

# Country Report

by  
Finland

on Implementation of the  
Beijing Platform for Action

May 1999



# I OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

## Background

The equality between women and men is a central socio-political target in Finland. Finland's policy with regard to achieving the goal of equality rests on the so called Nordic equality model. The model is based on the equal rights, responsibilities and opportunities of women and men in all areas of life. Women in politics, trade unions and NGOs have played a major role in developing the model. The substantial elements in the model are equal access to education, high

participation to labour markets, individual social security system, separate taxation and public day care and school meals that support women's employment. The model is integrated with other policies and has a wide support among public (see later the description of the Equality Model).

The equality model is closely linked to the Nordic model of welfare state, women are actively participating in the state as their ally. One of the most notable welfare reforms in the 1990s was that in 1996 a parental allowance since the Finnish social security system is based on individual and needs based benefits instead of family income.

Since the Finnish social security system is based on individual and needs based benefits instead of family income, it has helped to level economic and social differences. Furthermore, apart from supporting women's employment e.g. by providing day care, public sector is also responsible for other public policy goals related to mechanisms and arrangements and for services promoting equality. The Ministry of Social Affairs and Health which is responsible for issues concerning social security, social welfare and health care has the biggest budget compared to other ministries.

Demand for equality has the backing of the law. The Act on Equality between Women and Men of 1987, a year after Finland has ratified the CEDAW convention. The aim of the Act is to promote equality, particularly in working life. The Act obliges the authorities and employers to promote equality. One of the amendments made in the Equality Act in 1995 was the quota provision which increased women's participation in decision making in government bodies as well as in the local bodies including municipal level. The principle of non-discrimination on the basis of sex and competence is nowdays considered relevant when appointing decision making posts.

The concept and principle of the equality model has been applied in the legislation on education. However, the Finnish policies have not been realised systematically according to the principles of mainstreaming. The basic aim of the Finnish policies has been to provide equal opportunities and equal rights to women and men. The mechanisms promoting equality have been gender neutral in a way that actual gender perspective has remained hidden. For example the impact assessment on equality between women and men has not been part of the traditional Nordic equality model.

According to the commonly used indicators the Nordic equality model has brought several good results. Finland was ranked 5th in the Gender Related Development Index in 1998. However,

streamlining of equality issues have been familiar in Finland and in the legislation on education. However, the Finnish policies have not been realised systematically according to the principles of mainstreaming. The basic aim of the Finnish policies has been to provide equal opportunities and equal rights to women and men. The mechanisms promoting equality have been gender neutral in a way that actual gender perspective has remained hidden. For example the impact assessment on equality between women and men has not been part of the traditional Nordic equality model.

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hidden discrimination of women prevails and gendered practices put women and men in an unequal position. There is still a strong belief in Finland that full equality has already been achieved. Therefore, the concrete actions and demands for resources are often met with a cool or doubtful response. Furthermore, the discourse on equality seems lead to the fallacy that the equality work is already taken care of by the few experts; the discourse seems to substitute for

action. When the targets are not met, the impression of unchangeable structures is strengthened, as seems to be the case with sex segregation in the Finnish labour

market. In aiming to achieve women's advancement, the differences between peoples, minorities, refugees and immigrants need to be taken into account. Some women belonging to groups such as indigenous peoples and immigrants often fall victim to multiple discrimination

and their situation have been taken both within the state administration as within the NGO community.

Promotion of human rights is an integral part of Finnish foreign policy, and is actively promoted in various forms of international cooperation, especially in the field of work to

gether 96. Part of them were new whereas part of the projects were agreed earlier and would have been completed nevertheless.

While drafting the Plan of Action it became evident that its successful implementation depends on closer co-operation among the different authorities. The need for co-operation extended to actors in regional administration, municipalities, companies, NGOs and diverse development

The project approach in the Plan of Action has also been criticised for being too fragmented and

and extensive. It is suggested that the focus should be on the most important areas where actions and initiatives will

to define better the accountability structure as well as assert the  
ing equality work in the state administration. Furthermore, the  
ing equality' should be developed. | | |

The challenges for the rural  
administrative practices of  
monitoring and appraisal.

of Action is principally on women, several topics - such as res  
a education and working life, reconciling working life with fam-  
equality principle - relate both to women and men. Furthermore,  
ng men's role as fathers and grandfathers has been included to

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In the Finnish context the priorities in terms of the critical areas of concern  
Action were (iv) violence against women as well as (vii) institutional me-  
ancement of women.

Violence against women was a difficult subject to approach in Finland until

develop mainstreaming strategies derives also from the obligations set by both the European Union and the Nordic Council of Ministers. A mainstreaming project for the purpose of developing methods was launched for 1997-2000 in six of the ministries. Especially the Ministry of Labour has had positive experiences concerning the integration of the equality dimension to the renewal process of the work organisation of the Ministry. The pilot scheme has effected both the staff policy and to the accountability of equality issues and the project has generated a reinforcement of the equal

of the Plan of Action the support for women entrepreneurs has been granted special loans, and tailored support has been provided to encourage women's entrepreneurship. Recently, a number of women entrepreneurs in repair services and services have been made to support entrepreneurship and self-employment

in regard to the achievement expanded considerably. Training and counselling has been an increase to business. Special effort among women in rural areas

the PFA, the first Finnish gender barometer was published in 1998. As is known the first extensive interview survey in the world on the opinions, estimates and attitudes of ordinary people on male-female

Attention to gender equality in line with the objective of the year 1998. The barometer is a dealing exclusively with e

