls. Concerns have also been raised about the effect of commercial channels (TV, internet, advertising and other entertainment) on children's and young people's views of sexuality. In addition, women and men both agree that sentences for rape are too lenient. The views on this issue have not changed in the past decade.

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

FOREWORD

The Gender Equality Barometer investigates the experiences and attitudes of Finns in matters concerning equality between the sexes. The Barometer provides an opportunity to analyse and monitor changes in people's views and experiences of equality and thus to assess how well the policies on equality have been implemented and which aspects require more attention. The promotion of equality between women and men also figures prominently in the Government Programme of Prime Minister Matti Vanhanen's second cabinet, and the Barometer forms a key element in monitoring the Programme's equality objectives.

The Gender Equality Barometer 2008 was commissioned by the Ministry of Social Affairs and Health and is the fourth such Barometer to be produced. In the period between the first and the fourth Barometers, gender equality has improved visibly in Finland, for example in politics. The gender balance of Members of Parliament and municipal councillors has evened out with every election, and in 2007, the government had a female majority for the first time. Several studies in recent years have also shown that equality in the division of responsibilities within the family has improved, and that fathers have a greater role in day-to-day family life. The 2008 Gender Equality Barometer also contains observations that are in line with the above trend, even if responsibilities are still perceived to be unevenly distributed.

However, equality between women and men has not been achieved yet. Some of the problems addressed by equality policy are reconciliation of work and family, differences in pay between women and men, shortage of women in key positions in business and the economy, and violence and harassment directed at women. Gender equality also holds many benefits for men, and this view is also reflected in the answers of the Barometer's respondents. The most obvious example of such a benefit is the improvement in fathers' possibilities to take family leave, and this also forms a central theme in equality policy.

New themes have also entered the equality debate in this decade, such as the increase in pornographic imagery in advertising and the employer costs incurred from different forms of family leave. The Gender Equality Barometer 2008 is a comprehensive package that provides insights on Finns' experiences and attitudes and is a valuable source of useful information for equality policy-making and the equality debate.

The Gender Equality Barometer 2008 was produced by Statistics Finland for the Ministry of Social Affairs and Health. Tarja Nieminen, Senior Statistician at Statistics Finland, analysed the results and produced the text for the report. Anne Ruokolainen, Researcher at Statistics Finland, contributed to planning the survey questionnaire. Tuula Melkas, Senior Researcher, who compiled the previous Barometers, acted as an adviser throughout the entire project.

The Gender Equality Barometer steering group comprised Senior Advisers Jouni Varanka (chair), Annamari Asikainen and Antti Närhinen, and Deputy Head of Unit Mikko Staff from the Ministry of Social Affairs and Health as well as Councillor Hannele Varsa from the Council for Equality, Planner Antti Heikkinen from the Centre for Men, Board Member Milja Saari from the Coalition of Finnish Women's Associations (NYTKIS ry), and Senior Researcher Tuula Melkas from Statistics Finland. The Secretary of the working group was Planning Officer Marjut Pietiläinen from Statistics Finland, and Senior Adviser Päivi Yli-Pietilä from the Ministry of Social Affairs and Health acted as supervisor.

Stefan Wallin
Minister

CONTENTS

Summary	3
Foreword	5
1 INTRODUCTION	8
2 ATTITUDES REGARDING GENDER EQUALITY	9
Attitudes towards politics and business	12
Attitudes regarding working life	14
Attitudes concerning the division of responsibilities within the family .	17
Attitudes related to sexuality	20
3 EQUALITY AT THE WORKPLACE	23
4 EQUALITY IN EDUCATIONAL ESTABLISHMENTS	29
5 RECONCILING WORK AND FAMILY	33
Overtime and looking after a sick child	34
Various forms of family leave	36
6 REALISATION OF EQUALITY IN FAMILIES' DIVISION OF RESPONSIBILITIES AND DECISION-MAKING	40
Division of responsibility in the family	41
Decision-making within the family	44
Single people's views on relationships and family life	47
7 IMPROPER TREATMENT, SEXUAL HARASSMENT AND FEAR OF VIOLENCE	49
Patronising attitude to members of the opposite sex	50
Sexual harassment	53
Fear of violence	58
8 SUMMARY	61
Equality in society and working life	61
Equality in the family and attitudes towards various forms of family leave in working life	62
Questions related to sexuality	63
How equal are we then?	63
Appendix: Interview form and direct distributions	65

I INTRODUCTION

The Gender Equality Barometer provides a description of the equality of women and men in Finnish society. The report discusses people's opinions and attitudes towards equality and their experiences of implementing equality both in the public sphere and in family life. The way in which work and family life is reconciled is examined as well. The Barometer aims at considering the questions that have been the subject of discussion in society and that have been addressed in the Government Programme.

Four Gender Equality Barometers have been produced: in 1998, 2001, 2004 and 2008. The data are used to examine changes in equality over a period of ten years. The data for the Gender Equality Barometers are collected through computer assisted telephone interviews conducted from January until March of each examination period. The sample consists of approximately 2,500 people aged 15-74. The response rate has varied between 77 percent (in 1998) and 64 percent (in 2008). The response rate of the 2008 survey was significantly lower than it was in the previous surveys, which caused a slight skewing of the distribution. The non-response was, however, adjusted with a weighting coefficient. The combined data from the four studies comprises the responses of 7,248 people.

Experts from many professions have contributed to the data content of the Gender Equality Barometer. The majority of questions have remained the same in all four Barometers. When necessary, new questions have been added regarding topical themes. A couple of questions have only been asked since 2001 or 2004. Therefore, any changes that have taken place over time can be compared using the questions. In 2008, there were two entirely new questions. They concerned decision-making within the family and sexual harassment by a person of the same sex.

The questions on general attitudes were asked from all respondents. However, some of the questions on working life or the family, for instance, were only asked from employees or the parents of underage children, respectively. The results are presented mainly in the form of figures illustrating the responses of each gender for different years, but some of the questions have also been analysed according to age group, education or the employer's sector (public or private).

The report starts with general opinions and attitudes that affect the whole of society and moves on to the respondents' own experiences and opinions of equality in their workplace or study environment. After this the reconciliation of work and family and personal experiences on the division of work and decision-making within the family are discussed. The report ends with an examination of experiences of improper treatment and sexual harassment. The distribution of the answers by gender is marked next to each question in the attached Gender Equality Barometer 2008 interview form.

2 ATTITUDES REGARDING GENDER EQUALITY

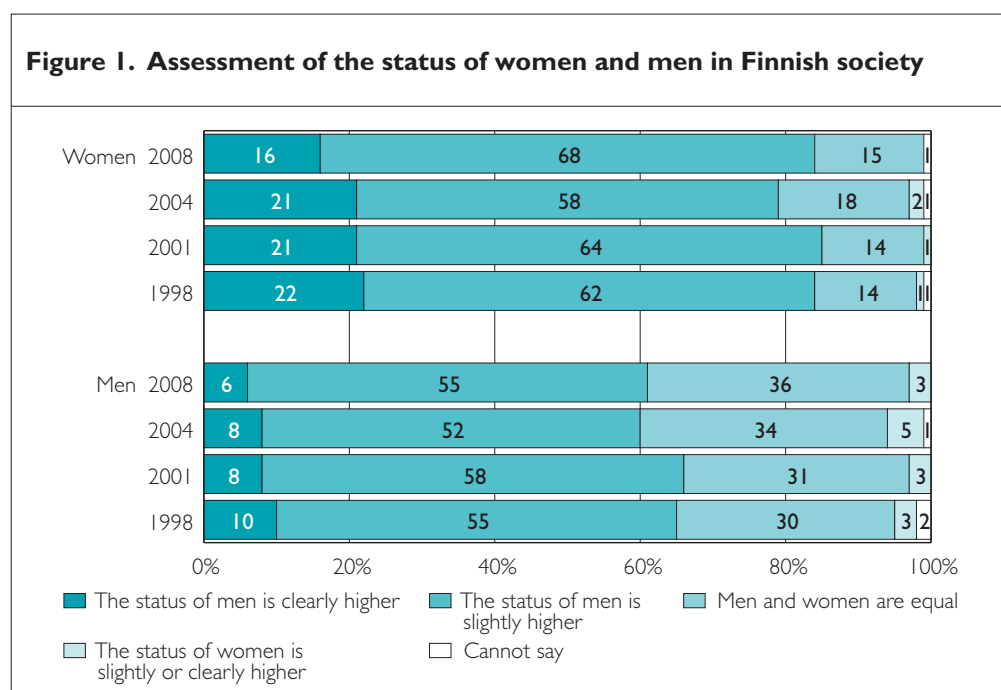
- Men are still regarded as having a higher status in society than women.
- The majority of respondents believe that business and the economy would benefit from more women in leading positions than there are now. More men than before are of this opinion.
- Three out of four respondents agree fully or more or less with the statement that there should be more men working in social and healthcare than there are now.
- One in three women are of the opinion that women have the same or almost the same opportunities in working life as men, while only one in four highly educated women are of this opinion.
- The majority of men and women support the distribution of the employer costs that are incurred from different forms of family leave more evenly between the female- and male-dominated sectors.
- Fewer people than before are of the opinion that men bear the primary responsibility for their family's income. Men more often than women believe that this responsibility lies with men.
- Sentences for rape are considered to be too lenient.

This Chapter examines attitudes regarding gender equality in society both on a general level and on the basis of various, more specific statements.

Respondents were asked to generally evaluate the status of Finnish men and women in society today with one of five alternative responses:

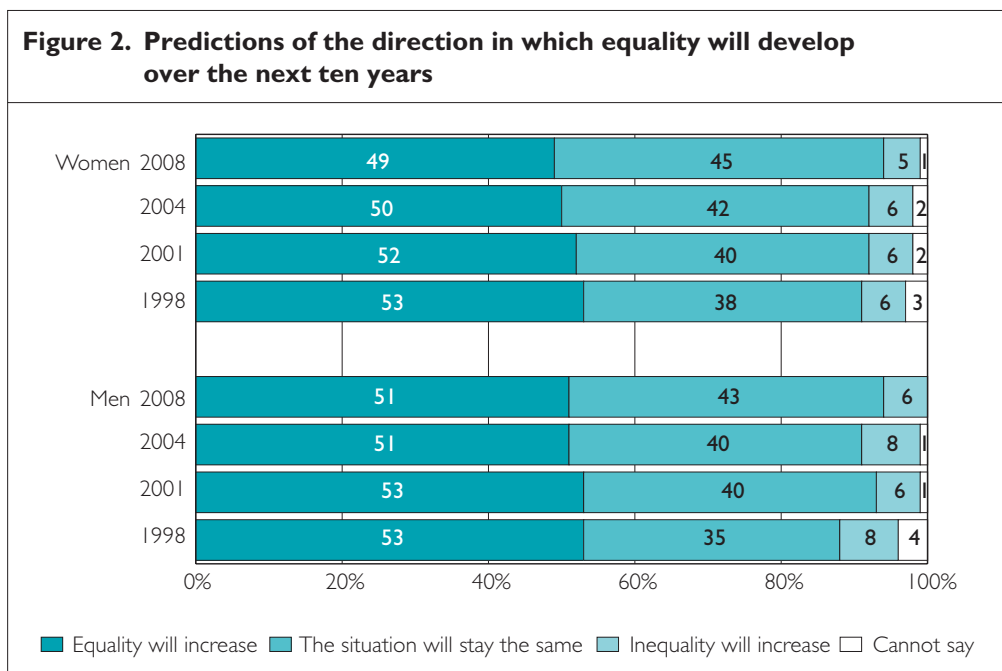
- 1) the status of men in society is on average clearly higher than that of women
- 2) the status of men in society is on average slightly higher than that of women
- 3) the status of women in society is on average clearly higher than that of men
- 4) the status of women in society is on average slightly higher than that of men
- 5) men and women are equal.

The majority of both men and women are of the opinion that the status of men in society is on average higher than that of women (Figure 1). 84 percent of women and 61 percent of men replied that the status of men is clearly or slightly higher than that of women. One in three men is of the opinion that there is equality between the genders, while only one in six women are of this opinion. As the share of people who consider the status of women to be slightly or clearly higher than that of men is small, these groups have been combined in the figure.

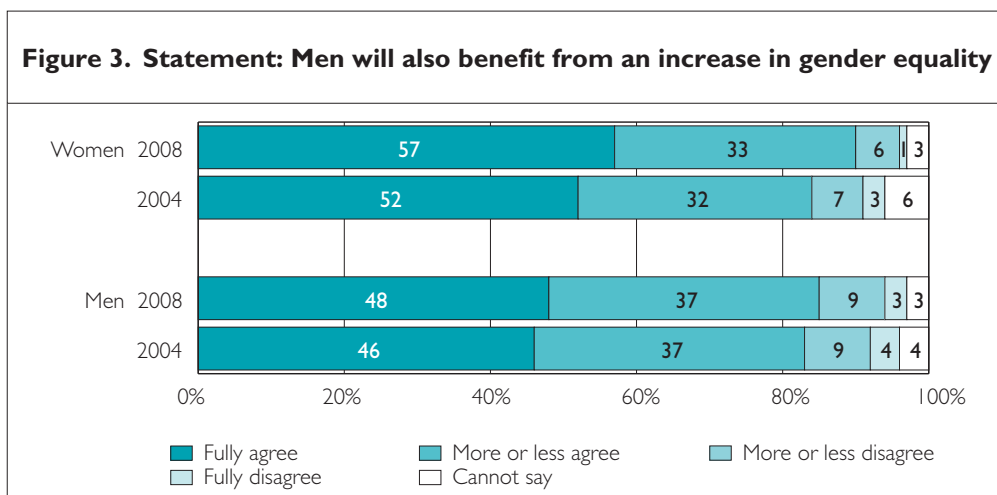


Over the last 10 years, only a very slight change in views is discernible suggesting that the status of the genders is becoming more equal. Although the proportion of women who currently consider the status of men to be higher than that of women is the same as it was in 1998, the proportion of those who think that the status of men is currently clearly higher has decreased slightly. The proportion of women who think that the status of men is slightly higher has increased correspondingly.

Respondents were also asked to predict which direction they think that equality will develop in the next ten years: whether it will increase, decrease or remain the same as it is now. Around one half of the respondents believe equality will increase over the next ten years (Figure 2). Around 40 percent expect the situation to remain the same, while 6 percent believe that inequality will increase in the future. Women’s opinions have remained fairly constant throughout the examination period, but there has been a change in the proportion of men who believe that the situation will remain the same: in 1998, around one in three men believed that equality would remain the same, whereas in 2008 the proportion of men that are of this opinion has increased by eight percentage points.



Men believe that they will also benefit from an increase in gender equality (Figure 3). 85 percent of men agree fully or more or less with this statement. Men’s opinion has not changed since 2004 when this question was first asked. However, more women (90%) currently believe that men will also benefit from equality than was the case in 2004 (84%). This view is not subject to variation according to age or level of education.

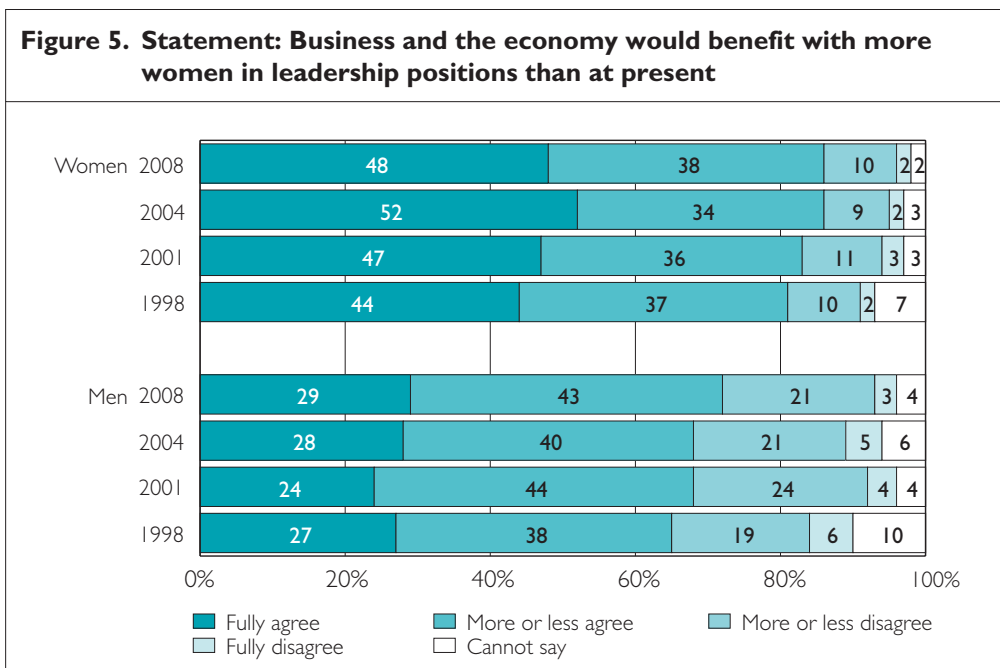
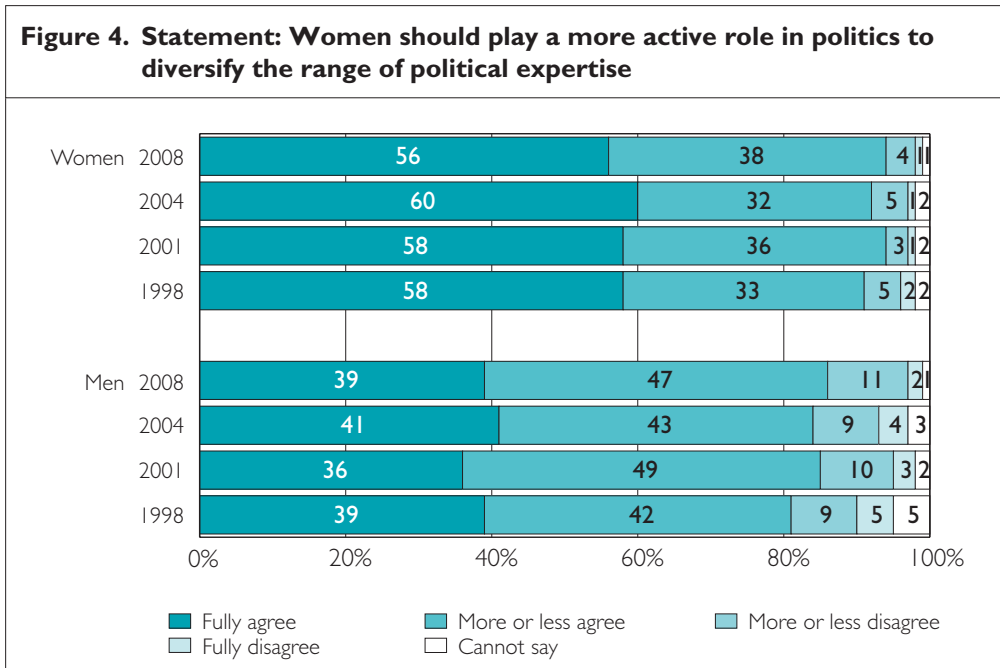


Attitudes towards politics and business

Approximately 90 percent of respondents agree either fully or more or less with the statement ‘women should play a more active role in politics to diversify the range of political expertise’, with women agreeing slightly more often and men slightly less often (Figure 4). Women’s attitudes have remained very stable throughout the examination period. Men’s support of the statement has increased: in 1998, 81 percent agreed with the statement and in 2008 the figure had risen to 86 percent agreed. The proportion of men who completely disagreed fell from 5 to 2 percent.

The significance of Finland’s first female president for equality was deemed to be greater half-way through the first term than it was in 2008. Nonetheless, the fact that Finland has a female president continues to be regarded as an important matter both in Finland and internationally: four out of five women and two out of three men consider Finland’s female president to be an important factor for gender equality.

The majority of respondents agree fully or more or less with the statement that ‘business and the economy would benefit if there were more women in leadership positions than at present’ (Figure 5). However, there are differences in the attitudes of men and women: half of women and only one third of men fully agree with the beneficial effect of women. If we include those who more

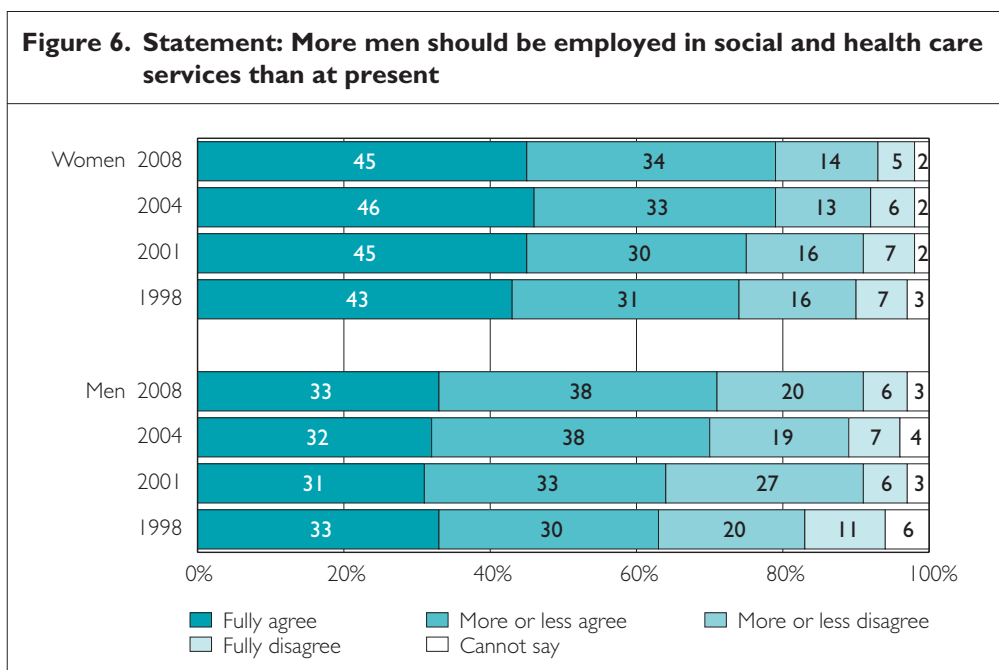


or less agree, the proportions are 86 percent for women and 73 percent for men. However, one in four men more or less or completely disagree with the statement ‘business and the economy would benefit if there were more women in leadership positions than at present’. While women’s attitudes did not change significantly during the various examination periods, the proportion of men completely disagreeing halved and the proportion of men who agreed fully or more or less rose from 65 percent to 73 percent.

