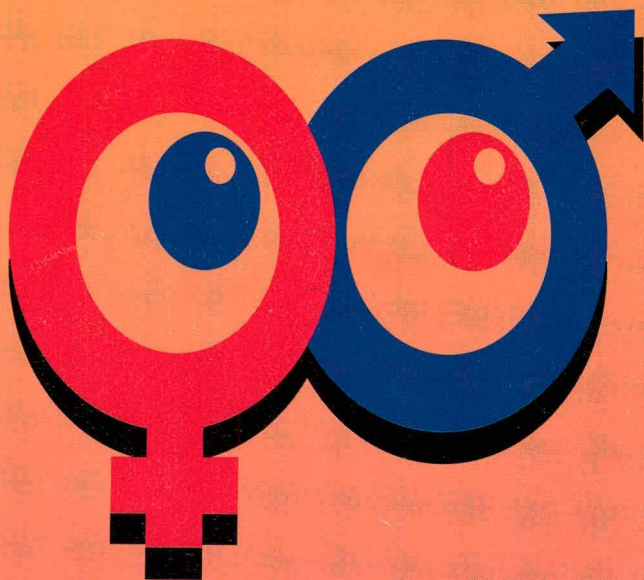


WOMEN AND MEN IN FINLAND 1999



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Paino-Center Oy

Helsinki 1999

Women and Men in Finland 1999

Equality between women and men is one of the central objectives of societal policy in Finland. The objective of equality means that people, women and men, should have equal rights, obligations and real opportunities in all fields of life. Equality between the sexes does not mean they are required to be similar. Instead, it means that the dissimilarity between women and men must not lead to unequal status or treatment in society. Equality will be achieved when work, experience, knowledge and values of women and men carry equal esteem and influence in society. The objectives of equality have been given a tangible expression in the Equality Act. The Equality Act defines the objectives and means for active promotion of equality between women and men. The Council for Equality and the Equality Ombudsperson have been designated as the authorities responsible for promoting equality.

The Plan of Action for the Promotion of Gender Equality in Finland was approved on 6 February 1997 by the Council of State. The Plan of Action was the instrument of the Finnish Government's equality policy fulfilling the Finnish Government's obligation based on the Platform for Action of the Fourth Conference on Women. The Beijing Platform for Action contains three main principles: the empowerment of women, the promotion and protection of the human rights of women and the promotion of equality by mainstreaming. The Finnish Government's Plan of Action rested on these very same principles. The new Government, formed in April 1999 after the parliamentary election in March 1999, also approved the principles for the promotion of gender equality in its Government Programme. A central prerequisite for the promotion of equality is the production of statistics and other factual data, broken down by gender, from the different areas of social life.

This publication is intended to serve as a source of information for those interested in the position of women and men and gender equality in Finland. Statistics Finland wants to offer such factual data which helps in the forming of a realistic picture of the position of women and men and gender equality in today's Finland. To support comparative evaluations, key data on other countries, mainly the Member States of the EU, have also been included in this publication.

Women and Men in Finland 1999 consists of tables and graphics only, without text analyses. The tables and graphics have been made as clear and simple as possible. The given source references may be utilised by those wishing to obtain more detailed information. However, where the used statistical concepts are difficult or there are major changes in, e.g. time series, due to changed practices following legislative revisions, more detailed definitions or explanations have been added.

The examination focuses on different aspects of women's and men's lives: family, work, education, social participation, exercise of power, children's day-care, income and income distribution, health, violence and crime. Equality between the sexes has been adopted as a special perspective: how is education distributed between women and men, how do women and men perform in the working life in different occupations and industries, how is pay distributed by gender. The black area in the male-female relationship, men's violence against women, has been studied in the light of the consequences of it experienced by women. The publication also contains data from the recently completed Gender Barometer survey, describing women's and men's perceptions of, attitudes to, and experiences of, gender equality.

May 1999

Riitta Harala

Director, Population Statistics

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Explanation of symbols

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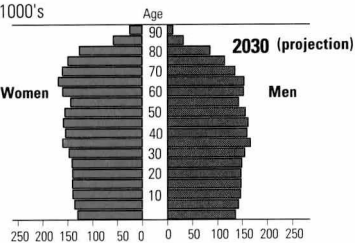
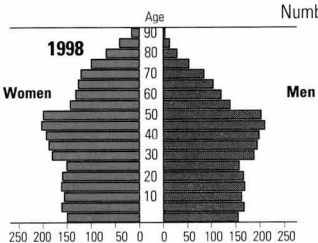
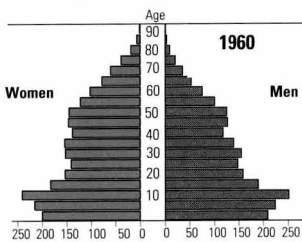
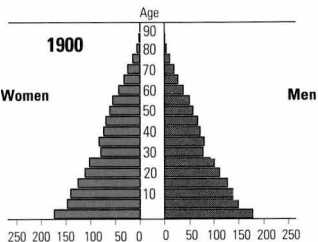
1 EUR = FIM 5.94573

Progress so far

- 1864** Unmarried women receive full rights (when 25 years old)
- 1878** Women and men receive equal rights with regard to inheritance
- 1890** The first public kindergarten is established in Helsinki
- 1901** Women receive the right to study at university on equal terms with men
- 1906** Women receive voting rights for national elections
(the first country to do so in Europe) and the right to be electoral candidates (the first country to do so in the world)
- 1907** The first women join the first Parliament (19/200)
- 1908** Brothels in Helsinki (16) closed down
- 1917** Women receive general voting rights for local government elections
- 1919** Wives gain a right to work without their husband's permission
- 1926** The Act on Women's Eligibility in State Posts is passed
The first female minister for the Finnish government is instated
- 1930** The Marriage Act releases wives from the guardianship of their husbands, and wives are given the right to their own property
- 1937** The Act on Maternity Allowance is passed
- 1943** Statutory school meals are introduced
- 1944** Acts passed instituting local government maternity and child health care clinics and also local government health visitors
- 1961** The contraceptive pill is approved
- 1962** The principle of equal pay for work of equal value is established both in the public and private sector
- 1970** The Abortion Act is passed
Human relationships and sex education become part of the school curriculum
- 1972** First woman to be elected to be Minister of Finance
- 1975** First woman to be elected to be Minister of Justice

- 1978** The father receives the right to 12 days' paternity leave in connection with the birth of his child
- 1980** A law (taking effect as of 1 Jan. 1982) is passed on the fathers' right to share parental leave with the mother even at a later stage
The first Plan of Action for Promotion of Gender Equality of the Government of Finland
- 1985** The Act on Home Care Allowance is passed
- 1986** Finland ratifies the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
Women are allowed to keep their family name even when married
A child is entitled to have the mother's or father's family name
- 1988** The first female priests were consecrated in the Evangelic Lutheran Church of Finland
- 1987** The Act on Equality between Women and Men is passed
- 1990** Children up to the age of three are guaranteed a municipal child care place
The first woman in the world to become Minister of Defence
- 1992** A woman becomes a University Principal
A Woman becomes Director General of the Bank of Finland
- 1994** A woman becomes the Speaker of the Parliament
- 1995** The Act on Equality between Women and Men is partly reviewed
The Act on women's voluntary military service is passed
A woman becomes the Secretary General of the Ministry of Justice and the Ministry of the Environment
- 1996** Children under school age are guaranteed municipal day care
The Plan of Action for Promotion of Gender Equality of the Government of Finland

Age distribution for the years 1900, 1960 and 1998 and projection for the year 2030



In 1998 the mean age of females was 40.6 years and of males 37.2 years. An age of 100 years or more had been reached by 214 persons, 188 of whom were females and 26 males.

Source: Population Statistics, Statistics Finland

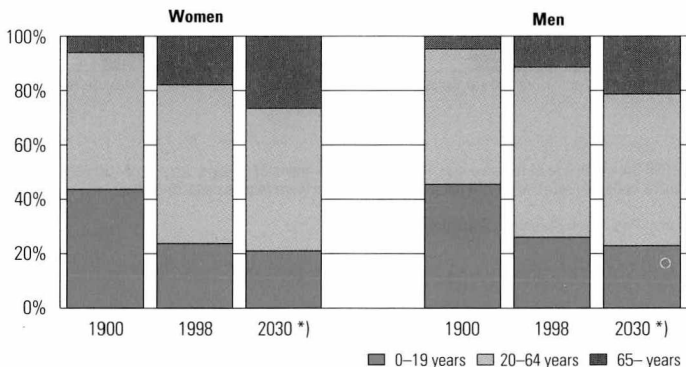
Changes in population 1900–1998

Numbers in 1 000's

Year	Population		Live births		Deaths	
	Women	Men	Women	Men	Women	Men
1900	1 345	1 311	42	44	28	30
1930	1 774	1 689	37	39	23	25
1960	2 304	2 142	40	42	19	21
1990	2 572	2 426	32	34	25	25
1995	2 625	2 492	31	32	25	24
1996	2 632	2 501	30	31	25	24
1997	2 638	2 509	29	30	25	24
1998	2 644	2 516	28	29	25	24

Source: Population Statistics, Statistics Finland

Population by age 1900, 1998 and 2030 (projection)



*) Projection

Source: Population Statistics, Statistics Finland

Foreign citizens in Finland, 1998

10 biggest groups

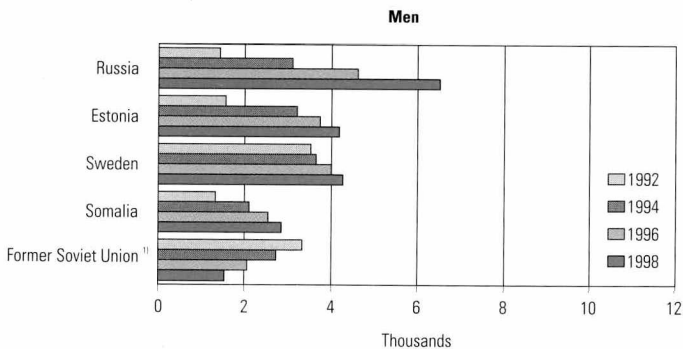
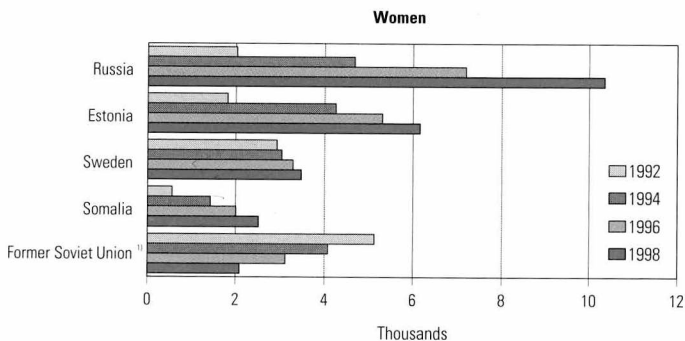
	Women	Men	Total
Russia	10 400	6 500	16 900
Estonia	6 200	4 200	10 400
Sweden	3 500	4 300	7 800
Somalia	2 500	2 900	5 400
Former Soviet Union ¹⁾	2 100	1 500	3 600
Former Yugoslavia ¹⁾	1 300	1 600	2 900
Iraq	1 200	1 500	2 700
Germany	700	1 300	2 000
Great Britain	500	1 500	2 000
United States	900	1 100	2 000
Foreign citizens total	42 000	43 100	85 100

Source: Population Statistics, Statistics Finland

¹⁾ Those who immigrated to Finland prior to the dissolution of Yugoslavia and the Soviet Union, including e.g. Estonians, are still classified as citizens of their respective countries.

Main countries of origin of foreign citizens in Finland

5 biggest groups 1992, 1994, 1996 and 1998



¹⁾ Those who immigrated to Finland prior to the dissolution of the Soviet Union, including e.g. Estonians, are still classified as Soviet citizens.

Source: Population Statistics, Statistics Finland

Average life expectancy at birth 1910–1998

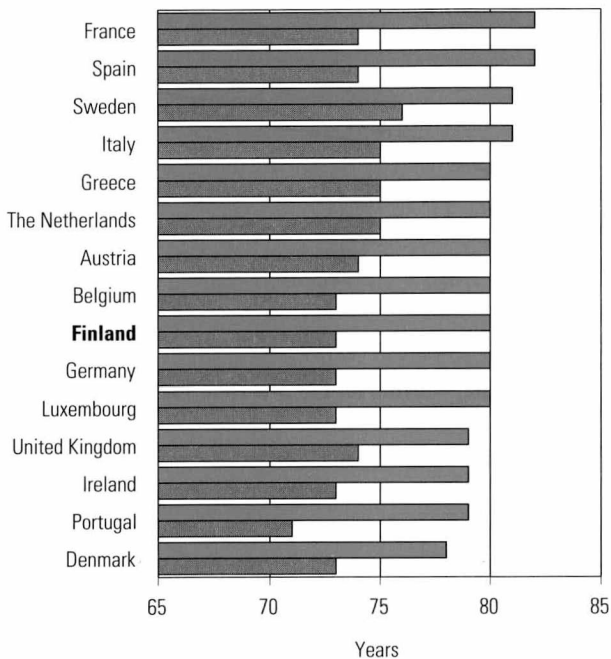
Source: Population Statistics, Statistics Finland

Life expectancy at birth in the EU countries and in some countries outside EU, 1980, 1995 and 2020 (projection)

	Women			Men		
	1980	1995	2020	1980	1995	2020
Austria	76	80	82	69	74	77
Belgium	77	80	84	70	73	79
Denmark	77	78	81	71	73	77
Finland	78	80	83	69	73	77
France	78	82	85	70	74	78
Germany	..	80	83	..	73	77
Greece	77	80	84	72	75	79
Ireland	76	79	82	70	73	77
Italia	77	81	84	71	75	78
Luxembourg	..	80	83	..	73	79
The Netherlands	79	80	83	73	75	78
Portugal	75	79	82	68	71	75
Spain	79	82	84	73	74	77
Sweden	79	81	83	73	76	79
United Kingdom	76	79	83	70	74	78
Iceland	79	80	86	73	76	80
Liechtenstein	..	..	85	..	..	79
Norway	77	81	84	72	75	79
Switzerland	79	82	..	72	75	..

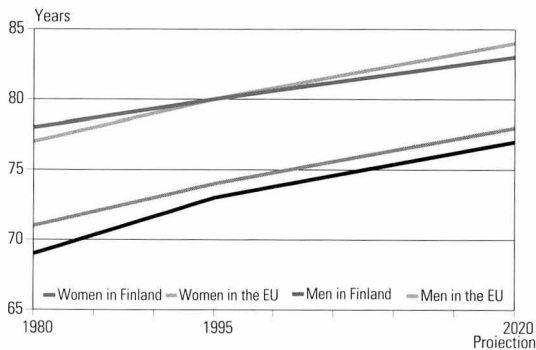
Source: Living conditions in Europe, Eurostat

Life expectancy at birth in the EU countries 1995



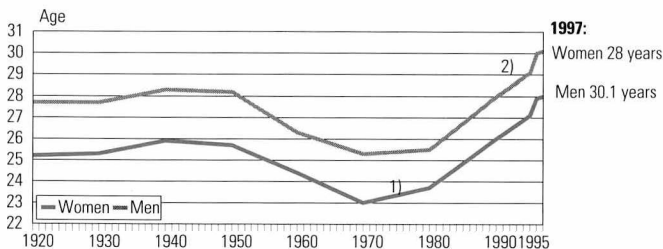
Source: Living conditions in Europe, Eurostat

Average life expectancy at birth in the EU countries and in Finland



Source: Living conditions in Europe, Eurostat

Average age of getting married for the first time 1920 – 1997



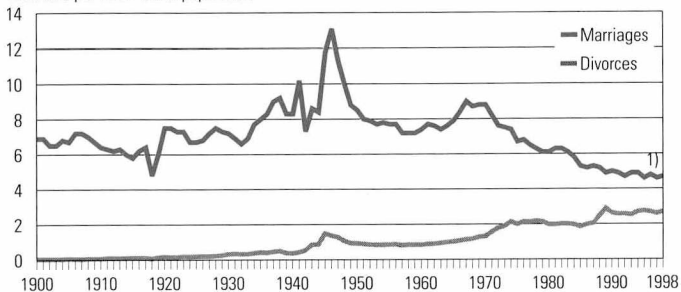
1) Period of economic growth, the large, post-war age groups not yet of marrying age, ample supply of jobs, little demand for training. Studying or unemployment no obstacles to getting married.

2) Cohabiting increasingly popular.

Source: Population Statistics, Statistics Finland

Marriages and divorces 1900–1998

Numbers per 1000 mean population



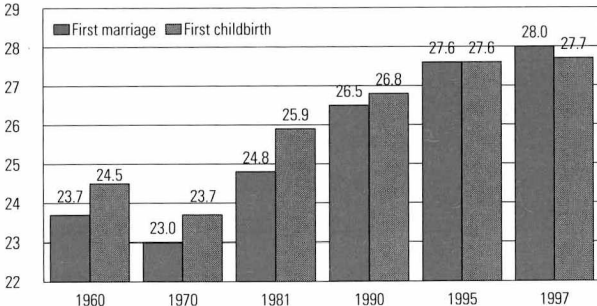
After the 1 Jan. 1988 amendment of the Marriage Act, persons living in separation have been included in married persons.

1) Cohabiting increasingly popular.

Source: Population Statistics, Statistics Finland

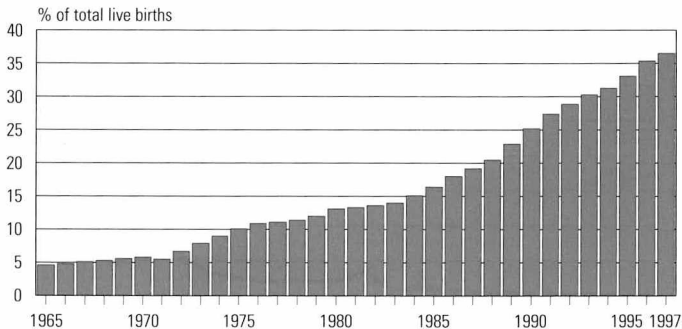
Average age of women at first marriage and first childbirth 1960, 1970, 1981, 1990, 1995 and 1997

Age



Source: Population Statistics, Statistics Finland

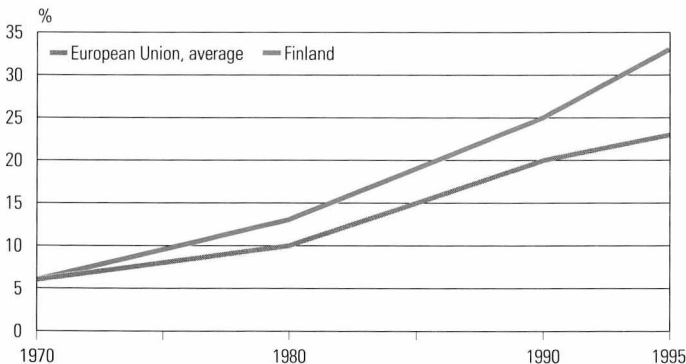
Percentage of live births outside marriage, 1965–1997



Cohabiting becomes more common in the 1980s. First childbirth often takes place before contracting marriage. 50 % of the first-born were born outside marriage in 1997.

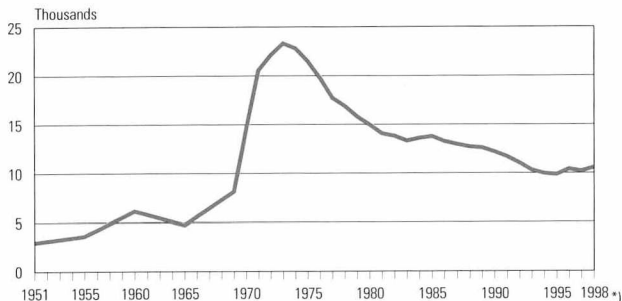
Source: Population Statistics, Statistics Finland

Percentage of life births outside marriage in the EU and in Finland, 1970, 1980, 1990 and 1995



Source: Living conditions in Europe, Eurostat

Abortions performed 1951–1998



The contraceptive pill was approved in 1961

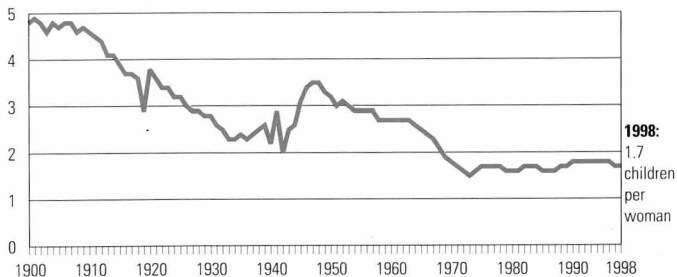
Abortion law in 1970

*) Preliminary data

Source: National Research and Development Centre for Welfare and Health

Total fertility rate 1900–1998

Number of children per woman

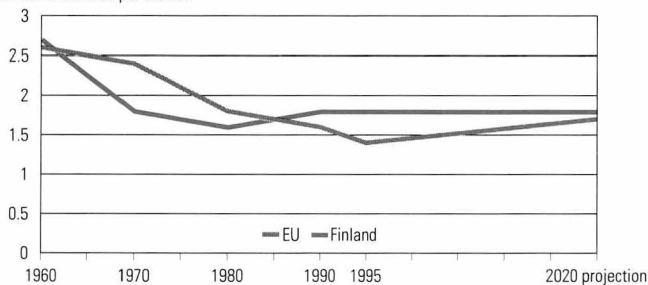


- 85 % of women aged between 40 – 49 have given birth to a child
- mothers aged 40 – 49 have given birth to an average of 2.2 children
- women aged 40 – 49 have given birth to an average of 1.9 children

Source: Population Statistics, Statistics Finland

Total fertility rate in the EU countries 1960, 1970, 1980, 1990 and 1995 and projection 2020

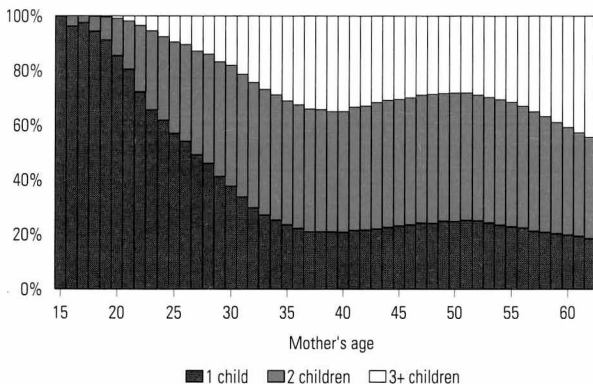
Number of children per woman



In 1995 fertility rate was the lowest (1.2) in Germany, Spain and Italy, and the highest (1.9) in Ireland. (In Finland 1.8).