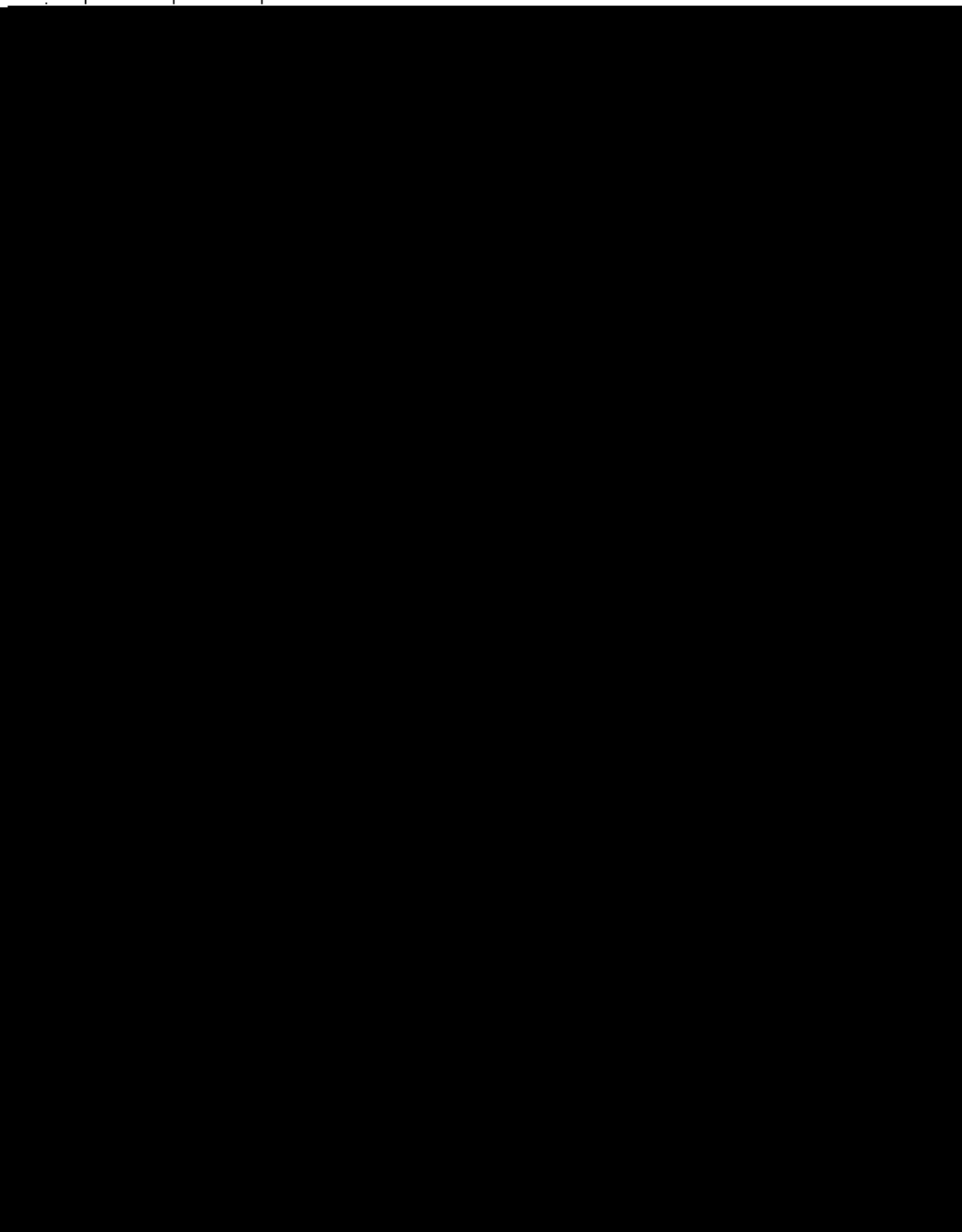
According to the barometer the general climate of opinion is in favour of equality. Half of the

would be little change. Women are still responsible for the family and men were more or less unanimous that men should take more part in caring for and bringing up their children. The inequality in the household was recognised by the respondents.

years, and slightly less thought that the family's well being but both men and women should take more part than they do at work and to some extent also

Subsequent gender barometers will be carried out at regular intervals to reflect trends in male-female relations in Finland. The gender barometer is considered to be an important tool for the problems with promoting equality easier to see, identify and solve.

It is justified to state that the PFA and both its international and national follow-up have brought attention to the equality issues higher on the government's agenda. One particular focus of the Government's work has been to promote equality. In the four-year programme of the newly appointed government in 1995 before the Beijing Conference, equality and men was only briefly mentioned. The new government was appointed in a parliamentary election in April 1999. In the new Government's Programme the





## II FINANCIAL AND INSTITUTIONAL MEASURES

### 2. Financial measures in women's advancement

It is somewhat difficult to estimate exactly how equality and women's advancement are addressed in the national budget since there are several budget lines that promote equality de facto but are not explicitly defined as such. However, as stated before, the Ministry of Social Affairs and Health which directs and guides policies concerning social security, social welfare and health care has the biggest budget compared to other ministries. Most of the welfare services such as children's day care, are essential for the equality between women and men.

Although the existing institutions have more or less stable funding, many new projects or activities have been hampered due to inadequate or non-existent financial resources. One of the very concrete positive consequences of implementing the PFA has been the allocation of funds to some new projects promoting equality. This is especially true concerning the national programme for preventing violence against women.

■ Apart from being involved in equality projects funded partly by EU, Finland does not receive funding from international or bilateral donors. On the contrary, Finland has contributed several equality projects and programmes as part of its development co-operation (see ANNEX I). In

relation to development co-operation, it is reasonable to estimate the exact proportion of resources allocated to the implementation of the UN global agenda. The main responsibility for the implementation of the UN global agenda lies with various sectoral ministries and the mechanisms are slightly different. There are some common principles, however.

■ Implementation of the

3. a/b. Follow-up to the global UN agenda

■ Implementation of the UN global agenda aiming at eradication of poverty, fight to employment, justice, respect for human rights and fundamental freedoms, equality between women and men, balanced population and sustainable development. Finland stresses the importance of fully integrated implementation and recognise that national governments have the main responsibility in implementing the commitments of the 90s.

Finland is committed to the implementation of the UN global agenda aiming at eradication of poverty, fight to employment, justice, respect for human rights and fundamental freedoms, equality between women and men, balanced population and sustainable development. Finland stresses the importance of fully integrated implementation and recognise that national governments have the main responsibility in implementing the commitments of the 90s.

The main responsibility for the national follow-up of the implementation of the global UN conferences lies with various sectoral ministries and the mechanisms are slightly different. There are some common principles, however.

■ Co-ordination among all parties concerned (sectoral ministries and Ministry for Foreign Affairs) and

■ Involvement of NGOs and other relevant actors of civil society in the follow-up process. In 1992, the Ministry for Foreign Affairs has published a report for the major follow-up measures, preparing follow-up reports to the UN conferences. The report includes a list of measures to be implemented by the end of 1995.

...tions needed e.g. on how to develop common indicators whereby progress can be measured at the country level in particular, strengthening of the governance and monitoring processes, in addition to the description of the mechanism to follow-up to and implement the Beijing Platform for Action. The mechanisms established for follow-up to the World Summit for Social Development as well as to the Conference on Population and Development are illustrated below as an example.

### Follow-up to the Beijing Platform for Action

According to the obligation based on the Beijing Platform for Action, a national plan was developed in Finland.

The Council for Equality at the Ministry of Social Affairs and Health was established in 1993 to co-ordinate the implementation. A Working party on the follow-up of the National Plan of Action was appointed by the Ministry of Social Affairs in May 1993. It was chaired by the General Secretary of the Council for Equality. The working party included a representative from the Office of the Council of State, Finland, and more, the working party invited the persons to act as expert members on statistics and from March 1993 a representative of the women's organisation.

A follow-up report on the Plan of Action was submitted in May 1998. The report presented the results of the working party on the follow-up completed its work in February 1999 when the final report was submitted. In addition to presenting the measures to be taken, the report included an analysis of the national state of equality in Finland.

The main objective of the follow-up is to ensure that the measures to be taken are implemented. The follow-up process was identified for each project.

- 1. to participate in the preparations for CSOD-meetings (Commission on Social Development)
- 2. to participate in the implementation of commitments made in the Summit by Finland's positions for Nordic, EU and UN co-ordination, and assisting in the follow-up to the Summit.