Attitudes regarding working life

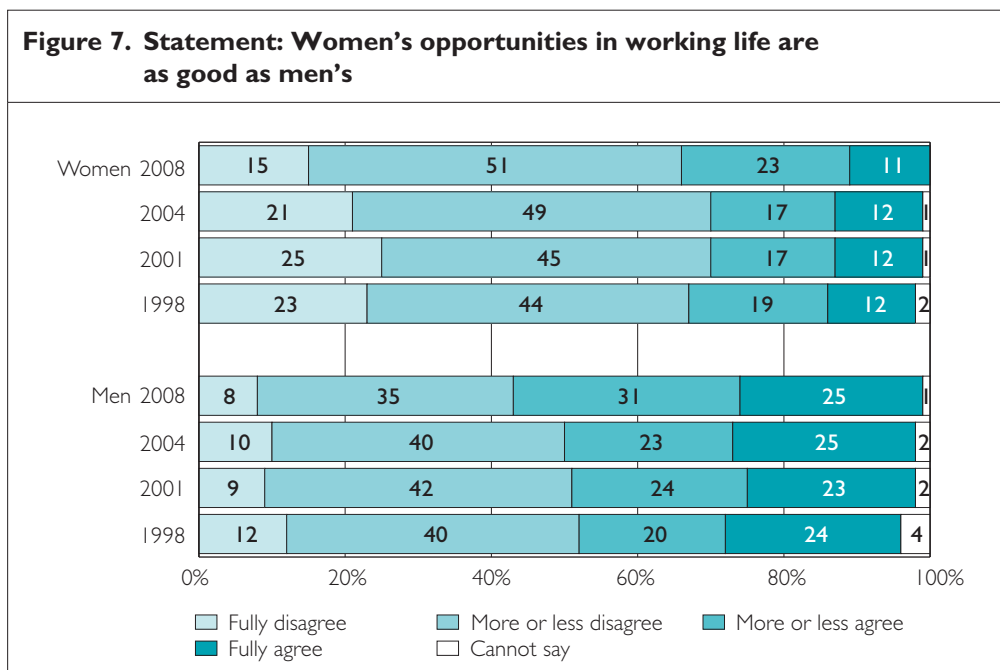
The attitudes and views of women and men regarding equality in working life were examined with statements concerning the number of men in social and health care services, women’s opportunities in working life, differences in pay and reconciliation of work and family.

An increasing number of people agree with the statement that ‘more men should be employed in social and health care services than at present’ (Figure 6). Three out of four respondents agree fully or more or less with this statement, with women agreeing more often than men. The opinion of men has changed more than that of women. The proportion of men who completely disagree has decreased over ten years, while the proportion of men who agree more or less has risen. Public sector employees consider the increase to be more important than private sector employees. People with basic education do not



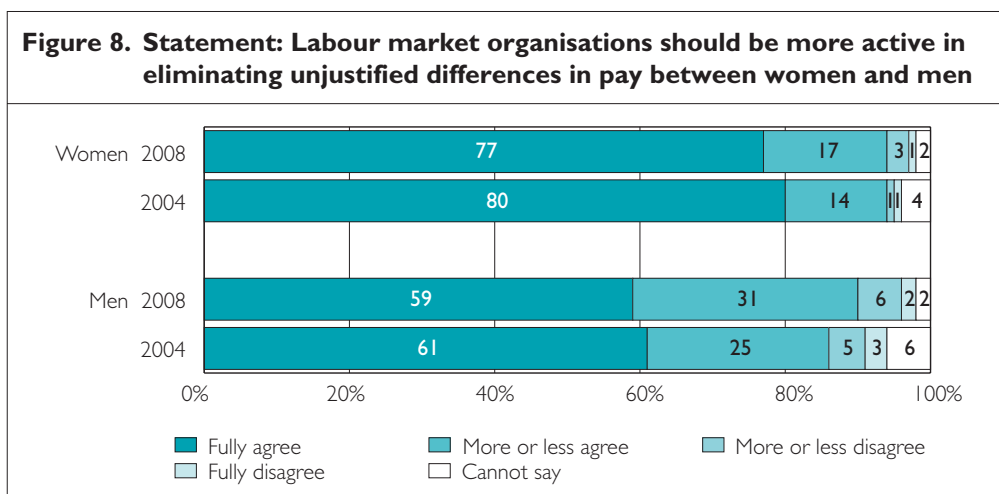
consider an increase in the number of men in these sectors to be as important as those who are more highly educated. Gender has no bearing on the views, but among the more highly educated, women consider the increase in the number of men to be more important than men do.

The statement ‘women’s opportunities in working life are as good as men’s’ was presented in the survey. Around one third of women and more than one half of men either agree fully or more or less with the statement (Figure 7). According to the opinions, women’s opportunities have improved slightly over the past ten years. Men, in particular, consider that the opportunities of women have improved. In 1998, less than one half of men considered women’s opportunities at work to be as good as those of men, whereas in 2008, the proportion of men who are of this opinion clearly exceed one half. Men under the age of 35 believe that women have more equal status at work than men in older age groups do. Compared with more highly educated women, women with basic and secondary-level education are more likely to consider the opportunities of women and men to be equally good. However, at all levels of education, women are more likely than men to say that women’s opportunities in working life are not as good as those of men.

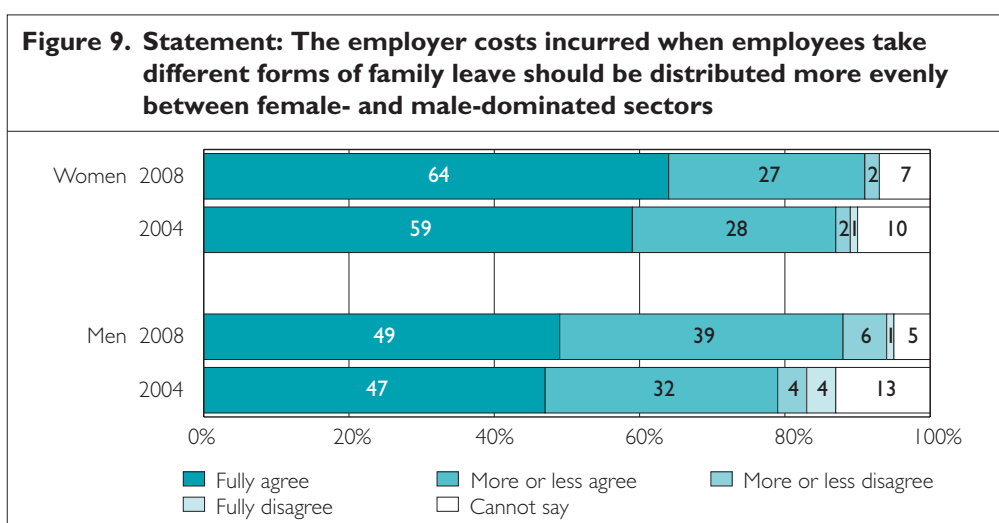


The difference in pay between men and women is a popular subject of public debate. One statement on the matter also featured in this study in 2004 and 2008: ‘Labour market organisations should be more active in eliminating unjustified differences in pay between women and men’. The majority of

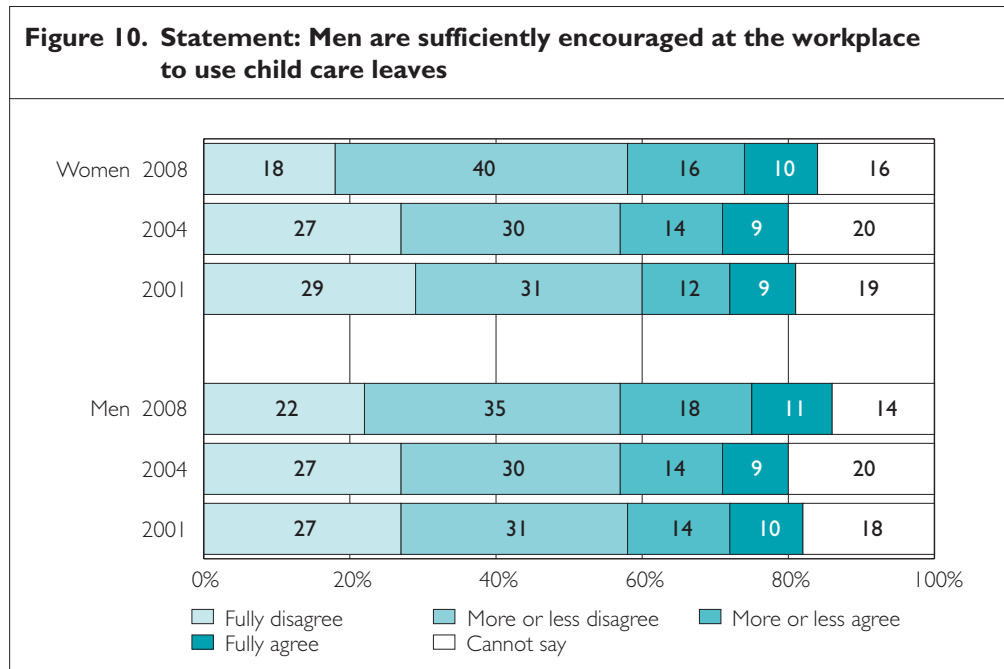
respondents agree more or less or fully with the statement (Figure 8). Women’s responses lean more towards the ‘fully agree’ alternative than the responses of men. In comparison with 2004, the opinions of both women and men have remained fairly similar.



Both men and women are in support of distributing the employer costs incurred from different forms of family leave more evenly between the female- and male-dominated sectors (Figure 9). 89 percent of respondents fully or more or less agree with distributing the costs. During both examination periods, women had a more positive attitude regarding this matter than men, whereas men’s attitudes towards distributing the costs have become more positive during the last four years.



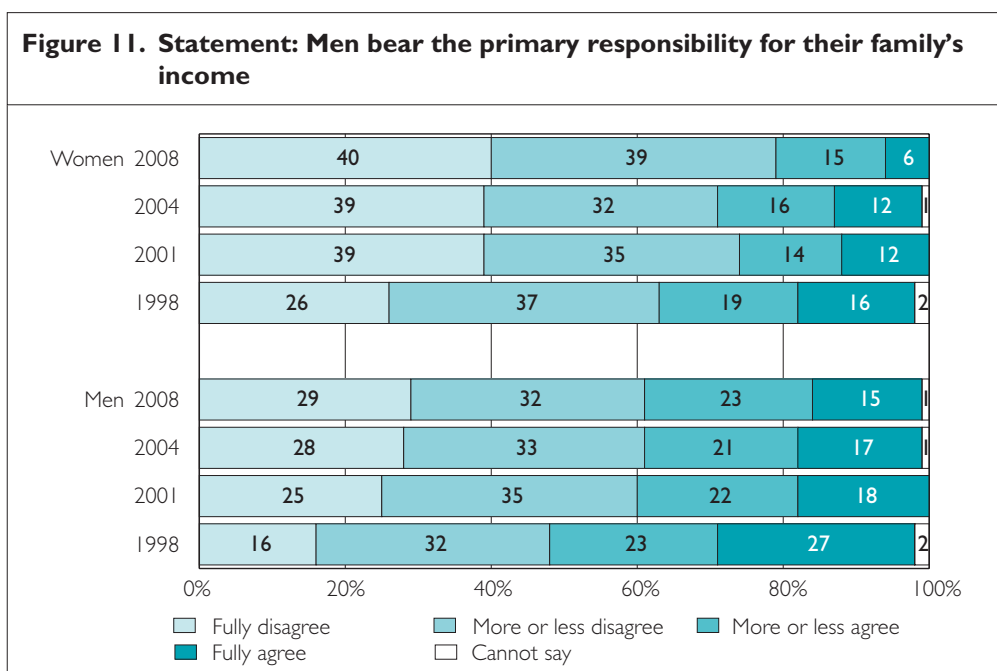
Increasing the number of men taking child care leave has been a social objective. Both men and women were asked whether, in their opinion, men are sufficiently encouraged at the workplace to make use of child care leave. More than one half (58%) of respondents feel that there is utterly insufficient or somewhat insufficient encouragement. Only slightly over a quarter feel that the encouragement is completely or more or less sufficient (Figure 10). Respondents with basic education feel that there is sufficient encouragement more often than others. The proportion of respondents who fully disagree with the statement has decreased between 2001 (28%) and 2008 (20%). The result is similar regardless of whether the proportion of respondents with no opinion on the matter is taken into account.



Attitudes concerning the division of responsibilities within the family

In this section, attitudes towards gender equality in the family will be discussed. Experiences of implementing equality in the family will be discussed later.

Both men and women unanimously agree with the statement ‘married women are fully entitled to go to work irrespective of their family situation’. However, men in particular are sometimes of the opinion that men bear the primary responsibility for their family’s income (Figure 11). The view that men bear the main financial responsibility is becoming rarer, though. In 1998, one half of the men agreed fully or more or less with the statement regarding their

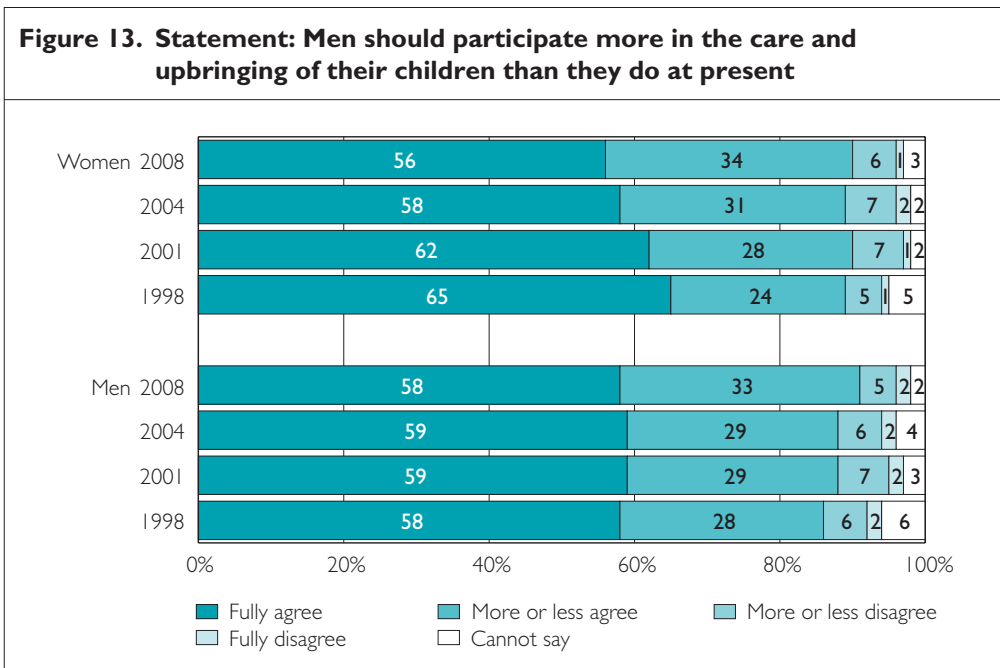
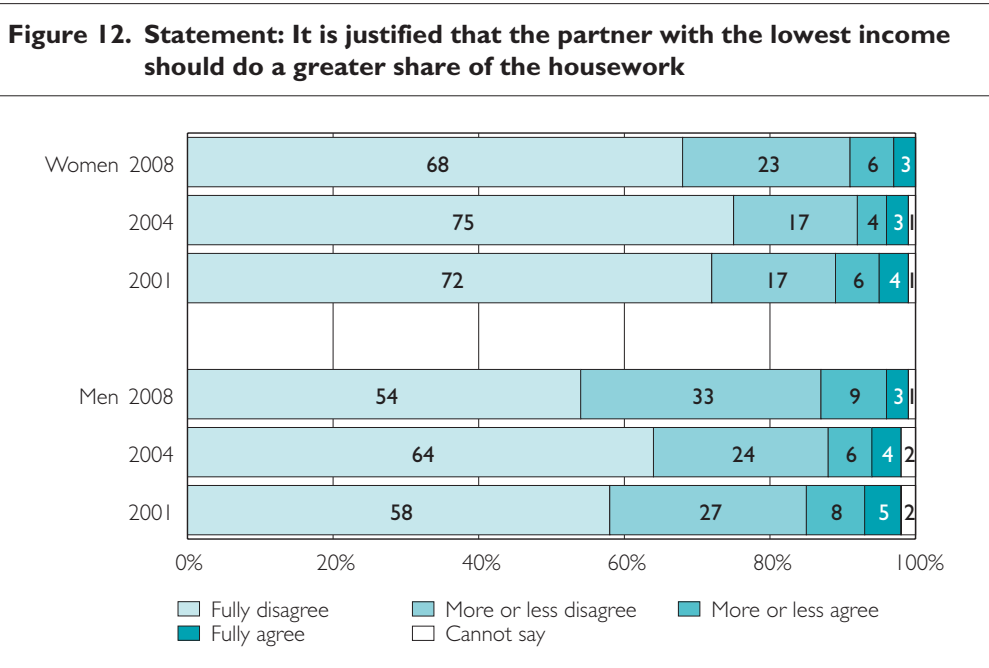


responsibility as the breadwinner in the family, while in 2008 the proportion has fallen to slightly over one third. A decade ago, one third of women felt that men were responsible for the family's income, while in 2008, only one in five feel this way. The proportion of both male and female respondents who fully agree with the statement has decreased. In 1998, 26 percent of women completely disagreed with the statement regarding men's financial responsibility, while in 2008, the figure is 40 percent. The corresponding figures for men are 16 and 29 percent.

Attitudes are influenced by age and education. Older respondents (aged 55 and over) perceive men's financial responsibility for the family to be greater than younger respondents, and those with basic education perceive it to be greater than those who are more highly educated.

Respondents were in almost complete agreement about the division of housework and participation in child care. The following statement, 'it is justified that the partner with the lowest income should do a greater share of the housework', was presented with respect to sharing housework. According to the respondents, pay should not influence the division of housework, as around 90 percent of women and men either disagree fully or more or less with the statement (Figure 12). Opinions have remained largely the same since 2001, when the statement was first presented.

Respondents were also unanimous in that men should increase their participation in their children's care and upbringing: the majority of women and men want men to increase their participation in child care, i.e. they agree fully or more or less with the statement (Figure 13). The matter was addressed

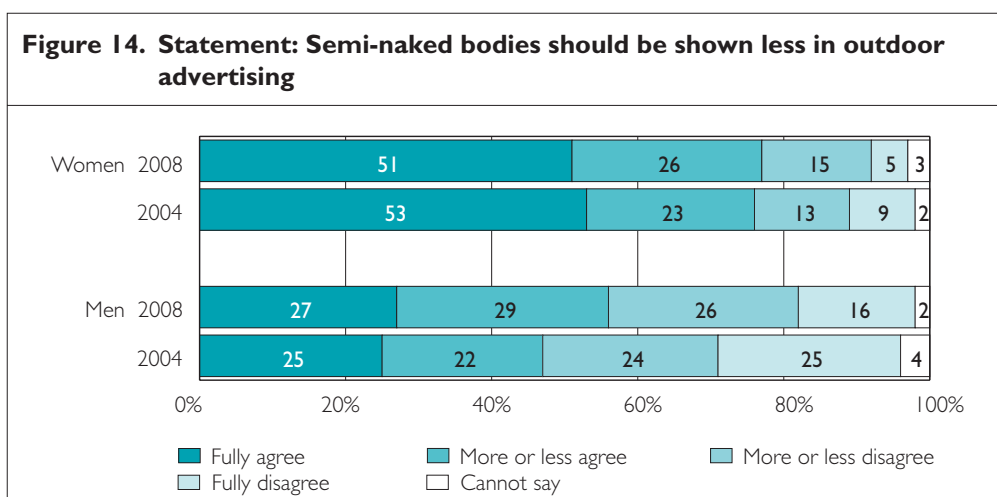


with the statement ‘men should participate more in the care and upbringing of their children than they do at present’. The opinion of women has remained along the same lines for ten years, though the proportion of women who ‘fully agree’ has decreased, while the proportion of those who ‘more or less agree’ has increased. A slight change in the attitudes of men can be observed: in 1998, 85 percent of men were in support of increasing participation and ten years later the figure is 91 percent. This increase took place in the group of men who ‘more or less agree’ with the statement.

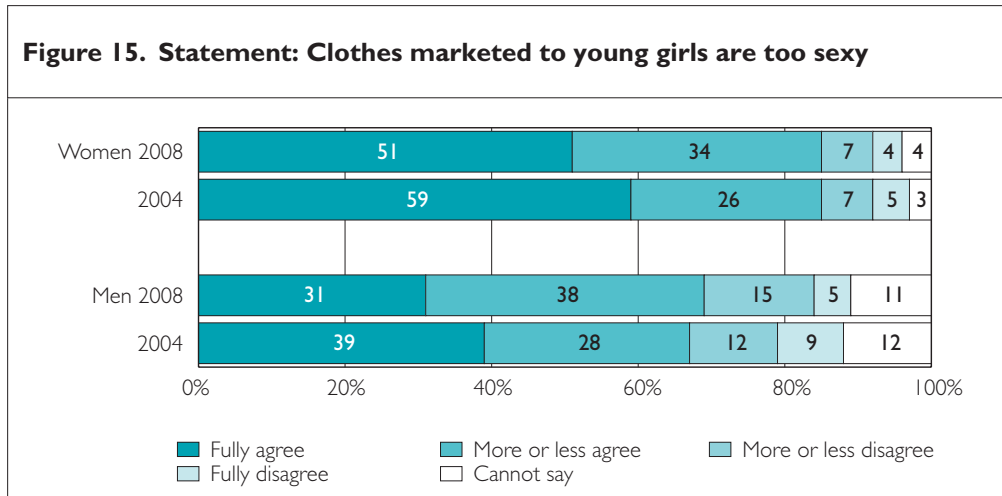
Attitudes related to sexuality

Outdoor advertisements with scantily clad models have at times given rise to public debate, and some advertisements have had to be removed due to public disapproval. The matter was investigated in this survey in 2004 and 2008 with the following statement: ‘semi-naked bodies should be shown less in outdoor advertising’.