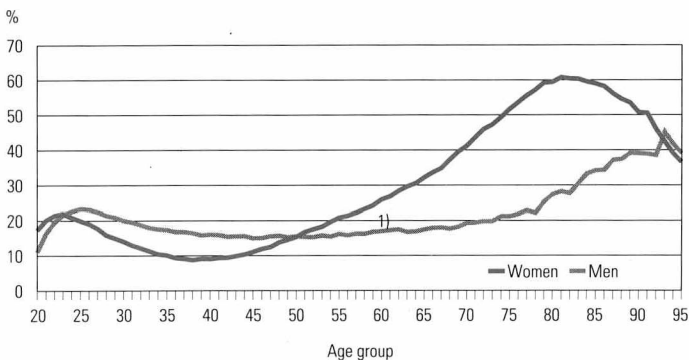
Source: Living conditions in Europe, Eurostat

Number of children by age of mother, 1997



Source: Population Statistics, Statistics Finland

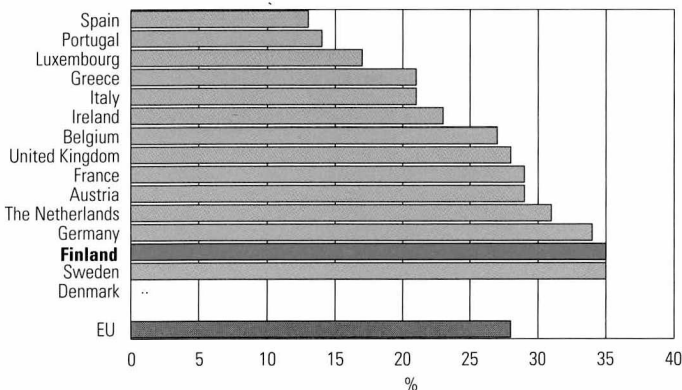
Women and men living alone by age group 1997



1) Men's mortality rate is higher and widowed men remarry more often than women.

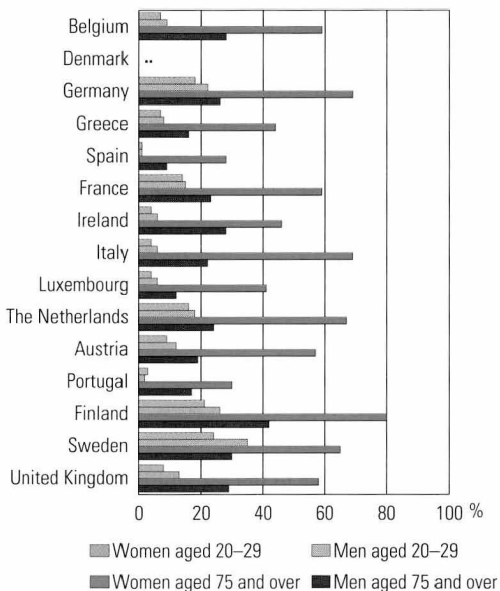
Source: Population Statistics, Statistics Finland

Percentage of one-person households in the EU countries 1995



Source: Living conditions in Europe, Eurostat

Percentage of population living on their own in the EU countries 1995



Source: Living conditions in Europe, Eurostat

Families by type 1950–1997 (%)

	Married couple	Cohabiting couple	Mother with children	Father with children	Proportion of family population	Average size of family
1950	82.8	..	14.8	2.4	85.8	3.72
1960	85.6	..	12.5	1.9	86.7	3.72
1970	85.2	2.3	11.0	1.6	86.7	3.45
1980	79.3	8.0	11.0	1.7	84.0	3.15
1985	77.0	10.2	11.2	1.7	83.7	3.08
1990	73.6	13.8	10.8	1.8	82.1	3.00
1995	70.5	16.0	11.5	2.0	80.0	2.96
1997	69.4	17.1	11.5	2.0	79.3	2.93

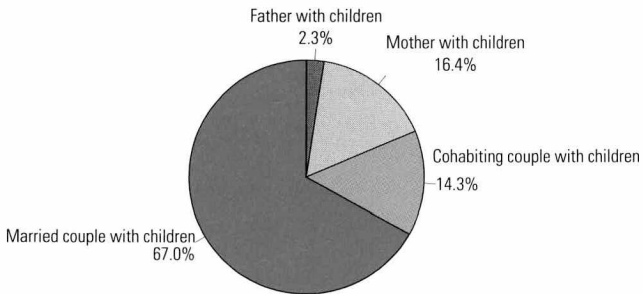
Source: Population Statistics, Statistics Finland

Families by type, 1998

	Total	Families with children aged 0–6	Families with children aged 0–17	Persons per family
Number of families	1 393 793	300 989	625 392	2.9
Family type (%)				
– Married couple without children	30.1	–	–	2.0
– Cohabiting couple without children	10.8	–	–	2.0
– Married couple with children	38.7	65.8	67.0	3.9
– Cohabiting couple with children	6.9	20.2	14.3	3.6
– Mother with children	11.5	13.2	16.4	2.5
– Father with children	2.0	0.8	2.3	2.3
Total	100	100.0	100	

Source: Population Statistics, Statistics Finland

Families with underaged children by type of family, 1998



Source: Population Statistics, Statistics Finland

Total working times of spouses at various stages in family life 1987–1988



Source: Time use study 1987/1988, Statistics Finland

Book-reading, cinema-going and theatre, ballet and opera visits, 1998

	Women	Men
	%	%
Book-reading ¹⁾	39	28
Cinema ²⁾	47	39
Theatre, ballet and opera ³⁾	54	34

¹⁾ Has read during the preceding day

Source: Intermedia Research by Finnish Gallup MDC Helsinki Group-Media Research Ltd.

²⁾ Has been to the cinema during past 6 months

Source: MDC Helsinki Group-Media Research Ltd.

³⁾ Has visited during past 12 months

Source: MDC Helsinki Group-Media Research Ltd.

Social support for families with children

- The total length of the maternity and parental leave is 263 weekdays (44 weeks), for which a maternity, paternity or parental allowance (jointly referred to as parenthood allowance later on) is payable. For the first 105 weekdays (18 weeks) the allowance is payable to the mother (maternity allowance period), whereas for the next 158 weekdays (parental allowance period) the allowance can be granted either entirely to the mother or the father, or alternatively to both. Further, fathers are entitled to a paternity leave (paternity allowance period) of 6–12 weekdays in connection with childbirth and to another six weekdays within the parental allowance period. The average paternity or parental leave of fathers amounted to 15 days. ¹⁾
- In 1998, parenthood allowance was paid to 98,900 women and 40,500 men. The amount of the allowance depends on the earned income of the recipient. Women averaged a parenthood allowance of FIM 173 per day; men, FIM 272 per day. The allowance of parents amounted to about 66 per cent of their average earned income. ¹⁾
- A parenthood allowance benefit of some sort payable to the father was included in 59 per cent

of the parenthood allowance periods that ended in 1998. The most common option of fathers was the paternity leave in connection with confinement. It was included in 56 per cent of the aforementioned periods. In 1998 paternity allowance was paid to 33,300 fathers.¹⁾

- Parents of children under the age of three are entitled to a leave of absence in order to care for their children. They have the right to return to their old jobs when the leave expires. In 1997 the number of children under the age of three in full-day municipal day care amounted to 34,400.
- Alternatively, parents of children under the age of three have the possibility of opting for the children's home-care allowance scheme or, as of 1 August 1997, for the children's private day care allowance scheme, if day care is provided to an under seven-year-old child of the family by a private day care supplier approved by the municipality. Child home-care allowance was paid to 131,200 families in 1998 (incl. families that only received private day care allowance). The average statutory home-care allowance amounted to FIM 2,151 a month (December 1998). The Act on Children's Home-care and Private Day Care Allowances came into force on 1 August 1997.¹⁾

¹⁾ Social Insurance Institution

Children's day care 1997*)

Children in day care, number and proportion (%) of all within age group

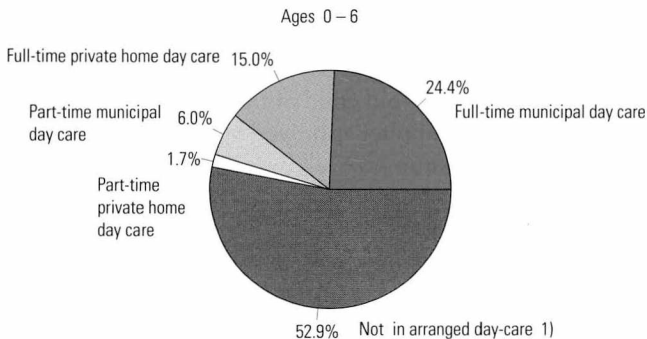
Children's age	Full-time home care				Part-time day care			
	Municipal day care		Private home day care		Municipal day care		Private home day care	
	Number	%	Number	%	Number	%	Number	%
0 – 6 years	108 796	24	66 785	15	26 626	6	7 356	2
7 years and over	937	1	687	1	4 686	7	3 754	6

*) Preliminary information

Source: Statistics on municipal activities, Statistics Finland

Children's day care 1997

Proportion (%) of all within age group

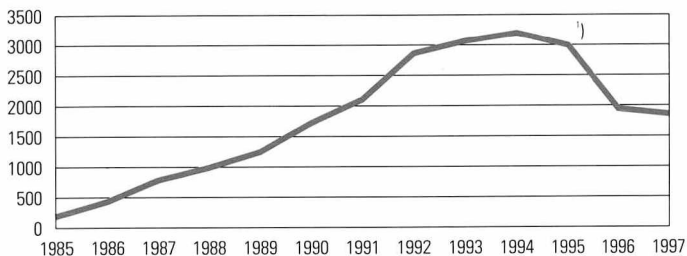


1) Also includes children under 3 in home care with parenthood allowance or home-care allowance

Source: Statistics on municipal activities, Statistics Finland

Statutory child home-care allowance 1985–1997

FIM Million



1) Home-care allowance and unemployment security were combined, which made it more beneficial for some families to remain within the unemployment security system. The basic allowance amount was reduced as of the beginning of 1996. The total number of families with children aged 0 to 6 has also gone down.

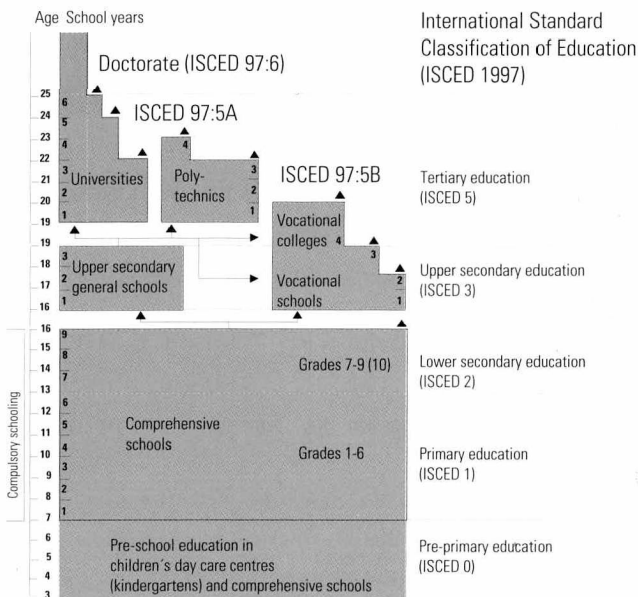
Source: Social Insurance Institution

Statutory child home care allowance, 1985–1998

	Number of families receiving home care allowance	FIM Million
1985	42 800	191
1986	76 300	433
1987	86 900	791
1988	96 000	994
1989	110 700	1 249
1990	129 400	1 726
1991	138 300	2 110
1992	145 400	2 866
1993	159 700	3 073
1994	156 700	3 199
1995	155 000	2 995
1996	131 600	1 946
1997	124 000	1 859
1998	119 700	..

Source: Social Insurance Institution

The regular education system in Finland in 1998



Source: Educational Structure of Population by Municipality 1997, Statistics Finland

Population aged 15 or over by level of education at end-1997

Level of education (ISCED)	Population aged	Women aged		Men aged		
	15 or over	%	15 or over	%	15 or over	
Only basic education	1 804 600	43	952 300	44	852 300	42
Population with educational qualifications	2 381 400	57	1 215 200	56	1 166 200	58
3 Second level, second stage	1 695 900	41	877 600	41	818 300	41.0
5 Third level, not equiv. to a first university degree	304 200	7	167 500	8	136 700	7
6 Third level, first university degree or equiv.	356 700	9	162 500	8	194 200	10
7 Third level, postgraduate university degree or equiv.	24 600	1	7 600	0	17 000	1
Total	4 186 000	100	2 167 500	100	2 018 500	100

The principal contents of the levels

- 3 Second level, second stage: senior secondary school, vocational education programmes based on comprehensive school or equivalent requiring less than four years
- 5 Third level, not equivalent to a first university degree: higher education provided at vocational and professional education institutions
- 6 Third level, first university degree or equivalent: Bachelor's and Master's degrees or equivalent
- 7 Third level, postgraduate university degree or equivalent: Licentiate and Doctorate degrees or equivalent

Source: Educational Structure of Population by Municipality 1997, Statistics Finland

Population with at least upper secondary level qualification (ISCED 3) by age at end-1997

Age	Women with upper secondary qualification	Proportion of women	Men with upper secondary qualification	Proportion of men
		%		%
15-19	27 000	17	27 100	16
20-24	132 400	85	130 500	80
25-29	133 300	85	129 600	79
30-34	158 300	86	152 900	80
35-39	156 700	84	151 300	78
40-44	150 800	77	147 500	73
45-49	138 900	67	138 600	65
50-54	107 900	58	108 200	57
55-59	67 000	47	65 200	48
60-64	44 800	35	43 000	37
65-69	34 600	27	30 700	29
70-	63 700	72	41 600	92
Total	1 215 400	56	1 166 200	58

In 1997, there were 2.4 million persons who had graduated from upper secondary school, vocational or professional educational institution or university. Of them, 51.8 percent were women.

Source: Educational Structure of Population by Municipality 1997, Statistics Finland

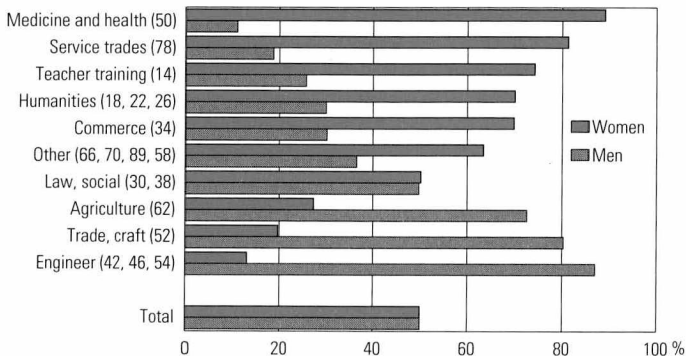
Differences in the levels of educational qualifications (25–64 years) in the EU countries in 1996

At least upper secondary level (ISCED 3)

	Proportion of the female population	Proportion of the male population	Difference of the % proportions
	%	%	
Educational level of women higher or as high as educational level of men			
Ireland	54	47	7
Sweden	75	73	2
Finland	67	66	1
Portugal	20	20	0
Educational level of men higher			
Belgium	53	54	1
Italy	37	40	3
Spain	28	32	4
Greece	42	47	5
France	57	63	6
Denmark	62	70	8
Luxembourg	25	34	9
Britain	71	81	10
The Netherlands	57	68	11
Germany	76	87	11
Austria	64	79	15

Source: Education at a Glance, OECD Indicators, 1998

Gender distribution of population with educational qualifications from vocational and professional education institutions, polytechnics and universities by field of education (ISCED) in 1997



Source: Educational Structure of Population by Municipality 1997, Statistics Finland

Comprehensive schools and upper secondary schools 1998

	Comprehensive schools		Upper secondary schools	
	Pupils	Graduations	Pupils	Matriculation examinations
Total	591 700	66400	131 300	34 700
Girls, %	49	49	58	59

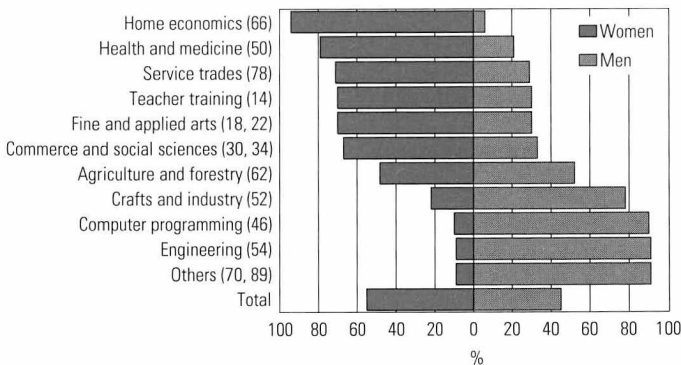
Source: Education Statistics, Statistics Finland

Vocational and professional educational institutions 1997

Field of education (ISCED)	Stu- dents			Gradu- ations		
	Total	Women	Men	Total	Women	Men
Teacher training (14)	3 400	66	34	1 000	70	30
Fine and applied arts (18, 22)	8 100	66	34	1 600	70	30
Commerce and social sciences (30, 34)	24 400	60	40	11 200	67	33
Computer programming (46)	2 900	21	79	1 600	10	90
Health and medicine (50)	31 600	88	12	15 200	79	21
Crafts and industry (52)	42 400	17	83	13 000	22	78
Engineering (54)	9 300	11	89	3 000	9	91
Agriculture and forestry (62)	7 800	44	56	2 800	48	52
Home economics (66)	3 700	87	13	2 200	94	6
Service trades (78)	17 300	70	30	6 600	71	29
Others (70, 89)	2 800	11	89	1 600	9	91
Total	153 700	51	49	59 800	55	45

Source: Education Statistics, Statistics Finland

Qualifications at vocational and professional education institutions by field of education (ISCED) in 1997



Source: Education Statistics, Statistics Finland

Polytechnics 1997 ¹⁾

Field of education (ISCED)	Students %			Graduations %		
	Total	Women	Men	Total	Women	Men
Teacher education (14)	200	62	38	—	—	—
Arts (18)	2 900	72	28	300	75	25
Commercial and business administration (34)	22 100	64	36	2 000	70	30
Medicine (50)	13 600	90	10	1 500	91	9
Engineering (54)	20 900	16	84	1 900	16	84
Agriculture, forestry, fishing (62)	2 300	44	56	200	43	57
Others (89)	300	29	71	0	29	71
Total	62 300	53	47	5 900	57	43

¹⁾ Incl. permanent and experimental polytechnics

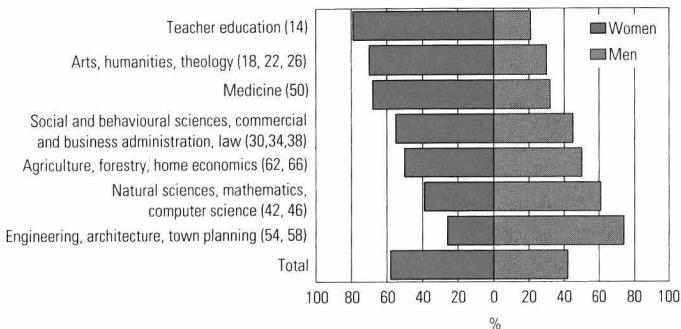
Source: Education Statistics, Statistics Finland