The main responsibility for the national follow-up to the International Conference on Population and Development lies with the Ministry for Foreign Affairs. The mechanisms (CDP+5 preparatory process takes place in a discussion group co-ordinated by the Ministry for Foreign Affairs with the participation from relevant ministries, NGOs and research community).

The principles and strategies of the human rights policy were laid down for the first time in the Human Rights Committee of the Parliament on the human rights policy of the Finnish Government.

ment. A report on the Government's action to promote human rights will be published at regular

Advisory Board for International Human Rights Affairs at the Ministry for Foreign Affairs. The Advisory Board also issues statements on related matters of principle and promotes research and public education.

Commission Against Racism, Xenophobia, Anti-Semitism and Intolerance at the Ministry for Foreign Affairs. The Commission is responsible for promoting and approving various activities to Beijing Platform for

### 3.c Role of NGOs in the Plan of Action

While drafting the Government's Platform for Action, NGOs were asked to comment on the Beijing Platform for Action. A total of 93 comments were received.

They reflected support for the main principles of the plan of action, but at the same time criticised its lack of uniformity and the modest resources earmarked, as well as its focus on the efforts of the authorities rather than that of the women themselves. A working group was organised again in October 1997.

Some of the NGOs would like to have a more central role in formulating the plan of action. Still, the NGOs would like to contribute the formulation in two ways. First, since the NGOs are not represented at the Council that formulated the proposal for the Plan of Action, they would like to be represented at the Council that formulated the proposal for the Plan of Action, as well as hearings for NGOs gave their possibility to contribute to the formulation of the Plan of Action. To improve the co-operation with the NGO community, a permanent representative of women's organisations was invited to the Working Party on follow up of the Plan of Action from March 1998 on.

Furthermore, as necessary, Ministry for Foreign Affairs and the Equality Ombudsman's Office will continue to coordinate cooperation with the NGO community and other relevant ministries and discuss Finland's positions, strategies and further actions etc. NGOs are also represented on Finland's CSW-delegations.

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## II IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE RETURN

FOR ACTION

PLATE

described below are the ones identified for the National Action Plan by different  
administration. The abbreviations in brackets in the end of subtitle of each measure  
industry responsible for the implementation.<sup>1</sup>

The measu  
branches o  
refer to the

Information on some projects outside the National Action Plan is included such as  
the Central Organisations of Finnish Trade Unions.

Furthermo  
the project

Under each critical area title is insu  
These paragraphs contain info  
millennium.

### 1. Women and poverty

ish social security

As a consequence of women's established labour market status and the

that is based on individual needs, there is no evidence of significant differences in pov

in the situation. For most of 1990 and 1991, the

lower, more not a lot of

(1519)

- The working party on the follow-up of the Platt of Action from assessment concerning the system of income support system's impacts on single parents out of which the majority are women.

2. Education and training of women

In Finland there is general agreement that gender equality has been achieved in education. Equality is also a basic principle in the legislation pertaining to day-care and schools. The Comprehensive School Act (1998) states that education must promote culture and

that an ongoing task is to include assessing the

level best in the field of

legislation pertaining to day-care and schools. The Comprehensive

in the 1998 states that education must promote culture and

principle is also included

the School Act (1998)



keeps this in mind when evaluating and monitoring local curricula and issuing instructions for drafting curricula.

### **Commitment to further action/new initiatives**

#### *Promoting equality as part of educational objectives (MEd)*

- The gender equality in education is emphasised in the Evaluation Project of Teacher-Education in Finnish Universities which is being conducted by the Finnish Higher Education Evaluation Council.

#### *Reducing gender bias in education and training (MEd)*

- The objective of gender equality and reduction of gender bias in education has been taken into account in several development projects on education, e.g. the national project "Finnish Skills in Maths and Natural Sciences in 2002". The project was set up for the years 1996-







teachers to give instruction in sex education and sexual counselling. The sum budgeted for

of HIV.

• in 1997 all those turning 16 were sent a magazine which also included people's sexuality addressed to their parents. A study concerning sex level of comprehensive school in 1995-1996 was completed in 1997. A nationwide seminar on Finnish sexuality arranged in autumn 1997 was

people's sexuality and sex education have received support, among them a plan to produce material for the sex education of the mentally handicapped.

*The relationship (MSAH and the*

- The Finnish perspective has
- The psycholo
- Equality in W
- places of occ
- eral develop
- prepare an eq

te for Occupational Health (FIOH) has conducted studies on how a gender

is integrated into occupational health and safety. The department of the FIOH has prepared a survey called "The Promotion of Equality in Working Communities" which examined the equality situation at Finnish workplaces, including the readiness to draft an equality plan as part of general measures. The survey includes instructions on how to audit equality and

workplace and on how women and men feel they are treated at Finnish workplaces.

Survey "Gender and Working Conditions in the EU" has been conducted for the Dublin

atmosphere at workplaces, sexual harassment, age-based discrimination, violence and work-related stress in the European Community.

- A cross-disciplinary working party for the follow-up development has been set up at the FIOH

#### *Preventing female genital mutilation (MSAH)*

- A brochure on female genital mutilation was published in Finnish, Somali and English.

1997 by the Ministry of Social

## Commitment to further action/new initiatives

### Continuing cancer screening (MSAH)

...s for breast and  
...intensified, and

- Cancer screening and campaigns have cut the morbidity and mortality of cervical cancer in Finland. These efforts should be continued and pre-co-operation should be undertaken with NGCp.

### *The relationship between occupational safety and health and equality (MSAH and the Finnish Institute for Occupational Health FIOH)*

...ll continue. The  
...and develop a  
...lity there.

- The research project "Promotion of Equality in Working Communities" aim of the project is to elaborate a standard for an equal working method for working places to promote equality and evaluate the state of

### *Activities preventing disability in ageing women (MSAH and FIOH)*

The programme,  
...ing the working ability and  
...social workplaces. Perma-  
...s and occupational health service units.

- A FIOH's "Young at Heart" programme in 1997-1999 focuses on professional skills of the ageing and mainly female employ

### *Occupational safety and health in part-time work and telework and the situation of ageing female employees (MSAH and FIOH)*

...for the development of occupational health service at occupational health centres in 1999. It will among other topics, deal with the occupational health service people in atypical employment. As part of the development project, the possibility of setting so-called employee welfare clinics, especially for ageing employees, will be studied. The project will take into account the equality principle and the special needs of old men.

...I will contribute its expertise to the planning and implementation of the ageing programme aiming at improving the working ability of ageing female employees. The Institute is responsible for research and development related to various forms of work and its effect on employees' health.

### *Patients' position (MSAH)*

...of Social Affairs and Health has renewed the implementation and consequences of the Act on a Patient's Status and Rights, which entered into force in 1993. Several

...studies show that some patients are dissatisfied with the information they obtain and with the extent to which they can influence their own treatment. Women especially feel that they re-

### *The Ministry of Social Affairs and Health*

...to a patient's status and recommend an-  
...ing the status of patients of social welfare

...on, the Ministry of Social Affairs and Health will set a working party to look into issues and appropriate measures. A legislative project concerning this was underway in April 1992.