77 percent of women and 56 percent of men agree fully or more or less with the statement (Figure 14). The majority of women ‘fully agree’. Women’s attitudes have remained the same during both survey years, although the proportion of women who ‘completely disagree’ with reducing the amount of such advertising has decreased. In 2004, just under half of the men wanted to see a reduction in the amount of these outdoor advertisements, but nowadays, more men are in support of reducing the amount.

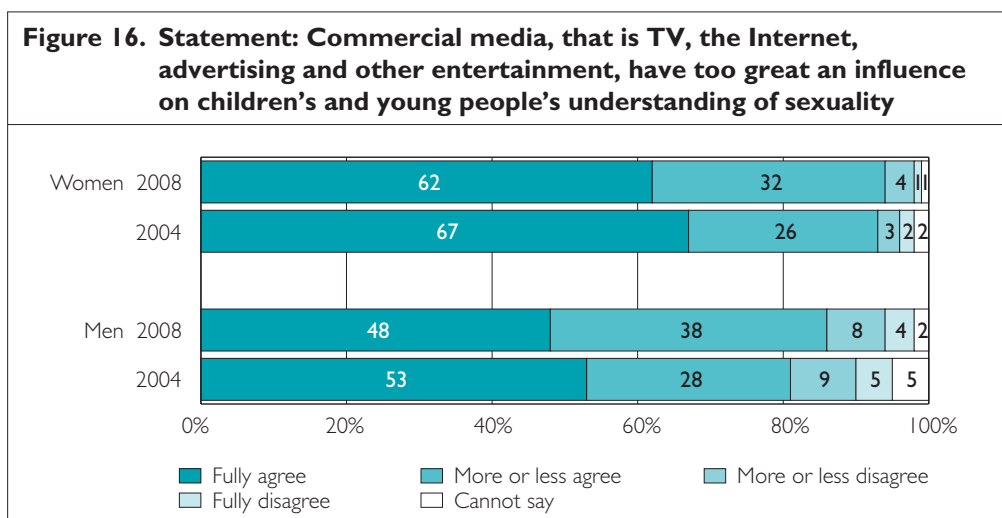


In recent years, the selection of clothes for young girls stocked by shops has been publicly criticised as being too revealing and sexy. The matter has also been the subject of several opinions in newspapers. In this survey, women are clearly of the opinion more often than men that girls’ clothes should be less sexy (Figure 15). A possible reason for this is that women buy children’s

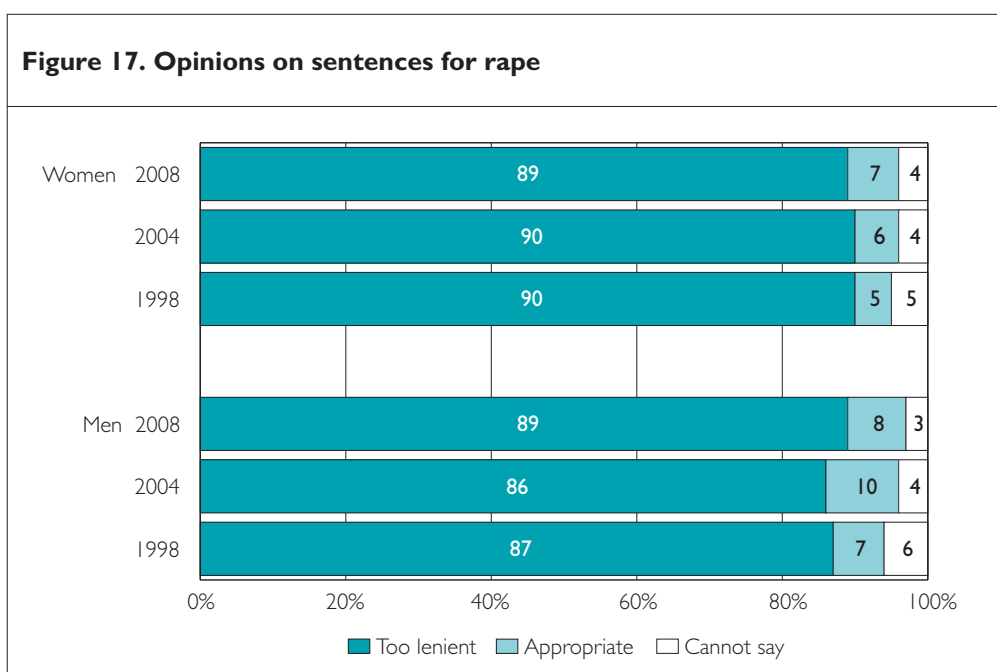


clothes more frequently than men. However, one in five men and one in ten women do not consider girls' clothes to be too sexy.

The majority of respondents feel that the commercial media have too great an influence on children's and young people's understanding of sexuality (Figure 16). The majority of respondents – more women than men – agree fully or more or less that TV, the Internet, advertising and other entertainment have too great an influence on children's and young people's understanding of sexuality. Women fully agree with the statement more often than men. However, attitudes have changed in the sense that the proportion of respondents who fully agree with the fact that there is excessive influence is currently slightly lower than it was in 2004.



Respondents were also asked for their opinions about sentences for rape and prostitution. The following question was asked about rape sentences in 1998, 2004 and 2008: ‘Are rape sentences too severe, appropriate or too lenient today?’. Men and women have always given the same answer: hardly anybody has thought that sentences are too severe (Figure 17). On the contrary, nearly everyone has felt that sentences are too lenient.



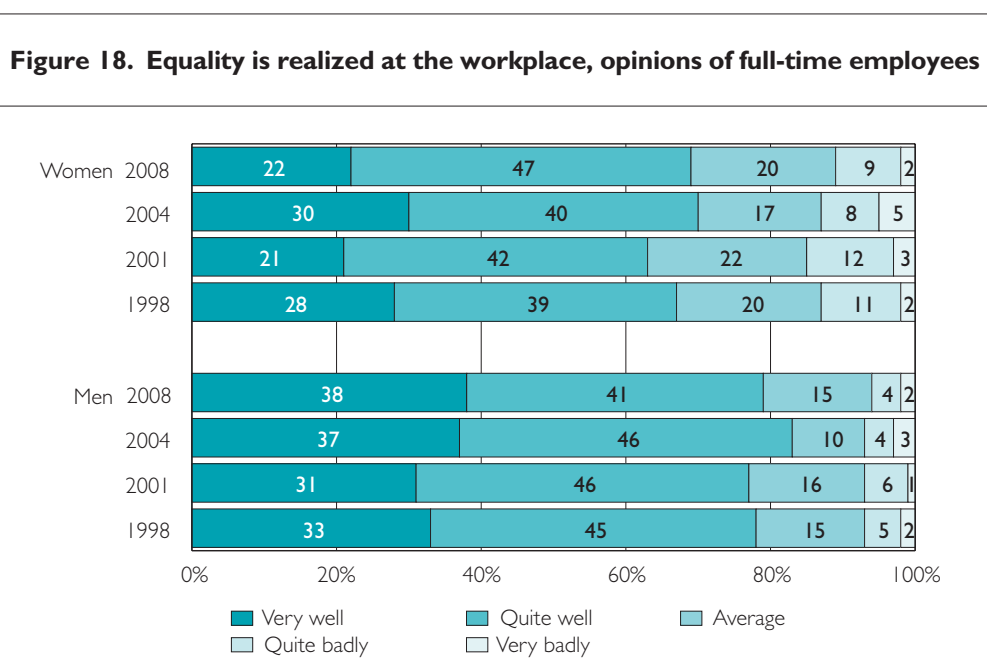
On the subject of prostitution, respondents were asked whether purchasing sexual services from prostitutes is acceptable. Male and female purchasers were asked separate questions. The purchaser’s gender did not affect the answers. Men have a more approving attitude towards purchasing sexual services from prostitutes than women. Over one half of male respondents think it is acceptable to purchase sexual services, while one in three women are of this opinion.

3 EQUALITY AT THE WORKPLACE

- The majority of full-time employees believe that equality has been realized well at their workplace. Men consider workplaces to be more equal than women.
- Around one third of women have experienced gender disadvantage at work with respect to pay, career advancement and appreciation of professional ability. Men experience gender disadvantage at work much less often than women.
- Women also experience disadvantages caused by gender more often than men when it comes to receiving fringe benefits and information, access to training, distribution of the workload, continuity of the employment relationship, assessment of work results and independence at work.
- Experiences of gender equality at the workplace have not changed significantly over the last ten years.

This Chapter examines full-time employees' opinions on the realisation of gender equality in their working environment. The matter was investigated by inquiring about equality in general and with several more specific questions on gender disadvantages in working life.

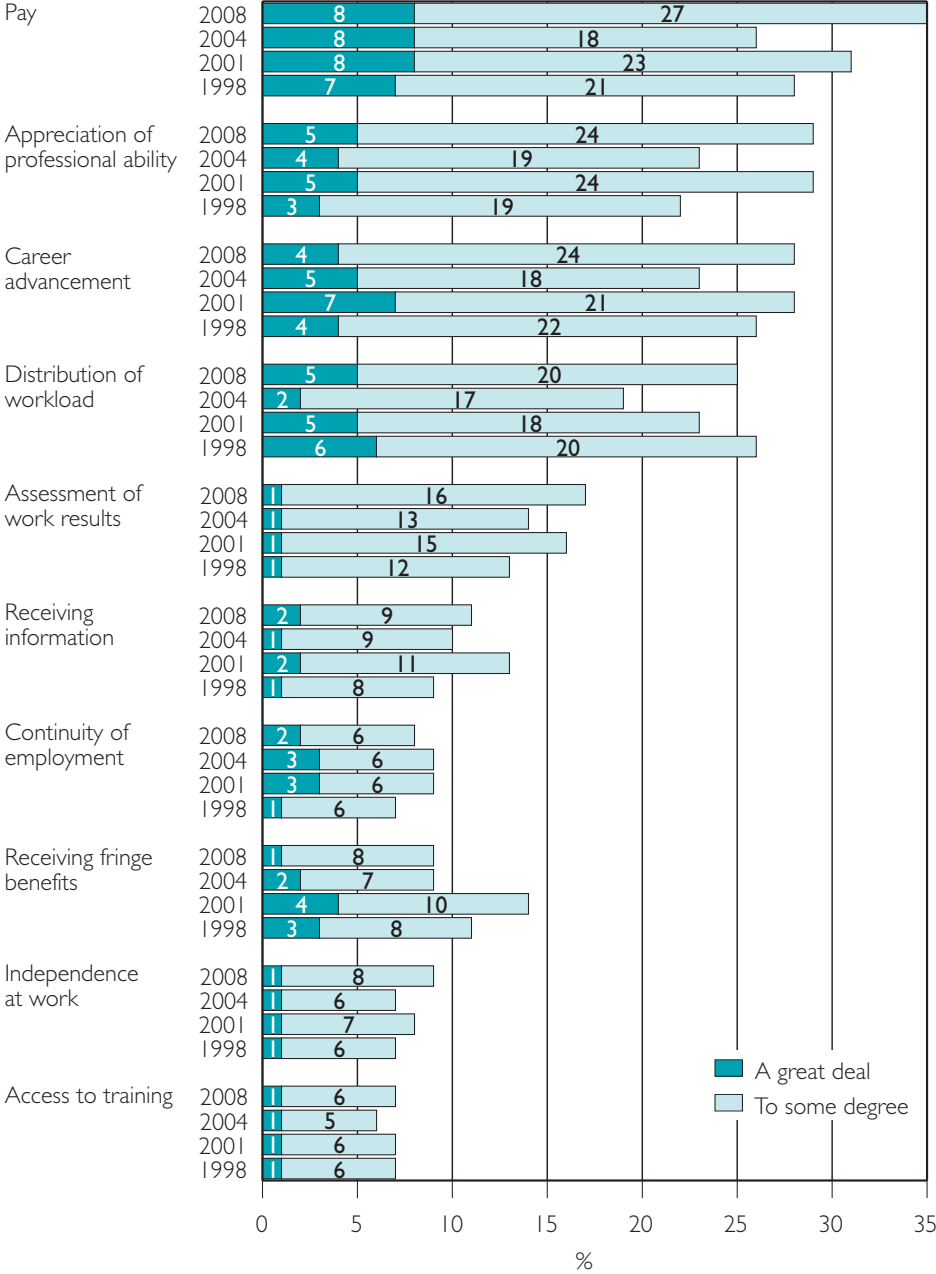
Around two in three full-time employees are of the opinion that equality between the genders is either very good or fairly good at their workplace (Figure 18). More men than women are of this opinion. There is a clear difference between men and women and how equal they perceive their work environment to be. There has been no significant change in the views during the last ten years. The opinions are along the same lines in both the public and private sectors.



Respondents were also asked about disadvantages caused by gender in working life regarding pay, receiving fringe benefits, access to training, receiving information, distribution of workload, career advancement, continuity of the employment relationship, appreciation of professional ability and independence at work. The disadvantages experienced by women in the above-mentioned matters are presented in Figure 19. Due to the lack of disadvantages experienced by men, there is no figure for their results.

One in three women experiences either a significant disadvantage or somewhat of a disadvantage caused by gender. 3 percent of men experience somewhat of a disadvantage caused by gender when it comes to pay, but none experience a significant disadvantage. The results have been very similar over

Figure 19. Disadvantage due to gender at female employees' current workplace

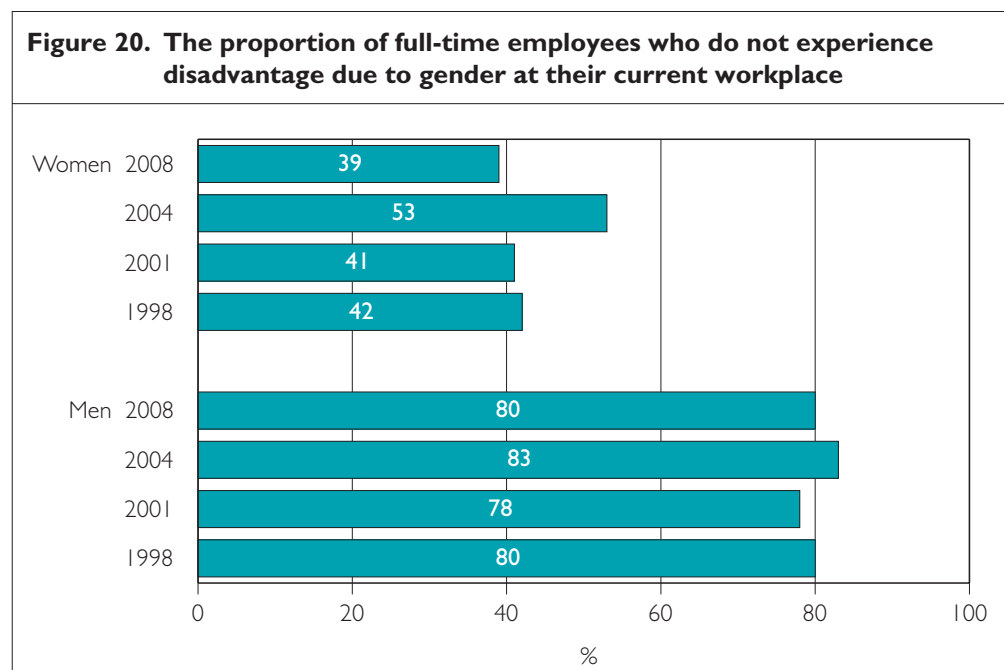


the last ten years. However, there has been a clear increase in disadvantages experienced by highly educated women: the proportion of women who felt disadvantaged in 1998 was 19 percent, while in 2008 it was 39 percent.

Many women believe that gender also hampers career advancement (28% of women, 7% of men). Highly educated women, in particular, are of this opinion. Analysed by sector, employees experience less gender disadvantage regarding career advancement in the public sector than in the private sector. Gender is also considered to cause a disadvantage when it comes to the distribution of workload (25% of women and 10% of men), assessment of work results (17% of women, 6% of men) and appreciation of professional ability (29% of women, 7% of men).

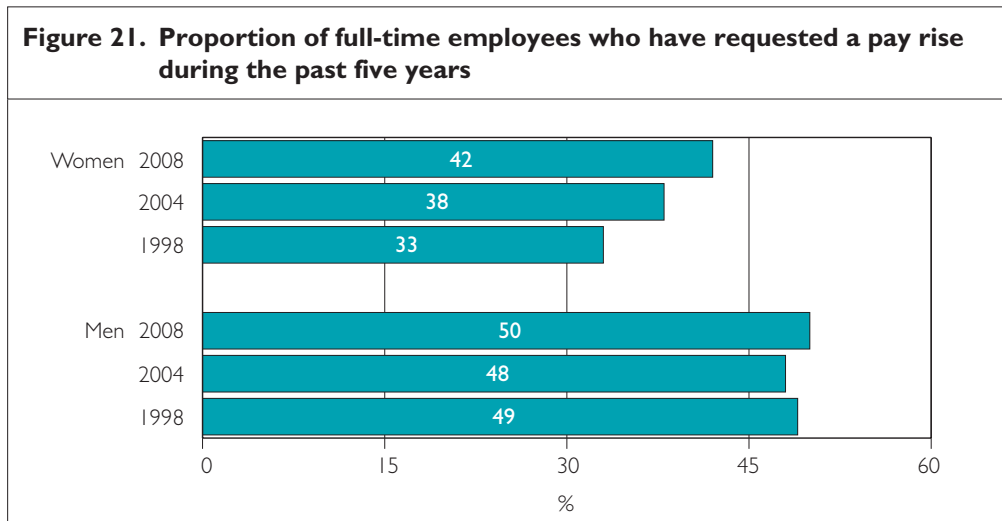
Women's and men's experiences of gender disadvantages are also different with respect to receiving fringe benefits, accessing training, continuity of the employment relationship and independence at work. In all the matters inquired about, women have experienced gender disadvantage more frequently than men.

In addition to individual disadvantages, the proportion of respondents who did not experience any gender disadvantage in any of the above-mentioned matters was also investigated (Figure 20). Currently, 80 percent of men and 39 percent of women have not found their gender to cause a disadvantage in working life. Opinions have been along the same lines in the various years. However, 2004 is an exception as half of the female respondents did not experience any disadvantage at work due to gender.



Disadvantages caused by gender were also examined in the public and private sectors. There was no difference between the sectors with respect to the experiences of being disadvantaged: slightly under one half of women and four out of five men had not felt disadvantaged at work due to their gender with respect to any of the matters inquired about.

Full-time employees were asked in 1998, 2004 and 2008, whether they had requested a pay rise in the past five years. In each of the years, a smaller proportion of women than men had requested a pay rise, but the proportion of women has constantly been growing (Figure 21). Ten years ago, one third of women requested a pay rise, slightly more in 2004, and in 2008 four out of ten women requested one. There is no significant change over the years for men: approximately one half say they have requested a pay rise. Younger people are more likely to request a pay rise than older people. The differences are statistically significant particularly among men. Well over one half of men under 35 have requested a pay rise, approximately half of men aged 35-54, and only one in three men aged 55 and over. More highly educated people request pay rises more often than less educated people. The differences according to education are greater for women than for men. Nearly one half of women with higher-level education have requested a pay rise, while only one third of women with basic education have done so.



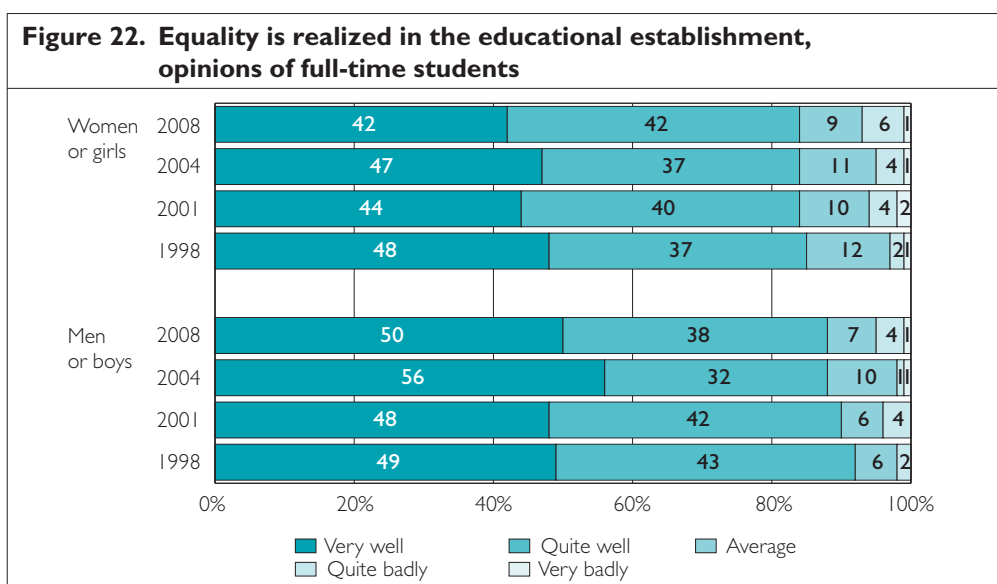
In the 2008 survey, full-time employees were also asked, 'has your supervisor or someone else in a management position at your workplace encouraged you to seek more demanding duties in the past five years?' Here, the responses of men and women were similar, i.e. around 40 percent replied that they had been encouraged to seek more demanding duties. Younger people are given more encouragement than older people. The proportion of people who have been encouraged to seek more demanding duties drops significantly at the 56 year mark for both men and women. A higher level of education seems to significantly increase the amount of encouragement given to seek more demanding duties, but the differences are not statistically significant. As the matter was not investigated in the previous surveys, no comparison over time is currently possible.

4 EQUALITY IN EDUCATIONAL ESTABLISHMENTS

- According to the majority of students, there is very good or fairly good gender equality at their educational establishment.
- Men/boys experience gender disadvantage in their studies more often than men in working life, while the opposite is true for women/girls.