Universities 1997

Field of education (ISCED)	Stu- dents %			Gradu- % ations		
	Total	Women	Men	Total	Women	Men
Teacher education (14)	18 300	77	23	3 300	79	21
Arts, humanities, theology (18, 22, 26)	27 600	71	29	2 300	70	30
Social and behavioural sciences, commercial and business administration, law (30,34,38)	34 900	54	46	3 800	55	45
Natural sciences, mathematics, computer science (42, 46)	22 600	35	65	2 300	39	61
Medicine (50)	10 400	70	30	1 900	68	32
Engineering, architecture, town planning (54, 58)	25 000	20	80	1 900	26	74
Agriculture, forestry, home economics (62, 66)	3 600	56	44	600	50	50
Others (89)	600	50	50	0	—	—
Total	143 000	52	48	16 100	58	42

Source: Education Statistics, Statistics Finland

University graduations by field of education in 1997



Source: Education Statistics, Statistics Finland

Population with tertiary educational qualification by age at end-1997

Age	Women with tertiary qualification	Proportion of women	Men with tertiary qualification	Proportion of men
15-19	0	0	0	0
20-24	3 900	3	1 200	1
25-29	18 900	12	14 100	9
30-34	22 700	12	19 400	10
35-39	20 800	11	19 200	10
40-44	20 000	10	19 600	10
45-49	18 300	9	19 700	9
50-54	16 100	9	18 100	10
55-59	9 200	7	11 100	8
60-64	5 200	4	7 200	6
65-69	3 500	3	5 500	5
70-	6 200	2	8 300	5
Total	144 700	7	143 400	7

Source: Educational Structure of Population by Municipality 1997, Statistics Finland

Employment rates of persons with a degree or qualification attained in 1990 by years after qualifying and educational level (ISCED)



Source: Statistics on the employment of persons with a degree or qualification, Statistics Finland

Employment rates of persons with a degree or qualification attained in 1992 by field of education¹⁾ five years later at end-1997, preliminary data



¹⁾ National classification of field of education

Source: Statistics on the employment of persons with a degree or qualification, Statistics Finland

Participation in adult education in 1980, 1990 and 1995

Participants of the population aged 18–64 years

	1980		1990		1995	
		%		%		%
Women	541 000	37	829 000	52	850 000	53
Men	400 000	27	698 000	43	706 000	43
Total	941 000	32	1 527 000	47	1 556 000	48

Source: Adult Education Statistics, Statistics Finland

Participation in job- or occupation-related training 1990 and 1995

Participants of the labour force aged 18–64 years

	1990		1995	
		%		%
Women	557 000	48	528 000	46
Men	535 000	41	504 000	39
Total	1 092 000	44	1 032 000	43

Source: Adult Education Statistics, Statistics Finland

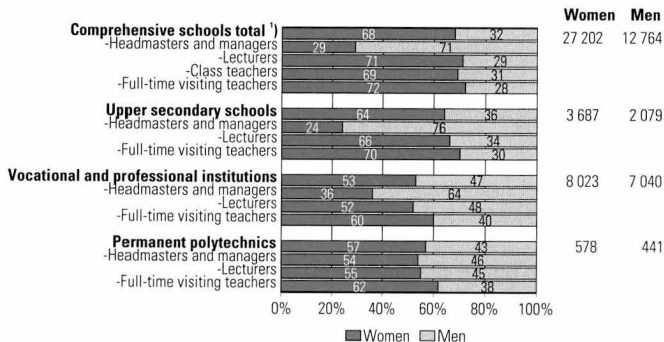
Participation in employer-sponsored training 1990 and 1995

Participants of the employees aged 18–64 years

	1990		1995	
		%		%
Women	501 000	50	437 000	55
Men	468 000	45	394 000	49
Total	969 000	47	831 000	52

Source: Adult Education Statistics, Statistics Finland

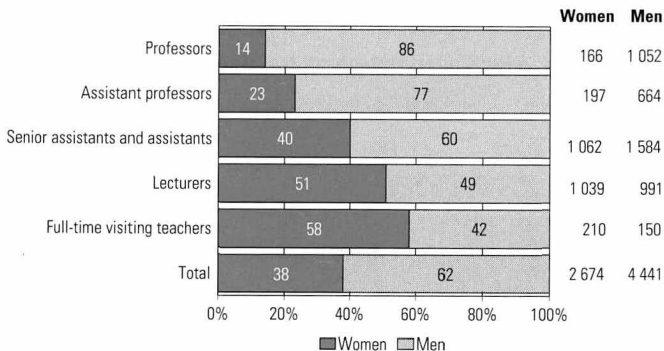
Gender distribution of teachers at comprehensive and upper secondary schools and vocational and professional institutions and permanent polytechnics in 1996



¹⁾ Incl. educational institutions, e.g. traineeship schools, for which distribution between upper and lower secondary level teachers is not available. The total number of such institutions is 24 and teachers in them number 1207.

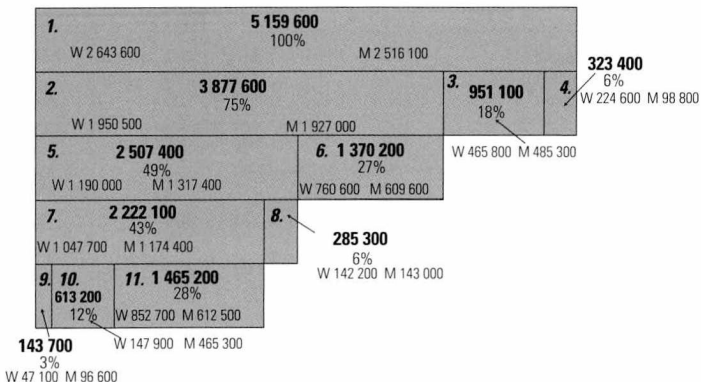
Source: Educations Statistics, Statistics Finland

Gender distribution of teachers at universities in 1996



Source: Educations Statistics, Statistics Finland

Population by main groups 1998



1. Whole population
2. Population of working age
3. Under 15 years old
4. 75 years old or over
5. Labour force
6. Persons not in labour force aged 15–74
7. Employed
8. Unemployed
9. Agriculture and forestry
10. Manufacturing and construction
11. Service industries

Source: Labour Force Survey, Statistics Finland (in 1998 updated method)

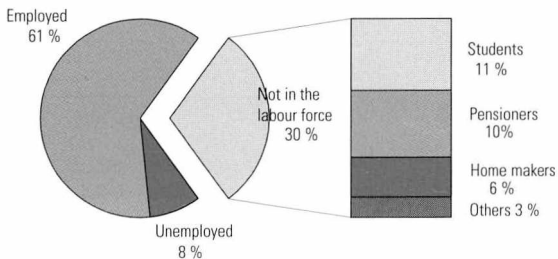
Women and men in the labour market in 1998 (aged 15–74 years)

	1000 persons			Proportion (%)		
	Total	Women	Men	Total	Women	Men
Aged 15-74 years	3 878	1 951	1 927	100	50	50
Not in the labour force	1 370	761	609	100	56	44
In the labour force	2 508	1 190	1 318	100	47	53
– employed	2 222	1 048	1 174	100	47	53
– unemployed	285	142	143	100	50	50
Activity rate, %	65	61	68			
Unemployment rate, %	11	12	11			
Employed	2 222	1 048	1 174	100	47	53
Working time						
– part-time work	253	167	86	100	66	34
– full-time work	1 968	881	1 087	100	45	55
Unknown	1	0	1	100	38	63
Employer						
Private sector	1 588	615	973	100	39	61
Public sector	630	430	199	100	68	32
– local government	480	364	117	100	76	24
– central government	149	67	83	100	45	55
Unknown	46	23	23	100	50	50
Occupational status						
Self-employed persons and unpaid family members	317	105	211	100	33	67
Employees	1 905	942	963	100	49	51
– upper salaried staff	436	188	248	100	43	57
– senior officials and upper management	92	21	71	100	23	77
– lower salaried staff	732	521	211	100	71	29
– wage earners	727	230	497	100	32	68
– unknown	11	4	7	100	36	64
Unknown	1	0	1	100	38	63
Industry						
Agriculture and forestry	144	47	97	100	33	67
Manufacture, construction	613	148	465	100	24	76
Services	1 457	850	608	100	58	42
Industry unknown	8	3	5	100	41	59
Actual hours worked (mill.)	3 912	1 668	2 244	100	43	57

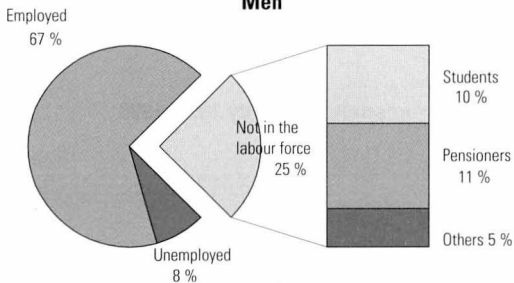
Source: Labour Force Survey, Statistics Finland

Population aged 15–64 years by economic activity in 1998

Women



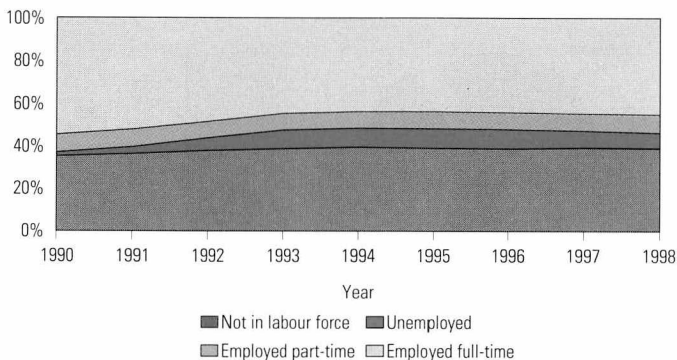
Men



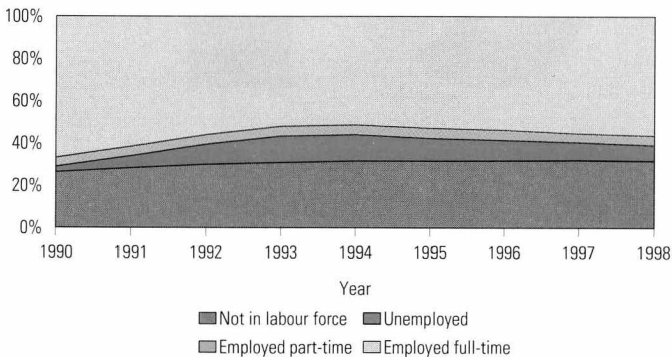
In 1998, the proportion of women of the total labour force of 2.5 million was 47.6 per cent.

Source: Labour Force Survey, Statistics Finland

Women aged 15–74 by economic activity 1990–1998

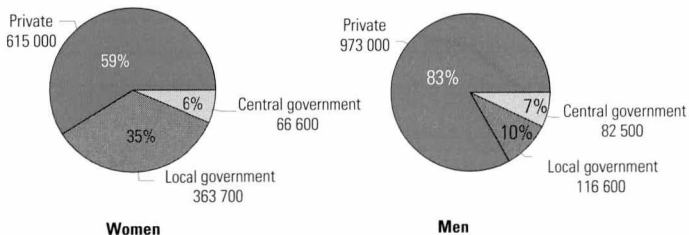


Men aged 15–74 by economic activity 1990–1998



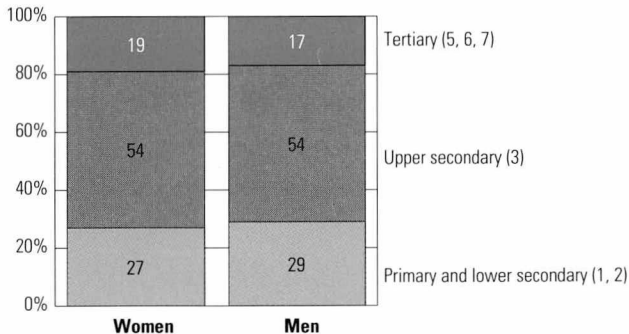
Source: Labour Force Survey, Statistics Finland

Employed by employer sector in 1998



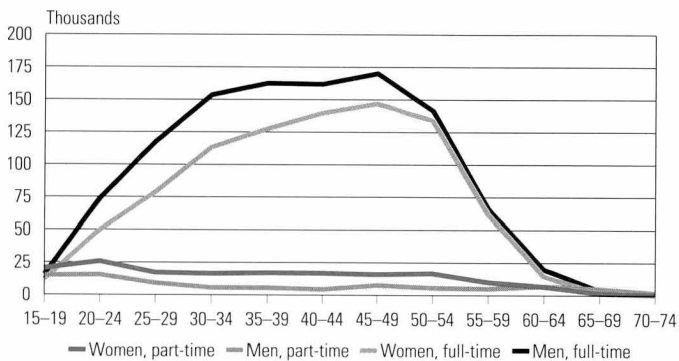
Source: Labour Force Survey, Statistics Finland

Level of education (ISCED) of the labour force in 1998



Source: Labour force survey, Statistics Finland

Employed by part-time/full-time work and age in 1998



Source: Labour Force Survey , Statistics Finland

Employed by part-time/full-time work and age in 1998

	Part-time		Full-time	
	Women	Men	Women	Men
15-19	20 500	14 900	11 700	15 600
20-24	25 800	15 400	49 800	74 000
25-29	17 300	9 100	78 800	117 500
30-34	16 600	5 600	113 300	153 500
35-39	17 200	5 500	127 600	162 500
40-44	17 000	4 400	139 800	161 900
45-49	16 100	7 600	147 000	170 100
50-54	16 900	5 600	134 000	141 500
55-59	10 200	5 000	62 000	66 100
60-64	6 800	7 000	14 700	19 800
65-69	1 600	4 800	1 400	3 600
70-74	600	1 700	500	1 100
15-24	46 300	30 200	61 500	89 700
15-64	164 500	79 900	878 700	1 082 700
15-74	166 800	86 400	880 700	1 087 400

Source: Labour Force Survey, Statistics Finland

In 1997, an average of one quarter of employees worked in so called atypical, fixed-term and/or part-time employment relationships. There were 340 000 fixed-term employees and just under 200 000 part-time employees. More than four out of five employees worked in either full or part-time employment relationships which were valid for the time being, i.e. were permanent. 21.1% of female employees and 15.7% of male employees were in fixed-term employment relationships. An atypical employment relationship was more common with women than men. A total of 15% of all employees, but only 6% of male employees, worked part-time. 66% of the employees working part-time were women.

Part-time workers by industry in 1998

Percentage of employees working part-time

	Women	Men
Agriculture and forestry	19	14
Manufacturing	7	3
Construction	10	3
Trade	29	10
Transport	13	7
Financing, insurance and business services	18	11
Public and other services	13	10
All industries	16	7

Source: Labour Force Survey, Statistics Finland

Part-time workers in the EU countries and in some European countries outside the EU

Percentage of persons in employment working part-time

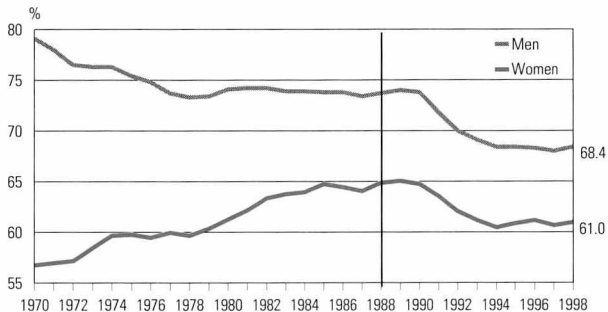
	1990		1997	
	Women	Men	Women	Men
Greece	8	2	8	3
Italy	10	2	14	3
Portugal	9	3	15	6
Finland	9	4	16	8
Spain	12	2	17	3
Luxembourg	17	2	21	..
Ireland	18	3	23	5
Austria	16	2	29	4
Belgium	26	2	31	3
France	24	3	31	5
Denmark	38	10	34	12
Germany	34	3	35	4
Sweden	42	8	41	9
United Kingdom	43	5	45	9
The Netherlands	59	15	68	17
EU-15	28	4	32	6

Source: Labour Force Survey, Eurostat

	1990		1996	
	Women	Men	Women	Men
Liechtenstein	33	2	..	..
Norway	48	9	47	9
Iceland	48	9	48	12

Source: Living Conditions in Europe, Eurostat

Labour force participation rate 1970–1998, 15–74 years



From 1988 onwards, the figures are in compliance with the revisions made in 1998.

Labour force participation rate = Labour force as a percentage of population aged 15–74

Source: Labour Force Survey, Statistics Finland

Activity rates¹⁾ in the EU countries in 1990 and 1997 and some European countries outside the EU in 1990 and 1996

Trend in the activity rates of women and men aged 15 and over, %

	Total		Women		Men	
	1990	1997	1990	1997	1990	1997
Denmark	68	65	61	59	75	72
Sweden	..	61	..	57	..	65
Finland	64	60	58	55	70	66
United Kingdom	63	62	52	53	74	71
The Netherlands	57	61	44	51	71	72
Austria	..	58	..	49	..	69
Portugal	59	58	48	49	72	67
Germany	58	58	45	48	72	68
France	56	55	47	48	66	63
Ireland	53	55	35	43	71	69
Belgium	48	51	37	41	61	61
Luxembourg	50	51	34	38	68	65
Spain	49	49	33	37	66	62
Greece	50	49	35	36	66	63
Italy	50	48	35	35	66	62
EU-15	55	55	43	46	69	66

Source: Labour Force Survey, Eurostat

	Total		Women		Men	
	1990	1996	1990	1996	1990	1996
Iceland	74	76	68	71	81	81
Norway	69	70	62	64	76	75
Switzerland	68	67	57	57	80	79
Liechtenstein	62	62	49	46	82	78

¹⁾ Activity rate represents the labour force as a percentage of the population aged 15 years or over and living in private households.

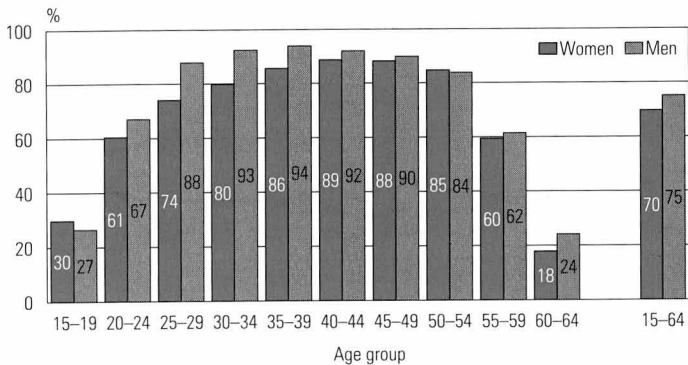
Source: Living conditions in Europe, Eurostat

Labour force participation rates (15–64 years) in some OECD-countries in 1983, 1987, 1990, 1994 and 1997

	1983		1987		1990		1994		1997	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Norway	66	87	72	88	71	85	71	82	76	86
Denmark	74	88	77	88	79	90	79	84	75	86
Sweden	77	86	79	84	80	85	74	78	75	79
Finland	73	82	73	81	73	81	70	77	71	78
USA	62	85	66	85	69	86	71	85	71	86
Switzerland	55	94	57	94	60	96	68	97	69	97
Canada	61	85	66	85	68	84	68	83	68	82
United Kingdom	57	88	62	87	66	86	66	84	68	84
Portugal	57	87	57	84	63	89	62	82	65	82
Japan	57	89	58	87	60	88	62	91	64	92
The Netherlands	40	77	49	79	53	80	55	82	62	83
Austria	50	82	53	81	55	80	62	81	62	81
Germany	53	83	55	83	57	80	62	81	62	80
France	54	78	56	76	58	75	59	74	60	74
Belgium	49	77	51	73	52	73	55	72	..	..
Ireland	38	87	39	84	39	82	47	78	50	78
Greece	40	80	42	76	44	75	45	75	..	..
Spain	33	81	38	79	41	78	44	74	47	75
Italy	40	81	43	79	46	80	43	77	44	75

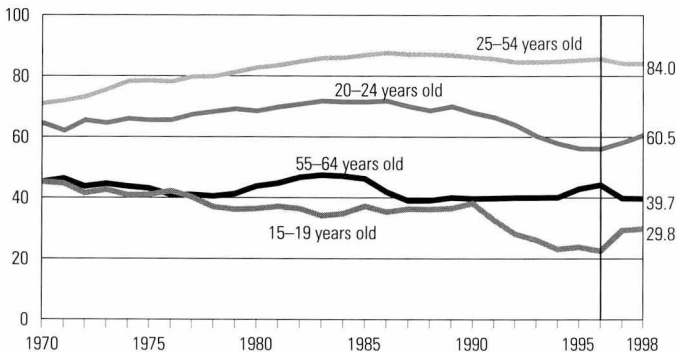
Source: Labour Force Statistics 1977–1997, OECD

Labour force participation rate by age in 1998

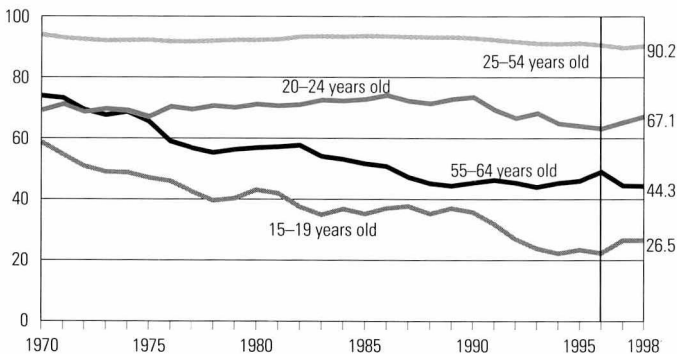


Source: Labour Force Survey, Statistics Finland

Labour force participation rate of women in 1970–1998



Labour force participation rate of men in 1970–1998



The figures for 1970–1996 are based on the old Labour Force Survey method, while those for 1997 and 1998 are in compliance with the revised calculation method.