## 4. Violence against women

...needs to be tackled by the State Committee for Violence announced by the Council for the

Equality in 1990. During the following year the Committee submitted a report that set the basis for diverse activities in the early 90s. The services developed for supporting women and chil-

... that are victims of violence include a shelter and a centre for women who have been subjected to violence. The shelter provides a safe place for women and their children, and offers them psychological therapy and legal counselling. Because effective planning and implementation of measures to prevent violence against women have suffered from a lack of basic information on the problem and its background, an extensive survey on safety of women was conducted in 1995. According to the survey 40% of adult women living in Finland have been victims of physical or sexual violence or threats after their 15<sup>th</sup> birthday.

Legislation has been amended in a way that it provides a better protection and support for the victims of violence. As from 1 September 1995, assault is an offence subject to prosecution even when committed in private premises (Amendment Act no. 578/1995). In the preparatory works, the objective of this particular amendment was to emphasize that violence was not to be tolerated even within domestic situations.

... need for training concerns those whose profession is to provide people with help and support. It is important to perceive violence and to find appropriate solutions to situations involving violence.

... projects  
... Penal Code. A total reform of the chapter on sexual offences (Act no. 83/1998). For instance, after the reform the maximum term of imprisonment for sexual offences was increased from 6 months to 2 years. The general rule in the new chapter is that sexual offences are subject to prosecution, unless the victim has consented to the act. In the new chapter, the victim's consent is not a party to the trial, a support person may be appointed to assist the victim in the criminal investigation and the trial.

... beginning of 1999 (898/1998). Restraining orders can be used to prevent offences directed against the life, health, liberty or undisturbed peace of other person or to otherwise contact him/her. For special reasons, the approach prohibition could cover also certain location, such as the home of the person. A restraining order can be issued for a period, not to exceed one year. Such an offence punishable by a fine or by imprisonment for at most one year. Restraining orders can be issued by a court of law, the police or certain authorities. A restraining order can be applied for by the person in need of protection and all other persons who have information on the need for protection and all other persons who have information on the need for protection.

... (MSAH)  
... produced basic statistics on violence and it will look into possibility of producing such statistics regularly.

... of violence: the safety of women (MSAH)  
... of men's violence against women and safety of women was conducted in 1998 by Statistics Finland in co-operation with the Ministry of Social Affairs and Health. The results were published both in Finnish and in English.

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### Examples of successful policies, programmes

#### Legislation on assaults and sexual offences (M)

- Sexual offences are dealt with in chapter 20 of the Criminal Code, which entered into force in the beginning of 1999. The general rule in the new chapter is that sexual offences are subject to prosecution, unless the victim has consented to the act.

... to the Act the court may appoint a counsel to assist the victim of a violent or sexual offence in the criminal investigation and the trial. If the victim is a woman, a support person may be appointed for her/him for the criminal investigation and the trial.

#### Legislation on the restraining order (M)

- Act on Restraining Orders entered into force in the beginning of 1999. Restraining orders can be used to prevent offences directed against the life, health, liberty or undisturbed peace of other person or to otherwise contact him/her. For special reasons, the approach prohibition could cover also certain location, such as the home of the person. A restraining order can be issued for a period, not to exceed one year. Such an offence punishable by a fine or by imprisonment for at most one year. Restraining orders can be issued by a court of law, the police or certain authorities.

... can issue provisions for protection and all other persons who have information on the need for protection.

#### Basic statistics on violence (MSAH)

- Statistics Finland is producing such statistics regularly.

#### Interviewing female victims of violence (MSAH)

- An extensive survey on the safety of women was conducted in 1998 by Statistics Finland in co-operation with the Ministry of Social Affairs and Health. The results were published both in Finnish and in English.

## Training the police in issues related to violence against women (MI)

- The Police Department of the Ministry of the Interior has arranged a seminar on violence against women as part of a training for police officers. A module dealing with the problems of violence against women will be included in the basic training scheme of police officers. Different partners are currently planning the training. Experimental training has been started with a series of two-hour lectures.
- The issue of violence against women has been dealt in articles written to the magazines of police forces. The articles have focused on how to help and guide the victims of crimes to seek help from the authorities and NGOs.

## Developing 'regional' co-operation between the police in dealing with preventing violence against women (MI)

- Co-operation with the police has been improved together with a group of the City of Helsinki dealing with topics relating to violence against women. The group is currently planning a campaign consisting of a poster campaign, news flashes on TV and a telephone hot line.

## Authorities

with a family violence working group in a healthy and safe city. Another

with a bureau reports violent incidents. The issue of preventing violence against women is realised in the information campaign on combating violence against women in Helsinki. The campaign consisted of a poster campaign, news flashes on TV and a telephone hot line.

At the festival held in co-operation between the Police Department of the Ministry of the Interior and the National Research and Development Centre for Well-being, a working group was formed to deal with violence against women. The group is currently planning a campaign consisting of a poster campaign, news flashes on TV and a telephone hot line. At the festival held in co-operation between the Police Department of the Ministry of the Interior and the National Research and Development Centre for Well-being, a working group was formed to deal with violence against women. The group is currently planning a campaign consisting of a poster campaign, news flashes on TV and a telephone hot line.

## Health (STAKES) arranged

in 1997 a Nordic researchers' conference on the effects of violence against women. The conference was held in Helsinki.

The prevalence of trafficking in women was treated jointly in the European Union during the presidency of the Netherlands.

The Ministry of Social Affairs and Health, the Ministry of the Interior and the Ministry of Justice have arranged a working party to develop effective measures to prevent and combat trafficking in women for the purpose of sexual exploitation. The ministers of Equality and the Ministry of the Interior adopted the declaration in 1997.

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## Assessing permit policies, Combating trafficking in people and illegal immigration (MAF)

- For several years, the Ministry for Foreign Affairs and Finnish diplomatic missions have tried to find ways of preventing trafficking in people and illegal immigration.

## ons have

purpose

can do little to prevent such activities. Those missions lacking with the problem of trafficking, have been informed of the resolution adopted by the EU in 1997 on

especially between countries where no visa is required for entry. The Ministry for Foreign Affairs and Finnish diplomatic missions have tried to find ways of preventing trafficking in people and illegal immigration.

"fake" marriages. Furthermore, those handling visa applications are trained to pay attention to and notice these activities. This has increased alertness and helped uncover wrongdoing.

Working party set up by the Ministry of Justice detected and reported problems on the basis of mail-order wives. The working party did not propose any legislative measures. It stressed that the present legislation should be applied when combating this problem.

**Preventing violence against women (MSA)**

In the beginning of 1998 the Ministry of Social Affairs and Health launched two national projects, one for the prevention of violence against women and the other for the prevention of prostitution. Both the projects are carried out by the National Research and Development Centre for Welfare and Health (STAKES). All ministries except the Ministry of Culture and Forestry, Ministry of Finance and Ministry of Environment are represented in the managerial team of the project.