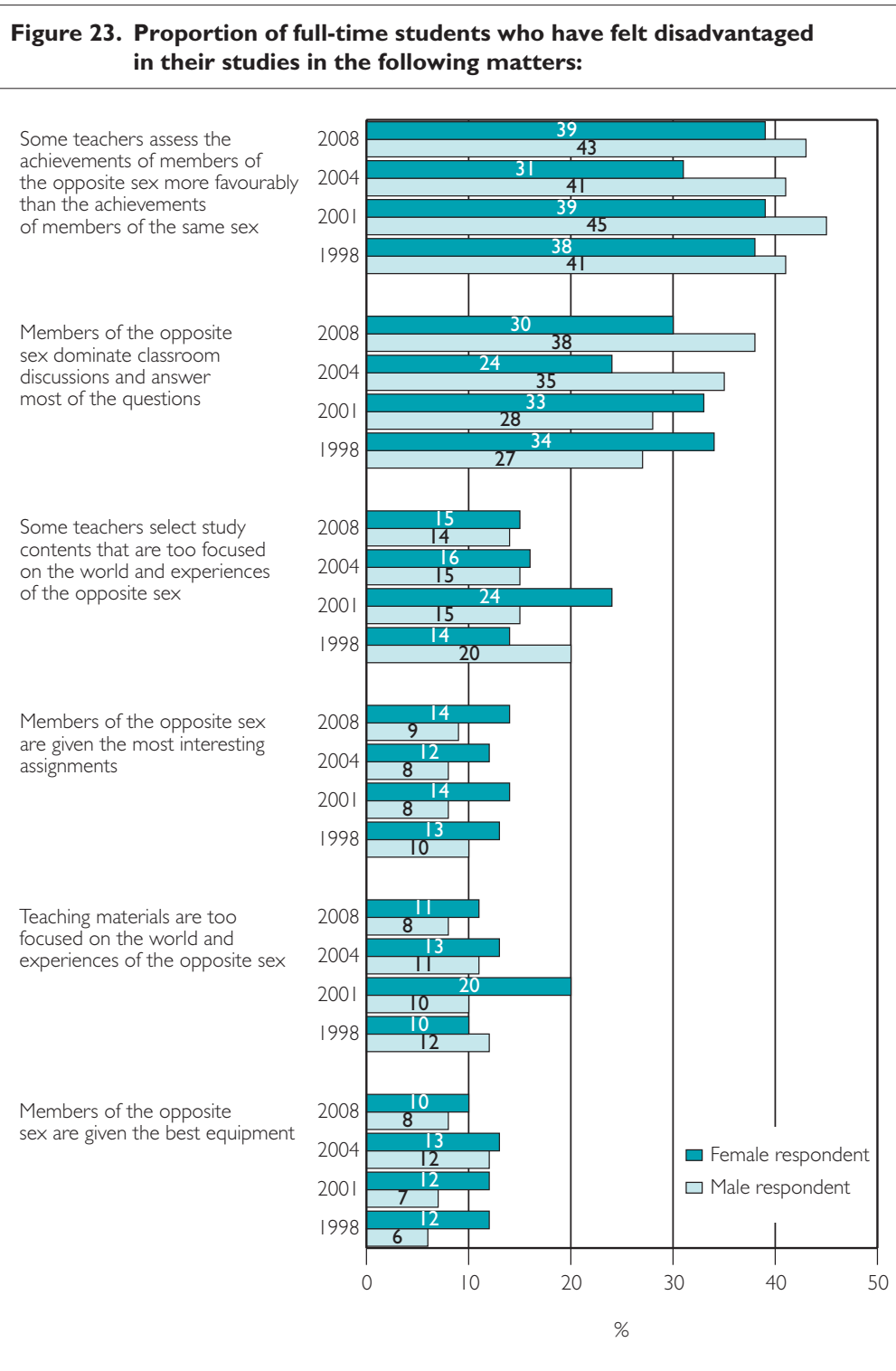
In this Chapter, the differences, by gender, between people studying in various educational establishments are examined. Around one half of the students referred to in this context are schoolchildren, and just under 40 percent are aged 20-30. Below 10 percent are over the age of 30.

Full-time students were presented with questions similar to the ones posed to employees regarding the implementation of equality. Students were asked how gender equality is realized at their educational establishment. 84 percent of women and 88 percent of men say that equality is realized very or fairly well (Figure 22). Men were of this opinion slightly more often and lean more towards the 'very well' alternative than women, but the differences are insignificant. There were no major differences in opinions when analysing the responses by age or by different years.



Students were also asked some more detailed questions. Figure 23 shows the proportion of full-time students who have experienced either a great deal or a certain amount of disadvantage in their studies as a result of the matters investigated. The first subject of examination is the proportion of respondents who are of the opinion that teachers assess the achievements of members of the opposite sex more favourably than the achievements of members of the same sex. A slightly larger proportion of men/boys compared with women/girls have experienced disadvantage caused by the fact that the work of members of the opposite sex is assessed more favourably. The situation has remained unchanged from 1998 to 2008.

Around one third of students feel that the opposite sex dominates classroom discussions and answers most of the questions. In 1998 and 2001, women/girls were of this opinion more often than men/boys, while in 2004 and 2008 men/boys were of this opinion more often. However, the differences between the genders are not large.



There was also a question about whether studies are adversely affected by some teachers selecting study contents that are too focused on the world and experiences of the opposite sex. Here the answers of women/girls and men/boys do not differ from each other. Around one sixth of respondents feel significantly or somewhat disadvantaged by the choice of study contents. The sentiment was the same in all previous years.

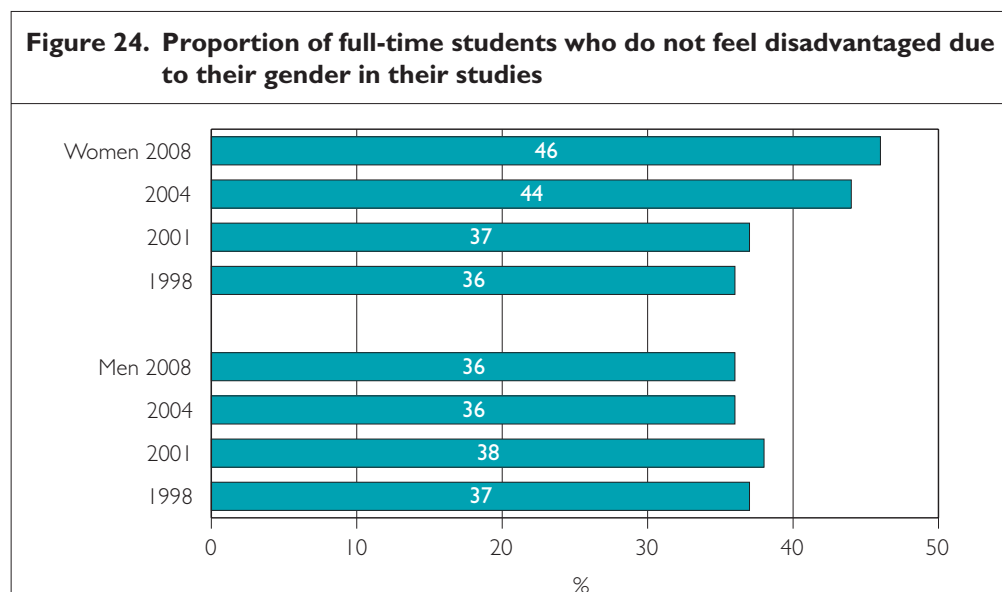
Women/girls feel that their studies are disadvantaged by members of the opposite sex being given the most interesting assignments slightly more often than is the case for men/boys.

Students were asked whether their studies are disadvantaged by teachers drawing too much on the world and experiences of the opposite sex in their selection of content for teaching material. The opinions of both sexes were the same: around one in ten students are bothered a great deal or somewhat by this. The situation has remained unchanged during the past ten years.

With respect to getting the best equipment, the opinions of men and women have become more similar. In 1998 and 2001, 12 percent of women/girls had experienced inequality when being provided with equipment, while the corresponding figure for men/boys was around 6. Currently, around 10 percent of women/girls have experienced this compared with 8 percent for men/boys.

Gender equality in educational establishments was also examined by taking all the above-mentioned factors into consideration together. Figure 24 shows the proportion of girls/women and boys/men whose studies have not been disadvantaged by the above-mentioned matters.

The situation of men/boys has remained the same over the years, i.e. the studies of clearly over one third have not been disadvantaged by the above-mentioned matters, whereas the proportion of women/girls who have never experienced any disadvantages in their studies has increased.



5 RECONCILING WORK AND FAMILY

- According to men, it has become easier to stay off work to look after a child under the age of 10 who has fallen ill.
- Employees in the private sector believe that the attitude at the workplace towards men taking parental leave for a duration of 1-7 months is more negative than the attitude experienced by employees in the public sector.
- Men's child care leave is considered to be the most difficult type of family leave to implement, especially in the private sector.
- Women employed in the private sector feel that workplace attitudes towards taking child care leave are more negative than those experienced by women who work in the public sector. However, it is estimated that workplace attitudes have become more positive during the past seven years.

This Chapter examines people's experiences on how work and family is reconciled when a child falls ill, when taking family leave or when it comes to overtime. The division of responsibilities in a family and unmarried people's views on relationships are also discussed.

Overtime and looking after a sick child

Full-time employees were asked how difficult it is for mothers and fathers of small children to refuse to work overtime at their workplace for family reasons. Mothers and fathers were asked this question separately, and both genders replied both questions. The alternatives were 'not at all difficult', 'somewhat difficult' and 'clearly difficult'. A further alternative 'not applicable', for cases where respondents only work with only men or women or where there are no parents of small children, in which cases the question is impossible to answer. This and 'cannot say' answers, have been removed from the analysis to prevent them complicating the comparison of the results.

In 2008, clearly over one half of women were of the opinion that it is not at all difficult for mothers and fathers of small children to refuse to work overtime (Figure 25). Men believe that it is easier for both genders to refuse to work overtime than women do. However, men believe that refusing to work overtime is slightly more difficult for fathers than for mothers: nearly three in four male respondents were of the opinion that the mothers of small children have no difficulty at all in refusing to work overtime, whereas only two in three male respondents were of the same opinion regarding the situation for fathers. Men's views have changed in recent years so that, compared with 2001, a significantly larger proportion of men currently believe that it is easier for the parents of small children to refuse to work overtime. Women's opinions have not changed during this period.

Refusing to work overtime is considered to be more difficult in female-dominated workplaces than in male-dominated workplaces and, moreover, it is considered to be more difficult in male-dominated workplaces than in workplaces where both sexes are represented fairly evenly. However, it seems as though the sector (public or private) does not affect the ability to refuse to work overtime for family reasons.

A question was asked regarding parents' absences caused by a child falling ill. This question concerned the attitude a mother or a father is faced with at the workplace if he or she has to stay at home to look after a child under the age of 10 who has fallen ill. These questions were responded by both men and women. 85 percent of men feel that it is not at all difficult for mothers to stay at home, but only 70 percent of women are of this opinion (Figure 26). Women's views have remained unchanged since 2001, but a steadily increasing proportion of men have been of the opinion that women have no difficulty in staying at home when children fall ill. Nearly two in three female respondents and three in four male respondents believe that men are able to stay at home to

Figure 25. Employees' opinions of whether it is difficult for the mothers and fathers of small children to refuse to work overtime due to family reasons, proportion of 'Not at all difficult' answers

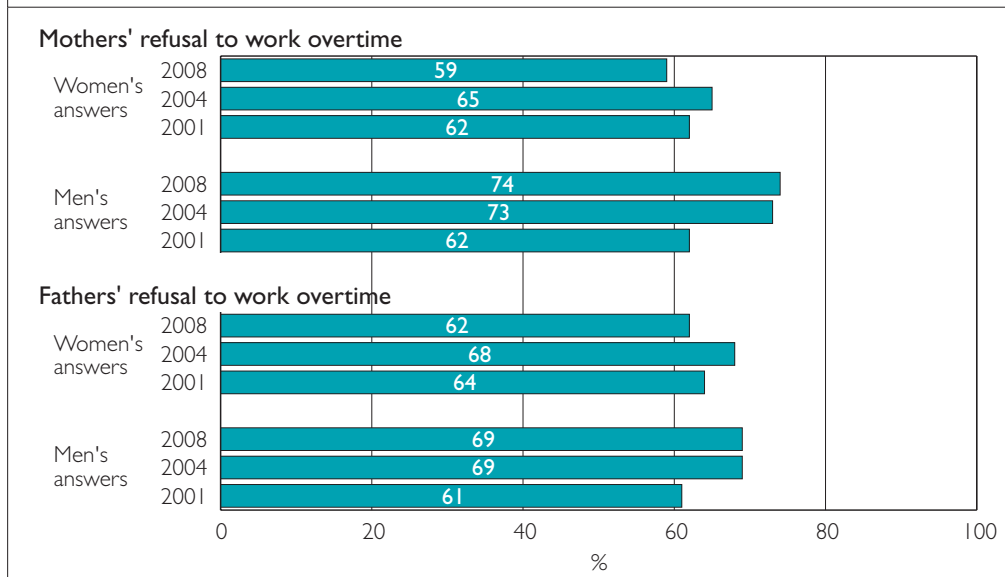
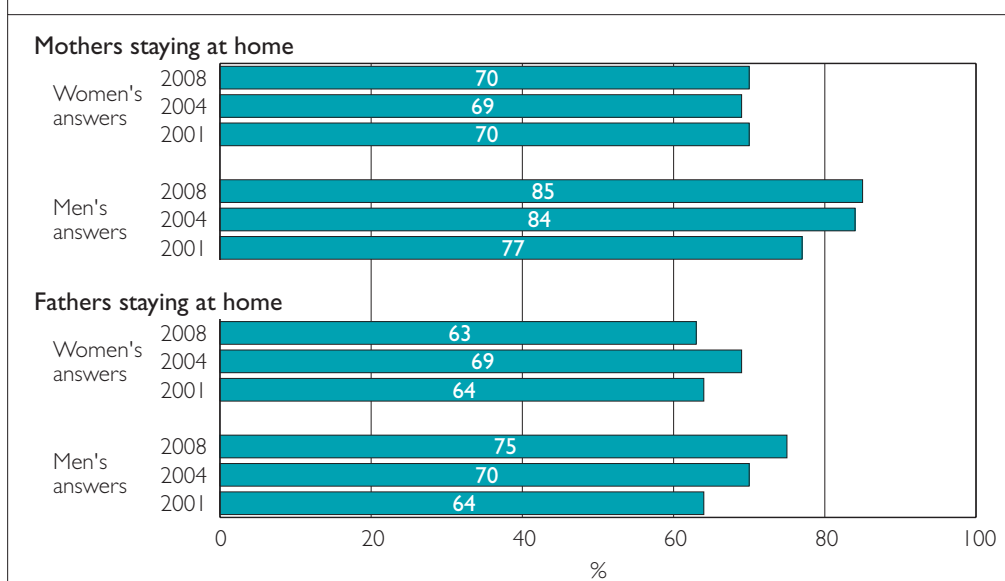


Figure 26. Employees' opinions of whether it is difficult for mothers and fathers to stay at home to look after a sick child, proportion of 'Not at all difficult' answers



care for a sick child without any problems. Women's responses have not changed since 2001 and 2004. Men's assessments have, on the other hand, changed in that fewer and fewer men believe that arrangements for looking after a sick child will result in problems.

Three quarters of male respondents believe were they to stay at home to care for an ill child, their employers would have no problem with it. However, only around 60 percent of those men whose children have been ill say that they have stayed at home to look after a sick child during the past two years. Two thirds of women, on the other hand, believe that staying at home causes no problems at the workplace, yet more than three out of four women have nevertheless stayed at home with a sick child during the past two years.

Various forms of family leave

Full-time employees were asked in 2001, 2004 and 2008 how easy or difficult it is to take different types of statutory family leave. Family leave is defined as a form of leave that enables parents to be absent from working life for a fixed period, or to reduce their working hours in order to look after their child or children. In the questions, the respondents were asked to evaluate their workplace's attitudes to family leave.

The questions concerned:

- women taking maternity or parental leave for a duration of almost one year
- men taking three weeks of paternity leave
- men's parental leave (1–7 months)
- women's/men's child care leave (until the child is three years old) and
- women/men taking part-time child care leave until the end of the child's second year of school.

Each question concerns either women or men. This allows any possible differences in the opinions of women and men regarding the ease of taking family leave to be compared. The question on how difficult it is to take family leave had three alternative answers: 'not at all difficult', 'somewhat difficult' and 'clearly difficult'. The answers 'not applicable' and 'cannot say' were excluded from the analysis. The results have not been presented by gender because there were hardly any differences in the responses of men and women. Men's parental leave and child care leave form exceptions, as a significantly greater proportion of private sector male employees than female employees are of the opinion that their workplace would have a negative attitude towards taking family leave. The results show clear variation also in other respects depending on the sector of the workplace. Therefore, the results have been examined separately as proportions of those who selected 'not at all difficult', first for the public and then for the private sector in different years (Figures 27 and 28).

Figure 27. Opinions of full-time employees in the public sector regarding attitudes towards taking family leaves, proportion of 'Not at all difficult' answers

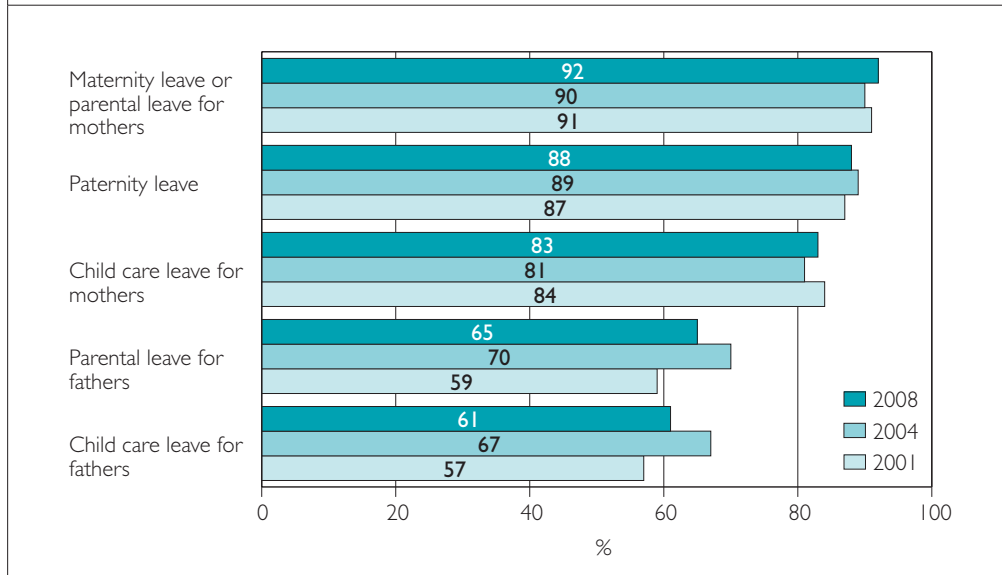
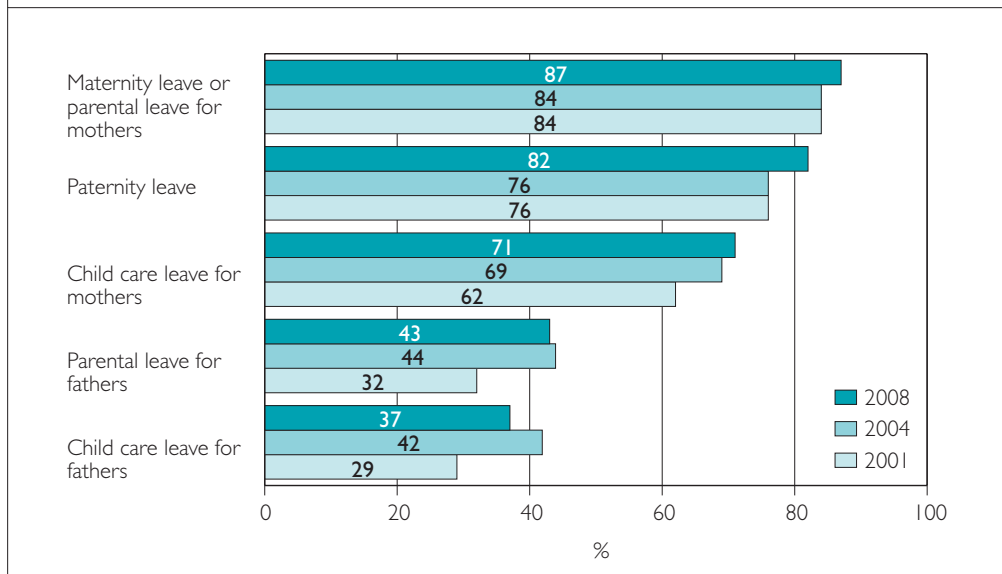


Figure 28. Opinions of full-time employees in the private sector regarding attitudes towards taking family leaves, proportion of 'Not at all difficult' answers

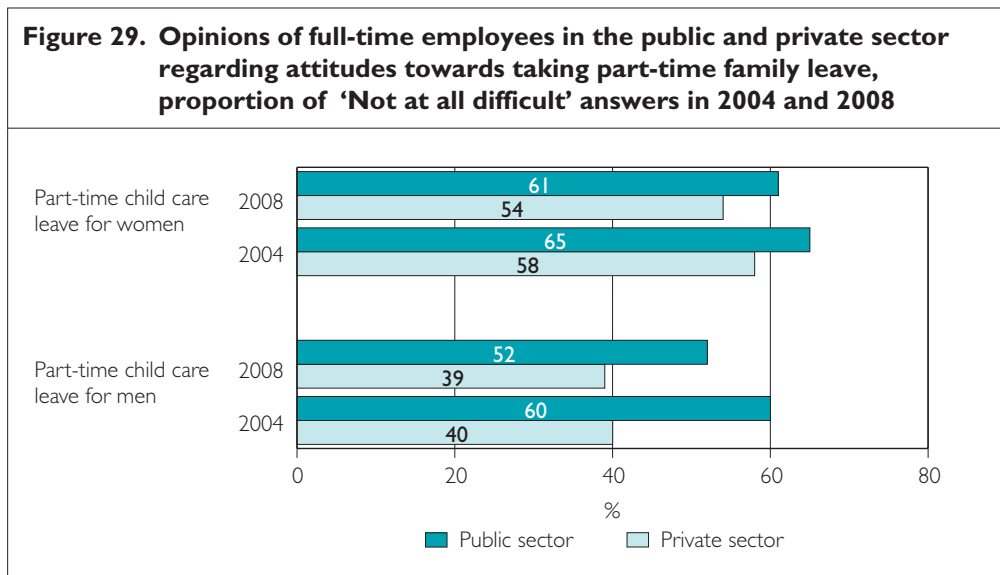


Full-time employees in the public sector are of the opinion that taking family leave is not very difficult at their workplace. The majority of respondents are of the opinion that the workplace has a positive attitude to mothers taking maternity leave or parental leave (Figure 27). Paternity leave is considered to be almost as easy to arrange. However, workplace attitudes regarding fathers taking parental leave or child care leave do not seem quite as positive as attitudes regarding the same leaves for mothers: people believe that mothers' child care leave can be arranged without problems more often than fathers' child care leave. The opinions have remained fairly similar for the most part between 2001 and 2008.