Source: Labour Force Survey, Statistics Finland

Employment rates¹⁾ of the population aged 15 or more in the EU countries in 1997

	Total	Women	Men
Denmark	62	55	69
Sweden	55	51	58
United Kingdom	57	50	65
The Netherlands	58	47	68
Finland	51	47	56
Austria	55	46	66
Portugal	54	46	63
Germany	52	43	62
France	48	41	56
Ireland	50	38	62
Luxembourg	50	37	64
Belgium	46	36	56
Greece	44	31	59
Italy	42	29	59
Spain	39	26	52
EU-15	49	40	60

¹⁾ Employment rates represent persons in employment as a percentage of the population aged 15 or more

Source: Labour Force Survey, Eurostat

Unemployed, 1 000 persons and unemployment rates, %

	Total	%	Women	%	Men	%
1980	114	4.7	53	4.7	61	4.7
1985	129	5.0	56	4.6	73	5.5
New method						
1989	80	3.1	37	3.0	43	3.2
1990	82	3.2	33	2.7	49	3.6
1991	168	6.6	62	5.1	106	8.0
1992	292	11.7	114	9.6	178	13.6
1993	405	16.3	170	14.4	235	18.1
1994	408	16.6	173	14.8	235	18.1
1995	382	15.4	178	15.1	204	15.7
1996	363	14.6	176	14.9	186	14.3
1997	314	12.7	154	13.0	160	12.3
1998	285	11.4	142	12.0	143	10.9

Source: Labour Force Survey, Statistics Finland

Unemployment rates in the EU countries in 1997 and some European countries outside the EU in 1996, %

The European Union, 1997

	All persons aged 15 and over			Persons under 25 years		
	Total	Women	Men	Total	Women	Men
Luxembourg	3	4	2	7	9	6
Austria	5	5	5	8	7	8
United Kingdom	7	6	8	14	11	16
Denmark	5	6	5	8	10	7
The Netherlands	6	7	4	10	10	9
Portugal	7	8	6	14	18	11
Sweden	10	10	11	22	21	23
Ireland	10	10	10	16	15	17
Germany	10	11	9	11	9	12
Belgium	9	12	7	21	26	18
France	13	15	11	29	31	27
Greece	10	15	6	31	41	22
Finland	15	15	15	35	37	34
Italy	12	17	10	34	40	29
Spain	21	28	16	39	46	34
EU-15	11	12	10	21	23	20

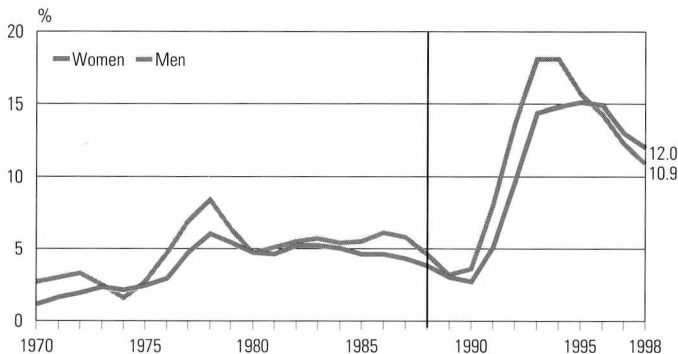
Source: Labour Force Survey, Eurostat

Some European countries outside the EU, 1996

	All persons aged 15 and over			Persons under 25 years		
	Total	Women	Men	Total	Women	Men
Liechtenstein	2	3	2	..	..	..
Switzerland	4	4	3	5	4	5
Norway	5	5	5	12	13	12
Iceland	4	7	3	8	8	9

Source: Living Conditions in Europe, Eurostat

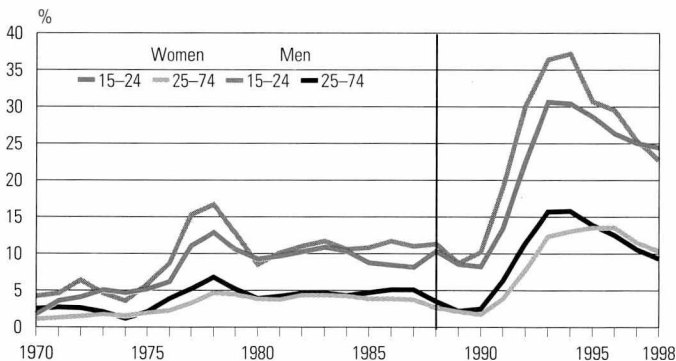
Unemployment rates 1970–1998, 15–74 years



From 1988 onwards, the figures are in compliance with the revisions made in 1998
 Unemployment rate = The ratio of the unemployed to all persons in the labour force

Source: Labour Force Survey, Statistics Finland

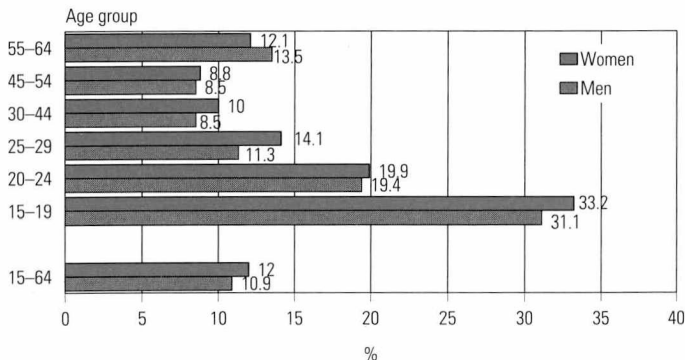
Unemployment rates 1970–1998



From 1988 onwards, the figures are in compliance with the revisions made in 1998.

Source: Labour Force Survey, Statistics Finland

Unemployment rates by age in 1998 (15–64 years)



Source: Labour Force Survey, Statistics Finland

Labour force participation of women (aged 15–64 years) by number of children in 1998

	Number of women in population	Number of women in labour force	Labour force participation rate %
No children under 18	1 107 000	720 000	65
With children under 18	594 000	473 000	80
1 child	249 000	201 000	81
2 children	225 000	187 000	83
3 or more children	120 000	85 000	71
With children under 7	293 000	199 000	68
1 child	182 000	132 000	73
2 or more children	111 000	67 000	60
Total	1 701 000	1 193 000	70

Source: EU Labour Force Survey, Statistics Finland

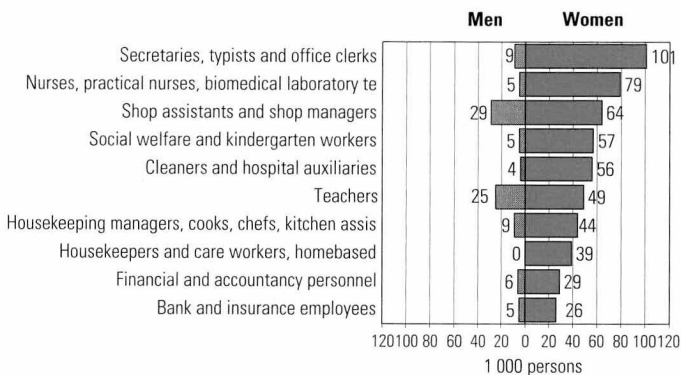
Absence of employees 1998

proportion of employees, %

Reason for absence	Women	Men
Illness	2.3	1.9
Vacation	9.3	8.1
Parental leave	2.2	0.1
Other reason	0.8	0.7
Unknown	0.1	0.1
Total	14.5	10.9

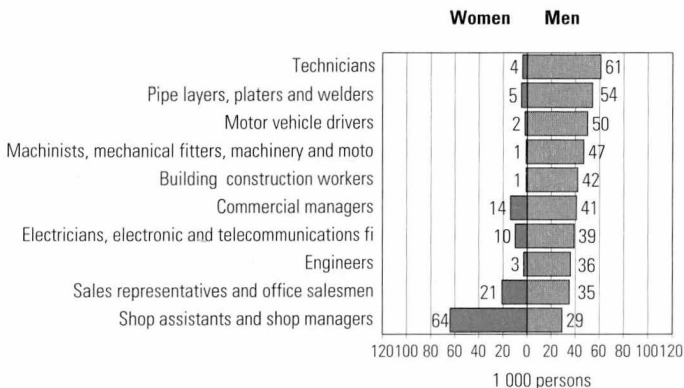
Source: Labour Force Survey, Statistics Finland

Principal occupations of economically active women in 1997



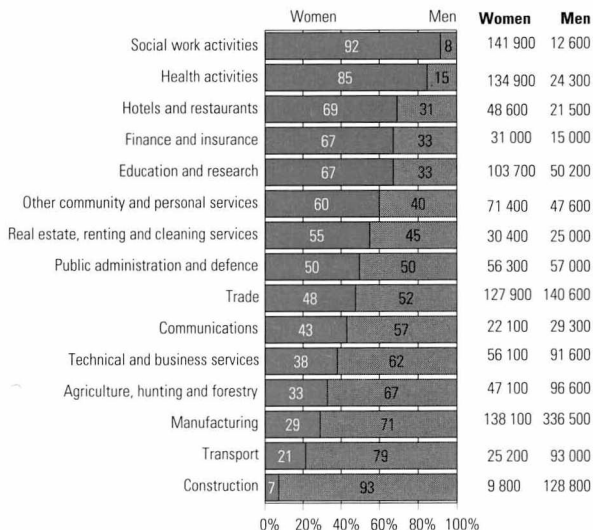
In 1997, women accounted for 49.9 per cent of 1.85 million employees.

Principal occupations of economically active men in 1997



Source: Labour Force Survey, Statistics Finland

Female/male-dominated industries (proportions of employed persons in the industry) 1998



Standard Industrial Classification 1995

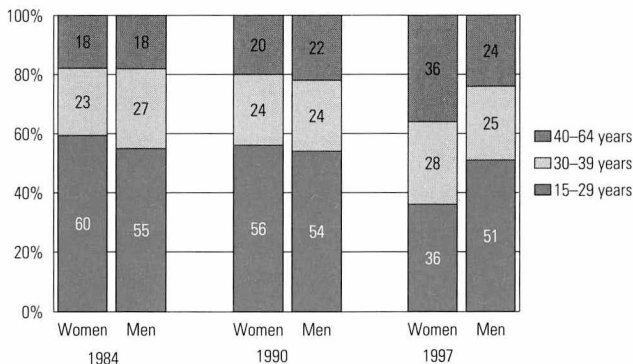
Source: Labour Force Survey, Statistics Finland

Proportions of fixed-term employees of all employees by age group in 1984, 1990 and 1997



Source: Quality of Work Life Survey 1997, Statistics Finland

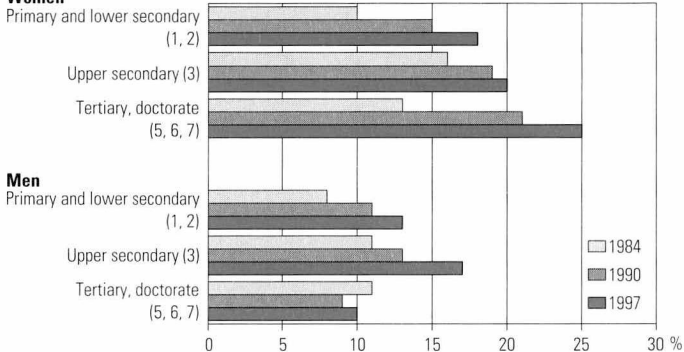
Age structure of fixed-term employees in 1984, 1990 and 1997



Source: Quality of Work Life Survey 1997, Statistics Finland

Proportions of fixed-term employees by level of education (ISCED) in 1984, 1990 and 1997

Women



Source: Quality of Work Life Survey 1997, Statistics Finland

Self-employed persons and unpaid family members by industry 1991, 1993, 1995, 1997 and 1998

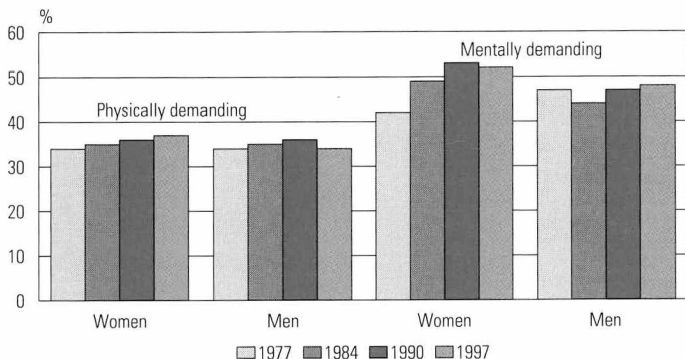
Industry	1991		1993		1995		1997	
	Women Number	Men	Women Number	Men	Women Number	Men	Women Number	Men
Agriculture, hunting, fishing and forestry	58 300	100 200	46 000	93 500	43 400	82 400	37 600	77 700
Manufacturing	7 900	20 200	7 000	18 200	6 500	20 000	7 300	19 600
Construction	1 100	28 900	1 200	22 700	1 100	24 800	1 200	24 500
Wholesale and retail trade	19 300	33 500	15 900	29 600	16 200	31 000	16 900	36 500
Hotels and restaurants	5 500	3 000	5 800	4 400	4 200	4 600	5 700	3 900
Transport, storage and communications	2 100	19 400	2 400	18 900	2 100	20 000	1 800	20 700
Financial intermediat- ion and business activities	9 100	22 600	7 900	22 600	9 600	25 500	9 600	21 500
Public and other services	21 400	9 600	22 000	10 700	21 900	10 900	24 500	10 300
Industry unknown	200	200	100	500	100	800	400	1 700
All industries	124 900	237 700	108 400	221 100	105 000	219 900	105 100	216 400

Industry	1998				Total	Gender distribution	
	Women Number	%	Men Number	%		Women	Men
Agriculture, hunting, fishing and forestry	33 800	32	71 400	33	105 200	32	68
Manufacturing	8 200	8	21 300	10	29 500	28	72
Construction	1 600	2	25 100	12	26 700	6	94
Wholesale and retail trade	17 400	17	33 100	15	50 500	34	66
Hotels and restaurants	5 200	5	4 500	2	9 700	54	46
Transport, storage and communications	2 500	2	19 500	9	22 000	11	89
Financial intermediat- ion and business activities	10 100	10	23 900	11	34 000	30	70
Public and other services	26 400	25	11 400	5	37 800	70	30
Industry unknown	200	0	1 200	1	1 400	14	86
All industries	105 400	100	211 400	98	316 800	33	67

Source: Labour Force Survey, Statistics Finland

Physical and mental demands imposed by work

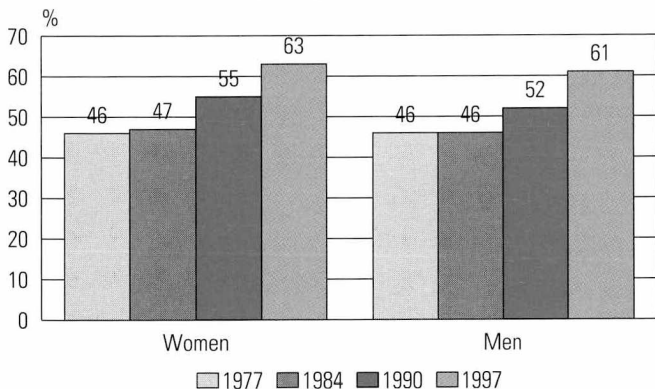
Work very or quite demanding



Source: Quality of Work Life Surveys 1977, 1984, 1990 and 1997, Statistics Finland

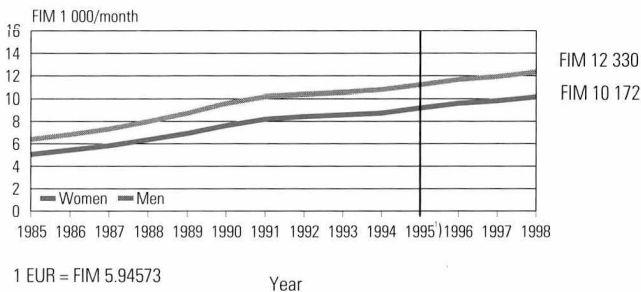
Increase of pace of work

Pace of work increased during last years



Source: Quality of Work Life Surveys 1977, 1984, 1990 and 1997, Statistics Finland

Average monthly earnings of all employees in 1985–1998

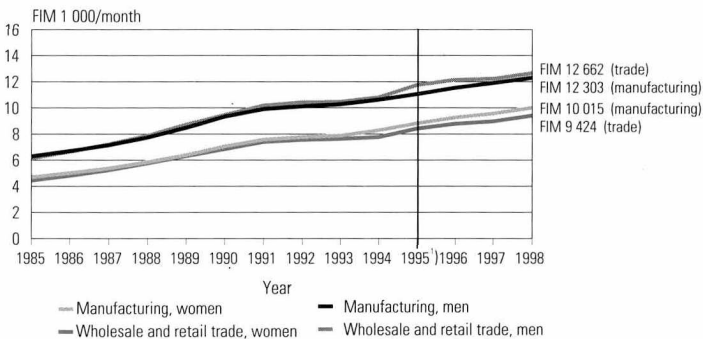


Average monthly earnings represent earnings for normal working hours at full wage and salary.

- 1) Average earnings are calculated from material in the index of wage and salary earnings. In the calculation, average earnings for different employee groups are formed by using the numbers of employees as weights. In 1995, the weight structure was revised.

Source: Index of wage and salary earnings, Statistics Finland

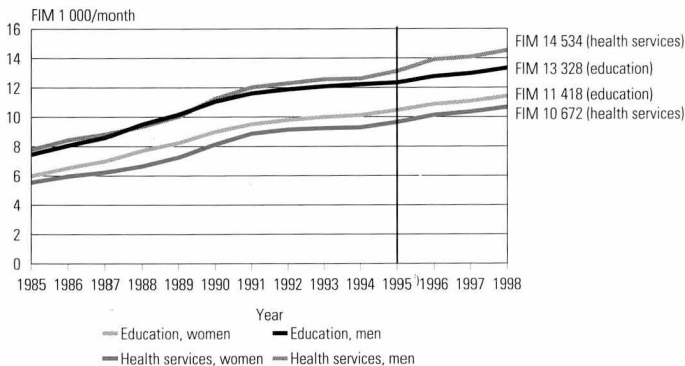
Average monthly earnings of employees in manufacturing and wholesale and retail trade 1985–1998



- 1) new weight structure

Source: Index of wage and salary earnings, Statistics Finland

Average monthly earnings of employees in education¹⁾ and health services 1985–1998



¹⁾ 1985–1994 education and research

²⁾ new weight structure

Source: Index of wage and salary earnings, Statistics Finland

Average monthly earnings of employees (women's earnings as a percentage of those of men) in 1985–1998

Women's earnings as a percentage of those of men

	Total	Private sector	Central government	Municipalities
1985	79	76	80	83
1986	80	77	80	83
1987	80	77	81	83
1988	80	78	82	82
1989	80	77	82	82
1990	80	77	83	83
1991	81	78	83	85
1992	81	78	83	86
1993	81	79	84	85
1994	81	79	82	85
New weight structure				
1995	82	81	81	85
1996	81	82	80	85
1997	82	82	81	85
1998	82	82	81	85

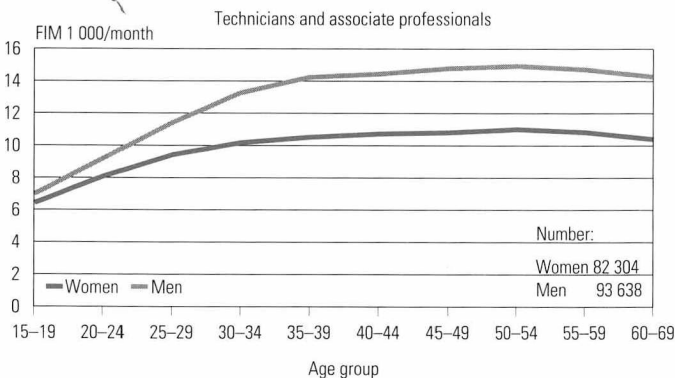
Source: Index of wage and salary earnings, Statistics Finland

Average monthly earnings of employees by sector in 1990–1998

	Private sector		Central government		Municipalities	
	Women	Men	Women	Men	Women	Men
1990	7 335	9 511	8 181	9 889	7 802	9 414
1991	7 907	10 151	8 594	10 403	8 386	9 885
1992	8 119	10 348	8 808	10 570	8 632	10 089
1993	8 233	10 484	9 008	10 766	8 773	10 320
1994	8 475	10 713	9 317	11 306	8 852	10 358
New weight structure						
1995	9 062	11 132	9 598	11 918	9 225	10 900
1996	9 462	11 570	10 011	12 452	9 636	11 320
1997	9 728	11 876	10 266	12 713	9 808	11 505
1998	10 114	12 290	10 635	13 115	10 114	11 861

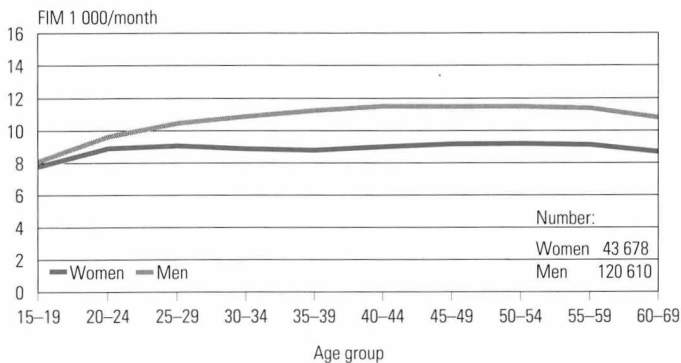
Source: Index of wage and salary earnings, Statistics Finland

Average monthly earnings by age in the four biggest occupation groups in the private sector in 1996 (the next four figures)

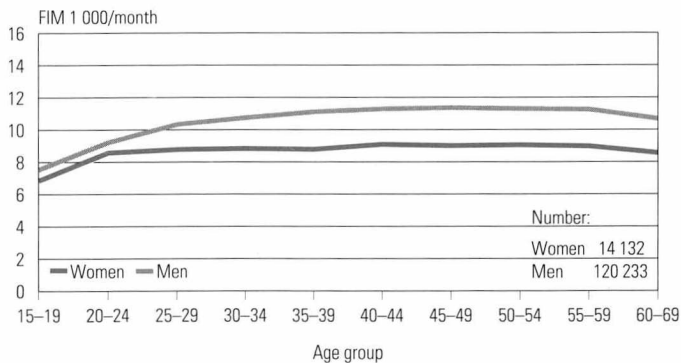


In the structure of earnings statistics, monthly earnings measure the remuneration paid for regular, additional and overtime working hours. One-off payments, such as e.g. holiday pay, are not included in these earnings.

