

The data for 2023 Index is mostly from 2021.





























Progress in gender equality

With 74.4 points out of 100, Finland ranks 8th in the EU on the Gender Equality Index. Its score is 4.2 points above the score for the EU as a whole.¹

Since 2010, Finland's score has increased by 1.3 points, mainly due to improvements in the domain of power (+ 4.8 points). Since 2020, Finland's overall score on the Index has decreased by 1.0 point, which is the third biggest decrease among the Member States. This setback is due to increasing gender inequalities in the domain of time, where the country's score has decreased by 7.7 points. Finland also registered a 1.0-point decrease in the domain of knowledge, mainly due to a decrease in attainment and participation in education. As a result, Finland's overall ranking has dropped from 4th to the 8th place since 2020.

[1] The Gender Equality Index 2023 has been affected by certain changes in EU-wide surveys and through the use of the most up-to-date sources. For the first time, it benefits from EIGE's survey data on gender gaps in care, individual and social activities carried out across the EU in 2022, and from new data from the 2021 EWCTS survey (Eurofound). Regulation (EU) 2019/1700, which came into force from 1 January 2021, also introduced some changes into the EU-LFS. These methodological changes will affect nine indicators included in the domains of work, knowledge and time, together with their respective scores, as well as the overall Index and the analysis of intersecting inequalities using the respective indicators.

An analysis has been carried out of the possible impact that these changes may have had on the Index and on the interpretation of the corresponding time series. Despite the break in time series that the changes entail, the time series analysis can be considered adequate (see Index 2023 report).

			Change since	
			2010	2020
SE	82.2		2.1	-1.7
NL	77.9		3.9	0.6
DK	77.8		2.6	0.0
ES	76.4		10.0	1.8
BE	76.0		6.7	1.8
FR	75.7		8.2	0.6
LU	74.7		13.5	1.2
FI	74.4		1.3	-1.0
IE	73.0		7.6	-1.3
AT	71.2		12.5	2.4
DE	70.8		8.2	2.1
EU	70.2		7.1	1.6
SI	69.4		6.7	1.9
IT	68.2		14.9	3.2
MT	67.8		13.4	2.2
PT	67.4		13.7	4.6
BG	65.1		10.1	4.4
LT	64.1		9.2	3.5
PL	61.9		6.4	4.2
LV	61.5		6.3	0.1
HR	60.7		8.4	0.0
CY	60.7		11.7	3.4
EE	60.2		6.8	-0.8
SK	59.2		6.2	3.2
EL	58.0		9.4	4.6
CZ	57.9		2.3	0.7
HU	57.3		4.9	3.1
RO	56.1		5.3	2.4

Best performance

Finland's highest score is in the domain of health (93.1 points), in which it ranks 4th among all Member States. Since 2020, the country's score has increased slightly (+ 0.5 points) in this domain, within which Finland's best performance is in the sub-domain of health behaviour, where it ranks 2nd with a score of 90.7 points. Since 2020, the biggest improvement in the country's score has been in the sub-domain of health status (+ 1.2 points), in which it moved up from 16th place to 13th.

Most room for improvement

Gender inequalities are strongly pronounced in the domain of knowledge, where Finland ranks 15th with a score of 60.5 points. Since 2020, the country's score has decreased by 1.0 points in this domain, resulting in a drop in this ranking of four places. The biggest room for improvement is in the sub-domain of segregation, where Finland ranks second to last. With a score of 44.6 points, the country's score in the sub-domain has decreased slightly by 0.5 points since 2020.

Biggest improvement

With a score of 78.0 points, the biggest improvement in Finland's score since 2020 has been in the domain of work (+ 2.6 points). As a result, the country's ranking has increased by three places, currently standing in 6th place. This change has been driven by improvements in the sub-domain of segregation and quality of work (+ 3.5 points) and in participation (+ 1.1 points).

