

The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States ⁽¹⁾.

Progress in gender equality in Finland, 2005-2015

In the Gender Equality Index 2017, Finland achieved a score of **73.0 out of 100**, which is an increase of 1.0 point. This score is higher than the EU-28 score of 66.2, but progress is happening at a slower pace. Finland's Index rank of third place has remained stable.

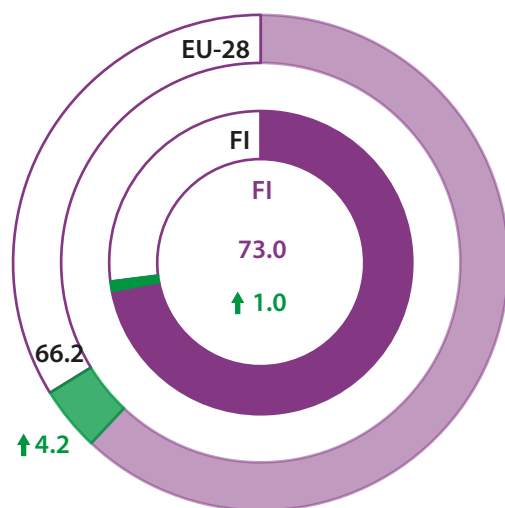
In the domain of **money**, Finland's gender equality score is high and on the rise. Both the financial and economic spheres are improving from a gender equality perspective. There is a high and stable level of gender equality in **health**.

Significant improvements took place in the domain of **knowledge**, but challenges remain due to continued gender segregation.

The situation in the domain of **work** is stable and the sixth best in the EU-28, but there is still persistent gender segregation in the workplace.

The division of **time** in both care and social activities between women and men in Finland has become more unequal, but Finland remains the fourth-best-performing Member State in this domain.

The lowest score in Finland is in the domain of **power**, though it remains in the top five in the EU-28. The situation became more unequal between women and men in decision-making positions in the economic sector.



↑↓ Change in score from 2005 to 2015

⁽¹⁾ The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

Work

In the domain of work, the score has remained stable.

The employment rate (age 20-64) is 72% for women versus 74% for men. The total employment rate is 73% and Finland has not yet reached the national target (78%) or the EU-28 target of 75% of the adult population in employment.

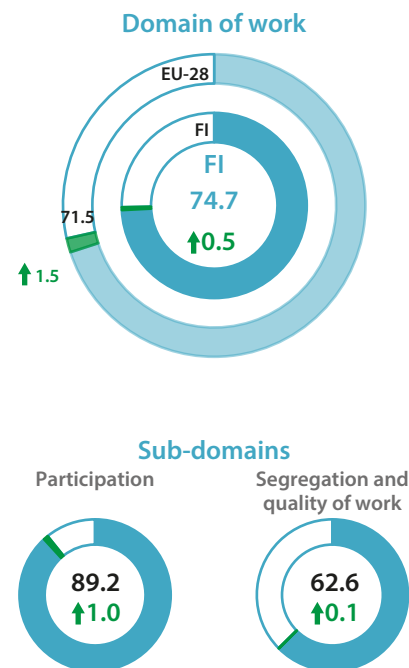
When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women is around 46%, compared to 54% for men. The gender gap in 2005 was higher (10 percentage points (p.p.)) to the detriment of women.)

The FTE employment rate increases and gender gaps decrease as education levels rise.

Women and men in couples without children are employed at similar FTE employment rates. On the other hand, the gender gap in the FTE employment rate for couples with children is much higher (66% of women versus 82% of men).

20% of women work part-time, compared to 12% of men. On average, women work 35 hours per week, compared to 38 hours for men. Around 6% of working-age women versus 0.2% of working-age men are either inactive or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. 40% of women compared to 9% of men worked in education, human health and social work activities (EHW). Five times more men (41%) than women (8%) work in science, technology, engineering and mathematics (STEM) occupations.



Money

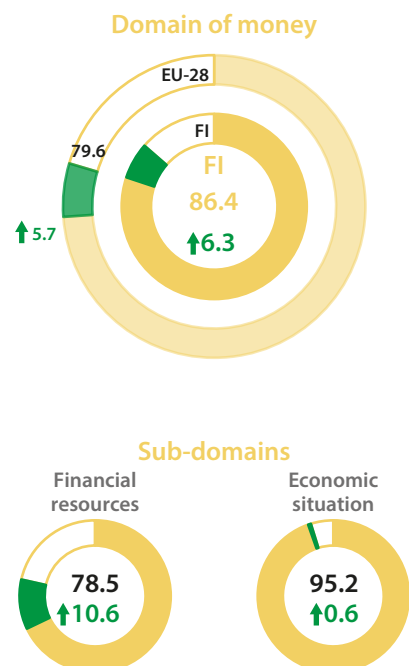
The situation in the domain of money has improved. This is due to a more gender-equal distribution of earnings and income, and a high score in the economic situation.