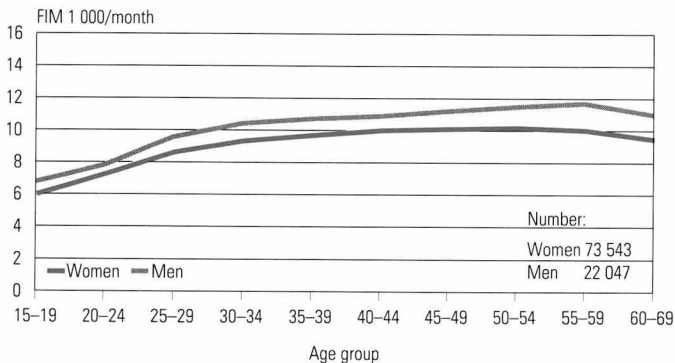
Plant and machine operators and assemblers



Craft and related trades workers

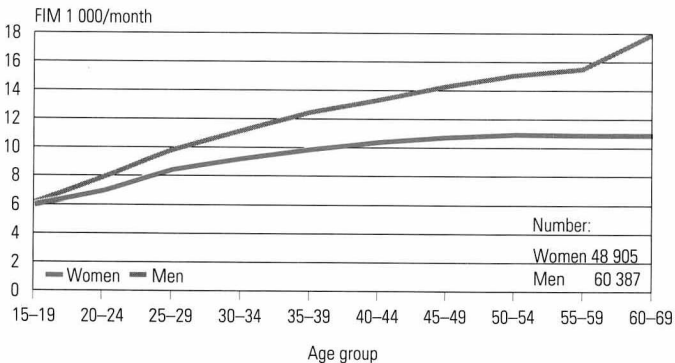


Service workers and shop and market sales workers



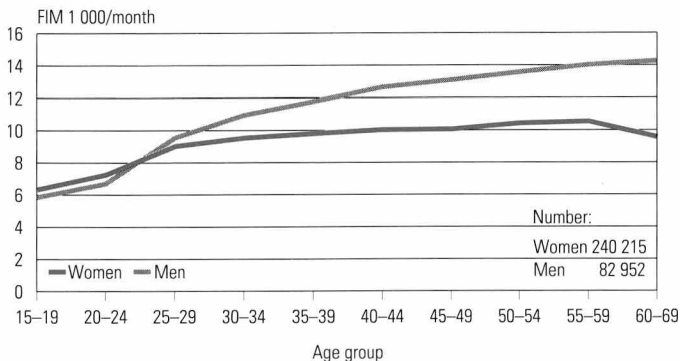
Source: Structure of earnings statistics, Statistics Finland

Average monthly earnings by age in central government in 1996



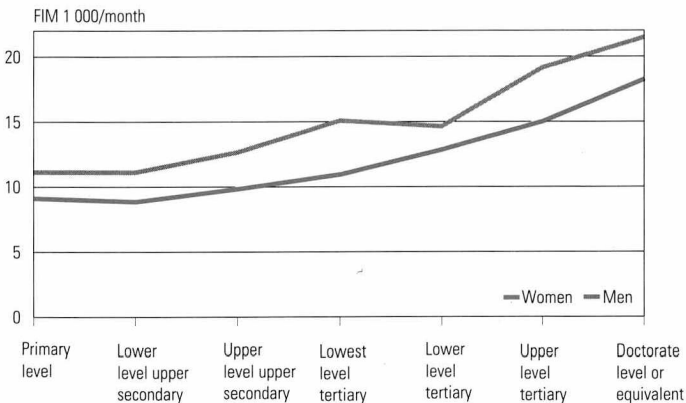
Source: Structure of earnings statistics, Statistics Finland

Average monthly earnings by age in local government in 1996



Source: Structure of earnings statistics, Statistics Finland

Monthly earnings of full-time employees by level of education¹⁾ in 1996



¹⁾ National classification of education

Source: Structure of earnings statistics, Statistics Finland

Monthly earnings of full-time employees by level of education in 1996

Level of education	Monthly earnings FIM/month		Women's earnings as a percentage of those of men
	Women	Men	
Primary level	9 133	11 133	82
Lower level upper secondary	8 864	11 115	80
Upper level upper secondary	9 839	12 662	78
Lowest level tertiary	10 976	15 086	73
Lower level tertiary	12 883	14 628	88
Upper level tertiary	15 045	19 141	79
Doctorate level or equivalent	18 294	21 473	85
Total	9 883	12 426	80

Lower level upper secondary = e.g. dressmaker, hobby instructor, ADP terminal operator, building draughtsman, bus driver, practical children's nurse, mechanic, cook

Upper level upper secondary = e.g. diploma in business and administration, technician engineer, practical nurse (2.5 years), hairdresser (3 years)

Lowest level tertiary = e.g. translator's diploma (2 years), bachelor of arts, comprehensive school class teacher, academic secretary, librarian, engineer (post-1990)

Upper level tertiary = e.g. master of arts, economics and business administration, economics, social sciences, technology, architecture, licentiate in medicine

Doctorate level or equivalent = e.g. licentiate in philosophy, doctor in philosophy, licentiate in arts, laws, economics and business administration, social sciences and doctor of medicine specialist doctor in medicine (6 years)

Source: Structure of earnings statistics, Statistics Finland

Mean gross monthly earnings of female full-time employees in the private sector in 1995 (FIM)

	Total	Legislators, senior officials and managers	Professionals	Technicians and associate professionals
Denmark	14 000	19 700	20 000	15 600
Luxembourg	12 300	24 400	20 200	16 100
Federal Republic of Germany (excluding ex-GDR)	11 800	19 300	19 600	13 600
Belgium	10 500	17 100	13 800	11 800
Sweden	9 900	14 300	13 100	10 500
German Democratic Republic (before 1990) / new Länder	9 600	14 900	13 500	10 700
Finland	9 200	15 600	12 600	10 000
The Netherlands	8 800	10 900	12 200	9 700
France	8 600	15 200	15 900	10 300
United Kingdom	7 300	10 700	12 000	9 100
Italy	6 600	19 400	12 200	8 300
Spain	5 300	10 500	9 300	7 400
Greece	4 100	9 000	5 900	5 100

Source: Eurostat, New Cronos

Mean gross monthly earnings of female full-time employees in the private sector in 1995 (FIM) Continued

	Clerks	Service workers and shop and market sales workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations
Denmark	14 400	11 400	12 500	11 400	10 700
Luxembourg	11 900	8 500	9 600	8 800	7 700
Federal Republic of Germany (excluding ex-GDR)	12 900	9 600	10 300	10 200	9 400
Belgium	10 400	7 800	8 400	8 200	7 900
Sweden	9 100	8 700	8 600	9 400	7 900
German Democratic Republic (before 1990) / new Länder	10 400	7 300	7 500	7 900	7 200
Finland	9 100	7 800	8 400	8 500	7 400
The Netherlands	8 400	7 300	7 700	7 200	7 000
France	8 000	6 600	6 900	6 900	6 000
United Kingdom	6 700	5 100	5 600	6 000	5 400
Italy	7 100	5 600	5 200	5 800	5 500
Spain	5 300	4 100	4 400	4 700	3 800
Greece	4 500	3 500	3 400	3 900	3 600

Source: Eurostat, New Cronos

Mean gross monthly earnings of male full-time employees in the private sector in 1995 (FIM)

	Total	Legislators, senior officials and managers	Profes- sionals	Technicians and associate profes- sionals
Denmark	17 000	26 800	23 400	19 600
Federal Republic of Germany (excluding ex-GDR)	15 900	28 500	24 600	18 900
Luxembourg	14 900	36 000	24 400	18 500
The Netherlands	12 800	18 000	16 700	13 700
Belgium	12 700	23 500	16 900	14 000
Sweden	12 000	18 900	15 400	12 700
Finland	11 700	19 400	15 200	13 000
France	11 200	22 800	20 200	11 800
German Democratic Republic (before 1990) / new Länder	11 000	18 800	16 200	13 500
United Kingdom	10 900	16 200	14 600	12 700
Italy	8 800	26 400	14 600	10 500
Spain	7 200	15 100	11 900	8 900
Greece	6 200	11 500	8 400	7 200

Source: Eurostat, New Cronos

Mean gross monthly earnings of male full-time employees in the private sector in 1995 (FIM) Continued

	Clerks	Service workers and shop and market sales workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations
Denmark	16 900	13 300	14 200	13 200	12 900
Federal Republic of Germany (excluding ex-GDR)	16 500	14 300	14 300	13 900	12 100
Luxembourg	14 300	10 800	12 500	13 000	9 400
The Netherlands	11 400	10 500	10 500	10 900	9 300
Belgium	12 400	10 200	10 300	10 800	9 600
Sweden	9 600	9 300	10 300	10 000	8 800
Finland	10 000	9 400	10 600	10 600	9 200
France	8 500	7 400	8 400	8 700	6 700
German Democratic Republic (before 1990) / new Länder	12 400	10 000	10 200	10 300	9 000
United Kingdom	8 000	6 800	9 700	8 700	7 300
Italy	9 100	7 200	6 900	7 900	6 700
Spain	6 900	5 300	6 200	6 400	4 700
Greece	5 900	5 600	6 100	5 800	4 800

Source: Eurostat, New Cronos

PRIMARY INCOME = WAGES AND SALARIES + ENTREPRENEURIAL INCOME

FACTOR INCOME = PRIMARY INCOME + PROPERTY INCOME

GROSS INCOME = FACTOR INCOME + CURRENT TRANSFERS RECEIVED

DISPOSABLE INCOME = GROSS INCOME - CURRENT TRANSFERS PAID

Women's and men's income 1985, 1990, 1993, 1996 and 1997

	Women			
	1985	1990	1993	1997
Income recipients, total	2 090 129	2 164 620	2 113 618	2 181 216
Number of individuals receiving earned income	..	..	2 068 762	2 127 710
Number of individuals receiving capital income	..	..	381 986	456 045
Income subject to state taxation, total FIM billion	87	140	147	169
Earned income subject to state taxation	..	..	143	161
Wages and salaries	60	95	87	102
Per diem and maternity allowances	2	3	4	3
Unemployment benefits	1	2	9	10
Pensions	17	28	34	37
National pensions	7	9	10	9
Other pensions	10	18	24	28
Income from agriculture	3	3	2	2
Business income	2	3	3	3
Capital income, total	..	..	4	7
Assets subject to state taxation	69	141	180	207
Liabilities	28	71	67	75
Property subject to taxation	51	102	111	140

The most essential income concept in the statistics on income and property is income subject to state taxation. Income subject to taxation does not include, among other things, some social benefits, pensions, daily allowances and compensations such as family allowance, housing benefit, income maintenance benefit, additional amount of national pension and veterans' pension. For example, housing benefit totalled FIM 3 947 million in 1997 and at the end of the year there were 455 000 households receiving the benefit. Income security benefits paid to students are not subject to taxation, either.

In 1997, student financial aid totalled FIM 2 408 million, and the number of recipients during the year was 293 000. Interest on usual bank deposits and bonds is tax-free, the statistics also exclude interest income subject to taxation at source.

Scholarships and grants received from general government are not subject to taxation, either. Income subject to taxation is divided to earned and capital income. Taxes on capital income are paid solely to the state. Besides the state income tax, municipal tax and national health insurance payment are determined according to earned income.

Source: Statistics on Income and Property, Statistics Finland

1 EUR = FIM 5.94573

Women's and men's income 1985, 1990, 1993, 1996 and 1997

	Men			
	1985	1990	1993	1997
Income recipients, total	1 948 637	2 012 925	1 967 878	2 029 438
Number of individuals receiving earned income	..	..	1 922 513	1 986 930
Number of individuals receiving capital income	..	..	513 906	562 161
Income subject to state taxation, total FIM billion	121	190	185	222
Earned income subject to state taxation	..	..	177	206
Wages and salaries	90	136	114	141
Per diem and maternity allowances	1	1	1	1
Unemployment benefits	2	2	14	10
Pensions	16	26	33	36
National pensions	4	5	5	5
Other pensions	12	21	27	32
Income from agriculture	5	7	4	4
Business income	5	7	5	7
Capital income, total	..	..	8	17
Assets subject to state taxation	146	260	277	300
Liabilities	86	172	134	110
Property subject to taxation	84	153	143	194

The most essential income concept in the statistics on income and property is income subject to state taxation. Income subject to taxation does not include, among other things, some social benefits, pensions, daily allowances and compensations such as family allowance, housing benefit, income maintenance benefit, additional amount of national pension and veterans' pension. For example, housing benefit totalled FIM 3 947 million in 1997 and at the end of the year there were 455 000 households receiving the benefit. Income security benefits paid to students are not subject to taxation, either.

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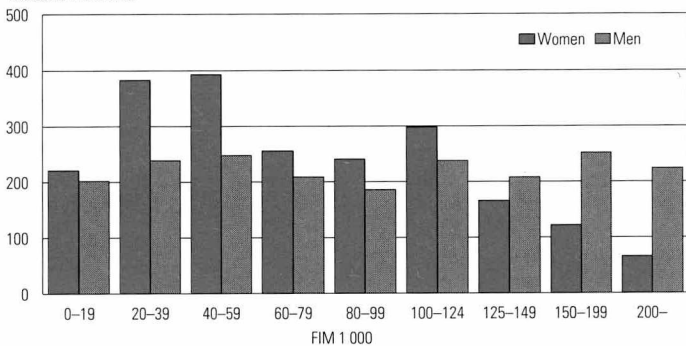
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Source: Statistics on Income and Property, Statistics Finland

1 EUR = FIM 5.94573

Income subject to state taxation in 1997

Thousand individuals



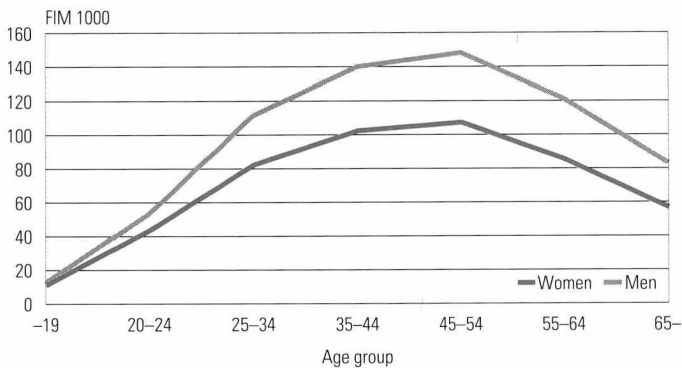
Source: Statistics on Income and Property, Statistics Finland

Distribution of individuals by income subject to state taxation in 1997

Income bracket (FIM)	Income earners		Proportion of women in the income bracket
	Women, %	Men, %	%
10 – 19 999	10	10	52
20 000 – 29 999	7	4	64
30 000 – 39 999	11	8	60
40 000 – 49 999	9	6	62
50 000 – 59 999	9	6	60
60 000 – 79 999	12	10	55
80 000 – 99 999	11	9	56
100 000 – 124 999	14	12	56
125 000 – 149 999	8	10	44
150 000 – 199 999	6	12	33
200 000 –	3	11	23
Others ¹⁾	2	1	59
Total	100	100	52
Number	2 181 216	2 029 438	

¹⁾ Persons belonging to the bracket only have property subject to state taxation.

Source: Statistics on Income and Property, Statistics Finland

Average income subject to taxation by age in 1997

Source: Statistics on Income and Property, Statistics Finland

Average assets subject to taxation per income recipient by age in 1997, FIM

Age group	Women	Men	Women's assets as a percentage of men's
-16	15 000	15 100	99
17 - 19	4 700	5 700	82
20 - 24	12 800	18 100	71
25 - 34	61 300	84 600	72
35 - 44	109 200	158 400	69
45 - 54	136 000	211 400	64
55 - 64	136 000	231 400	59
65-	102 000	189 101	54
Total	94 900	148 000	64

Assets subject to taxation are, among other things, real estate and vehicles, shares and share certificates, business, agricultural and forest assets and shares of business group owned by the taxpayer at the end of a tax year. Usual bank deposits and bonds or movable home property, for example, are not subject to state taxation. Property information are valued to taxable values

Source: Statistics on Income and Property, Statistics Finland

Disposable income of households by family type in 1997

(reference person of household is aged 20–64 years)

Family type	Median of disposable income	Number
Cohabiting		
Couples without children	151 754	483 126
Couples with children, of which		
1 child	179 984	191 400
2 children	192 668	192 786
3+ children	201 771	92 255
Women living alone		
Without children	73 119	270 417
With children, of which	108 483	73 253
1 child	99 269	43 136
2+ children	125 172	30 117
Men living alone		
Without children	69 788	305 856
With children, of which	130 397	14 610
1 child	105 683	8 600
2+ children	144 089	6 010

Disposable income of households has been calculated according to income data on households as follows:

Earned income + entrepreneurial income + property income + current transfers received – current transfers paid = disposable income

Source: Income Distribution Statistics, Statistics Finland

Households receiving living allowance by type of household in 1985, 1990, 1993, 1996 and 1997

Type of household	1985	1990	1993	1996	1997
	%	%	%	%	%
Single women without children	20	25	24	25	26
Single men without children	40	39	37	38	38
Single women with children	12	11	10	9	9
Single men with children	1	1	1	1	1
Couples/cohabiters without children	8	10	12	12	12
Couples/cohabiters with children	19	14	17	15	14
Total	100	100	100	100	100
Number	129 300	181 600	292 600	349 600	344 700

Source: Living Allowance 1997, National Research and Development Centre for Welfare and Health

All households and proportion of households received living allowance of all households in 1997

Type of household	All households	of which recipients of living allowance	
		Total	%
Single women without children	737 900	88 300	12
Single men without children	671 500	130 100	19
Single women with children	101 400	32 400	32
Single men with children	14 000	3 700	26
Couples/cohabiters without children	687 000	40 700	6
Couples/cohabiters with children	515 100	49 500	10
Total	2 726 900	344 700	13

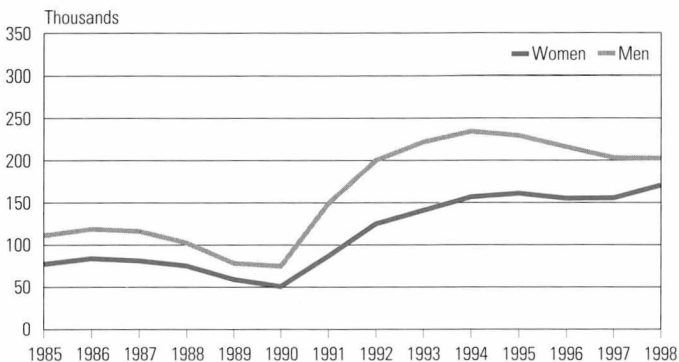
Source: Living Allowance 1997, National Research and Development Centre for Welfare and Health

The basic unemployment allowance is payable to unemployed persons aged 17–64 who have registered with an employment office, are seeking full-time employment, and satisfy the so-called employment condition.