The project for the prevention of violence against women aims to strengthen attitudes of responsibility, to make violence visible and to make the public aware of its extent and consequences. The project also aims to reduce the incidence of violence, and to ensure that easily accessible services are available for victims.

The project on prostitution was carried out in cooperation with the city of Helsinki. The project aims to reduce the incidence of prostitution and to ensure that easily accessible services are available for victims. The project also aims to make the public aware of the extent and consequences of prostitution.

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**Lessons learned**

The Ministry of Social Affairs and Health was the only ministry supporting the project financially. Other ministries, such as the Ministry of the Interior, Ministry of Justice, Ministry of Education and Ministry for Foreign Affairs, supported the project in other ways.

**Conclusions**

The indirect costs of violence against women will be high. The material, non-material, and psychological costs are significant.

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**Project**

In the beginning of 1998 the Ministry of Social Affairs and Health launched two national projects, one for the prevention of violence against women and the other for the prevention of prostitution.

**Examples of obstacles encountered**

The project on prevention of prostitution and different forms of sexual exploitation is carried out at national, regional, and local levels. The project aims to reduce the incidence of prostitution and to ensure that easily accessible services are available for victims.

**Commitment to further action**

In April 1999 the Ministry of Social Affairs and Health launched a national campaign to raise awareness of violence against women.

**The costs of violence (MSA)**

The material, non-material, and psychological costs of violence against women are significant.



Ministry of Justice plans to extend the right of a victim of an offence to be heard without the presence of the accused.

The  
the

Evaluation of the application of the Sexual Offence Act which came into force in 1999, will be conducted by the year 2001. The Ministry of Justice has informed about the reform of the Act and will organise training on 13-14 Nov.

### *Educational programme on the ill effects of sex tourism (MSAH and MI)*

According to the proposal of the Ministry of Justice's Sex Business Committee, the Ministry of Social Affairs and Health and the Ministry of Trade and Industry are preparing an educational programme to reduce the ill effects of sex tourism for the spring 1999.

**5. Women and armed conflict**  
Infringements of women's rights in armed conflicts have worsened and taken on increasingly brutal forms. In some cases, women and girls have even been made the tools of warfare. Finland underlines the importance of work to further preventive action and the need to bring those responsible to justice.  
The Statute of the International Criminal Court pays special attention to human rights and humanitarian aspects. The crimes falling within the Court's jurisdiction include genocide, war crimes, and crimes against humanity, Finland was instrumental in ensuring that these crimes were included under crimes against humanity.

## 6. Women and the economy

The aim of the Equality Act is to promote equality of women and men, to prevent discrimination on the basis of sex and to promote women's status particularly in working life. The Act i.a. emphasises purposeful and systematic work for equality. At workplaces with a minimum of 30 regular employees, the employer is obliged to make an equality plan indicating practical measures by which the workplace can promote gender equality. The purpose is to reduce the differentiation of jobs according to sex, to promote individual professional development and advancement of career on an equal footing and to develop the working climate and fair pay.

Work is the basis for women's economic independence in Finland and women have always

se who use job alternation leaves are women, although these leaves are naturally meant both women and men.

*oping disadvantages related to atypical employment (ML)*

have been... revised in 1997 and the Annual Holiday Act, 1998 to harmonise the status of persons in atypical employment and that of regularly employed persons. Furthermore, the right of persons in atypical employment to receive pension security has been introduced.

*Development projects related to the EU's Employment Now (New Opportunities for Women) Community initiatives (ML)*

- Women's self-employment has been promoted with the support of the development projects that have sprung from the EU's Employment Now Community Initiatives. All together 20 two-years or three-years NOW projects started in 1996-1998. The projects have e.g. developed new training models and gender sensitive guidance of employment and aimed to im-

...individual systems for those in a weak position on the labour market. Further...



- The guidance on how to integrate equal opportunities in the new schemes of the Structural Funds and in the regional plans on rural areas have been sent to the Regional Councils as well as to the Employment and Economic Development Centres.

*Monitoring the results of women's entrepreneurship training (M11)*

• The Ministry of Trade and Industry has prepared a set of programmes, including the Ladies' Business School and a project providing training, counselling and other development services.

The Ministry of Trade and Industry and Ministry of Agriculture and Forestry initiated a project which resulted in the establishment of Women's Enterprise Agency. The primary objective of the Agency is to promote and encourage women's entrepreneurship and to encourage women both in rural areas and in towns to become self-employed, to support new viable women entrepreneurship and networking among female entrepreneurs. The Agency has received lot of customer contacts and organised training and customer events as well as a project for new entrepreneurs.

Entrepreneurship for unemployed with academic degree was organised by the Women's Enterprise Agency in co-operation with the Swedish School of Economics in Helsinki. The Agency has also organised network activities for the women trained in the Ladies' Business School. Co-operation with the Centres for New Entrepreneurs has been developed. The Agency has received lot of publicity which in turn has promoted the issue of women entrepreneurship.

The Employment and Economic Development Centres have provided training for women entrepreneurs since 1998. The plans of action for 1999 of the Centres contain specific measures aimed at promoting women entrepreneurs.

*Monitoring the loans granted by Kera Ltd (nowadays Fininvest) to women entrepreneurs (M12)*

Fininvest (a specialised financing company) to women entrepreneurs.

• Special loans have been granted to women entrepreneurs starting up or developing their businesses.

ming period and the evaluation results gained from the implementation of the Structural Fund Programmes. A checklist on equality dimensions has been sent to the regions.

### *Diversifying the activities of rural entrepreneurship (MI and MAF)*

- The Rural Women's Theme Group has initiated an experimental entrepreneurship programme where loans, co-operation and training are combined in support of entrepreneurs. The program contains of four groups of women and in every group at least one woman has started entrepreneurship during the first year. The activities of the program will be expanded in the future.
- There are tens of on-going projects in Finland encouraging and training rural women to entrepreneurship. The Rural Women's Theme Group publishes quarterly a newsletter giving information on training and financing opportunities available.

### *Reducing sex segregation in vocational counselling and in labour market*

The aid granted by the Ministry of Labour to projects aiming at developing work has been directed in the same proportion to female- and male-dominated fields, a equality. A few basic research projects dealing with equality questions has been supported. The Ministry has also supported the project "An Equal Work Community" that includes work places in both the private and public sector. The training and rehabilitation department of the Ministry sent in 1997 a letter to the job when selecting students and when planning training. Efforts were also made to increase the share of women in traditionally male-dominated fields and vice versa. In respect to vocational counselling as well as other customer service and labour market tra

### *Training female Air Force pilots (MD)*

in 1997 is to offer women the same possibility as men to apply for Air Force pilot training. Since summer 1997, the first two women performing pilot training that will make the students eligible for the application to the four-year air warfare branch of the cadet course in 1998 on women have been able to apply to the new Air Force reserve officers' course. In 1998 one woman was accepted. The Ministry of Defence monitors and evaluates the progress of female pilot trainees in the training process of the Air Force.