Based on the experiences of respondents, it seems to be more difficult to take various forms of family leave in the private sector than it is in the public sector. The differences between the sectors are apparent for both genders, especially when it comes to the longer family leaves, and the differences are more pronounced for men. For example, in each of the surveys it is considered to be easier for mothers than fathers to take child care leave (Figure 28).

When comparing the views of public and private sector employees regarding the ease or difficulty of taking family leave, the views of the two groups differ from each other in some respects. The longer the family leave in question, the greater the difference between the sectors. There are currently hardly any differences between the views concerning maternity leave and those concerning mothers' parental leave. Taking three weeks of paternal leave also seems to have become so much easier in the private sector when compared with previous years that the difference between the public and private sectors has become negligible. In the views on how easy it is for mothers to take child care leave, the differences between the sectors have remained above 10 percentage points in recent years, and regarding fathers' parental and child care leave, the differences have remained above 20 percentage points.

In 2008 and 2004, full-time employees were also asked for their views about how easy or difficult it is for women or men to take part-time child care leave, i.e. to reduce their working hours until the end of the child's second school year. Taking part-time child care leave is considered to be easier in the public sector than in the private sector, and easier for women than men (Figure 29).



Especially with respect to men taking part-time child care leave, there are currently great differences in the workplace attitudes in the different sectors. People working in the public sector feel that it is clearly easier for men to take part-time family leave than people working in the private sector do. More than one half of public sector employees and clearly over one third of private sector employees are of the opinion that fathers are able to take part-time child care leave without problems. The views of men and women are similar regarding the part-time child care leave of both mothers and fathers. However, in 2004 there was a difference between men's and women's responses with respect to men's part-time child care leave: at the time, a greater proportion of women were of the opinion that men were able to take part-time child care leave without problems, whereas now the estimates have levelled and less than half of both men and women continue to believe that men are able to take part-time child care leave without problems.

6 REALISATION OF EQUALITY IN FAMILIES' DIVISION OF RESPONSIBILITIES AND DECISION-MAKING

- The division of responsibilities in the family continues to follow the traditional model to a great extent: mothers are usually responsible for housework, especially laundry, ironing and cooking on weekdays.
- Fathers are usually responsible for vehicle maintenance and home repairs and renovations.
- Women clearly more often than men feel that they have too much responsibility for the housework, regardless of age and education.
- The division of housework causes the most disagreement in the family.
- Unmarried women and men have similar views on the way in which a relationship or a family would restrict their lives. In 2008, the main issue for women was that household work would restrict hobbies, while the main worry for men was that a relationship would limit the scope for choice in life.

This Chapter discusses the way in which division of responsibilities and responsibility for various duties are implemented in the family, what things cause the most disagreement in family decision-making and the responses of unmarried men and women living alone to statements regarding relationships and families.

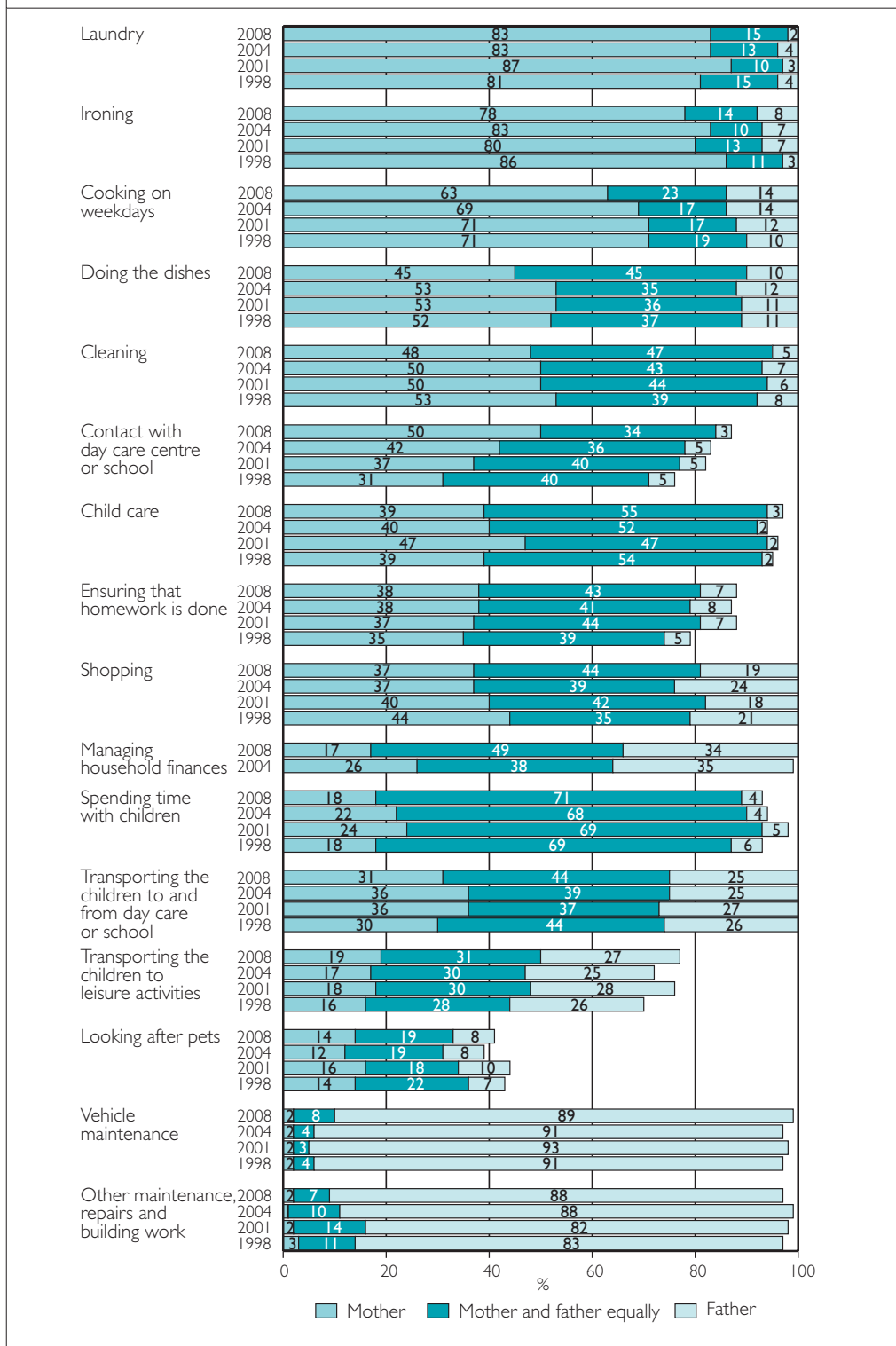
Division of responsibilities in the family

First, the division of responsibilities in the family will be examined. The questions on the subject have been asked in the same form in all the Gender Equality Barometers, although the question on managing household finances has only been asked in 2004 and 2008. Respondents with two parents and children under the age of 18 permanently living in their household were asked who is usually responsible for various household duties. The alternatives were 'mother', 'father', 'mother and father equally', 'child/children', 'other member of household', and 'not applicable'. Respondents whose family included children aged 7 to 17 years were asked who is responsible for ensuring that homework is done, and respondents whose family included children below school age were asked about child care. The division of housework is presented in Figure 30 with respect to parents, as children or other members of the household rarely bear the main responsibility for housework. 'Not applicable' features prominently with respect to looking after pets, for example, as around one half of those who answered do not have pets. On the other hand, in those families with pets, around one in ten children are principally responsible for looking after the pet. Transporting children to activities does not concern all households, either, as not all children take part in activities outside the home and some children can get to the activities on their own.

Mothers are principally responsible for doing the laundry, ironing and cooking on weekdays. Doing the dishes, cleaning and contact with the day care centre and school are mainly the mother's responsibility, although both parents share the responsibility for these in many families. The duties in which mothers and fathers most often share responsibility are looking after the children, ensuring homework is done, shopping, spending time with the children and transporting the children to and from day care or school. In those families in which the responsibility for these duties is not shared between both parents, it is much more common for the mother than the father to bear the responsibility.

Fathers bear almost all the responsibility for vehicle maintenance and other maintenance, repairs and building work. Matters in which it is at least slightly more common for the parents to share the responsibility than for the father to bear the main responsibility are managing household finances and transporting the children to activities.

Figure 30. Division of responsibility for housework in dual-earner families with children aged under 18. Who is most often responsible?

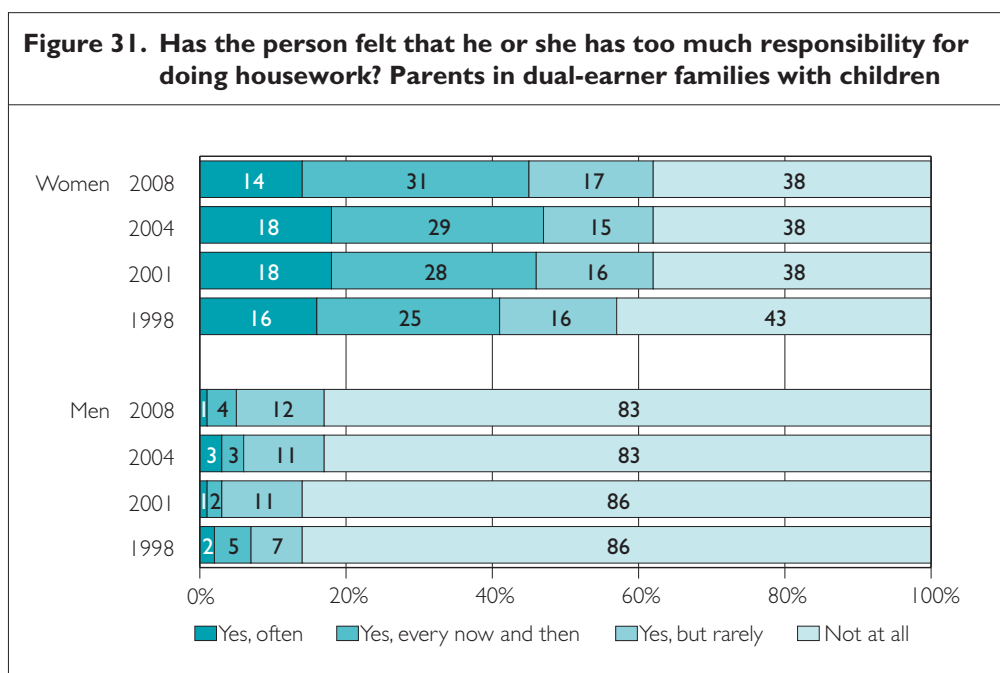


Over the last ten years, the greatest change seems to have taken place in ironing, cooking, contact with the school and day care centre, shopping and managing household finances.

- A mother's responsibility for ironing has decreased by 8 percentage points while a father's responsibility has increased by 5 percentage points.
- Based on the replies regarding cooking on weekdays, the proportion of mothers with sole responsibility is 8 percentage points lower than previously, while shared responsibility and the father's responsibility have both increased by 4 percentage points.
- Contact with the school and day care centre is increasingly the responsibility of the mother. A decade ago, the responsibility rested mainly with the mother in three out of ten families, whereas today, the mother is responsible for being in contact in every second family.
- The number of fathers who are currently solely responsible for shopping has not increased from what it was at the end of the previous decade, but mothers' responsibility has decreased, as the responsibility is now shared between the parents in nearly every second family.
- The question on managing household finances has only been asked in 2004 and 2008. During this time, mothers' primary responsibility has decreased and the sharing of responsibility has increased correspondingly, while fathers' responsibility has remained the same.
- Equality has increased in the division of responsibilities at home in the areas of doing the dishes, ironing, shopping and cooking during the week.

In addition to the division of responsibilities, respondents were asked if they felt they had too much responsibility for household work. This question was asked from those respondents in a family with two supporters and underage children.

Slightly less than one half of women and 5 percent of men feel that they often, or from time to time, have too much responsibility for housework. The opinions have remained the same for a decade (Figure 31). Neither age nor education influences the results, although there are slight indications that the responsibility for household work is becoming more equal for people under the age of 35.



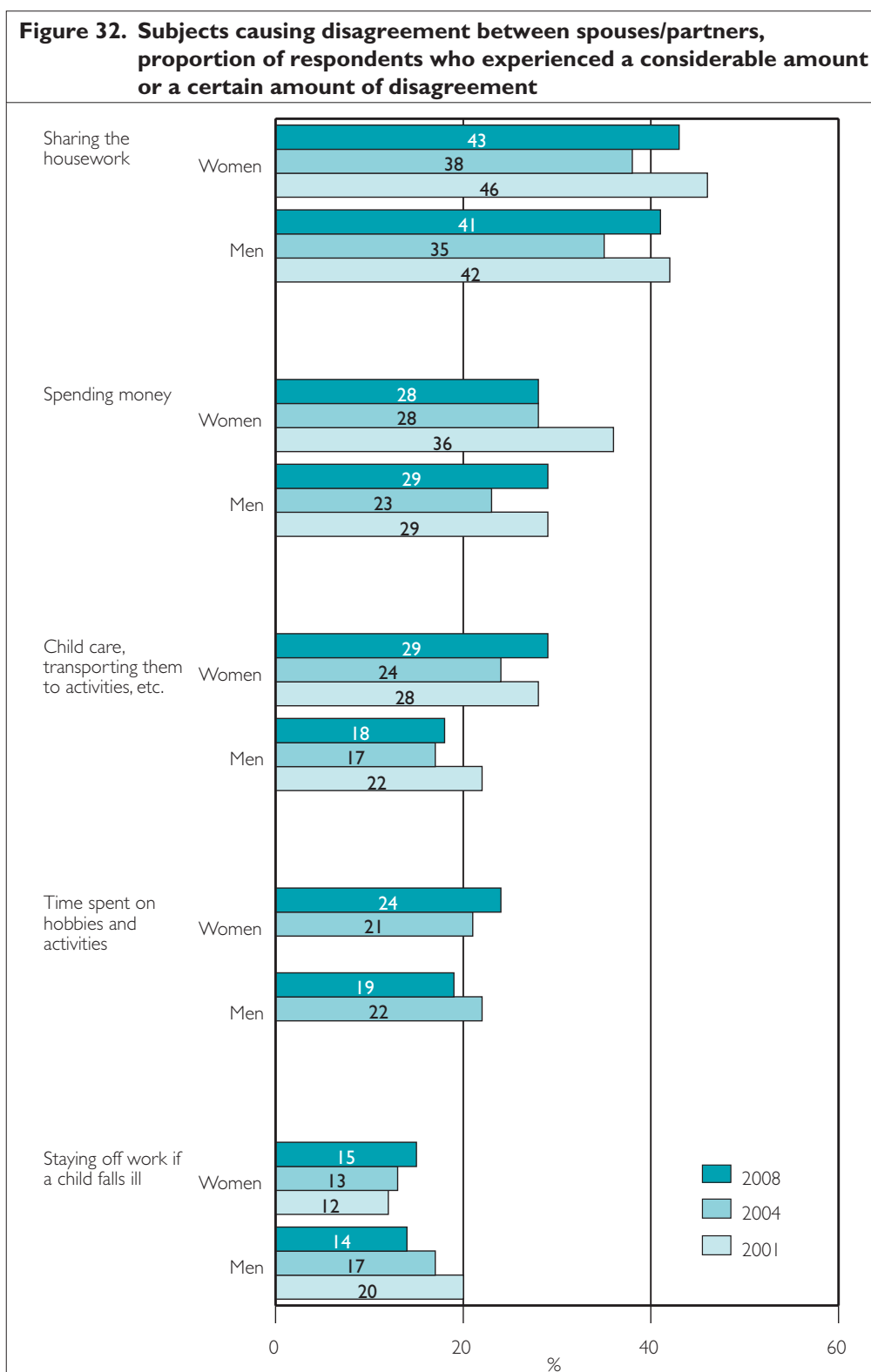
Decision-making within the family

Respondents were also asked about matters that may cause disagreement in families (considerable, a certain amount, none at all). Such matters include division of housework, child care, parents' absence from work when their child falls ill, time spent on activities and money use. The division of housework causes the most disagreement (Figure 32). In around four families out of ten, both men and women are of the opinion that the division of housework causes a considerable amount or a certain amount of disagreement.

Money use causes a considerable amount or a certain amount of disagreement in more than a quarter of families. There are no major differences in the views of men and women. Views have, however, varied somewhat over the years. According to women, there is now less disagreement than in 2001.

The opinions of men and women differ with respect to disagreement about child care. A greater proportion of women than men find the division of child care duties to be problematic.

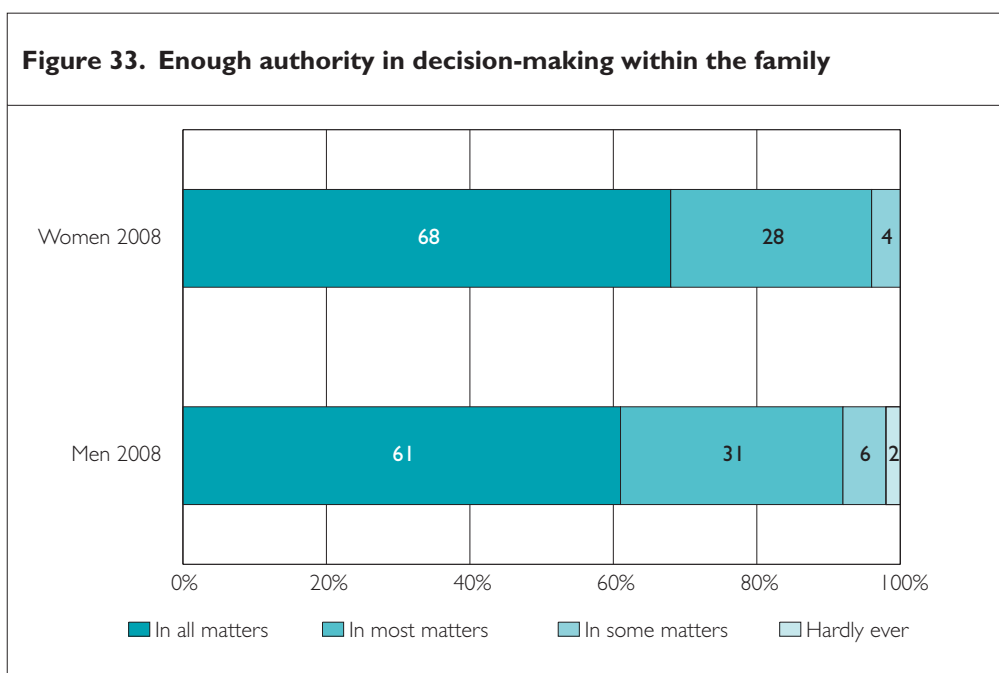
Absence from work when a child has fallen ill currently causes disagreement in one in six families. The opinions of men and women have converged since 2001, when approximately one in ten women and one in five men reported disagreement in the family regarding the matter.



Time spent on hobbies has only featured as a survey question in 2004 and 2008. Around a fifth of respondents are of the opinion that time spent on hobbies causes disagreement. Women are of this opinion slightly more often than men.

In 2008, a new question was added to the Gender Equality Barometer asking married and cohabiting people whether they feel they have enough authority in decision-making within the family. Decision-making within the family refers to decisions regarding the division of housework, bringing up the children and money use, for example. The question has four alternative answers: 1) In all matters, 2) In most matters, 3) In some matters and 4) Hardly ever.

The majority of respondents felt that they have sufficient authority in all or most matters of the family's decision-making, although women felt this way more often than men (Figure 33).