A step backwards

Since 2020, Finland's score has decreased considerably in the domain of time (– 7.7 points), falling two places in the ranking (from 4th to 6th). This is the fifth biggest decrease in score in this domain among all Member States. This change is due to increasing gender inequality in the sub-domain of social activities (– 18.9 points), resulting in a fall in this ranking from 5th place to 17th.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2021, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average.

Finland is **flattening**. Its Gender Equality Index score is higher than the EU average, but has grown at a slower pace over time. The gap between the country and the EU average has narrowed over time.

Explore Finland's Index results

										Change since	
	2010	2012	2015	2017	2018	2019	2020	2021		2010	2020
Index	73.1	74.4	73.0	73.4	74.7	75.3	75.4	74.4		1.3	-1.0
Work	74.5	74.8	74.7	74.9	75.4	75.5	75.4	78.0		3.5	2.6
Participation	88.9	89.2	89.2	88.9	90.0	90.1	89.7	90.8		1.9	1.1
Segregation and quality of work	62.4	62.7	62.6	63.1	63.2	63.3	63.4	66.9		4.5	3.5
Money	84.1	84.8	86.4	87.6	87.1	87.9	87.5	87.4		3.3	-0.1
Financial resources	74.6	76.2	78.5	79.2	79.4	80.4	80.2	79.8		5.2	-0.4
Economic situation	94.9	94.4	95.2	96.9	95.5	96.1	95.4	95.6		0.7	0.2
Knowledge	58.6	59.5	61.3	61.1	61.6	61.9	61.5	60.5		1.9	-1.0
Attainment and participation	78.3	79.5	81.4	83.0	83.6	84.2	83.8	82.1		3.8	-1.7
Segregation	43.9	44.6	46.1	45.0	45.5	45.5	45.1	44.6		0.7	-0.5
Time	80.1	81.0	77.4	77.4	77.4	77.4	77.4	69.7		-10.4	-7.7
Care activities	84.2	86.0	82.2	82.2	82.2	82.2	82.2	89.9		5.7	7.7
Social activities	76.3	76.3	72.9	72.9	72.9	72.9	72.9	54.0		-22.3	-18.9
Power	69.1	73.2	65.3	66.7	71.9	74.3	74.3	73.9		4.8	-0.4
Political	86.1	86.3	84.8	78.8	83.9	90.4	91.1	91.1		5.0	0.0
Economic	52.5	62.0	47.6	52.5	59.2	60.8	61.0	58.9		6.4	-2.1
Social	73.1	73.2	68.9	71.5	74.8	74.6	73.8	75.0		1.9	1.2
Health	89.5	89.3	89.7	89.7	89.3	89.5	92.6	93.1		3.6	0.5
Status	90.5	90.2	91.1	90.9	90.3	90.5	91.2	92.4		1.9	1.2
Behaviour	81.9	81.9	81.9	81.9	81.9	81.9	90.7	90.7		8.8	0.0
Access	96.6	96.4	96.8	96.8	96.3	96.6	96.0	96.3		-0.3	0.3

Explore Finland's performance by indicator

		Finland		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2021)*	48	55	42	57
	Duration of working life (years, 15+ population, 2021)	39	40	34	38
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2021)	38	9	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	33	51	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	65	67	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	2419	2953	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2021)	22214	23208	20261	21221
Economic situation	At-risk-of-poverty (% , 16+ population, 2021)	11	11	17	15
	Income distribution S20/80 (16+ population, 2021)	28	27	20	20
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2021)	38	29	28	26
	People participating in formal or non-formal education and training (15-74 population, 2021)	38	29	19	18
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2021)	50	17	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	24	21	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	62	45	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	37	47	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	6	15	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2023)	55	45	34	66
	Share of members of parliament (% , 2nd quarter 2023)	46	54	33	67
	Share of members of regional assemblies/local municipalities (% , 2023)**	48	52	30	70
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2023)	38	62	33	67
	Share of board members of central bank (% , 2022)	25	75	28	72
Social	Share of board members of research funding organisations (% , 2022)	50	50	41	59
	Share of board members of publically owned broadcasting organisations (% , 2022)	43	57	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2022)	30	70	20	80
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2021)	68	72	67	72
	Life expectancy at birth (years, 2021)	85	79	83	77
	Healthy life years at birth (years, 2021)	62	62	64	63
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	69	56	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	75	73	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2021)	6	5	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2021)	8	7	5	5