### *Wages by sex (MFIn)*

wage systems applied by the State have been entered into fair, motivating and equal wages for all employees and em- The State Labour Market Office reports every year on the effect of different wage items on equal pay. The State has financed develop their wage systems. In the private systems, the

### *Analysis of the state's wage structure*

The guidelines for development of the 1993 collective agreements between employee groups are the objective of the State's wage structure and to promote equal pay by bet

perimental study shows that men's work is considered more demanding than women's work in all of the branches and, with one exception, in all of the offices and public services, or evaluation groups, examined. This differs for example from the results of the study ordered by the national work evaluation group. This observation prompts the organisers of the study to ask how the State jobs have been divided, has the evaluation system failed to recognise

the and errors, required of women's work, or are there still... attention to the ca...  
ne matter needs to be analysed in more detail... reasons for the res...

*Equality plans of the Ministries (all Ministries)*

- Ministries, offices, public services and State-owned companies should develop annual plans for the promotion of equality and carrying out the staff policy measures decided on. Most of the Ministries have already done this. It is recommended that a survey be set up a permanent working group on equality and organised monitoring of the reporting of the implementation of the plan.

an example the Ministry for Economic Affairs prepared an equality plan in 1987

near Social Fund, as part of the EU's Employment NOW Community initiatives. The objec-

regarding training model which will create continuity for ill women by means of training and co-operation. The par with quite long work experience and good workshanship. The programme is to improve the trainees chances to return

ive of the projects to create the self employment of unemg get group is low educated wo The most important objective back to the working life.

*grandfathers, fatherhood training*

*Reinforcing men's role as fathers and parental leaves (MSAH)*

by the Ministry of Social Affairs and Health worked in ing the father's and grandfather's role and rights and their od to the full in different stages of their lives. The cons: ges, status of fathers vis-a-vis changes in the family in e proposals on legislative reforms as well as on research. d support the role of fathers. 7

- A broadly-based committee s 1998-1999 to find ways of rei possibility of experiencing fat mitted evaluated the impact working life and in society. I and development projects that
- The men's division of the Co

or Equality prepared together with the Nordic Council of s Steps. In 1998. illustrated for example by the continuing training event ng the Father's Role in a Family

Ministers an international conference on the theme "Following reinforce men's role as fathers, this for health care teachers called "Sur

*Examples of obstacles encountered*

*Development projects related to the EU's Employment Now (New Opportunities for Women) Community initiatives (ML)*

- The project leaders of the EU's NOW-projects have been surprised to notice are lot of prejudices against equality work in different parts of Finland.

*Supporting women entrepreneurs within the schemes of the Structural Funding of the European Union (ML)*

The project-specific objectives state that each project must provide employment and rich in proportion to their unemployment rate. However, the amount of wo lower than their share among the unemployed in all, except one program.

*Commitment to further action/new initiatives*

*Child guidance and family counselling (MSAH)*

- In relation to reconciling working life with family life a working party app Ministry of Social Affairs and Health has produced a memo on the state and co sibilities of child guidance and family counselling. A d selling is prepared together with STAKES.

*Reforms of labour legislation affecting gender equality (ML)*

- The principal labour legislation is being reformed. The new Working Hours Act force on 23 November 1996, and a committee is looking into the need to refo employment Contracts Act. The main reform principle is kept in mind both wh the former Act and revising the latter.

*The Job Profile -project aimed at employers (ML)*

- A Nordic Job Profile -project targeting employers will be applied when building co-operation between employment authorities and companies. A Nordic seminar will be organised in 1999

criteria and method used to select top civil servants have gradually been revised. One of the aims is to increase the proportion of women in such posts.

The proportion of women in executive positions in the private sector is smaller compared to the public sector being 25% in 1995. The sex segregation of the labour market applies also to the

decision making posts are positive action, all as revising the recruitment and appoint-

sectors. Possible means to support women's ac- helping to reconcile the work and family life ment criterion.

out of mainstream society. A priority goal opportunities of women belonging to certain

migrant women are in special danger of being of the Government is to improve the participa-

minority groups such as Lapps, Romani and immigrants, and encourage them to transmit develop their cultural traditions. The voice of minority women often goes unheard in a stream society as minority groups are typically represented by men. Minorities, both women and men, have particular needs that must be attended to.

#### Examples of successful policies, programmes and projects

##### *Assessing permit policies from the gender perspective (MI)*

The Ministry of the Interior has given directions for the procedure of deciding on the granting of asylum. With women asylum seekers there should female officers and interpreters es-

have received direct grants from the Ministry of Education. The Ministry of Education, the Ministry of Health, and the organisa-

##### *Grant aid to women's organisations (ME and*

##### *Providing consistent go (MI)*



ish EU presidency there  
ere are 205 women and

- Among the 270 chair persons of the task forces related to the are 90 female chairs. Furthermore, among national representatives 210 men.

#### Examples of obstacles encountered/lessons learned

MD

- The Coalition on the Finnish Women's Association for Joint Action, were heard at the meeting of the steering group for the lottery act project in 1997 at the Ministry of the Interior. The Coalition considered that when lottery legislation is being reformed, an amendment should be made to authorise the yields from money lotteries, pools and betting games to be used also for the operations of women's organisations. The women's organisations proposed an initial allocation of FIM 5 million to be distributed. In the steering group's view, the yields from pools should not be allocated in the manner proposed by women's organisations. Aid should be granted on the basis of activities, regardless of the organisation carrying them out. In other words, women's organisations would receive aid on the basis of their activities not because of membership structure or general goal of the organisation.

#### Commitment to further action/new initiatives

##### *Increasing women in decision-making in agriculture and forestry (MAF)*

- The objective is to give women more power in the administrative branch of the Ministry of Agriculture and Forestry and in the rural sector, and to increase their numbers in the administrative bodies of advisory organisations.

##### *Gender perspective (MIA)*

has been planning internal guidance on how more attention should be paid to the culture and country of origin when deciding on granting residence permits and refugees or when deciding on the granting of employment permits. A woman has been hired to develop the guidance service of clients and avail-

##### *Assessing permit policies (MIA)*

- The Directorate of Immigrants could be paid to the applicant and work permits.  Asylum. A research project on the possibility of the ability of country of origin to be used in the assessment of the possibility of the

derline women a special social group as referred to in the Refugee

Convention will be examined in co-operation with the European Union.

##### *Empowerment of disadvantaged minority women in decision-making (MASA, MD)*

- The Migration Division of the Ministry of Labour has started a quality project that will be

and gender equality is the objective with women as a special target. The project will implement the mainstreaming principle.