Single people's views on relationships and family life

The survey investigates how unmarried people living alone think that a relationship and family would affect their life. Attitudes towards the family and relationships were asked using the following three statements:

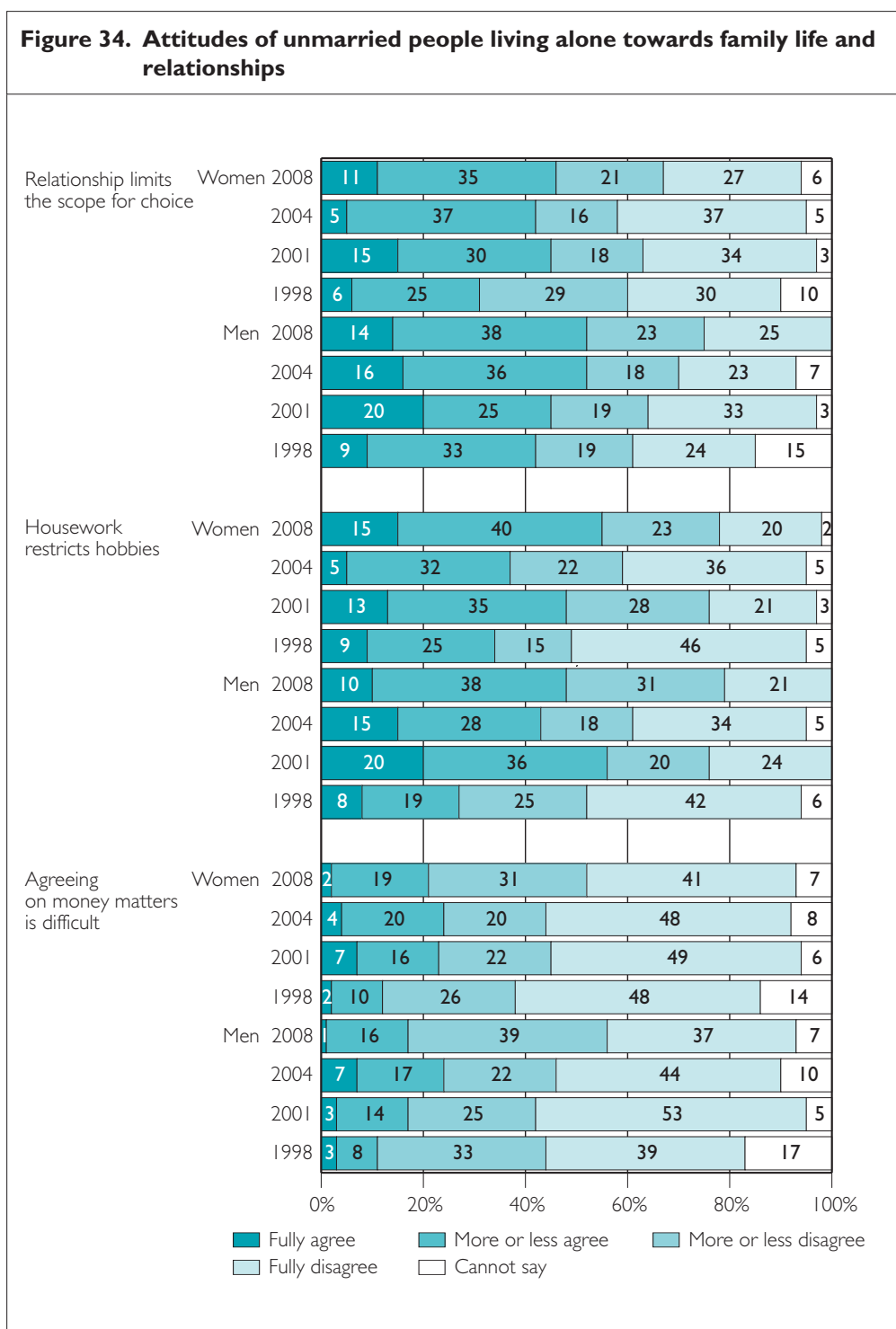
- a relationship would in itself limit the scope for choice in my life
- the necessary housework in a family would limit leisure activities or hobbies and
- it would be difficult to agree on money matters in a family.

The alternative answers for the statements were 'fully agree', 'more or less agree', 'more or less disagree' and 'fully disagree'. The replies of those unmarried people who fully agree or more or less agree with each respective statement are examined below.

Less than half of women and slightly more than one half of men agree fully or more or less that a relationship reduces the scope for choice (Figure 34). The proportion of women who believe that a relationship would limit choice has increased by 15 percentage points, and the proportion of men by 10 percentage points between 1998 and 2008.

Women, on the other hand, are of the opinion more often than men that housework restricts hobbies. The view is not surprising taking into consideration that, according to the results, women with families feel that they have too much responsibility for the family's housework more often than men (cf. Figure 31).

Around one fifth of unmarried women and men think that agreeing on money matters would be difficult in a relationship. The situation has changed since 1998 when only around one tenth of women and men believed that agreeing on money matters would be difficult.



7 IMPROPER TREATMENT, SEXUAL HARASSMENT AND FEAR OF VIOLENCE

- A greater proportion of women than men have experienced patronising or disparaging behaviour from the opposite sex at work, in the study environment, and when participating in organisations.
- Every other woman aged 15 to 34 has been sexually harassed in the last two years. Sexual harassment aimed at 35 to 54-year-old women has increased the most. In most cases, women do not know the man who has harassed them.
- In the work environment, women are harassed most often by male colleagues and customers, and less often by supervisors.
- 12% of women and 5% of men are often or at least from time to time afraid of becoming the target of violence at work.

This Chapter first examines experiences of disparaging or patronising behaviour by members of the opposite sex, after which sexual harassment and fear of violence in various day-to-day situations at work, leisure and within the family are examined.

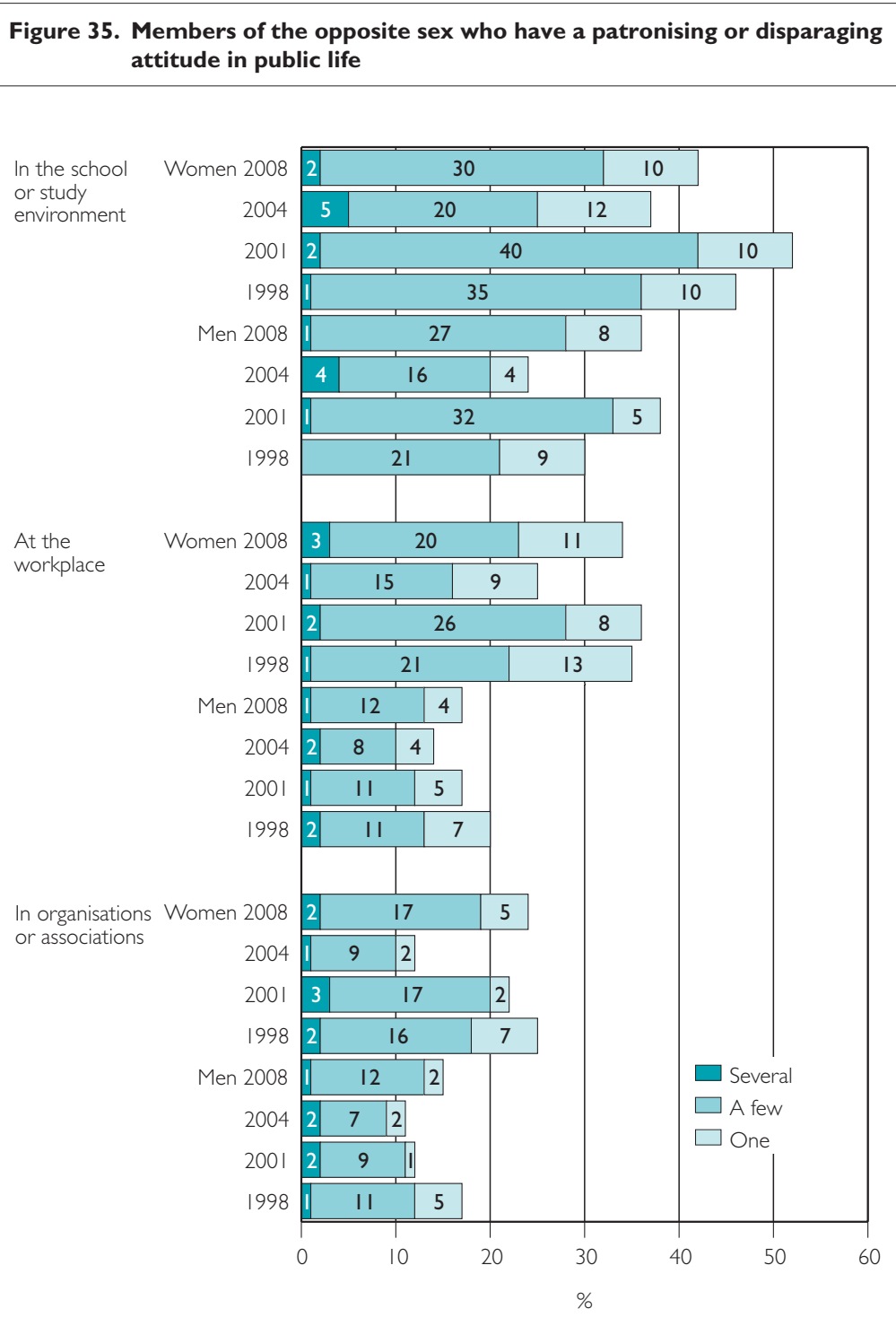
Patronising attitude towards members of the opposite sex

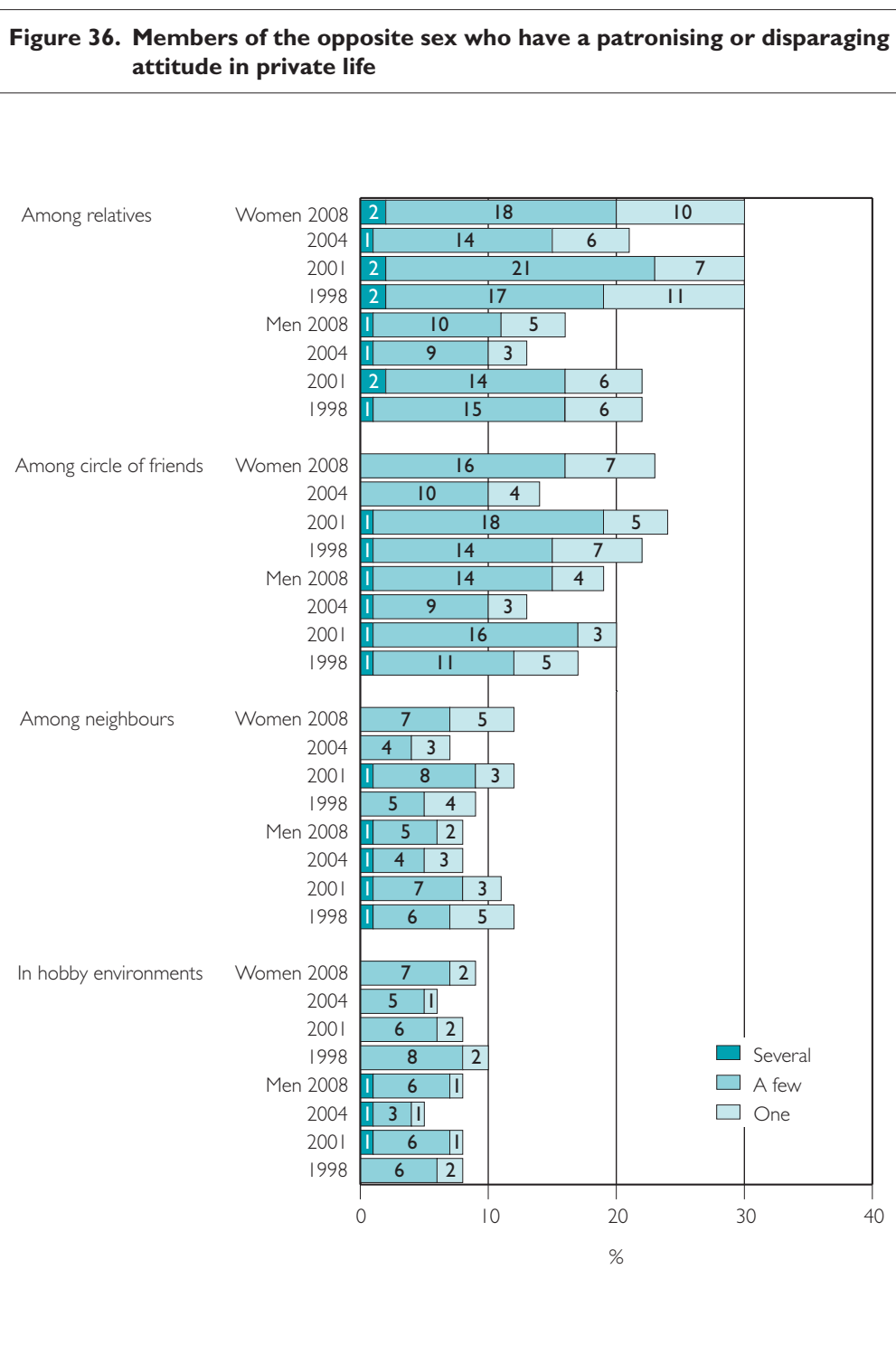
All the four surveys have included the following question: 'are there any members of the opposite sex in your various environments who, at least sometimes, take a patronising or disparaging attitude towards your comments or suggestions?' Such situations were asked about with respect to the workplace, study environment, organisations, hobbies, neighbours, relatives, and friends. The responses for experiences in public life are presented in Figure 35 and for private life in Figure 36. The responses of those who felt that the question was not applicable to them have been removed from the presented results. This alternative has been included because there is no way of knowing in advance which respondents are active in organisations, for example. It makes it possible to distinguish the respondents who are active in organisations, and the proportion of those who have experienced disparaging behaviour is presented in the results. Only full-time employees were asked about the situation at the workplace and, correspondingly, only full-time students and schoolchildren were asked for their accounts from the study environment. The remaining questions were asked from all respondents.

In public life, the place where patronising or disparaging attitudes are most commonly encountered is the study environment (Figure 35). 42 percent of women and 36 percent of men have experienced patronising behaviour from one or more members of the opposite sex. Although there has been variation in the experiences over the years, there has been no discernible trend. At the workplace, a significantly higher proportion of women than men have met with disparaging behaviour from a member of the opposite sex. It is twice as common for women to experience disparaging behaviour than men.

In organisations, women are also subjected to significantly more disparaging behaviour than men. In 2008, one in four women and about one in six men experienced a disparaging attitude from a member of the opposite sex. The results vary every survey year: the greatest amount of disparaging behaviour in organisations was experienced in 1998, and the least in 2004.

Experiences of patronising or disparaging behaviour from members of the opposite sex in people's private lives were asked about regarding relatives, friends, neighbours and hobbies. Disparaging behaviour is experienced most often with relatives, and least often in hobbies (Figure 36). Women experience more disparaging behaviour from men who are relatives than vice versa.





Nearly every third woman and around every sixth man has experienced disparaging behaviour from relatives of the opposite sex. The amount of disparaging behaviour experienced by women has remained fairly similar over the various years, although in 2004 there was less patronising behaviour than during the other examination periods. Men currently experience less disparaging behaviour than they did in 1998 and 2001.

Around one in five respondents have experienced disparaging and patronising behaviour in their circle of friends, with women experiencing this slightly more often than men. Looking at results for the different examination periods, 2004 is again a good year, with less patronising behaviour reported for both women and men.

In 2008, around one in ten respondents have experienced disparaging behaviour from neighbours, with women experiencing this slightly more often than men. Patronising treatment is rarest in hobbies: no more than 10 percent of women and men have experienced disparaging behaviour from a member of the opposite sex in their hobbies. The proportion of men and women who have experienced disparaging behaviour from a member of the opposite sex has remained very constant in all the surveys.

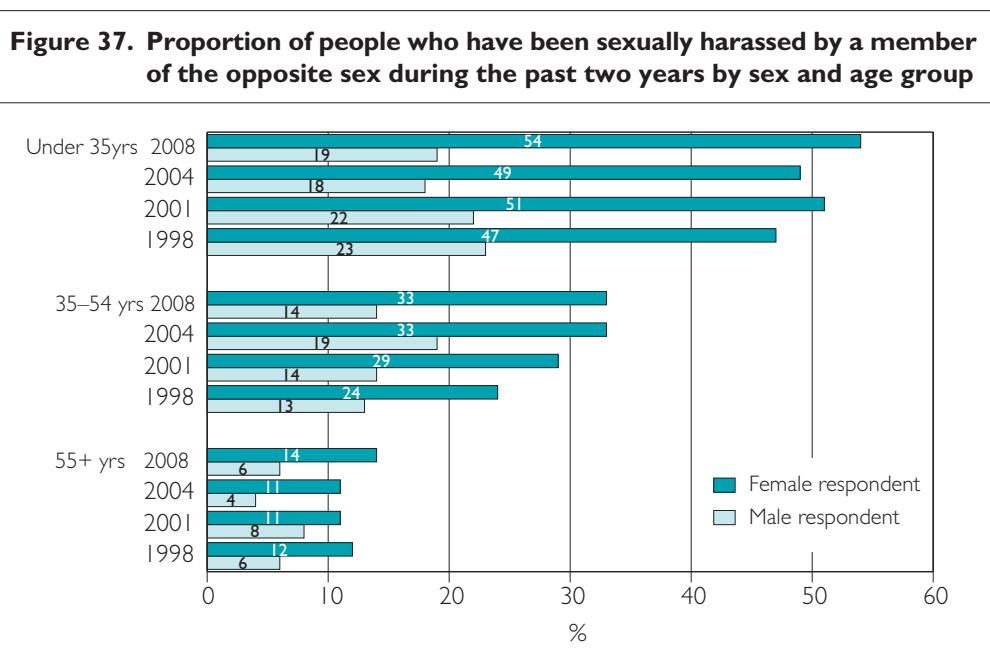
Sexual harassment

The perpetrator of sexual harassment may be a member of the same sex or of the opposite sex. We will first examine the more common of these – sexual harassment by members of the opposite sex. For the purposes of this report, sexual harassment refers to conduct of a sexual nature by a member of the opposite sex that is undesired, one-sided and may involve pressure. In all four Gender Equality Barometers, experiences of sexual harassment have been inquired about with four questions that concern:

- indecent remarks about the body or sexuality
- proposals of sexual relations in an improper context
- dirty jokes and inappropriate comments that are deemed to be offensive
- physical advances.

The questions on sexual harassment relate to events taking place in the previous two years. Respondents were also asked who the perpetrators of the harassment are.

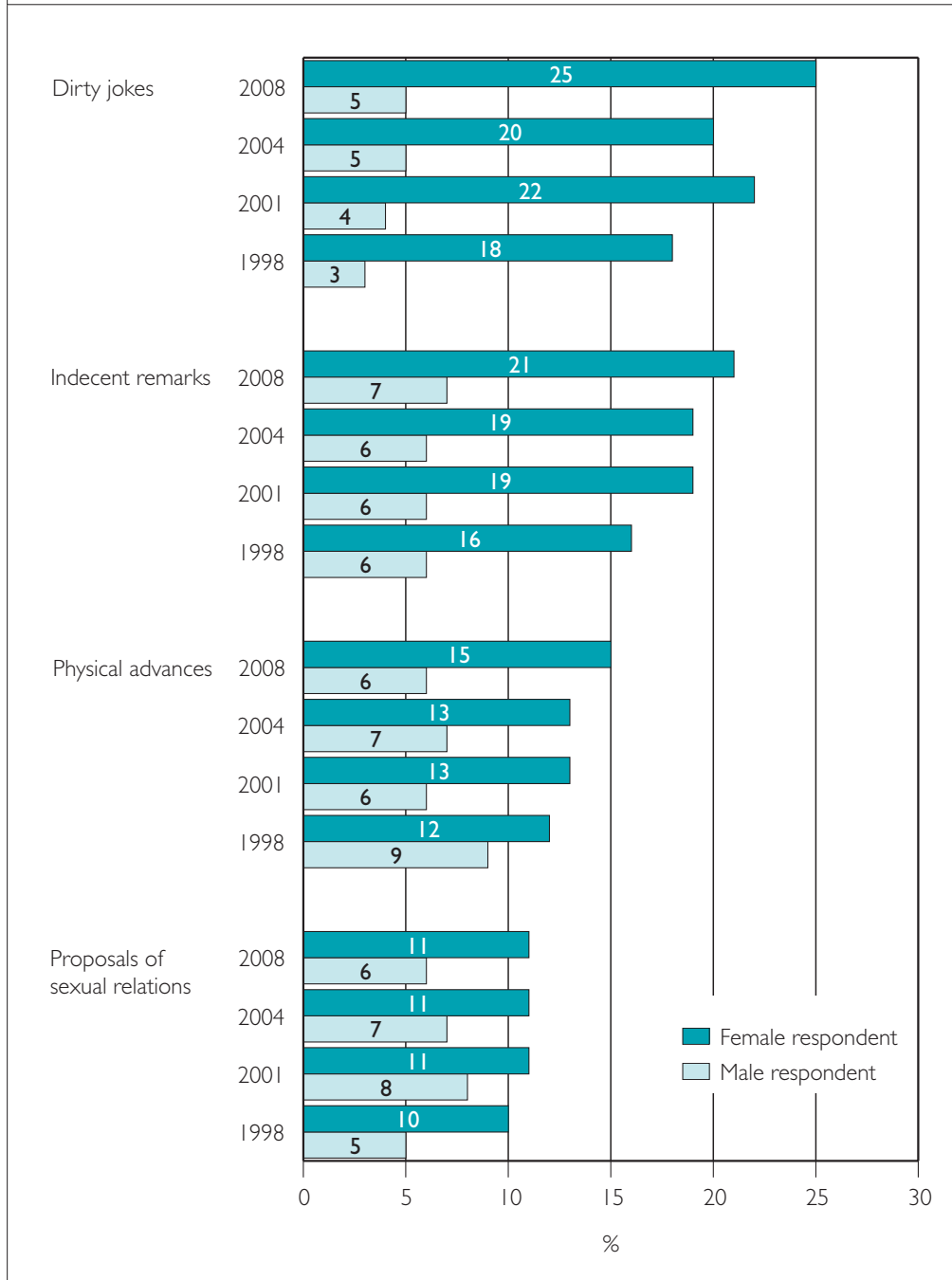
Approximately one in three women have experienced sexual harassment in the previous two years, while the figure for men is 13 percent. The situation has remained unchanged for both sexes from 1998 to 2008. Younger people are harassed more frequently than older people (Figure 37). Women aged 15 to 34 are subjected to the greatest amount of sexual harassment, with one half having been the target of sexual harassment during the previous two years.



In the youngest and oldest age groups, the proportion of women who have been subjected to sexual harassment has remained constant, while the amount of harassment experienced by women aged 35 to 54 has clearly increased in ten years. In this age group the proportion of women who have been subjected to sexual harassment has risen since 1998, when every fourth woman was the target of harassment. In 2008, as many as one in three women in this age group had been sexually harassed.

The frequency of various forms of sexual harassment aimed at women varies, whereas sexual harassment aimed at men is equally common in all forms (Figure 38). Around one in five women has been subjected to dirty jokes or inappropriate comments, and indecent remarks about their body or sexuality within the last two years. More than one in ten women have been subjected to both undesired physical advances and proposals of sexual relations. There has been no change in the past ten years in the proportion of women who have been subjected by men to physical advances or proposals of sexual relations in an improper context. However, the number of women who have been subjected to offending dirty jokes or indecent remarks about their body or sexuality in 2008 increased from what it was ten years earlier. In all the surveys the incidence of the various forms of sexual harassment has remained below 10 percent for men.