Mean monthly earnings of women and men have increased. However the gender gap has slightly increased, to the detriment of women. Women earn nearly 19% less than men every month.

The net income of women and men has also increased. Men still earn more than women; however, the gender gap has slightly decreased.

Women's risk of poverty has remained the same, while men's risk of poverty has slightly increased. As a result, both women and men are at about a 13% risk of poverty. The risk of poverty rate decreases as education levels rise for both women and men. Foreign-born people have an increased risk of poverty, especially men.

Inequalities in income distribution have slightly increased. The gender pay gap is 17% to the detriment of women, which is in line with the EU-28 average. In 2012, the gender gap in pensions was 27% to the detriment of women, which is 11 p.p. lower than the EU-28 average.



Knowledge

In the domain of knowledge, the score has increased.

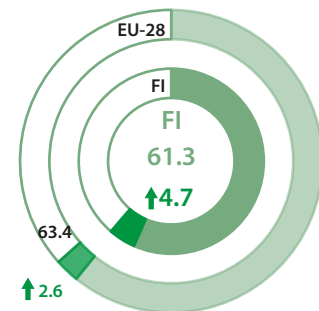
There is still a significant level of segregation in study fields among women and men, whereas educational attainment and participation is much more gender equal.

The number of tertiary education graduates increased, especially for women. There are more women than men holding a tertiary education degree, except for men aged 65 and older. With 53% of women and 38% of men having attained tertiary degrees, Finland has already met its Europe 2020 strategy target to have 42% of persons aged 30-34 obtain tertiary education.

The rate of participation in lifelong learning has increased slightly, and the gender gap has remained stable.

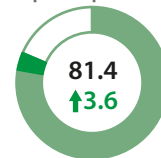
Gender segregation in study fields remains a major challenge in Finland, whose performance is 22nd among the EU-28. There is a 33 p.p. gender gap in tertiary education in the fields of education, health and welfare, humanities and arts. 51% of women students, compared to 18% of men students, are concentrated in these fields, which are traditionally seen as 'feminine'.

Domain of knowledge

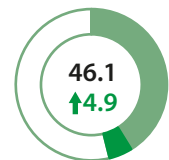


Sub-domains

Attainment and participation



Segregation



Time

In the domain of time, Finland's score has decreased, mostly due to rising gender inequality in care activities.

Women are more likely to spend time caring for their family. The gender gap is greater. Over 36% of women versus 26% of men spend at least 1 hour per day on care and educational activities. Among couples with children, 87% of women compared to 77% of men spend time on daily caring activities.

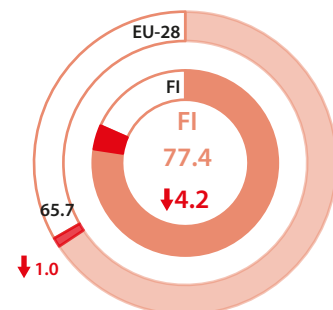
The gender gap in caring increases among persons aged 25-49 (65% of women compared to 47% of men). The level of engagement in caring activities increases for both women and men as education levels rise.

86% of women compared to 57% of men do cooking and housework every day for at least 1 hour. This is a 7 p.p. increase in the gender gap.

Inequality in time-sharing at home also extends to social activities. Women are more likely than men to participate in sporting, cultural and leisure activities outside the home. Participation in voluntary or charitable activities is slightly higher for men than for women.

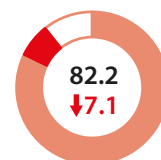
33% of children under the age of three and 83% of children between the age of three and school age are enrolled in childcare. This means that Finland has met the first of the two 'Barcelona targets', which are to have at least 33% of children below the age of three in childcare and 90% of children between the age of three and school age in childcare.