## Promoting equality of the disabled (MEd, MSAH and ML)

- The evaluation of the second-level vocational training given in comprehensive school was conducted in 1995 by the National Board of Education. Following this, an action programme was drafted to develop the quality of specialised training for those who need additional support. The development measures were organised as separate projects covering 1997-2001. The programme, based on the equality principle, aims at improving the quality of instruction. There are three main tasks:

### 8. Institutional mechanisms for the advancement of women

A permanent consultative body within the state administration, the Council for Equality was set up in 1972. It aims to prevent discrimination of grounds of sex, and to improve the status of women in general.

The Act on Equality between Women and Men came into force in 1987. The post of the Equality Ombudsman was set up in the same year. The office of the Equality Ombudsman is a unit of the Ministry of Social Affairs and Health. The main tasks of the Equality Ombudsman are the application of the Act and, in particular, the ban on discrimination, and provide advice and statements on the application of the Act.

Since 1987 one of the ministers of the government has been nominated to handle the duties of the Minister for Equality.

The Government is committed to promote equality according to the mainstreaming principle in the National Plan of Action. This principle is also put on record in the Programme of the newly elected government.

The Government recognises the important role of NGO community as well as labour market organisations and aims to work in partnership with them especially in promoting the status of women.

### Successful policies, programmes and projects

Objectives (MFA, MEd, MSA, MSAH, ML, MEMv)

The Ministry of Social Affairs and Health launched in 1998 a three-year project for development of administrative practices in line with the mainstreaming principle. Models will be developed, this project will be a cooperation of co-ordinators' associations and a part of a larger mainstreaming project directed by the Ministry of Social Affairs.

Objectives of the mainstreaming projects of the 7th

Objectives of the MSAH five other ministries

The mainstreaming project of the ministry for Foreign Affairs concerns training for the presidency of the EU. One of the objectives of the project was a balanced representation of women and men as chairs and national representatives. There are approximately 80 working groups under the chairmanship of the Ministry for Foreign Affairs. About 50% of the chairs and the national representatives of the working groups are women.

### Examples of

### Mainstreaming

- The Ministry of Social Affairs and Health

has been

the project

prepared by the Nordic Council of Ministers as well as

in 1999. In co-operation with the Mainstreaming

have launched sub-projects on mainstreaming

fa

th



- The mainstreaming project of the Ministry of Education examines youth policies in three dimensions: equal opportunity in national youth policy and youth service organisations; equal opportunity in regional and structural policies; and equal opportunity in the develop-

According to the survey conducted by MEd there were  
 which girls were represented in national youth organiza-  
 of the organisation, ( ) in ( )

ment of the immediate comm  
 great differences in the exte  
 tions, mostly depending on th

project for the promotion of equality was undertaken at the  
 ry, within the structural unit of the Department of Agri-  
 was to promote equality in drafting of acts as well as in  
 dal area has been to amend more equal legislation on the  
 ave been to commit the de-  
 account; increase the exper-  
 in the administrative sector  
 F around 50% of the targets  
 framework of mainstrean-

- In autumn 1997 a mainstreaming project was initiated in the Ministry of Agriculture and Forestry. The aim of the first phase was to ensure the effective operation of the mitigation and

start-up support of young farmers. Another aim of the project was to ensure that decision makers and administration to take equality concerns into account. The project aims to raise awareness and disseminate information on equality issues, as well as systematically promote equality in the work of the MAF. According to the partial assessment made in the autumn of 1997, most of the aims had been met. The MAF has used a step-by-step approach

and adminis-  
 the handbook

The Ministry of the Environment will formulate a guide book for the pilot project. The handbook will be a tool for the pilot project. The handbook will be a tool for the pilot project. The handbook will be a tool for the pilot project.

land's presidency and the instructions of the Ministry of Finance; as many women and men have been signed up for training. However, the chairpersons of most of the task forces are men. Women and men have participated equally actively in training. The Ministries concerned will decide whether to integrate a gender perspective in the issues dealt with during Finland's presidency.

statistics in view of gender equality (MSAH, all Ministries and inland)

Comp  
Statist

Finland has decided to allocate resources for the development of equality statistics. These are also being improved as the different ministries start applying the mainstreaming

• Sta  
Sta

principle. The aim within educational administration is to continue training and producing sex-segregated data. The aim of the Ministry of Agriculture and Forestry is to develop statistics on rural area and gender impact assessment.

*Evaluation of the effects of the Equality Act (MSAH)*

A evaluation on the practical effects of the Equality Act commenced in 1998. The study will focus on application practices and social impact of the Act, especially in working life and social decision-making.

*Training users of statistics and research (MSAH)*

A user training will be developed for the experts officials responsible of the preparation of statistics. The training will focus on return to work, social security and equality issues.

*Finland prepares for Presidency of the EU*

*Promoting gender European Union*

support all the conferences, programs, legislation that include an equality dimension. Only four out of 13 ministries have an equality dimension. Ministry for Foreign Affairs, Ministry of Health and Ministry of La-

the Council of State requested Ministries being prepared relative to the EU presidency and 13 Ministries reported having several tasks with e Affairs, Ministry of the Interior, Ministry of Social

**9. Human rights of women**

rights are an integral and inalienable confirmed at the World Conference. Finland supports the promotion of women's rights through mainstreaming and through special expertise and support groups. Promoting women's rights calls for special attention, and is an important area of Finland's development co-operation as well as co-operation between Finland and

Finland emphasises in the international forums that women's rights are an integral and inalienable part of universal human rights. This principle was confirmed in the Declaration on Human Rights in Vienna in 1993. In the United Nations Human Rights Commission, Finland has been a member since 1995. Finland has submitted 3<sup>rd</sup> periodic report on the implementation of CEDAW in 1996. The 4th periodic report will be submitted in October 1999.

Finland signed the UN Convention on the Elimination of All Form of Discrimination Against Women (CEDAW) in 1980. After completing the necessary legislative reforms, Finland ratified the Convention without reservations in September 1986. Finland submitted the 3<sup>rd</sup> periodic report on the implementation of CEDAW in 1996. The 4th periodic report will be submitted in October 1999.

At the national level special attention is being paid to the status of immigrant women who need education, information of their rights as well as support to crisis situations.

## **Examples of successful policies, programmes and projects**

### *Promoting human rights in international organisations (MFA)*

- Finland has nominated a candidate to the post of Director General of WIPO (a man), to the Executive Board of UNESCO (a woman), and to the Executive Board of IMO (a man). The Finnish delegation and expert delegation at the 57<sup>th</sup> General Assembly of the United Nations



gender and gender analysis are well known among the staff, integrating them into the project planning and implementation requires continual training.

The Finnish guidelines have already for some time required the use of sex-disaggregated data in all project documents, this advice is often poorly followed.

further action/new initiatives

Promotion of import from developing countries (MFA)

Part of products manufactured by women is concrete action in favour of women in developing countries. A decision has been made to resuscitate the programme that encouraged production by small-scale systems such as the import promoting developing countries and was planned by FINIPO, which ceased operations in 1995. All comments touching on the matter have been positive. Next the organisation that will start handling the task must be chosen. It is estimated that operations will be launched in 1999.