Figure 38. Proportion of people who have been subjected to various kinds of sexual harassment during the past two years by sex



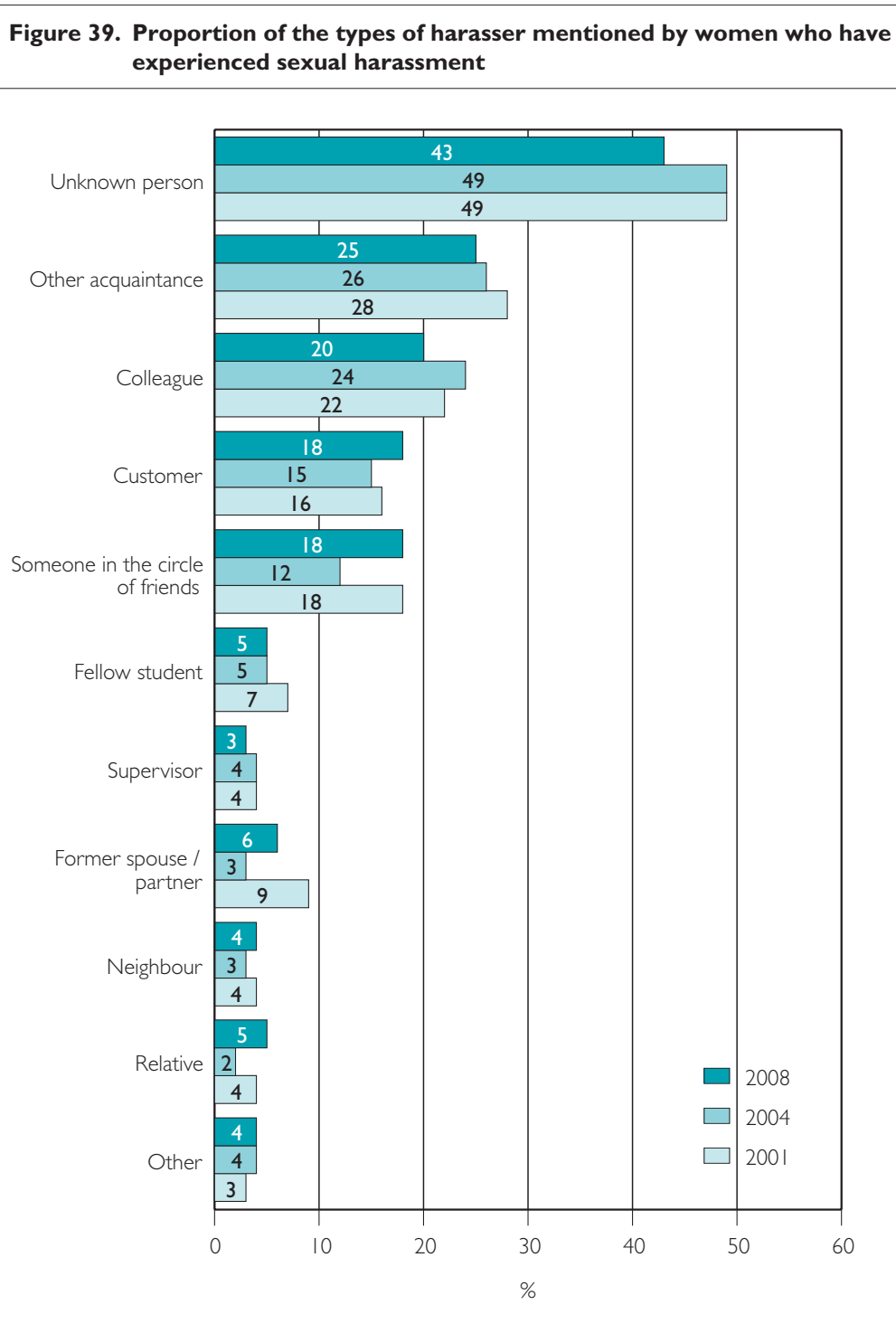
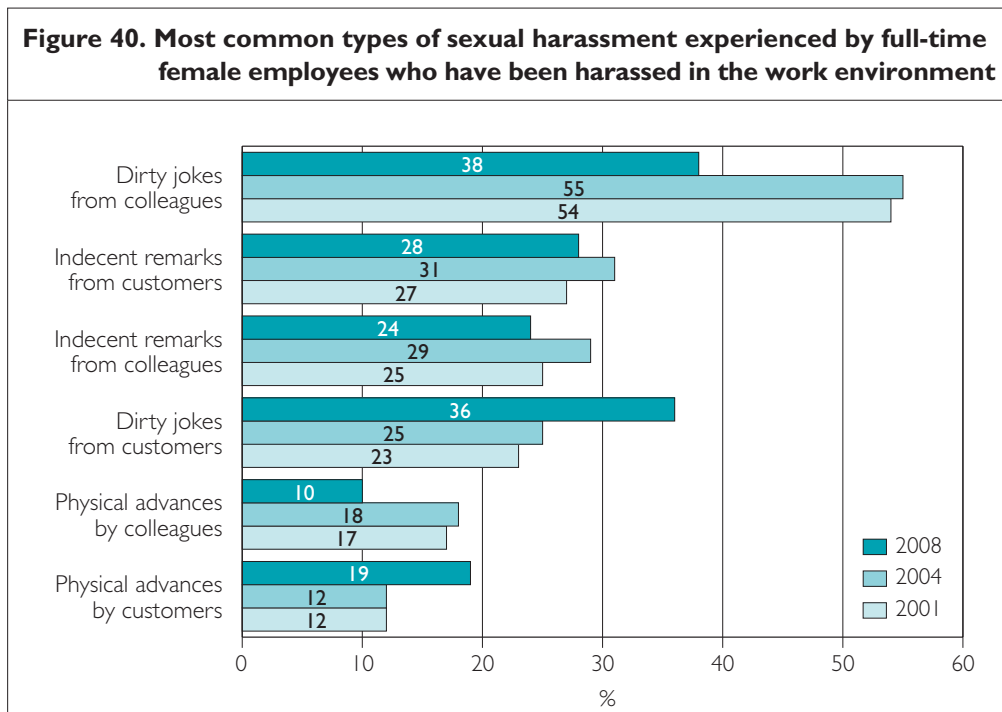


Figure 39 shows who are the perpetrators of sexual harassment of women. Corresponding results are not presented for men because the number of men who have experienced harassment is too low to yield reliable results. However, the people who harass men and women are usually unknown to the subject. Of those women who have experienced sexual harassment, just under one half referred to an unknown harasser. One in four women has been harassed by an acquaintance, and around one in five women have been harassed by a colleague, customer or person in her circle of friends. The proportion of women who mentioned other types of harassers remained under 10 percent. Family members, teachers and students are not presented in the figure because as harassers they constitute a very small number. The order of the five most common harasser groups remained the same as before, but women currently identify someone in their circle of friends as a harasser as often as a customer (18%).

Sexual harassment in the work environment is examined in Figure 40. The figure presents the proportion of those female full-time employees who have been subjected to various forms of sexual harassment by their male colleagues or customers from 2001 to 2008. The forms of sexual harassment inquired about were dirty jokes, indecent remarks, physical advances and proposal of sexual relations (see more specific questions, above).



The figure displays the most common forms of harassment. Sexual harassment by supervisors has been left out because of the small number of instances of this.

As regards sexual harassment at the workplace, the types mentioned most often were offensive dirty jokes or inappropriate comments by male colleagues. Although this type of harassment has been the most common every year in which the study has been carried out, there has been a clear reduction between 2004 and 2008. Other differences between the study years are not statistically significant, although advances by customers and dirty jokes have increased, while advances by colleagues have decreased.

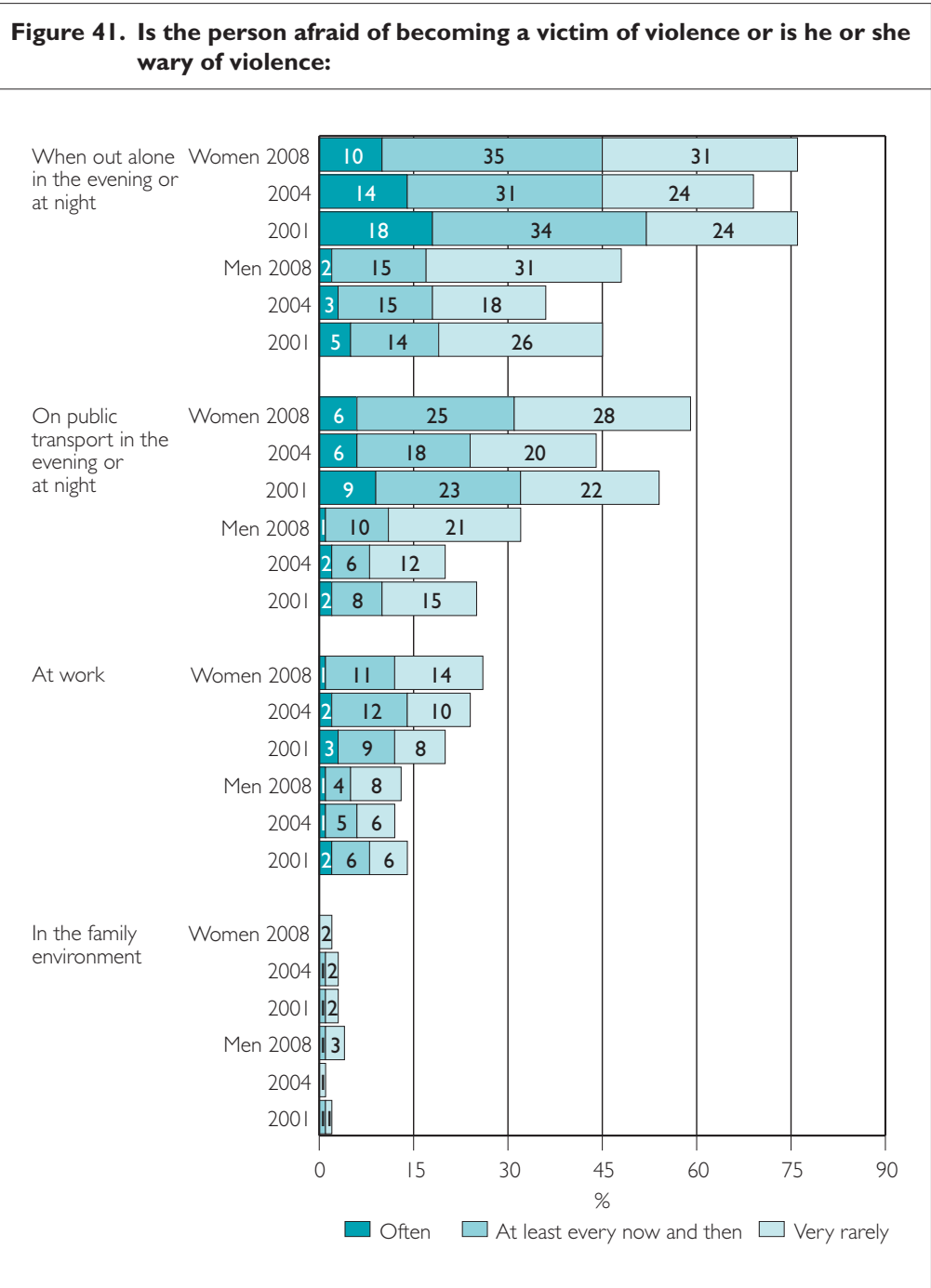
In 2008, a question on sexual harassment by a member of the same sex was added to the study. Three percent of both women and men have been sexually harassed by a member of the same sex.

Fear of violence

Respondents were asked if they are afraid of becoming a victim of violence or if they have to be wary of violence. A question on fear of violence when out alone in the evening or at night has featured in all four Gender Equality Barometers, while the other questions related to the fear of violence (on public transport in the evening or at night, at the workplace or within the family) have only been asked since 2001. The 'not applicable' replies were excluded from the distributions presented. There were no 'cannot say' replies.

A greater proportion of women than men are afraid of becoming a victim of violence in all the situations inquired about (Figure 41). Both women and men are most afraid of becoming a victim of violence when out alone or in public transport in the evening or at night. In 2008, slightly under one half of women and under one fifth of men stated that they are afraid of violence or that they are wary about it either often or from time to time. The proportion of respondents who are afraid has decreased during the past seven years. In 2001, 18 percent of women and 5 percent of men were often afraid, while the corresponding figures are currently 10 percent for women and 2 percent for men. In 2008, one in three women and one in ten men said that they were afraid often or from time to time of becoming a victim of violence while using public transport. The figures were similar also in 2001.

Respondents who stated that they are often or at least from time to time afraid of violence in the evenings when using public transport or when out alone were also asked whether they have had to restrict the number of evenings they go out due to this fear, or have used a taxi in the evening or at night for this reason. Around one in four women and fewer than one in ten men said that they have restricted the number of evenings they go out, and 59 percent of women and 27 percent of men have used a taxi due to fear. The figures have been along the same lines from 2001 to 2008, but women's use of taxis due to fear of violence in the evenings and at night has increased clearly.



Currently, 12 percent of women and 5 percent of men often or at least from time to time fear violence or are wary of it at the workplace (Figure 41). The proportion of women who are not at all afraid of violence at the workplace has fallen from 80 percent to 74 percent from 2001 to 2008. Within the family, fear of violence is rare compared with public life. Two percent of women and four percent of men say that they are afraid of violence within the family or that they have to be wary at least sometimes.

8 SUMMARY

Equality in society and working life

Men are still regarded as having higher status in society than women. Women are of this opinion more often than men, but the majority of men also regard men as having clearly or slightly better status in society than women. One indicator that there has been some change towards greater equality is that the proportion of women and men who consider the status of men to be clearly better than that of women has decreased slightly during the last ten years.

The vast majority of respondents are of the opinion that women should play a more active role in politics to diversify the range of political expertise. The majority of respondents also agree fully or more or less with the statement that 'business and the economy would benefit if there were more women in leadership positions than at present'. However, women are of this opinion more often than men. Around one half of women and less than a third of men fully agree with the statement.

There are differences in the views of women and men on how the opportunities of women in working life compare with the opportunities of men. More than one half of men regard women's opportunities in working life as being just as good or more or less as good as those of men, while only a third of women are of this opinion. Women more often than men would also like the labour market organisations to be more active in eliminating unjustified differences in pay between women and men and that the employer costs incurred when employees take different forms of family leave should be distributed more evenly between the female and male-dominated sectors.

A greater proportion of male employees than female employees are of the opinion that gender equality is realized well at their workplace. There is a clear difference in opinion, and the views are along the same lines in both the public and private sectors. Women also experience much more disadvantage due to their gender at the workplace. The areas where disadvantage is experienced the most are pay, appreciation of professional ability and career advancement. When the various disadvantages are examined together for 2008, the majority of men (80%) have never experienced any disadvantage at work due to their gender, while the corresponding figure for women is only 39 percent. This has been the state of affairs for the past ten years. However, highly educated women have felt increasingly disadvantaged.

Students and schoolchildren feel that there is more equality in the study environment than employees do at the workplace, although a greater proportion of students than employees have experienced disparaging behaviour from a member of the opposite sex. In the study environment, men/boys experience

gender disadvantage more often than women/girls. For women/girls, the disadvantages have decreased over the last decade, while for men/boys they have remained more or less the same.

Equality in the family and attitudes towards various forms of family leave in working life

The family's division of responsibilities still seems rather traditional: mothers usually have the primary responsibility for laundry, ironing and cooking on weekdays, while fathers are responsible for vehicle maintenance and home repairs and renovations. Women clearly more often than men feel that they have too much responsibility for doing housework, and sharing housework also often causes disagreement. When asked about their views on relationships, unmarried women are also of the opinion that in a relationship housework would restrict hobbies. However, both sexes are of the opinion that they have authority in decision-making within the family.

The majority of women and men are of the opinion that men should increase their participation in their children's care and upbringing. More employed men than before reckon that it has become easier to stay at home to look after a child under the age of 10 who has fallen ill. They believe that it is easier for women to stay at home than it is for men. Also in practice, women stay at home with a sick child more often than men.

Over one half of women and men are of the opinion that workplaces do not sufficiently encourage men to take child care leave. According to the opinions of employees, workplaces have the most accepting attitudes towards maternity and paternity leave and women's parental leave. Based on the opinions of employees, it seems that taking maternity and paternity leave and women's parental leave has become neither easier nor more difficult from 2001 to 2008. Taking family leave is felt to be more and more difficult the longer the family leave in question is. Attitudes towards various forms of family leave are felt to be more accepting in the public sector than in the private sector.

Although taking child care leave and men's parental leave has become easier during the last seven years, attitudes towards these forms of family leave are still not as accepting in the private sector as in the public sector. Clearly under one half of employees working in the private sector are of the opinion that men would be able to take parental leave or child care leave without a problem. These views seem to indicate that fathers' parental leave and child care leave have not become standard practice in the private sector. Attitudes towards men's part-time child care leave also seem to be more sceptical in the private sector than in the public sector.

Questions related to sexuality

A greater proportion of women than men are subjected to disparaging behaviour and sexual harassment by members of the opposite sex. In the work environment, the harassers are usually male colleagues or customers. Outside work, sexual harassment is usually perpetrated by an unknown man.

Most respondents seem to be of the opinion that emphasis of sexuality in various matters seems to be excessive. The majority are of the opinion that TV, the Internet, advertising and other entertainment have too great an influence on children's and young people's understanding of sexuality. More than three out of four women and more than one half of men are in support of showing fewer half-naked models in outdoor advertising. Moreover, the majority of respondents consider clothes marketed for young girls to be too sexy.

In the study, respondents were asked about their fear of violence when out at night, at the workplace or within the family. Women are more afraid of violence than men. The most common situations when respondents feel they have to be wary are when they are out late at night and in public transport. Women are also increasingly afraid of violence at work. However, within the family, very few women are afraid of being a victim of violence.

Incidents of rape have featured prominently in the news in recent years, and the length of sentences has been the subject of debate. Sentences for rape were also asked about in the Gender Equality Barometer in 1998, 2004 and 2008. Women and men are in consensus that the sentences given for rape are too lenient. Very few consider them to be suitable, and hardly anybody considers them to be too severe.

How equal are we then?

The results point to a gradual equalisation of the sexes in society, although in some matters, the change is going in the opposite direction. For example, sexual harassment of women by men seems to have increased, and highly educated women report being increasingly disadvantaged due to their gender at the workplace.

In many families, it seems that some housework is divided in a very traditional manner and is the responsibility of either the mother or the father. The responsibility is shared in some families, but there seems to be no increase in the duties that are specifically the responsibility of the father. Women and men are of the same opinion regarding the need for men to participate in children's care: men's participation should be increased.

Men are currently of the opinion that it is easier for women than for men to refuse to work overtime or to stay at home to look after a sick child. It also seems as though workplaces – especially in the private sector – do not always have a favourable attitude towards fathers' longer family leave. However, attitudes have become more accepting since 2001, particularly in the private sector. There is increasing support for distributing the employer costs incurred from different forms of family leave more evenly between the female and male-dominated sectors.

Appendix: Interview form and direct distributions

Gender Equality Barometer 2008¹

To avoid asking questions that are not applicable to your circumstances, I will first ask some questions concerning your background information.

HE1 Do you have a workplace?

(An enterprise or e.g. a farm are also considered to be workplaces. For employees who do not go to work at present, the existence of an employment relationship indicates the existence of a workplace.)

	F %	M %
1 Yes	58	62
2 No	42	38

Employed persons:

HE2 Are you:

	F %	M %
1 an employee	91	82
2 an entrepreneur or self-employed	9	18
3 or an unpaid worker in an enterprise or farm of a family member?	0	0

Employees:

HE3A Are you:

	F %	M %
1 in a supervisory or management position	12	13
2 an upper level white-collar employee (no subordinates)	16	22
3 a lower-level white-collar employee	26	12
4 or a worker?	47	53

Persons in supervisory positions:

HE3B How many subordinates do you have? _____

Persons in management positions:

HE3C What kind of subordinates are you mostly in contact with:

	F %	M %
1 upper-level white-collar employees	10	22
2 lower-level white-collar employees	28	28
3 workers?	62	50

¹This 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 the instructions for interviewers are written in italics.

Gender Equality Barometer 2008

Employees:

HE4 Do your work:

	F %	M %
1 full-time	84	92
2 or part-time?	16	8

Employees:

HE5 Is your employment relationship:

	F %	M %
1 permanent (valid until further notice)	82	92
2 or fixed-term or temporary?	18	8

Entrepreneurs and self-employed persons:

HE6 Do you have paid labour force?

	F %	M %
1 Yes	28	39
2 No	72	61

Employed persons:

HE7 Is gainful work, self-employment or entrepreneurship your main activity at present?

(Main activity is the activity on which most time is used or from which most income is received.)

	F %	M %
1 Yes → KO0	92	97
2 No	8	3

HES

Not employed persons:

What is your main activity?

Persons not in full-time employment:

What else is your main activity? (Choose the most important.)

	F %	M %
1 Student, school pupil	31	37
2 Conscript or performing non-military service	0	2
3 Unemployed or laid off	9	11
4 Retired, chronically ill or unable to work	44	48
5 On maternity, paternity or parental leave	5	0
6 Taking care of children with the help of a home care allowance	5	0
7 Other	6	2

Next I will ask some questions concerning your household. With the term household I refer to persons who **live, share meals or use their income together.**

KO0 Do you currently live:

	F %	M %
1 in your parents' household (adoptive parents, grandparents, or other) and have no family of your own, or	7	12
2 in your own household?	93	88

Those living in their own household:

KO1 The next question concerns your civil status. Are you at the moment:

	F %	M %
1 unmarried	15	19
2 cohabiting	16	19
3 married or in a registered partnership	54	56
4 divorced or separated	10	5
5 widow/widower?	5	1

Those married or cohabiting:

KO2 Do you live in the same household with your spouse/partner at least two-thirds of the time?

	F %	M %
1 Yes (e.g. the other spouse/partner spends at most 2 days per week in a different locality)..	98	99
2 No (e.g. the other spouse/partner spends at least 3 days per week in a different locality)...	2	1

Those separated from their spouse/partner more than one-third of the time:

KO3 Which spouse/partner lives permanently or more permanently in the common household?

	F %	M %
1 I do	84	0
2 My partner/spouse	7	100
CANNOT SAY	9	0

Those living permanently in their own household:

Next I will ask about children aged under 18.

Those living permanently in their own household:

KO4 At present, are there children aged under 18 living **permanently** in your household?

Children, grandchildren or adopted children, etc., belonging to you and/or your spouse/partner.