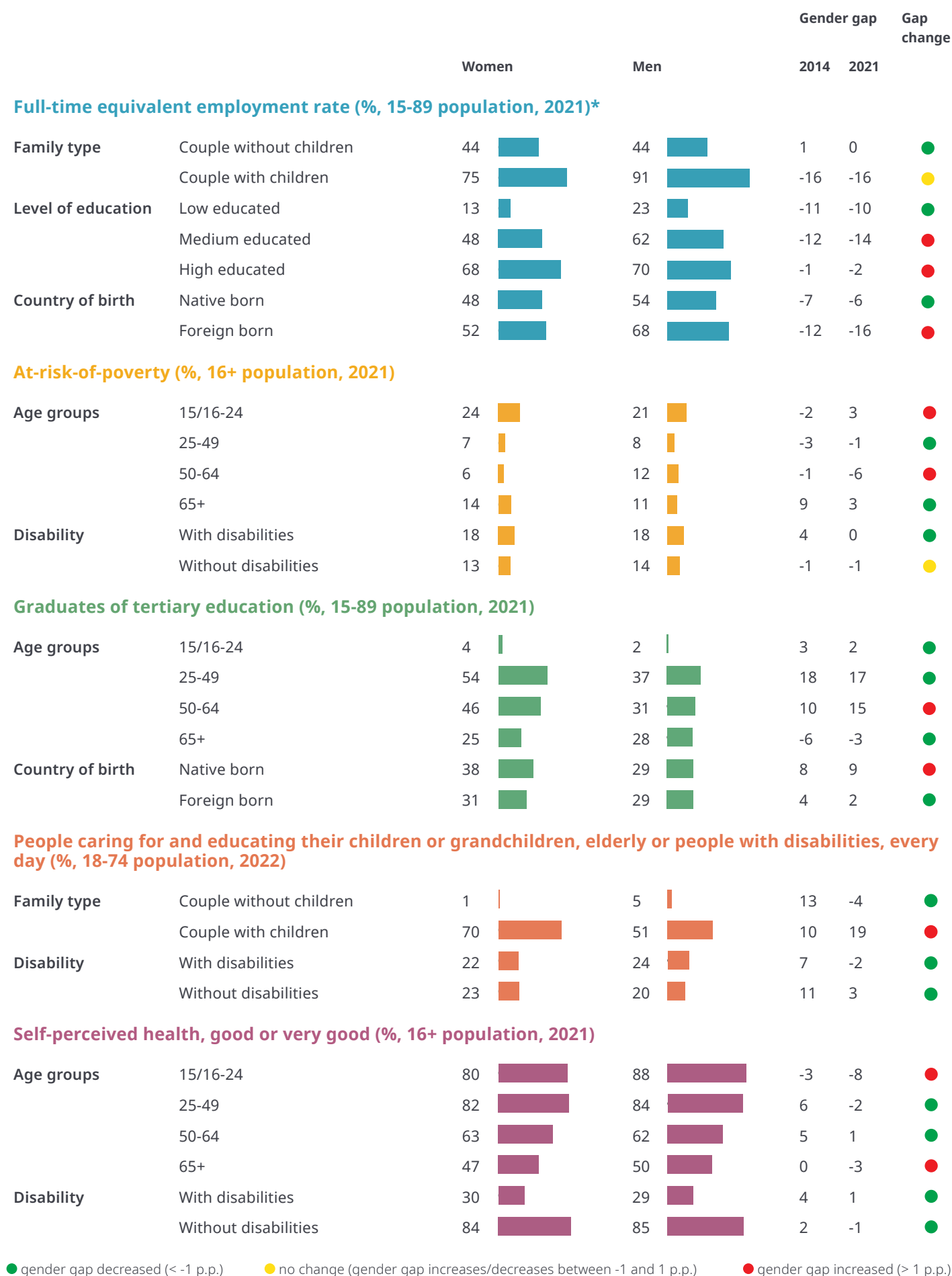
* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

** FI: Regional municipalities

*** EU: EIGE estimation

Source: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

Explore intersecting inequalities



* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Violence

A lack of evidence to assess violence against women

No score is given to Finland in the domain of violence, due to a lack of comparable EU-wide data.