Domain of time

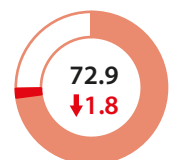


Sub-domains

Care activities



Social activities



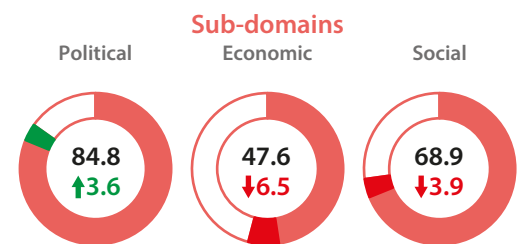
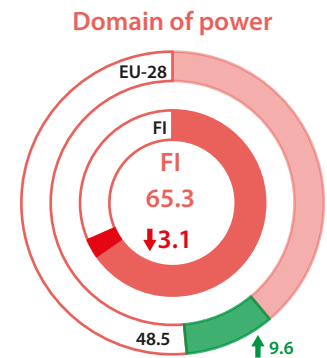
Power

The score in the domain of power has dropped, largely because of a decrease in women's representation in the economic and social sphere. However, it still has one of the highest scores in the EU-28.

The share of women on the board of the central bank has almost been halved. Positively, though, women's representation on the corporate boards of publicly listed companies has increased by 10 p.p.

In parliament and regional assemblies, women have reached the 'gender balance zone' of at least 40% representation.

About half of the board members of research-funding organisations and 38% of the board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is much higher — women comprise just 22% of members of the highest decision-making bodies of national Olympic sport organisations.



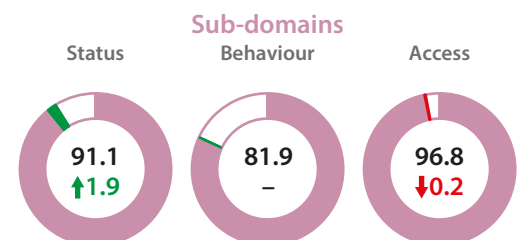
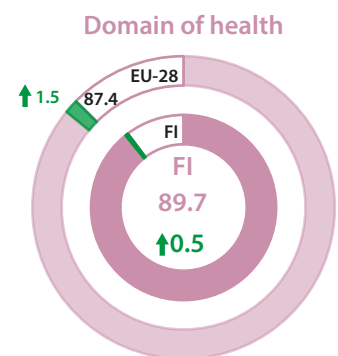
Health

The situation of gender equality in health has remained stable. It is Finland's highest Index score. This is primarily driven by relatively equal access to medical and dental services for both women and men.

Life expectancy has increased for both women and men. Women live 6 years longer than men on average and the gender gap has slightly decreased. Likewise, the number of healthy life years has increased for both women and men, but this number has increased at a faster pace for men.

69% of women and 70% of men rate their health as 'good' or 'very good'. Satisfaction with health increases with education levels among women and men. Among women and men with a low level of education, men feel slightly healthier than women. Among those born outside the EU, more men than women evaluate their health as 'good' or 'very good'. In comparison, there is no gender gap between how Finnish-born women and men perceive their health.

More than half of men engage in risk-enhancing behaviour (smoking and/or harmful drinking) compared to less than one third of women. However, slightly more men than women engage in healthy behaviour (doing physical activities and/or consuming fruit and vegetables).