At least half the time.

	F %	M %
1 Yes	33	29
2 No	67	71

Those living in their own household with children aged under 18 and living permanently in the same household:

KO5 What age are these children? Please, state their ages **from the youngest to the oldest.**

Those living permanently in their own household:

KO6 At present, are there children aged under 18 living in your household **part of the time?**

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

Part time = less than half, but at least approximately one-third of the time.

If a child regularly lives in the household for two full days at weekends, s/he is interpreted as living in the household.

	F %	M %
1 Yes	1	3
2 No	99	97

Those living in their own household:

KO7

Those living permanently in their own household:

Do you have children aged under 18 who do not live in your household for even one-third of the time, but whose maintenance you support?

Those living with their spouse/partner in the common household less than permanently:

Do you have children aged under 18?

	F %	M %
1 Yes	1	4
2 No	99	96

Children aged under 18 and living in another household:

KO8 How often do you meet these children of yours:

(If there are several children and you don't meet them all as often, choose the answer for the youngest child.)

	F %	M %
1 nearly every day	0	8
2 about once a week	24	46
3 about once a month	32	33
4 a few times a year	12	9
5 more rarely or never?	32	3

Next I will ask you about your assessment of the general status of men and women in Finland in general.

YL1

If we assess quite generally the status of men and women in Finland **today**, which of the following statements best corresponds to your own view?

	F %	M %
1 The status of men in society is on average clearly higher than that of women.	16	6
2 The status of men in society is on average slightly higher than that of women.	68	55
3 The status of women in society is on average clearly higher than that of men.	0	1
4 The status of women in society is on average slightly higher than that of men.	0	3
5 Men and women are equal.	15	36

YL2

Do you think that there will be an increase in gender equality or inequality or that the situation will remain unchanged over the next decade?

	F %	M %
1 Equality will increase	49	51
2 Inequality will increase	5	6
3 The situation will stay the same	45	42
CANNOT SAY	1	0

YL3 The next question concerns your assessment of the general status of men and women in Finland in general.

What do you think of the following statements:

		Fully agree	More or less agree	More or less disagree	Fully disagree	CANNOT SAY
A Women should play a more active role in politics to diversify the range of political expertise?	F %	56	38	4	1	2
	M %	39	47	11	2	1
B Business and the economy would benefit from more women in leading positions than at present?	F %	48	38	10	2	2
	M %	29	43	21	3	3
C More men should be employed in social and health care services than at present?	F %	45	34	14	4	2
	M %	33	38	20	6	3
D Women's opportunities in working life are as good as men's?	F %	11	23	51	16	0
	M %	25	31	35	8	1
E And what do you think of this statement: Married women are fully entitled to go to work irrespective of their family situation?	F %	81	13	4	1	1
	M %	78	15	5	2	0
F Men bear the primary responsibility for their family's income?	F %	6	15	39	40	0
	M %	15	23	32	29	1
G It is justified that the partner with the lowest income should do a greater share of the housework?	F %	3	6	23	69	0
	M %	3	9	33	54	1
H Men should participate more in the care and upbringing of their children than they do at present?	F %	56	34	6	1	3
	M %	57	33	5	2	2

Gender Equality Barometer 2008

		Fully agree	More or less agree	More or less disagree	Fully disagree	CANNOT SAY
I Men are sufficiently encouraged at the workplace to use child care leaves?	F %	10	16	40	18	16
	M %	11	17	35	22	14
J Labour market organisations should be more active in eliminating unjustified differences in pay between women and men?	F %	77	17	3	1	3
	M %	59	31	6	2	2
K The employer costs incurred when employees take different forms of family leave should be distributed more evenly between the female- and male-dominated sectors?	F %	64	27	2	1	7
	M %	49	39	6	1	5
L Men will also benefit from an increase in gender equality?	F %	57	32	6	1	3
	M %	48	37	9	3	3
M Workplace equality plans are of no value in promoting equality between women and men?	F %	4	20	40	24	12
	M %	9	22	42	20	7
N Semi-naked bodies should be shown less in outdoor advertising?	F %	51	26	15	5	3
	M %	27	29	26	16	2
O Clothes marketed to young girls are too sexy?	F %	51	34	8	4	4
	M %	31	38	15	5	11
P Commercial media, that is, TV, the Internet, advertising and other entertainment have too great an influence on children's and young people's understanding of sexuality?	F %	62	32	4	1	1
	M %	48	38	8	4	2

Full and part-time employees:

We have now covered the statements and I will move on to ask questions about your experiences of working life.

Full and part-time employees:

TY1 Is gender equality realized at your workplace?

	F %	M %
1 Very well	19	34
2 Quite well	41	37
3 Average	18	14
4 Quite badly	8	4
5 Very badly	2	2
NOT APPLICABLE.....	12	10

Full and part-time employees:

TY2 Is your workplace:

	F %	M %
1 in the public sector	10	13
2 in the local government sector (municipalities, joint municipal boards, etc.)	39	15
3 or in the private sector?	51	73

Full and part-time employees:

TY3 Is there a clear majority of women or men at your workplace?

A clear majority means a majority of at least two thirds.

	F %	M %
1 Women have a clear majority.	69	19
2 Men have a clear majority.	13	56
3 Neither gender has a clear majority.	17	25
CANNOT SAY	1	0

Full and part-time employees:

TY4A Does your gender disadvantage you in your **current** employment with regard to the following matters:

		A great deal	To some degree	Not at all	CANNOT SAY
A pay?	F %	8	26	64	2
	M %	0	3	96	1
B receiving fringe benefits (e.g. company cars, telephones)?	F %	2	8	88	2
	M %	0	2	97	1
C access to training (paid for by employer)?	F %	1	6	91	2
	M %	1	3	96	1
D receiving information (e.g. about changes affecting work)?	F %	2	10	87	1
	M %	1	2	97	1
E distribution of workload (e.g. women / men have it easier)?	F %	5	20	73	2
	M %	2	8	90	0
F career advancement?	F %	5	23	70	2
	M %	1	5	93	1
G continuity of employment (e.g. short-term jobs or fixed-term work)?	F %	2	6	90	2
	M %	0	2	98	0
H assessment of work results?	F %	1	16	80	2
	M %	1	4	95	0
I appreciation of professional ability?	F %	6	25	69	1
	M %	1	6	92	1
J independence at work?	F %	1	8	90	1
	M %	0	2	97	0

Full and part-time employees:

TY4B Have you requested a pay increase for yourself during **the past five years**?

(Suggested this to a superior, shop steward or other such person, concerning any kind of increase that is not granted automatically, e.g. personal increases.)

	F %	M %
1 Yes	41	50
2 No	59	50

Gender Equality Barometer 2008

Full and part-time employees:

TY4C Has your supervisor or someone else in a management position at your workplace encouraged you to seek more demanding duties **in the past five years?**

	F %	M %
1 Yes	40	41
2 No	59	59
CANNOT SAY	1	0

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

My next questions concern your experiences of working life.

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

TY5 According to your own experience, is gender equality realized in your professional field or in your work as entrepreneur:

	F %	M %
1 very well	22	32
2 quite well	44	40
3 average	21	14
4 quite badly	9	2
5 very badly?	0	0
NOT APPLICABLE	2	12
CANNOT SAY	2	0

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

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

		A great deal	To some degree	Not at all	CANNOT SAY
A appreciation of professional ability?	F %	9	25	66	0
	M %	3	8	86	2
B economic livelihood?	F %	5	20	72	2
	M %	1	6	91	2
C establishing customer relations?	F %	2	29	68	0
	M %	0	4	94	2
D co-operation with customers?	F %	2	15	82	0
	M %	0	4	94	2
E co-operation with other entrepreneurs?	F %	2	15	82	0
	M %	0	5	93	2
<i>If subordinates:</i>	F %	0	16	84	0
F co-operation with subordinates?	M %	0	7	93	0
G career advancement and self-development?	F %	5	19	77	0
	M %	0	7	89	3
H obtaining public grants for entrepreneurship activity?	F %	2	16	74	7
	M %	0	5	90	5

Full-time students and pupils:

Next I will ask about your experiences with your **current** school or study environment.

Full-time students and pupils:

TY7 Is gender equality realized in your educational establishment?	F %	M %
1 Very well	40	50
2 Quite well	40	38
3 Average	9	7
4 Quite badly	6	4
5 Very badly	1	1
NOT APPLICABLE	2	0
CANNOT SAY	2	0

Full-time students and pupils:

TY8 Do the following matters disturb your studying:

In the electronic form the opposite sex is 'boys or men' if the respondent is a woman and 'girls or women' if the respondent is a man. Own sex is indicated vice versa.

Do the following matters disturb your studying:		A great deal	To some degree	Not at all	CANNOT SAY
A Teaching materials are too focused on the world and experiences of the opposite sex?	F %	1	10	89	1
	M %	2	7	92	0
B Some teachers select study contents that are too focused on the world and experiences of the opposite sex?	F %	1	14	84	1
	M %	1	13	86	0
C Members of the opposite sex are given the most interesting assignments?	F %	1	13	85	1
	M %	3	6	91	0
D Members of the opposite sex are given the best equipment?	F %	1	9	89	1
	M %	1	7	92	0
E Some teachers assess the achievements of members of the opposite sex more favourably than the achievements of members of the same sex?	F %	3	35	60	2
	M %	7	36	57	0
F Members of the opposite sex dominate classroom discussions and answer most of the questions?	F %	7	23	70	1
	M %	5	33	62	0

Gender Equality Barometer 2008

Full and part-time employees:

The following questions concern the reconciliation of work and family.

Full and part-time employees:

PE1 Is it normally difficult at your workplace:

		Not at all difficult	Somewhat difficult	Clearly difficult	NOT APPLICABLE	CANNOT SAY
A for mothers of small children to refuse to work overtime for family reasons?	F %	52	30	6	8	4
	M %	55	18	2	22	3
B for fathers of small children to refuse to work overtime for family reasons?	F %	45	21	4	24	6
	M %	62	26	3	7	2
C for a woman to stay off work to look after a child under the age of 10 who has fallen ill?	F %	67	25	4	2	2
	M %	69	11	2	17	2
D for a man to stay off work to look after a child under the age of 10 who has fallen ill?	F %	50	23	4	19	4
	M %	70	17	6	4	2

Full and part time employees, children aged under 12 in household:

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

	F %	M %
1 No	22	36
2 A few times at most	54	43
3 Several times	21	16
CHILD HAS NOT BEEN ILL	3	5

Full and part-time employees:

PE3 The following questions concern the attitude at your workplace toward taking family leave.

(Family leave is defined as a form of leave that enables parents to be absent from working life for a fixed period, or to reduce their working hours in order to look after their child or children.)

		Not at all difficult	Somewhat difficult	Clearly difficult	NOT APPLICABLE	CANNOT SAY
Is it difficult:						
A for women to take maternity or parental leave for a duration of almost one year ?	F %	84	8	3	2	3
	M %	67	9	1	17	6
B for men to take paternity leave for a duration of three weeks ?	F %	64	12	2	18	5
	M %	78	11	4	3	4
C for men to take parental leave whose duration may vary from one to seven months ?	F %	40	24	9	18	8
	M %	41	34	11	3	11
D for women to take child care leave until the child is 3 years old ?	F %	73	16	6	2	3
	M %	54	17	4	17	8
E for men to take child care leave until the child's third birthday ?	F %	38	23	12	19	9
	M %	34	31	18	5	12
F for women to take part-time child care leave, i.e. reduced working hours, which is possible until the end of the child's second school year ?	F %	53	25	12	3	7
	M %	39	24	9	16	13
G for men to take part-time child care leave, i.e. reduced working hours, which is possible until the end of the child's second school year ?	F %	33	25	14	19	9
	M %	33	27	20	4	15

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

PE4A During the last five years have you yourself been on maternity, paternity or parental leave?

	F %	M %
1 Yes	37	38
2 No	63	62

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

PE4B During the last five years have you yourself been on part-time child care leave?

	F %	M %
1 Yes	14	5
2 No	86	95

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

PE4C During the last five years have you yourself been on full-time child care leave?

	F %	M %
1 Yes	27	4
2 No	73	96

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

The following questions concern the reconciliation of family life and other areas of life.

Children aged under 18 living in the household permanently or part of the time:

PE5 Is it difficult for you because of family reasons:

		Not at all difficult	Somewhat difficult	Clearly difficult	NOT APPLICABLE	CANNOT SAY
<i>paid employment main activity</i>						
A to stay at work late or to work at weekends when required? (Refers to work outside normal working hours.)	F %	46	31	18	5	1
	M %	56	29	12	3	0
B to study? (All kinds of studying.)	F %	45	28	17	10	0
	M %	57	21	8	15	0
C to be away for the night on a business trip or course?	F %	49	27	22	2	0
	M %	64	28	6	2	0

Those living with their spouse/partner in the common household permanently or more permanently than their spouse/partner:

PE6 Does your partner spend too little time at home?

	F %	M %
1 Yes	19	5
2 No	81	95

Gender Equality Barometer 2008

Partner/spouse spends too little time at home:

PE7 Does your partner spend too much time away from home:	F %	M %
1 primarily because of work or business trips related to work	84	81
2 primarily because of leisure interests (incl. participating in the activities of organisations and associations)?	10	8
FOR OTHER REASONS	6	12

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

Those living in a common household with their spouse/partner, children aged under 18 and living permanently in the same household:

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

		Mother	Father	Mother and father equally	Child/children	Other member of household	NOT APPLICABLE	
A cooking on weekdays? (Incl. heating up of processed or ready-prepared food)	F %	70	8	21	0	0	0	
	M %	54	21	24	0	0	1	
B doing the dishes?	F %	47	8	42	2	0	0	
	M %	37	12	43	5	0	2	
C laundry?	F %	85	2	13	0	0	0	
	M %	80	3	17	1	0	0	
D ironing?	F %	72	9	12	0	0	8	
	M %	74	5	15	1	0	6	
E cleaning the dwelling?	F %	55	3	41	0	1	0	
	M %	40	6	52	2	0	1	
F daily shopping?	F %	41	13	46	0	0	0	
	M %	32	26	42	0	0	0	
G transporting children to and from day care or school?	F %	24	12	29	6	0	29	
	M %	17	20	28	8	0	27	
H transporting children to leisure activities?	F %	28	23	24	2	0	23	
	M %	10	32	39	3	0	16	
I contact with day care centre or school? (E.g. attending teacher-parent evenings.)	F %	55	2	30	0	0	12	
	M %	46	4	39	1	0	10	
<i>Children aged 7 to 17 in household:</i>		F %	46	3	37	7	0	7
J ensuring children do their homework?	M %	28	12	50	6	0	4	
	F %	21	1	70	1	0	6	
K talking and playing with children, reading bed-time stories, teaching them skills, etc. ?	M %	15	7	72	1	0	5	
	<i>Children aged under 7 in household:</i>		F %	46	1	51	0	0
L taking care of children? (Washing, dressing, feeding.)	M %	33	6	58	0	0	3	
	F %	17	9	17	4	0	53	
M looking after pets?	M %	11	8	21	5	0	55	
	F %	2	85	12	0	0	1	
N vehicle maintenance?	M %	1	94	4	1	0	1	
	F %	2	84	10	0	0	4	
O other maintenance, repairs or building work? (Incl. home electronics and gardening)	M %	2	92	5	0	1	1	
	F %	19	28	52	0	0	0	
P managing household finances? (Handling loans, insurances, bills, etc.)	M %	14	40	46	0	0	0	

Those married or cohabiting or children aged under 18 and living permanently in the same household:

PE9 Have you recently thought that you bear too much responsibility for housework?

	F %	M %
1 Yes, often	14	1
2 Yes, every now and then	31	4
3 Yes, but rarely	17	13
4 Not at all	38	83

My next questions concern your relationship with your spouse/partner.

Those cohabiting or married:

PE11 Do you think you have enough authority in decision-making within your family?

(Decision-making within the family refers to decisions regarding e.g. the division of housework, bringing up the children and spending money.)

	F %	M %
1 In all matters	68	61
2 In most matters	28	31
3 In some matters	4	6
4 Hardly ever	1	2

Those cohabiting or married:

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

	F %	M %
1 very good	68	69
2 quite good	27	24
3 satisfactory	4	6
4 poor?	0	0

Those cohabiting or married:

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

		Frequently	Somewhat	Not at all	CANNOT SAY
A sharing the housework?	F %	4	39	57	0
	M %	2	39	59	0
<i>Children aged under 18 living in the household:</i>					
B caring for children, transporting them to activities, etc.?	F %	0	28	71	0
	M %	0	18	82	0
<i>Children aged under 10 living in the household:</i>					
D staying off work if a child falls ill?	F %	3	12	83	2
	M %	0	14	85	1
E spending money?	F %	2	26	72	0
	M %	1	28	71	0
F time spent on hobbies and leisure activities? (With regard to activities of both partners/spouses.)	F %	1	23	76	0
	M %	0	18	81	0

Those unmarried and living in their own household:

In the following I will read out some statements concerning family and relationship and ask for your opinion about them.

Those unmarried and living in their own household:

SII What do you think of the following statements:

		Fully agree	More or less agree	More or less disagree	Fully disagree	CANNOT SAY
A The necessary housework in a family would limit leisure activities or hobbies?	F %	14	40	23	20	2
	M %	10	37	31	21	0
B It would be difficult to agree on money matters in a family?	F %	2	19	31	41	7
	M %	1	16	39	37	7
C A relationship would in itself limit the scope for choice in my life?	F %	11	35	21	27	5
	M %	14	38	23	26	0

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

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

	F %	M %
1 Yes, nearly every day	6	3
2 About once a week	16	13
3 At least once a month	18	24
4 More seldom or not at all	61	60

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

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

		No	One	A few	Several	NOT APPLICABLE	CANNOT SAY
<i>paid employment as main activity:</i>	F %	59	10	18	2	10	1
A at your workplace?	M %	75	4	11	1	10	0
<i>student or pupil:</i>	F %	58	10	30	2	1	0
B in your school or study environment?	M %	63	8	26	1	0	1
C in organisations or associations you belong to?	F %	47	3	11	1	37	1
	M %	57	2	8	1	32	0
D among relatives?	F %	69	10	17	2	0	1
	M %	83	5	11	1	0	0
E among neighbours?	F %	84	4	6	0	3	2
	M %	90	2	4	1	1	2
F in your hobby environments?	F %	86	2	6	0	5	1
	M %	88	1	6	1	4	0
G in some other circle of friends?	F %	76	7	15	0	0	1
	M %	81	4	14	1	0	0

In the following I will ask some questions related to sexual harassment.
 Here sexual harassment refers to conduct of a sexual nature by a member of the opposite sex that is **undesired, one-sided and may involve pressure.**

SE2 During the last two years, has a representative of the opposite sex:
In the electronic form the opposite sex is 'boys or men' if the respondent is a woman and 'girls or women' if the respondent is a man.

		Yes	No
A made inappropriate remarks regarding your body or sexuality?	F %	21	79
	M %	7	93
B proposed sexual relations in an improper context?	F %	11	89
	M %	6	94
C told dirty jokes or spoken in an indecent manner which you considered offensive?	F %	25	75
	M %	5	95
D made physical advances towards you in an undesired manner?	F %	15	85
	M %	6	94

If SE2A=Yes:

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

If SE2B= Yes:

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

If SE2C=Yes:

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

If SE2D=Yes:

SE3D Who has or who have made physical advances towards you?

SE3A-SE3D response alternatives:

(The response alternatives below are read out only once, unless repetition is requested.)

1 colleague	5B student/pupil	10 someone in your circle of friends
2 superior	6 family member	11 other acquaintance
3 customer	7 other relative	12 unknown person
4 fellow student	8 former spouse/partner	13 other
5A teacher	9 neighbour	

SE6 Has a person of your own sex done any of the above-mentioned to you during the **past two years**?

	F %	M %
1 Yes	3	3
2 No	97	97

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

	F %	M %
1 too severe	0	0
2 appropriate	6	7
3 too lenient?	90	90
CANNOT SAY	4	3

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

	F %	M %
1 Yes	32	59
2 No	63	37
CANNOT SAY	5	5

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

	F %	M %
1 Yes	32	60
2 No	64	37
CANNOT SAY	4	3

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

VA1 Are you afraid of becoming a victim of violence or are you wary for this reason:

		Often	At least every now and then	Very rarely	Never	NOT APPLICABLE
A when you are out alone in the evening or at night?	F %	9	33	29	22	7
	M %	2	14	30	52	1
B when you are using public transport in the evening or at night?	F %	4	18	20	28	30
	M %	1	8	17	55	19
C at work?	F %	1	11	14	73	1
	M %	1	4	8	86	1
D in your family environment?	F %	0	0	2	95	2
	M %	0	1	3	94	2

<i>If the respondent is afraid when out alone in the evenings or when using public transport often or at least every now and then:</i>		Yes	No
VA2A Have you cut down the number of evenings out because you are afraid or wary?	F %	24	76
	M %	8	92
VA2B Have you ever taken a taxi in the evening or at night because you are afraid or wary?	F %	59	41
	M %	28	72

LO1 My final questions concern your assessment of the current situation in Finland when the president of the country is a woman.

		Very significant	Rather significant	Rather insignificant	More like detrimental	CANNOT SAY
A How significant do you think this is from the point of view of gender equality in Finland?	F %	33	47	18	1	1
	M %	20	44	33	3	1
B How significant do you think this is from the point of view of gender equality at the broader international level?	F %	31	52	15	1	1
	M %	20	49	28	1	1

SOSIAALI- JA TERVEYSMINISTERIÖN JULKAISUJA ISSN 1236-2050 (painettu)
SOCIAL- OCH HÄLSOVÅRDSMINISTERIETS PUBLIKATIONER ISSN 1797-9854 (verkkojulkaisu)
PUBLICATIONS OF THE MINISTRY OF SOCIAL AFFAIRS AND HEALTH

- 2009: 1 Tarja Nieminen. Jämställdhetsbarometer 2008.
ISBN 978-952-00-2750-6 (inh.)
ISBN 978-952-00-2751-3 (PDF)
- 2 Tarja Nieminen. Gender Equality Barometer 2008
ISBN 978-952-00-2752-0 (pb)
ISBN 978-952-00-2753-7 (PDF)