Cash labour market support is payable to unemployed persons who have received basic or earnings-related allowance for the maximum period allowed (500 days) or are not entitled to unemployment allowance by reason of not satisfying the employment condition.

Earnings-related allowance is payable to unemployed members of an unemployment fund who as members satisfy the employment condition.

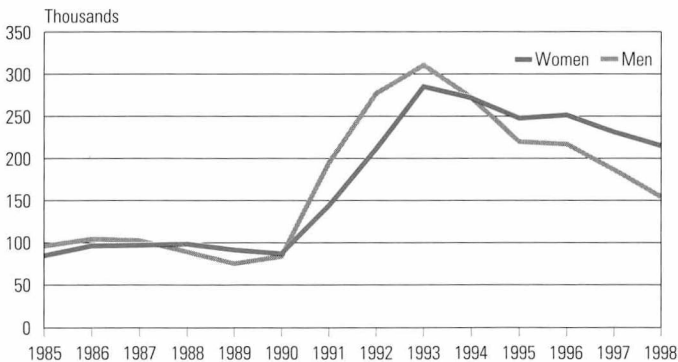
Recipients of basic unemployment allowance and labour market support in 1985–1998



Only basic unemployment allowance is included in pre-1994 data.

Source: Social Insurance Institution, Ministry of Social Affairs and Health

Recipients of earnings-related unemployment allowance in 1985–1998



Source: Social Insurance Institution, Ministry of Social Affairs and Health

Recipients of basic unemployment allowance, labour market support and earnings-related unemployment allowance by age in 1998

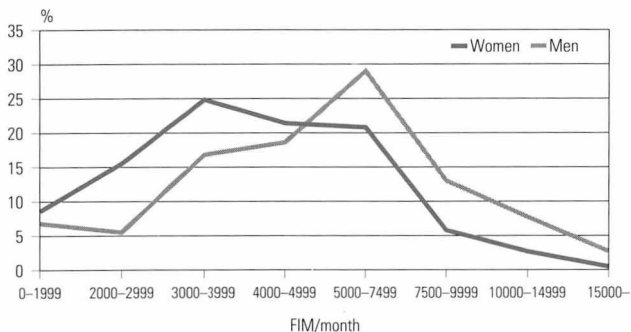
Beneficiaries (cumulative annual total), %

Age	Basic unemployment allowance, %		Labour market support, %		Earnings-related unemployment allowance, %				
	Women	Men	Women	Men	Women	Men			
-19	42	58	100	52	48	100	41	59	100
20-24	47	53	100	49	51	100	54	46	100
25-29	41	59	100	45	55	100	60	40	100
30-34	40	60	100	45	55	100	61	39	100
35-39	41	59	100	45	55	100	60	40	100
40-44	43	57	100	44	56	100	60	40	100
45-49	42	58	100	43	57	100	58	42	100
50-54	45	55	100	44	56	100	58	42	100
55-59	48	52	100	45	55	100	55	45	100
60-	47	53	100	59	41	100	54	46	100
Total	43	57	100	46	54	100	58	42	100

Total number	22 066	28 720	50 786	149 005	173 589	322 594	215 581	154 208	369 789
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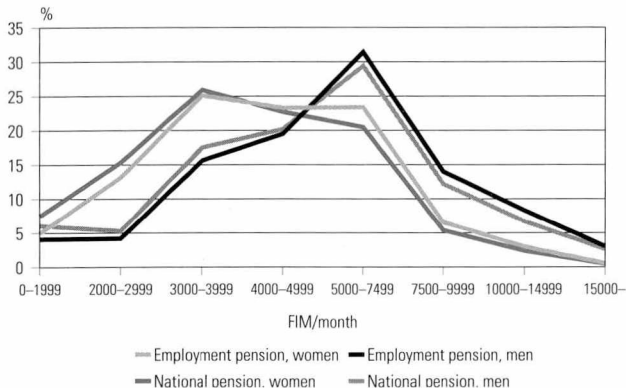
Source: Social Insurance Institution, Ministry of Social Affairs and Health

Monthly pensions (FIM/month) of all pensioners in 1997



Source: Statistical Yearbook of Pensioners in Finland 1997, The Central Pension Security Institute and the Social Insurance Institution

Monthly pensions (FIM/month) of employment and national pensioners in 1997



Source: Statistical Yearbook of Pensioners in Finland 1997, The Central Pension Security Institute and the Social Insurance Institution

All pensioners by pension component, 1982–1997

	Women			Men		
	All pensioners	Percentage of employment pensioners of all pensioners	Percentage of national pensioners of all pensioners	All pensioners	Percentage of employment pensioners of all pensioners	Percentage of national pensioners of all pensioners
1982	614 600	67	91	421 700	78	93
1984	634 000	70	91	432 800	82	93
1986	666 100	75	91	451 000	85	92
1988	690 300	78	91	469 300	86	92
1990	693 200	82	91	467 800	90	91
1992	700 600	85	91	482 300	91	92
1994	709 600	87	91	501 300	92	92
1996	718 800	88	91	513 800	92	90
1997	724 900	88	91	519 300	92	88

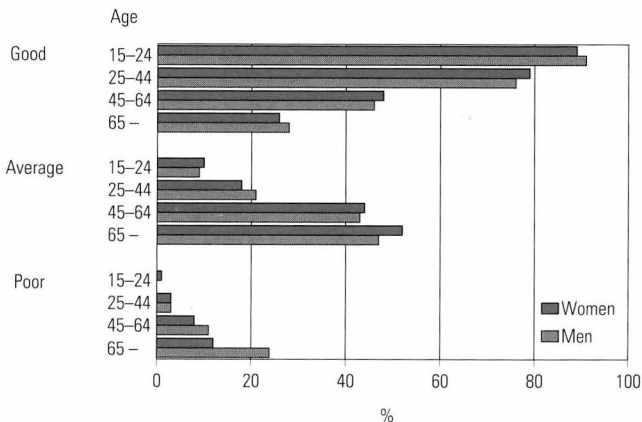
Source: Statistical Yearbook of Pensioners in Finland 1997, The Central Pension Security Institute and the Social Insurance Institution

Total pensioner population by size and composition of overall pension at 31.12.1997

Overall pension FIM/month	Women			Men		
	All pen- sioners	Empley- ment pensioners	National pensioners	All pen- sioners	Empley- ment pensioners	National pensioners
	%	%	%	%	%	%
0- 1 999	9	5	7	7	4	6
2 000- 2 999	16	13	15	6	4	5
3 000- 3 999	25	25	26	17	16	18
4 000- 4 999	21	23	23	19	20	20
5 000- 7 499	21	23	21	29	31	29
7 500- 9 999	6	7	5	13	14	12
10 000-14 999	3	3	2	8	8	7
15 000-	1	1	1	3	3	3
	100	100	100	100	100	100
Average pension FIM/month	4 476	4 762	4 460	5 999	6 301	5 902
Share of employ- ment pension	3 109	3 514	2 950	4 803	5 218	4 559
Share of national pension	1 256	1 138	1 399	994	888	1 125

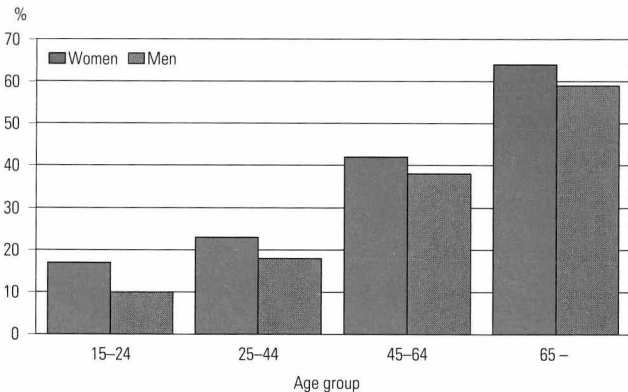
Source: Statistical Yearbook of Pensioners in Finland 1997, The Central Pension Security Institute and the Social Insurance Institution

Subjective health by age, 1994



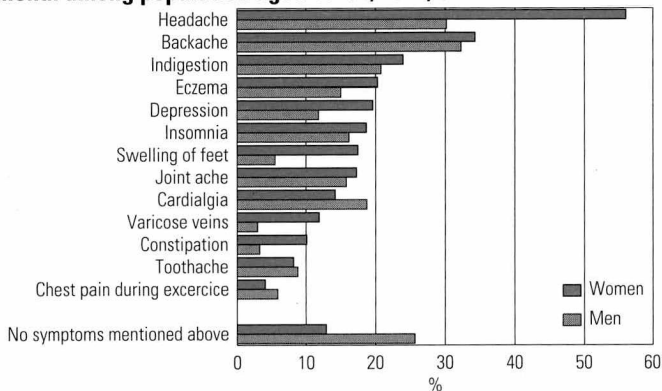
Source: Living conditions, Statistics Finland

Percentage of population hampered in their daily activities because of chronic conditions, 1994



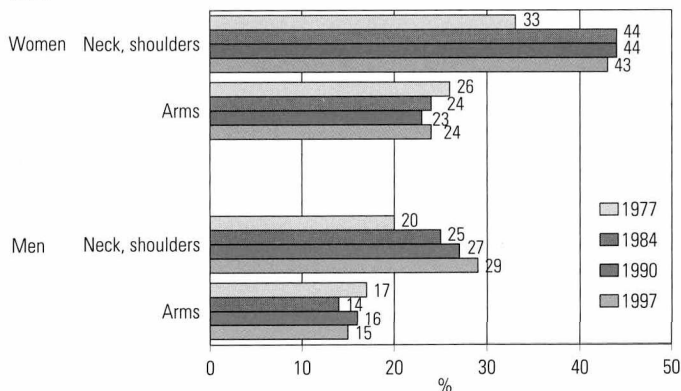
Source: Living conditions, Statistics Finland

Incidence of certain symptoms and complaints during the last month among population aged 15–64, 1998, %



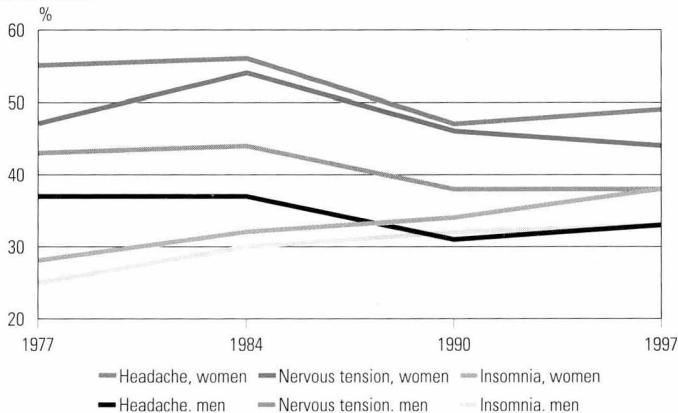
Source: Health Behaviour among Finnish Adult Population, Spring 1998, National Public Health Institute

Persons suffering from recurrent ache or pain 1977, 1980, 1990 and 1997



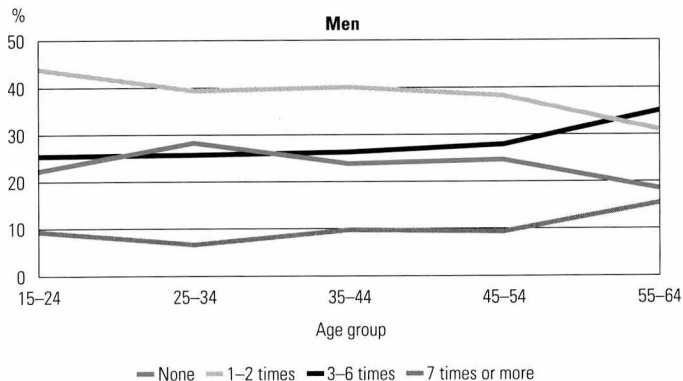
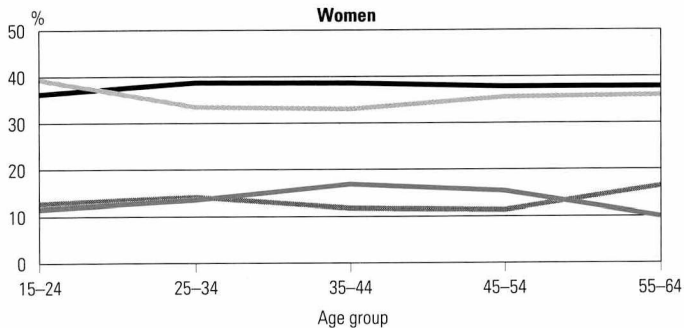
Source: Quality of Work Life Surveys 1977, 1980, 1990 and 1997, Statistics Finland

Incidence of certain mental or somatic symptoms 1977, 1984, 1990 and 1997



Source: Living conditions 1977, 1984, 1990 ja 1997, Statistics Finland

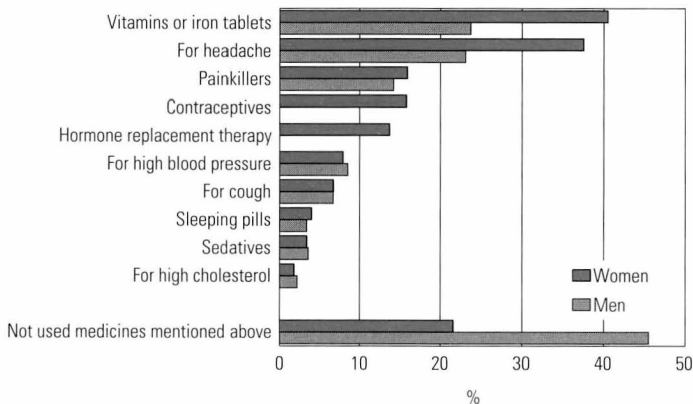
Visits to the doctor during the last year by age, 1998



29.4 per cent of women visited the dentist once and 30.0 per cent not at all during the last year.
 24.4 per cent of men visited the dentist once and 41.6 per cent not at all during the last year.

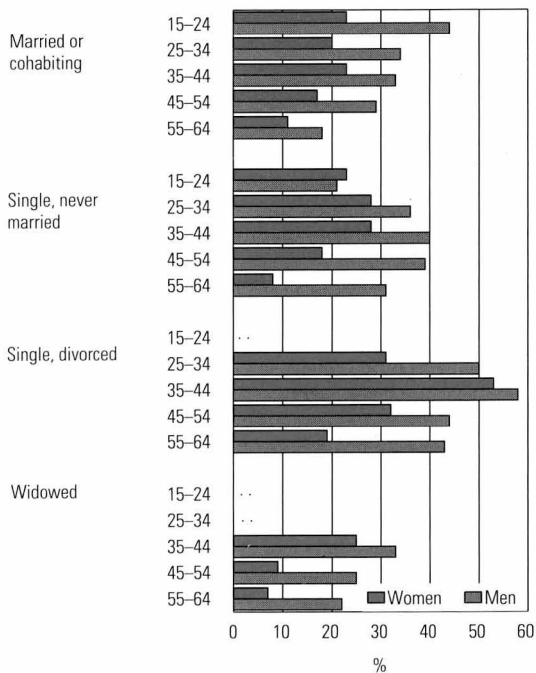
Source: Health Behaviour among the Finnish Adult Population, Spring 1998, National Public Health Institute

Use of some medicines during the last week, 1998



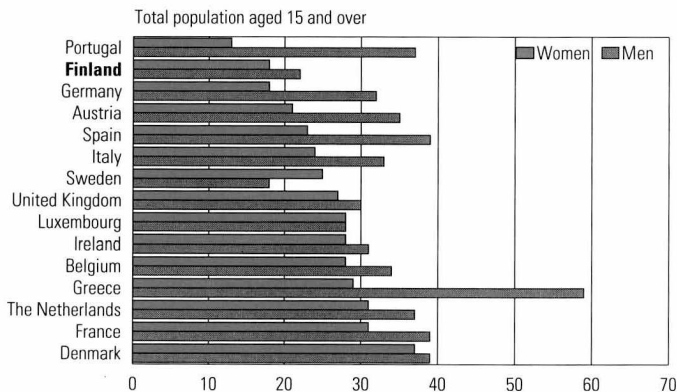
Source: Health Behaviour among Finnish Adult Population, Spring 1998, The National Public Health Institute

Daily smokers by age and marital status, 1998



Source: Health Behaviour among Finnish Adult Population, Spring 1998, National Public Health Institute

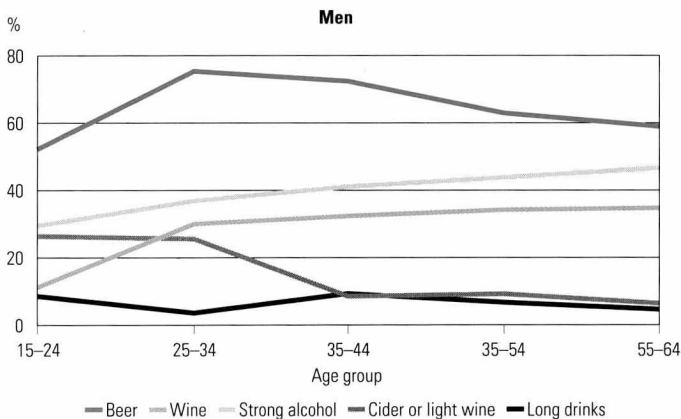
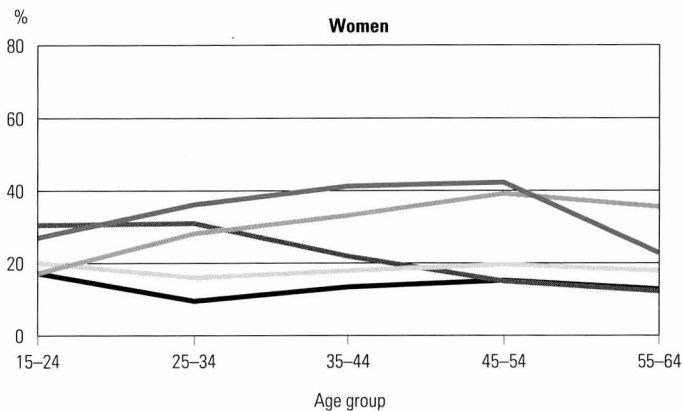
Percentage of population who are daily cigarette smokers, 1995



33 % of smoking women and 23 % of smoking men smoke less than 10 cigarettes per day
 57 % of smoking women and 59 % of smoking men smoke 10 – 24 cigarettes per day
 10 % of smoking women and 18 % of smoking men smoke more than 24 cigarettes per day

Source: Living conditions in Europe, Eurostat

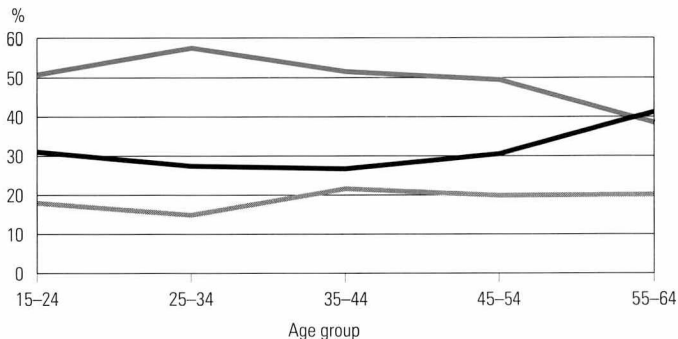
Consumption of alcoholic drinks during the last week by age, 1998



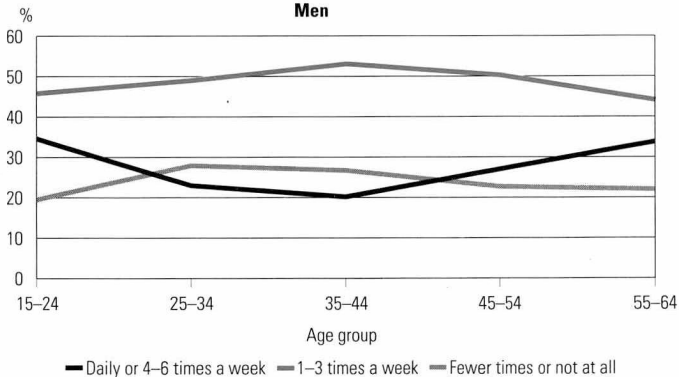
Source: Health Behaviour among Finnish Adult Population, Spring 1998, National Public Health Institute

Leisure-time physical exercise by age, 1998 ¹⁾

Women



Men



¹⁾ For at least half an hour and causing at least slight perspiration.