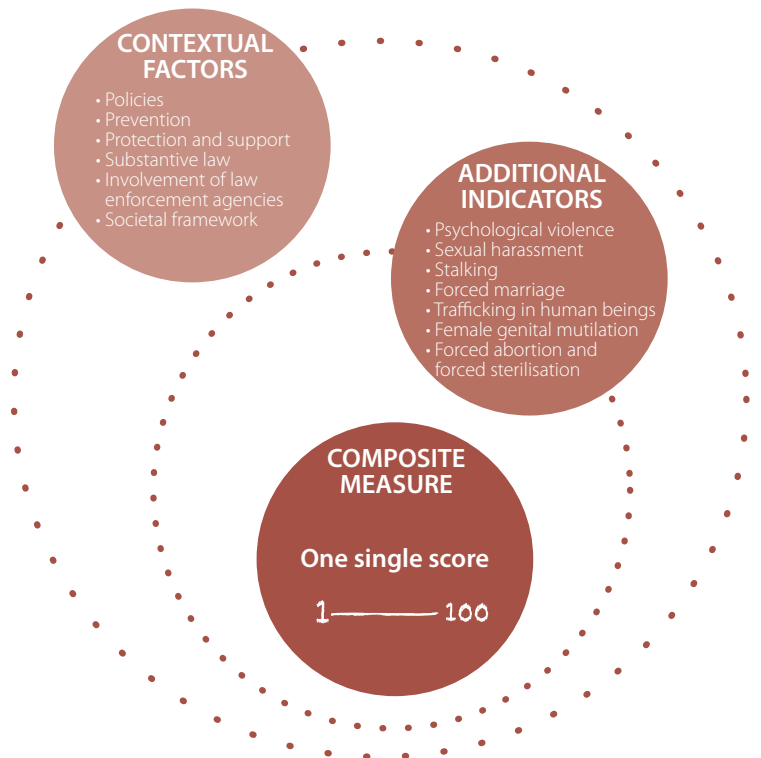


Violence

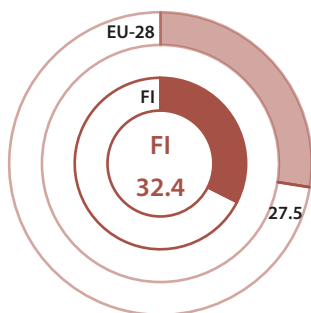
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

Measurement framework of the domain of violence



Domain of violence



Finland's score for the domain of violence is 32.4, which is higher than the EU average.

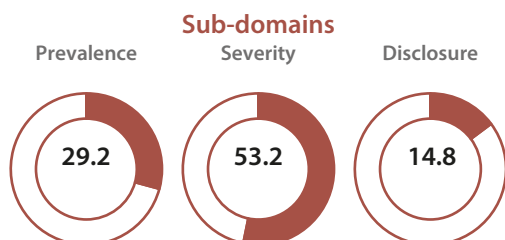
In Finland, 47% of women have experienced physical and/or sexual violence since the age of 15. This is 14 p.p. higher than the EU-28 average.

46% of women (compared to 33% in the EU-28) have experienced health consequences as a result.

14% of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is close to the EU-28 average of 13%.

At societal level, violence against women costs Finland an estimated EUR 2.4 billion a year through lost economic output, service utilisation and personal costs ⁽²⁾.

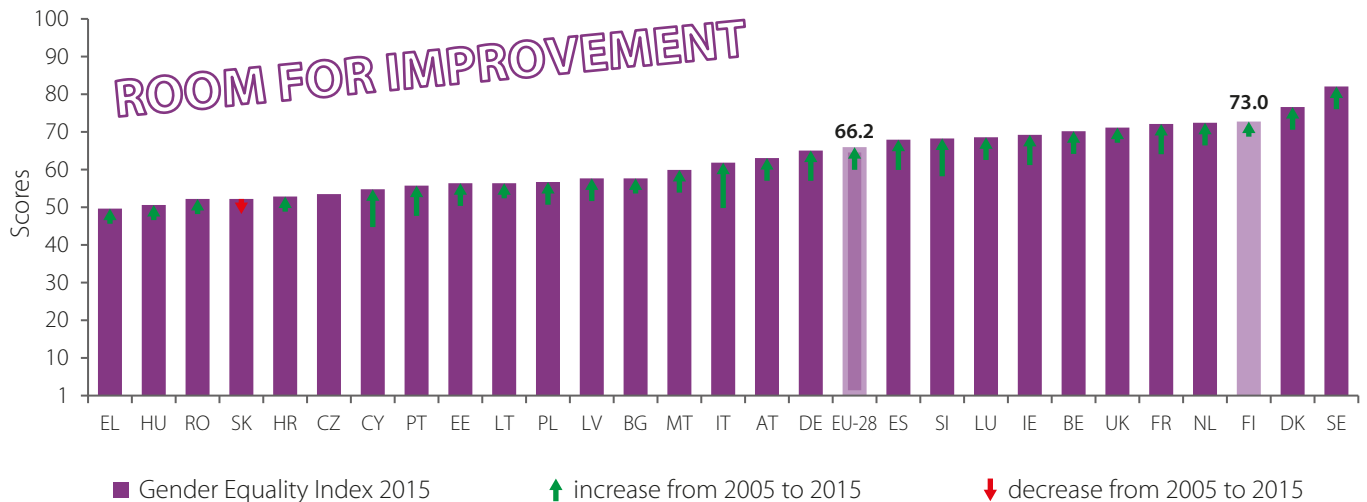
The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.



⁽²⁾ This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (<http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

Unique features and benefits of the Gender Equality Index 2017

Results show that Finland's Gender Equality Index score is above the EU-28 average, with room for improvement. In order to reach full gender equality, a more targeted and holistic approach to gender equality is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: fact sheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Finland at <http://eige.europa.eu/gender-equality-index>.

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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