Femicide

In 2021, 720 women were murdered by an intimate partner, family member or relative in 17 EU Member States, according to official reports. Finland does not provide comparable data on femicide.

Source: Eurostat, 2021

Violence at a glance

Intimate partner violence

In Finland, 53 % of women who have ever been in a relationship have experienced violence by an intimate partner during their adult life. In total, 34 % of women have experienced physical violence (including threats) or sexual violence, while 50 % have experienced psychological violence. Around 12 % have experienced intimate partner violence in the last 12 months, while 25 % have experienced it during the last five years.

Source: Eurostat, 2021

Sexual harassment at work

In Finland, around 1 in 2 women who have ever worked have experienced sexual harassment at work. Up to 5 % of women have experienced sexual harassment at work in the last 12 months, while 26 % have experienced it during the last 5 years.

Source: Eurostat, 2021

Istanbul Convention: state of play

The Istanbul Convention is the most comprehensive international human rights treaty on preventing and combatting violence against women and domestic violence. Slovakia signed the Istanbul Convention in May 2011, but has not yet ratified it. The Convention has not yet entered into force in Slovakia.

The European Council approved the EU's accession to the Istanbul Convention on 1 June 2023.

EIGE/FRA survey on violence against women

The Fundamental Rights Agency (FRA) and the European Institute for Gender Equality (EIGE) will carry out a survey on violence against women (VAW II) in eight EU Member States (CZ, DE, IE, CY, LU, HU, RO, SE), which will complement the Eurostat-led data collection on gender-based violence and other forms of interpersonal violence (EU-GBV) in the remaining countries. The use of a unified methodology will ensure the availability of comparable data across all EU Member States. Data collection will be completed this year, and the results will be used to update the domain of violence in the Gender Equality Index 2024, with its thematic focus on violence against women.

Thematic focus

The Gender Equality Index 2023 focuses on the socially fair transition of the European Green Deal. Its thematic focus analyses the following aspects:

- **Public attitudes and behaviours on climate change and mitigation**
- **Energy**
- **Transport**
- **Decision-making**

The data was collected through various surveys, such as the EIGE 2022 survey on gender gaps in unpaid care, individual and social activities, as well as other EU-wide surveys.¹ The EIGE survey focused on gender differences in unpaid care, including links to transport, the environment and personal consumption and behaviour.

Focus 2023: The European Green Deal

A higher percentage of women, compared to other EU countries, feel personally responsible for mitigating climate change

In 2018, 77 % of women and 63 % of men felt personally responsible for trying to reduce climate change. These figures are higher than the EU average (62 % and 61 %, respectively). Indeed, Finland has the largest percentage of women who feel personal responsibility for tackling climate change among all of the Member States. In 2020, women were more likely to use public transport and walking among their three main means of transportation (32 % and 60 %, respectively) compared with men (28 % and 55 %, respectively). At the same time, more men (44 %) than women (42 %) reported regularly opting for low-carbon emission modes of transport such as cycling, public transport or car-sharing.

Lone parents and non-EU migrants face greater energy-related issues in their homes

In 2021, the groups were most likely to experience challenges in keeping their homes adequately warm were lone mothers and lone fathers, among whom 4 %, respectively, reported having such problems. Similarly, many people experienced difficulties in paying for their energy use. In 2021, the prevalence of utility bill arrears was highest among non-EU migrant women (10 %) and non-EU migrant men (13 %). Given the current energy crisis, more people are expected to be affected.