Source: Health Behaviour among Finnish Adult Population, Spring 1998, National Public Health Institute

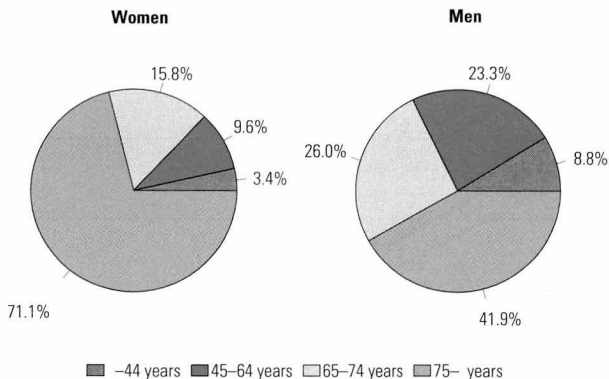
Deaths by cause of death 1996

Cause of death	Number		Death rate 1/100 000	
	Women	Men	Women	Men
Diseases of the circulatory system	11 728	10 315	446.2	413.2
Neoplasms	4 848	5 460	184.4	218.7
Accidents	874	1 703	33.3	68.2
Suicides	282	965	10.7	38.7
Others 1)	7 163	5 823	272.5	233.3
Total	24 895	24 266	947.1	972.1

1) A.o.t. Diseases of the respiratory system, diseases of the digestive system, diseases of the nervous system and sense organs, infectious and parasitic diseases

Source: Causes of death, Statistics Finland

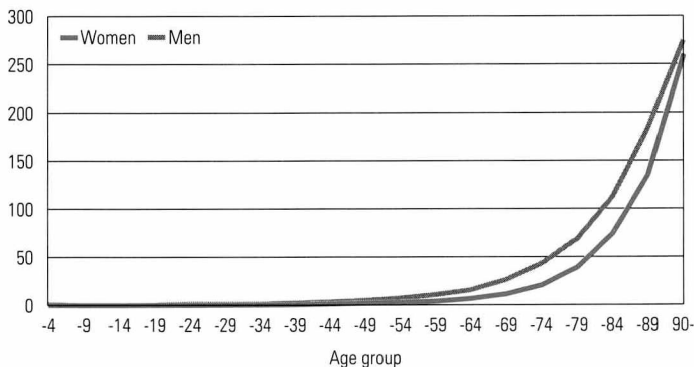
Deaths by age 1997, %



Source: Causes of Death, Statistics Finland

Mortality by age, 1997

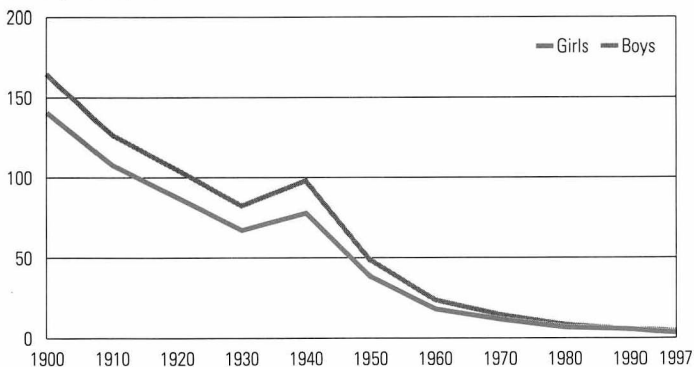
Per 1 000 of mean population



Source: Population Statistics, Statistics Finland

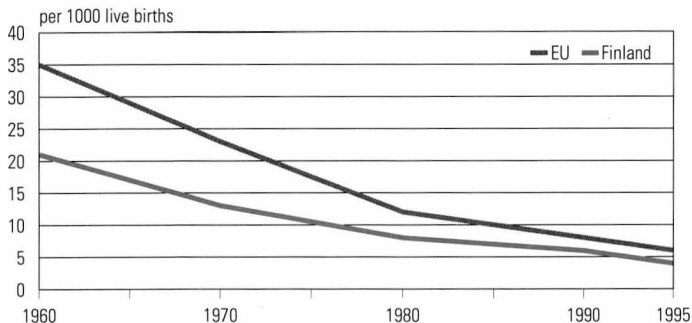
Infant mortality, 1900–1997

Number per 1000 live births



Source: Causes of Death, Statistics Finland

Infant mortality rate in the EU and Finland, 1960, 1970, 1980, 1990 and 1995



The highest infant mortality rate in 1995 was in Portugal (8) and the lowest in Sweden and Finland (4).

Source: Living conditions in Europe, Eurostat

Persons suspected of being guilty of cleared offences by offence in 1997

Offences against the Penal Code	Women %	Men %	Total %	Number
Offences against property	16	84	100	129 250
– of which petty theft	25	75		35 514
theft	10	90		32 068
robbery	11	89		1 347
embezzlement	25	75		2 037
fraud	19	81		12 706
debtor's offence	15	85		1 169
damage to property	7	93		14 785
Offences against life and health	10	90	100	25 680
– of which manslaughter	10	90		105
murder	11	89		36
negligent homicide	15	85		369
assault	10	90		22 886
Sexual offences	1	99	100	1 429
– of which rape	–	100		286
Drunkennes in traffic	9	91	100	24 123
– of which aggravated drunken driving	7	93		13 494
Offences against public authority and public peace ¹⁾	13	87		7 085
Other offences against the Penalty Code	16	84	100	23 697
– of which aggravated narcotics offences	9	91		560
Total	14	86	100	211 264

¹⁾ Including resisting of an official in the performance of his duties, impeding an official in the performance of his duties, misleading of the authorities and perjury

Source: Statistical Yearbook of Justice 1997, Statistics Finland

Family and partner violence known to the police 1998

	Family violence		Of which partner violence	
	Victims		Victims	
	Total	Women %	Total	Women %
Assault and other offences against life and health	2 629	80	1 631	91
– same family	2 082	81	1 628	91
– other near relative	547	77	3	100
Sexual offences	79	90	18	100
– same family	44	96	18	100
– other near relative	35	83	–	–
Total	2 708	81	1 649	91

Source: Family violence known to the police 1998, Statistics Finland

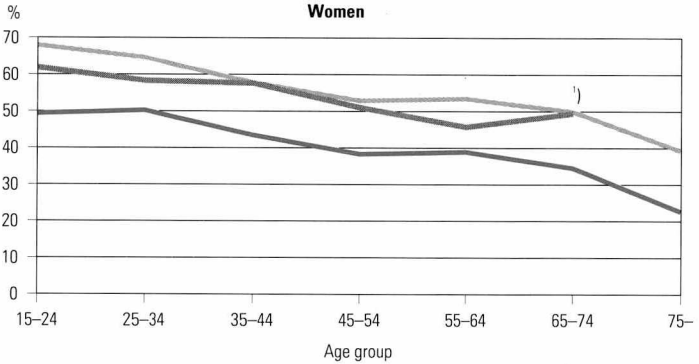
Persons suspected of being guilty of family violence known to the police 1998

	The suspected		
	Women %	Men %	Total number
Assault and crimes against life and health	10	90	2 517
– same family	10	90	2 003
– other near relative	12	89	514
Sexual offences	10	90	51
– same family	–	100	27
– other near relative	21	79	24
Total	10	89	2 568

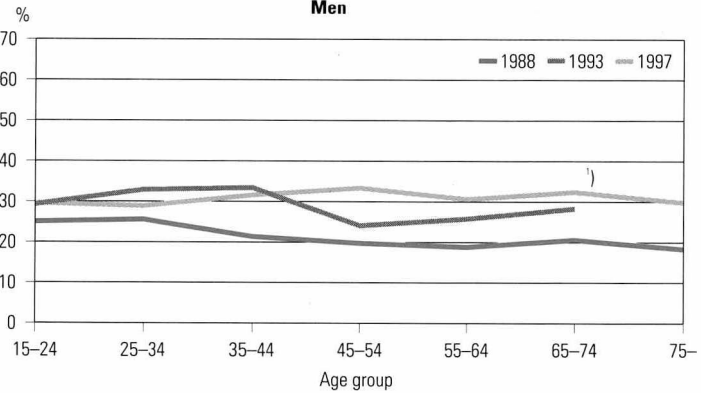
Source: Family violence known to the police 1998, Statistics Finland

Fear of violence at night outside home

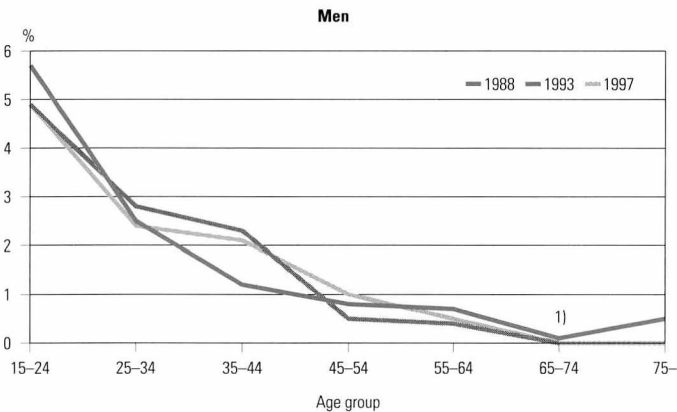
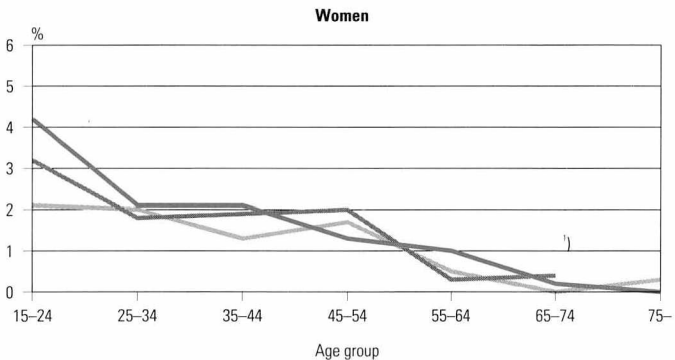
Women



Men



Victims of violence that caused injuries in 1988, 1993 and 1997

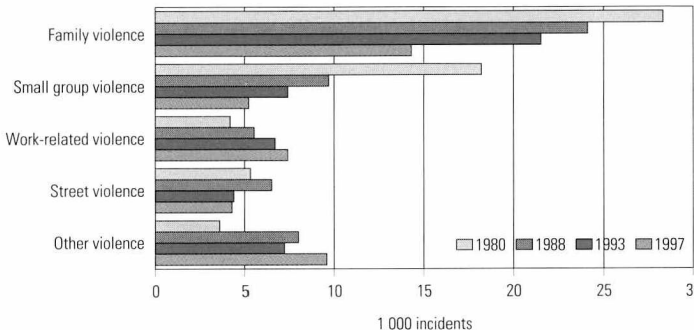


1) In 1993, the survey only covered persons aged from 15 to 74

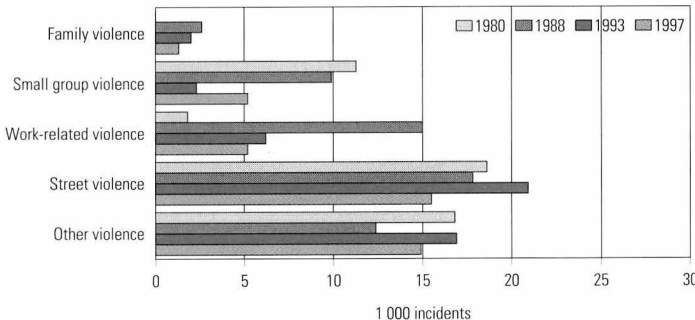
Source: Interview surveys 1988, 1993 and 1997, Statistics Finland

Violence incidents that caused injuries

Women



Men



Source: Interview surveys 1980, 1988, 1993 and 1997, Statistics Finland

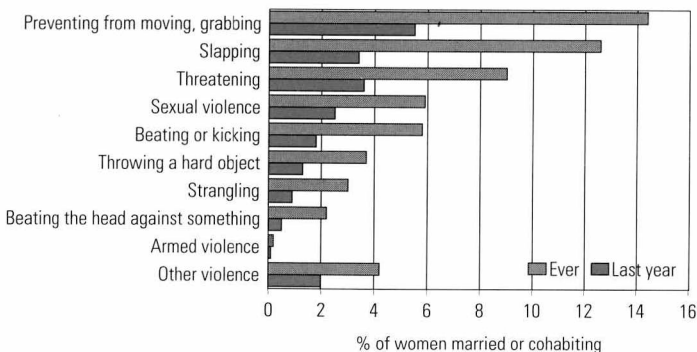
Emotional consequences of the most recent incident of outsider (non-partner) violence, by perpetrator

(% of women who have experienced outsider violence)

Consequences	Acquaintance	Stranger
Hatred	66	59
Fears	51	63
Shame	29	23
Depression	30	17
Guilt	25	18
Loss of self-esteem	23	15
Sleeping difficulties	22	16
Difficulties in relations with men	20	11
Concentration difficulties	17	11
Numbness	16	8
Difficulties in work	14	5
Difficulties in gynaecological examinations	3	2
Other problems	8	9

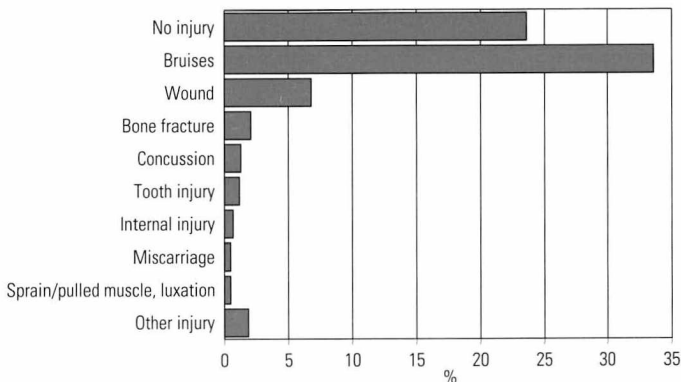
Source: FAITH, HOPE, BATTERING, A Survey of Men's Violence against Women in Finland, 1998
 Statistics Finland

Prevalence of partner violence



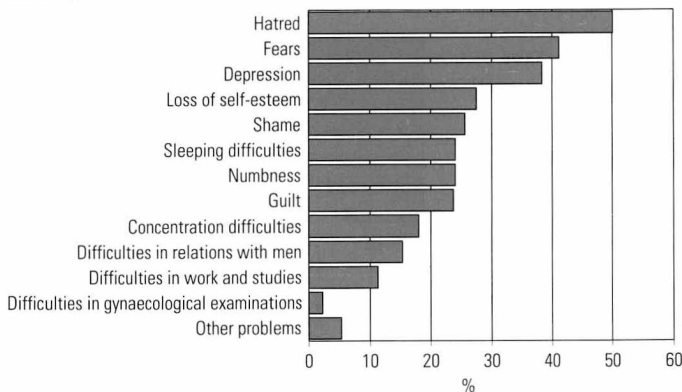
Source: FAITH, HOPE, BATTERING, A Survey of Men's Violence against Women in Finland, 1998
 Statistics Finland

Physical injuries caused by the most serious incident of partner violence



Source: FAITH, HOPE, BATTERING, A Survey of Men's Violence against Women in Finland, 1998
 Statistics Finland

Emotional consequences of the most serious incident of partner violence



Source: FAITH, HOPE, BATTERING, A Survey of Men's Violence against Women in Finland, 1998
 Statistics Finland

FAITH, HOPE, BATTERING survey focused on male violence against women. The survey was carried out as a mail inquiry in 1997, and the questionnaire was returned by 5 000 women between the ages 18 and 74.

According to the survey, two-thirds of all women aged 18–74 years have experienced physical or sexual violence or threats by a man. Every fifth married or cohabiting women had become a victim of violence by their partner during a relationship. One half of the women who had been separated from their partner had been victims of violence or threats.

Only just over one half of those who had been victims of partner violence had talked about their most serious incident of victimisation to somebody, usually a close friend. Less than ten per cent of the cases were reported to the police.

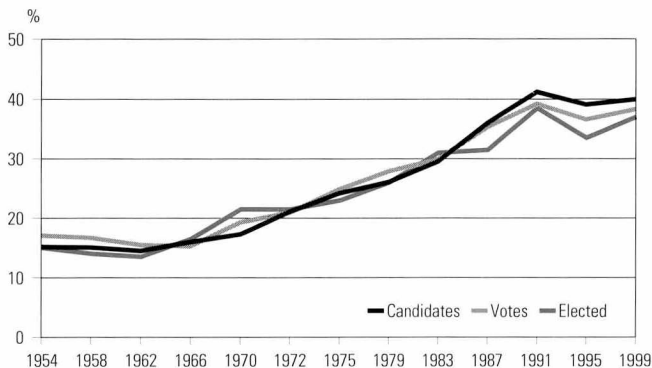
Parliamentary Elections in 1999

Number of candidates and persons who were elected by party

	Candidates			The Elected				
	Total	Women %	Men %	Total	Women		Men	
				Number	Number	%	Number	%
Total	1993	37.0	63.0	200	74	37.0	126	63.0
Social Democratic Party of Finland	229	43.2	56.8	51	22	43.1	29	56.9
Center Party of Finland	223	35.4	64.6	48	13	27.1	35	72.9
National Coalition Party	221	42.1	57.9	46	17	37.0	29	63.0
Left Alliance	212	38.7	61.3	20	6	30.0	14	70.0
Green League	196	51.0	49.0	11	9	81.8	2	18.2
Swedish People's Party in Finland	77	37.7	62.3	11	3	27.3	8	72.7
Christian League of Finland	73	35.6	64.4	10	4	40.0	6	60.0
Others	762	30.1	69.9	3	0	0.0	3	100.0

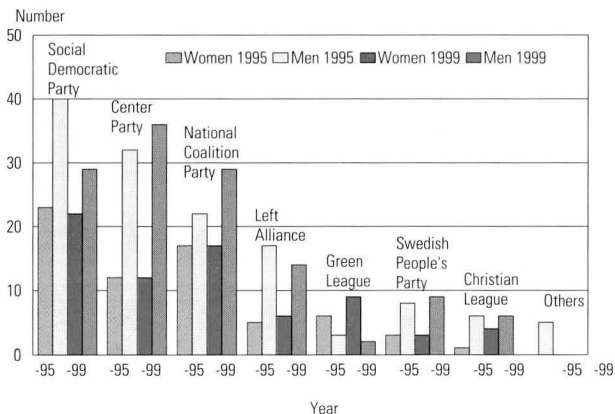
Source: Election Statistics, Statistics Finland

Percentage of female candidates, votes for women and women elected in parliamentary elections 1954 – 1999



Source: Election Statistics, Statistics Finland

Members of Parliament by party 1995 and 1999



Source: Finnish Parliament

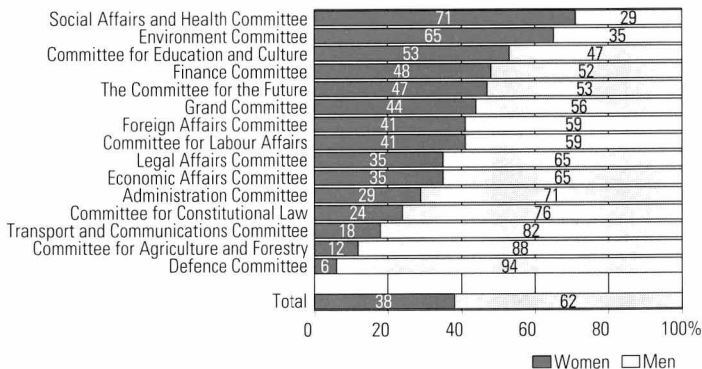
Chairpersons and Vice Chairpersons of parliamentary groups 1999

	Chairpersons		Vice Chairpersons		Total		Both genders
	Women	Men	Women	Men	Women	Men	Total
Social Democratic Party of Finland	0	1	2	0	2	1	3
Center Party of Finland	0	1	1	1	1	2	3
National Coalition Party	0	1	1	1	1	2	3
Left Alliance	0	1	1	1	1	2	3
Swedish People's Party in Finland	1	0	0	2	1	2	3
Green League	0	1	2	0	2	1	3
Christian League of Finland	0	1	1	1	1	2	3
Total	1	6	8	6	9	12	21

Plus three groups of one man.

Source: Finnish Parliament

Parliamentary Committees 1999



The Chairpersons of the committees comprise 5 women and 10 men and Vice Chairpersons also 5 women and 10 men

Source: Finnish Parliament

Composition of the Cabinet, 1999

	Total	Women	Men
Prime Minister	1	0	1
Ministry of Foreign Affairs	2	1	1
Ministry of Justice	1	0	1
Ministry of the Interior	2	0	2
Ministry of Defence	1	0	1
Ministry of Finance	2	1	1
Ministry of Education	2	2	0
Ministry of Agriculture and Forestry	1	0	1
Ministry of Transport and Communications	1	0	1
Ministry of Trade and Industry	1	0	1
Ministry of Social Affairs and Health	2	2	0
Ministry of Labour	1	1	0
Ministry of Environment	1	1	0
Total	18	8	10
Proportion %		44.4	55.6

Source: Prime Minister's Office

Cabinet Committees 1999

	Members Total	Women		Men	
		Number	%	Number	%
Statutory Committees:					
Cabinet Finance Committee	6	3	50	3	50
Cabinet Foreign Affairs and Security Committee	8	3	38	5	63
Cabinet Economic Policy Committee	9	3	33	6	67
Cabinet Committee on EU Affairs	9	2	22	7	78
Total	32	11	34	21	66

Source: Prime Minister's office

Committees and Boards appointed by the Ministries in 1998 and 1999 (January-April)

	Committees		Chairpersons		Vice Chairpersons	
	Total	Women	Men	Women	Men	
Ministry of Foreign Affairs	0	0	0	0	0	0
Ministry of Justice	5	1	4	0	1	
Ministry of the Interior	0	0	0	0	0	
Ministry of Defence	2	0	2	0	1	
Ministry of Finance	0	0	0	0	0	
Ministry of Education	7	1	6	1	2	
Ministry of Agriculture and Forestry	1	1	0	0	0	
Ministry of Transport and Communications	0	0	0	0	0	
Ministry of Trade and Industry	0	0	0	0	0	
Ministry of Social Affairs and Health	1	0	1	0	1	
Ministry of Labour	1	0	2	0	2	
Ministry of Environment	2	1	1	1	1	
Total	19	4	16	2	8	
	Women as a percentage of all chairpersons	Members		Women as a percentage of members		
		Women	Men			
Ministry of Foreign Affairs	0	0	0	0	0	
Ministry of Justice	17	27	25	52		
Ministry of the Interior	0	0	0	0		
Ministry of Defence	0	2	17	11		
Ministry of Finance	0	0	0	0		
Ministry of Education	20	28	36	44		
Ministry of Agriculture and Forestry	100	1	2	33		
Ministry of Transport and Communications	0	0	0	0		
Ministry of Trade and Industry	0	0	0	0		
Ministry of Social Affairs and Health	0	6	4	60		
Ministry of Labour	0	2	3	40		
Ministry of Environment	50	23	37	38		
Total	20	89	124	42		

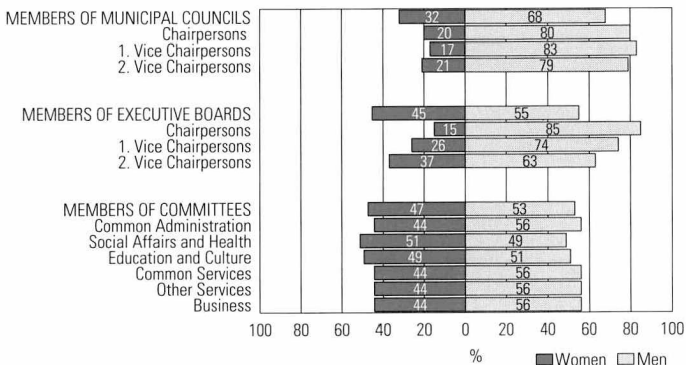
Source: Register on projects and legal preparatory documents of the Finnish Government

Continued

	Boards and advisory boards Total	Chairpersons		Vice Chairpersons	
		Women	Men	Women	Men
Ministry of Foreign Affairs	0	0	0	0	0
Ministry of Justice	1	1	0	0	1
Ministry of the Interior	2	0	2	0	1
Ministry of Defence	0	0	0	0	0
Ministry of Finance	6	1	5	3	2
Ministry of Education	6	0	6	1	1
Ministry of Agriculture and Forestry	4	1	3	1	2
Ministry of Transport and Communications	2	0	2	0	2
Ministry of Trade and Industry	7	2	5	1	3
Ministry of Social Affairs and Health	20	8	16	5	13
Ministry of Labour	8	1	7	3	8
Ministry of Environment	1	1	0	1	0
Total	57	15	46	15	33
	Women as a percentage of all chairpersons	Members Women Men		Women as a percentage of members	
Ministry of Foreign Affairs	0	0	0	0	0
Ministry of Justice	50	5	6	45	
Ministry of the Interior	0	7	8	47	
Ministry of Defence	0	0	0	0	
Ministry of Finance	36	14	30	32	
Ministry of Education	13	21	23	48	
Ministry of Agriculture and Forestry	29	17	28	38	
Ministry of Transport and Communications	0	8	9	47	
Ministry of Trade and Industry	27	37	41	47	
Ministry of Social Affairs and Health	31	105	72	59	
Ministry of Labour	21	42	33	56	
Ministry of Environment	100	3	8	27	
Total	28	259	258	50	

Information on some committees and boards may be missing because all the ministries have not necessarily registered all their projects.

Members of municipal councils, executive boards and committees 1997



Municipal managers in urban municipalities were 9 women and 95 men and in rural municipalities 37 women and 320 men.

Source: The Association of Finnish Local and National Authorities

Chairpersons of Assemblies and Boards of Regional Councils 1997

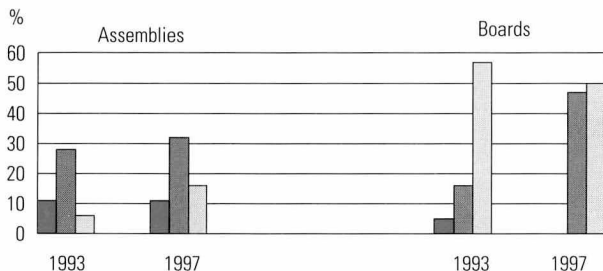
Regional Council	Assembly				Board			
	Chairperson		Vice Chairpersons		President		Vice Presidents	
	Women	Men	Women	Men	Women	Men	Women	Men
South Karelia	0	1	0	2	0	1	0	1
South Ostrobothnia	0	1	0	2	0	1	1	1
Häme	0	1	0	2	0	1	0	1
Itä-Uusimaa	0	1	1	1	0	1	0	2
Kainuu	0	1	1	1	0	1	0	1
Central Ostrobothnia	0	1	0	2	0	1	0	1
Central Finland	0	1	1	1	0	1	1	0
Kymenlaakso	0	1	1	1	0	1	1	0
Lapland	0	1	0	2	0	1	1	0
Etelä-Savo	0	1	0	2	0	1	1	1
Tampere	0	1	1	1	0	1	0	1
Ostrobothnia	1	0	1	1	0	1	1	1
North Karelia	0	1	0	2	0	1	1	1
Northern Ostrobothnia	1	0	0	2	0	1	1	0
Päijät-Häme	0	1	1	1	0	1	0	1
Satakunta	0	1	0	2	0	1	1	0
Savo	0	1	1	1	0	1	1	1
Uusimaa	0	1	1	1	0	1	2	0
South-West Finland	0	1	0	2	0	1	1	1
Total	2	17	9	29	0	19	13	14

Number of Women,
1993

2 6 1 7

Source: The Association of Finnish Local and National Authorities

Percentages of women as Chairpersons of Assemblies of Regional Councils and as Presidents of Boards of Regional Councils 1993 and 1997



Assemblies Chairperson 1st Vice Chairperson 2nd Vice Chairperson
Boards President 1st Vice President 2nd Vice President

Source: The Association of Finnish Local and National Authorities

Political Parties

Chairpersons, Vice Chairpersons and Party Secretaries 1998

	Chairpersons		Vice Chairpersons		Party Secretaries	
	Women	Men	Women	Men	Women	Men
Social Democratic Party of Finland	0	1	1	1	0	1
Center Party of Finland	0	1	2	1	0	1
National Coalition Party	0	1	2	1	1	0
Left Alliance	1	0	0	2	0	1
Green League	1	0	1	2	0	1
Swedish People's Party in Finland	0	1	2	1	0	1
Christian League of Finland	0	1	1	1	1	0
Total	2	5	9	9	2	5

The Social Democratic Party of Finland and The National Coalition Party have elections for chairpersons in May 1999.

Source: Party Offices

Party councils and executive boards

	Party councils				Executive boards			
	Women		Men		Women		Men	
	Number	%	Number	%	Number	%	Number	%
Social Democratic Party of Finland	27	44.3	34	55.7	5	33.3	10	66.7
Center Party of Finland	56	41.8	78	58.2	6	18.2	27	81.8
National Coalition Party	26	42.6	35	57.4	6	26.1	17	73.9
Left Alliance	23	41.8	32	58.2	6	50.0	6	50.0
Green League	16	47.1	18	52.9	6	50.0	6	50.0
Swedish People's Party in Finland ¹⁾					9	36.0	16	64.0
Christian League of Finland	28	46.7	32	53.3	9	50.0	9	50.0
	176	43.5	229	56.5	47	34.1	91	65.9

¹⁾ No party council

The Social Democratic Party of Finland and The National Coalition Party have elections for party councils and executive boards in May 1999.

Source: Party offices

Central employee organisations

	SAK 1997			AKAVA 1998			STTK 1998		
	Total	Women		Total	Women		Total	Women	
		Number	%		Number	%		Number	%
Assembly	387	144	37	156	60	38	196	92	47
Council	128	46	36				60	31	52
Board	25	5	20	20	5	25	17	7	44
Members	1 100 400		46	360 300		50	645 000		68

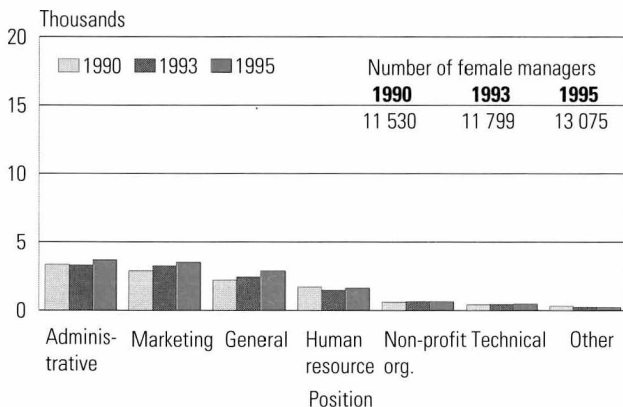
Source: Central employee organisations

SAK = Central Organization of Finnish Trade Unions

AKAVA = Confederation of Unions for Academic Professionals in Finland

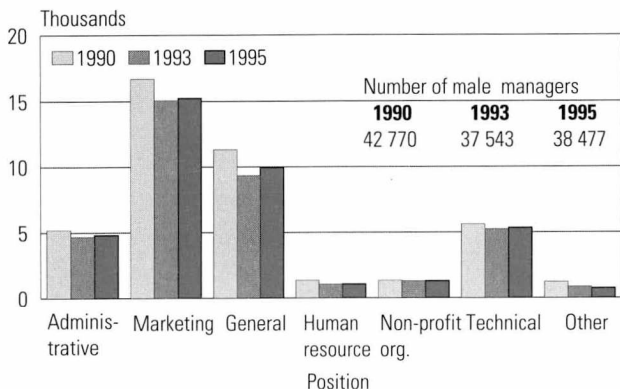
STTK = Finnish Confederation of Salaried Employees

Number of female managers in the private sector by position 1990, 1993 and 1995



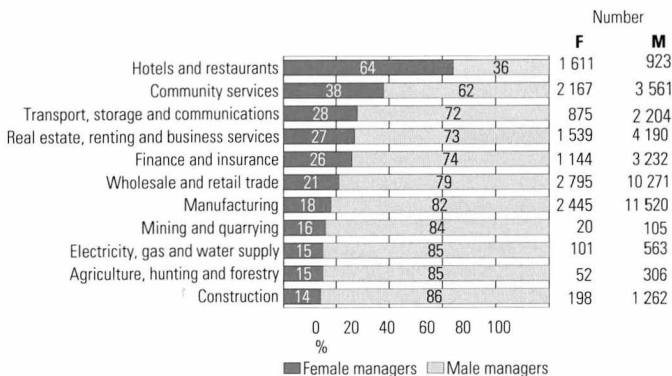
Source: Changes at the Top, A survey of women and men in managerial positions, Statistics Finland

Number of male managers in the private sector by position 1990, 1993 and 1995



Source: Changes at the Top, A survey of women and men in managerial positions, Statistics Finland

Proportion of female and male managers by branch of industry in the private sector, 1995



Source: Changes at the Top, A survey of women and men in managerial positions, Statistics Finland

Public sector managers, 1995

	Women		Men		Total	
	Number	%	Number	%	Number	%
Public sector total	5 215	40	7979	60	13 194	100
– Government	1 373	32	2910	68	4 283	100
– Municipalities	3 842	43	5069	57	8 911	100

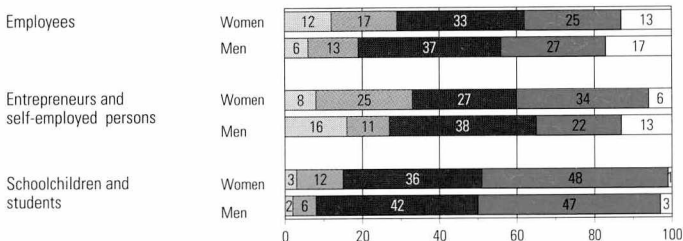
Source: Changes at the Top, A survey of women and men in managerial positions, Statistics Finland

Management market in Finland, 1995

	Number	%	
Managers in management market	64 746	100	100
Female managers	18 290	28	
Male managers	46 456	72	
Private sector managers	51 552	100	80
Female managers	13 075	25	
Male managers	38 477	75	
Public sector managers	13 194	100	20
Female managers	5 215	40	
Male managers	7 979	60	

Source: Changes at the Top, A survey of women and men in managerial positions, Statistics Finland

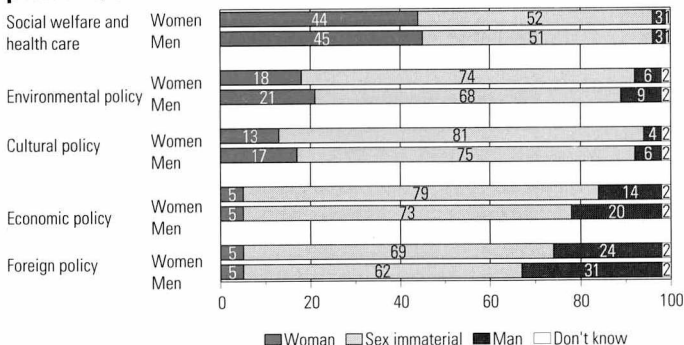
Equality between women and men in practice, %



Extremely or rather poor
 Moderate
 Quite good
 Extremely good
 Not applicable

Source: Gender Barometer 1998, Statistics Finland, Council for Equality

Who is more suitable, a woman or a man, for responsible positions, %

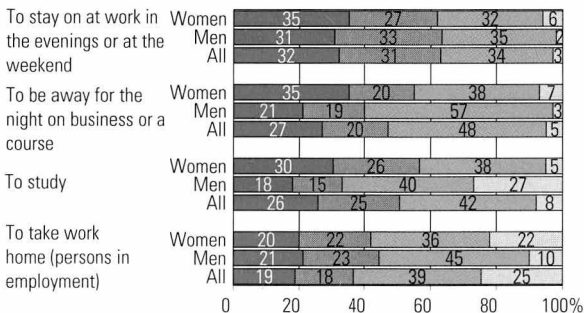


%

Source: Gender Barometer 1998, Statistics Finland, Council for Equality

Is it difficult for family reasons

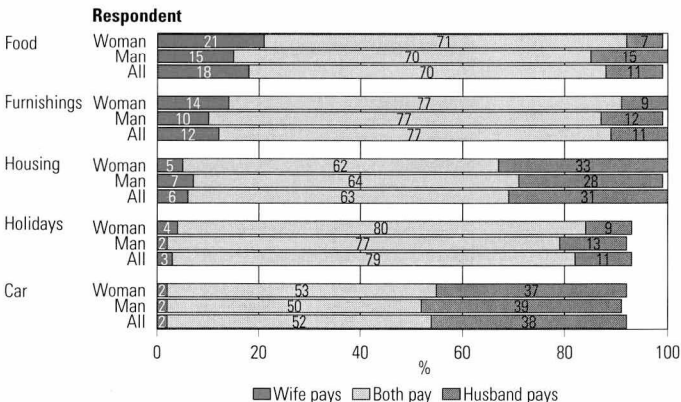
Families with children: only or youngest child under the age of 7



Extremely or fairly difficult
 Slightly difficult
 No difficulty at all
 Does not apply

Source: Gender Barometer 1998, Statistics Finland, Council for Equality

Who usually pays for the following (excluding 'don't know' option), %



Source: Gender Barometer 1998, Statistics Finland, Council for Equality

General attitudes concerning equality

The data on the perceptions, attitudes and personal experiences of women and men in Finland have been produced by means of the gender barometer. The data for the first gender barometer was collected with a telephone survey carried out in conjunction with the Statistics Finland Labour Force Survey in January 1998.

The majority of Finnish women and men felt that, on the whole, women did not enjoy the same status in Finland as men. Yet, only 22 per cent of women and 10 per cent of men felt that the status of women was clearly inferior to that of men. Men felt more often than women that gender equality has been reached. Every third man felt that women and men do have equal rights, while only 15 per cent of women had the same opinion. It was generally felt that gender equality had best been realised in educational institutions. Nearly one half of both female and male students felt that gender equality was extremely well implemented in their educational institution; 36 per cent of female students and 42 per cent of male students felt the implementation was rather good. One in four of employed women and men felt that the implementation of equality between women and men was extremely good at their place of work, one third of women and more than one third of men felt that it was fairly good. Women and men had quite the same opinion concerning the implementation of gender equality in the near future. Over one half of both women and men estimated that gender equality would grow during the next ten years.

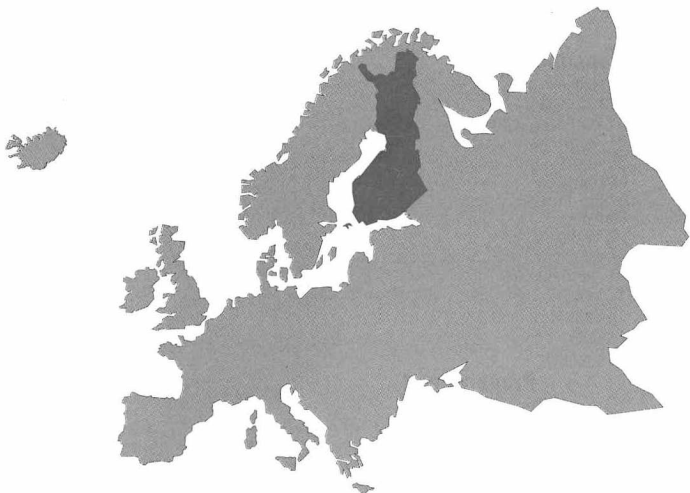
A clear majority of both women (92%) and men (87%) felt that married women have every right to be in paid work, whatever their family situation. The statement that men should take a greater part in looking after and raising their children than they do at present received almost as much support. There seems to be wide support among the Finns for a less pronounced division of labour in the everyday lives of families with children.

Women should take a more active part in politics in order to diversify the political expertise. This statement elicited support from nine tenths of women and eight out of ten men. When asked which were more suitable, men or women, for responsible assignments in five areas of politics, the majority of Finns replied that men and women are equally capable of carrying out the said assignments.

Those who felt that gender did matter said that a man was more suitable in the field of foreign and economic policy, and that a women was more suitable in the field of cultural, environmental, social and health policy.

81 per cent of women and 65 per cent of men felt that business and the economy would benefit if there were more women than at present in senior positions. The narrowing of the gap between women and men in their family roles and women's greater influence in politics both gained widespread approval from women and men.

Finland in Europe



Population in 1998

Women	2 643 572
Men	2 516 075

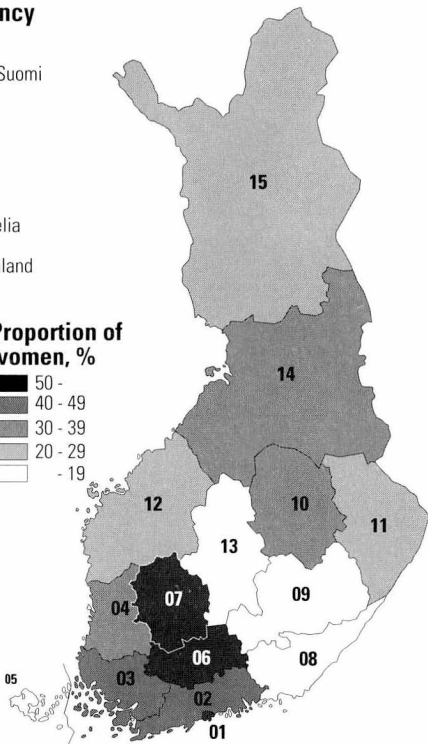
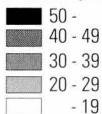
Area	338 145 km ²
Population density	15.3/km ²

Proportion of women in the Parliament by constituency, 1999

Constituency

- 01 Helsinki
- 02 Uusimaa
- 03 Varsinais-Suomi
- 04 Satakunta
- 05 Åland
- 06 Häme
- 07 Pirkanmaa
- 08 Kymi
- 09 Mikkeli
- 10 Kuopio
- 11 North Karelia
- 12 Vaasa
- 13 Central Finland
- 14 Oulu
- 15 Lapland

Proportion of women, %





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