Transport and energy sectors show a striking gender imbalance

In Finland, only 21 % of workers in the transport sector were women in 2022. Similarly, 23 % of those employed in the energy sector in the same year were women. While women accounted for 62 % of senior managers in national ministries responsible for the environment and climate change in 2022, only 38 % of the members of parliamentary committees dealing with these issues were women.

[1] The following sources were used: the EIGE survey on gender gaps in unpaid care, individual and social activities; the European Social Survey; Eurostat-LFS; EU-SILC; education statistics; and the EIGE's WiDM.

Green Deal in Finland

	Finland		EU	
	Women	Men	Women	Men
Public attitudes and behaviours on climate change and mitigation				
Personal responsibility to try to reduce climate change (% , 15+, 2018)	77	63	62	61
Avoiding animal products (% , 16-74, 2022)				
Regularly	22	20	31	23
Sometimes	50	43	43	41
Never	28	37	26	36
Avoiding plastic single-use products (% , 16-74, 2022)				
Regularly	38	36	49	42
Sometimes	55	53	44	46
Never	7	11	7	11
Choosing environmentally friendly options in childcare activities (% , 16-74, 2022)				
Regularly	40	44	51	49
Sometimes	52	50	41	41
Never	8	5	8	10
Choosing friendly options in housework activities daily (% , 16-74, 2022)				
Regularly	57	46	59	53
Sometimes	40	48	35	39
Never	4	6	6	8
Tertiary graduates in natural sciences and technologies (% , 15+, 2021)				
Natural sciences and technologies	31	69	36	64
Natural sciences	61	39	56	44
Technologies	25	75	28	72
Energy				
People unable to keep the home adequately warm (% , +16, 2021)				
65+	2	1	8	6
Low educational attainment	3	1	12	12
Single	3	2	10	9
Lone parents	4	4	12	11
Non-EU migrants	2	1	12	13
People with disabilities	3	1	12	11
People with arrears on utility bills (% , +16, 2021)				
16-24	8	7	8	9
Low educational attainment	5	6	9	10
Single	3	2	10	9
Lone parents	4	4	12	11
Non-EU migrants	10	13	11	12
People with disabilities	7	7	8	9
Employed in the energy sector (% , +15, 2022)	23	77	24	76
Transport				
People opting for low carbon-emission modes of transport (% , 16-74, 2022)				
Regularly	42	44	42	41
Sometimes	48	45	39	41
Never	11	11	19	18
People using the car as main means of transport during a typical week (% , 16-74, 2022)	64	65	66	70
People using public transportation as main means of transport during a typical week (% , 16-74, 2022)	32	28	32	29
People using walking as main means of transport during a typical week (% , 16-74, 2022)	60	55	46	43
Employed in the transport sector (% , 15+, 2022)	21	79	22	78
Decision-making				
Senior administrators in national ministries dealing with environment and climate change (% , 2022)	38	62	56	44
Members of parliamentary committees dealing with environment and climate change (% , 2022)	62	38	70	30

Source: EIGE Survey on gender gaps in unpaid care, individual and social activities, European Social Survey, Eurostat LFS, EU-SILC, Education statistics, EIGE Women and Men in Decision-Making.

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The Gender Equality Index 2023 also includes a thematic focus on the socially fair transition of the European Green Deal.

This year's edition of the Index includes a long-awaited update to the domain of time using the EIGE survey on gender gaps in unpaid care, individual and social activities.

EIGE's survey on gender gaps in unpaid care, individual and social activities

This EIGE survey focuses on gender differences in unpaid care in order to better understand how they impact the job opportunities, work-life balance, leisure and social activities of women and men. The survey aims to fill current data gaps and improve the capacity of the Gender Equality Index to capture changes in the domain of time in a more conceptually sound, coherent and regular way. The findings from this EIGE survey will contribute to monitoring the European Care Strategy and the EU Gender Equality Strategy 2020-2025, as reducing the gender gap in care is a key objective of these strategies. The survey was carried out during the summer of 2022, and involved over 60,000 respondents aged 16-74 across the 27 EU Member States.

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

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