Gender equality in the co-operation between Finland and adjacent countries (MFA)

- Statistics Finland will be assisting the committee on statistics of the Republic of Carelia in producing statistics booklet "Women and men in Carelia" in Russian and in English.

## 10. Women and the media

In preparing the new Act on Television and Radio Operations (744/1998) which entered into force on 1 January 1999, attention was paid to ensuring freedom of speech which guarantees, within the jurisdiction of Finland, to any person the right to express, publish and receive information, opinions and views.

Women and men are equal in the public eye are men. Communication is increasing.

and men at every level in the company's personnel policy as well as promote equality in society. The Finnish Broadcasting Company is committed to the objectives of equality being done in the company's personnel policy and in Finnish society.

Following role of information technology in society highlights the differences in education. The rapid favour information technology from the very beginning of comprehensive school, master it and do well in computer-related studies later. In view of the future labour market, it is important to encourage more girls to opt for information technology whose terms. Therefore, it is important to encourage more girls to use computers for more varied purposes than boys, such as communication and retrieval.

Men do the majority of the design work of computer systems and programmes. They use ready-made application e.g. in offices and at cash desks. Since functioning of by and large on information technology it is not insignificant who are developing and using information technology whose terms. Therefore, it is

ect to encourage girls to choose information technology not only as a study career but also in in-service training.

## Examples of successful policies, programmes and projects

### *Gender equality in publicity and consumer education (MTI)*

- The National Consumer Administration sub-ordinate to the Ministry of Trade and Industry has produced educational material "Children and advertising - advertising and equality: a course on media criticality" which is meant for analysing advertisements and marketing

### *Advertising Company*

"Equal Men" (1994-98) was realised by the Finnish Broadcasting Company (YLE) based on gender equality in YLE's programmes as well as the es- tablished at supporting work in YLE's communication and their research and education work has

### *Gender equality in the work of the Finns*

- A five-year project "Image of Women" by the Finnish Broadcasting Company (YLE). This project studied and analysed news, fiction programmes. It studied and analysed the presence of journalism from the gender point of view. The results were published in the magazine "Women in the News". Launched together with institutes, researchers at various Finnish universities, this co-operation

## The data network developing program (MTC)

Women and gender differences will be given a special emphasis in the data network and programs on network development of the Ministry of Transportation and Communication.

## 11. Women and the environment

Surveys of public attitudes towards environmental issues highlight women's greater concern. Women seem also to be more ready than men to make pro-environmental choices as consumers.

It is especially important to ensure that women's needs are taken into account in the development of the transport system. The transport system is in harmony with sustainable development and gender equality. Development work in favour of better transport and, in contrast, cut-backs in public transport services are reflected on women's and men's respective status. Public transport must be adjusted to the needs of parents with small children, and the public transport network should also extend to sparsely populated areas. The Ministry of Transport has guaranteed the availability of public transport services by consistent funding and by improving the effectiveness in whole Finland. Applying the 40/60 quota on the participation of women in municipal committees that make decisions on local land use and

### Programmes and projects

#### Environmental Issues (MEnv)

The project "Women and the environment" was launched in one of the municipalities in 1997. The project has developed the ideas generated by the women. The project has developed

### Examples of successful policies

#### Stimulating local action on environment

- A project stimulating local action on environment in 1997 aiming at improving the environment and holiday housing and environment

#### Increasing public awareness of the environment in outlining and in environmental changes (MEnv)

- The Land Use and Building Act came into force in 1999. The new act improves citizens' opportunities to participate in and improve planning. The Ministry of the Environment, launched participation experiments on the basis of the proposals of the Act. The Ministry of the Environment has published a handbook titled "If You Want to Have Influence, Participate". The handbook is meant for all citizens, groups and organizations. The handbook also encourages women to take part in planning and decision-making affecting their environment.

#### Environmental quality indicator (MEnv)

The Ministry of the Environment has developed quality indicators for the immediate environment. Indicators that provide a picture of the quality of everyday life are useful when assessing and monitoring the quality of the environment as a whole. Everyday life must be seen as part of a person's immediate environment. This will benefit gender equality as well. In particular, the location and availability indicators for services are representative of how well women, the elderly and people without cars get by

in everyday life in the future. Indicators for residential areas and



quality indicators of the Ministry of Barometer.

of statistics and according to residents' evaluations the Environment may also serve the needs of the eq

... of 60 projects... and housing projects in 12 "everyday Life" aiming to re- mental matters.



... in 1996-1998.

... committing to and from work as well as fare and health care services. The objective has services in sparsely populated areas for everyday ... ment, women's and men's needs have been considered separation of the project the targets have been met and the feedback positive. Especially for the elderly women the availability of public transport has their life quality.

*Developing demand responsive public transport (MTC)*

• Demand Responsive Transport Service has been tested through New traffic management methods have going to shops, banks as well as social been to secure economically feasible tr

needs, especially most rately. According to the map

*... to further action/new initiatives*

*public awareness of the environment in building and in al changes (MEnv)*

... of Environment will produce a handbook on how to promote dialogue in envi- ... men of different ages in the decision making of building and planning.

*... indicator (MEnv)*

... opinions of residents concerning their immediate environment will be pub- ... e results will be sex segregated.

*... the Ministry of the Environment and the Ministry munciations (MEnv)*

... Transport and Communications has started a five-year Friendly Community Structure and Traffic and thus increasing the profitability of pub- ... t change the attitude of drivers.

... will be published in 1999. It will promote the

*... will be pro-*

... Council

...

...

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...

... of an everyday environment where the disabled can manage. ... ived by the Ministry of the Environment, the Ministry of Labour and th ... or Disability.

• Ways of attracting users to public transport are being tested in different cities in 1998-1999. The objective is to increase and make easier the use of public transport.

*Comm*

*Increa  
enviro*

• The  
... women

*Environmental*

• A baromete  
lished in 19

*Co-operation  
of Transport a*

• The Minist  
opener programme called "An Environme  
System". Harmonising the community stru  
lic transport would also benefit women and

• The publication "Freedom to Move About

## 12. The girl child

promotes the rights of the girl child in international instruments and in its own instruments.

1994/10/12

4111



# INDICATORS FOR MEASURING

PROGRESS LEVEL OF DEVELOPMENT

Unless otherwise indicated, all data refer to year 1997.

Unless otherwise indicated

Total	Women	Men
5 147 349	2 638 257	2 509 098
(thousands)	(thousands)	(thousands)
648,6 / 12,6%	317,3 / 12,0%	331,3 / 13,2%
2537,7 / 49%	1293,4 / 49%	1244,2 / 50%
995,3 / 0,01%	399,3 / 0,02%	596,0 / 0,02%
Population by urban/rural distribution		
Urban 62%		
Rural 38%		

Population and fertility	
Population size	
Population aged	

Population growth rate 0,2

Fertility rate for women aged 15-19 9,6

Life expectancy at birth  
Men 73,4 years  
Women 75,4 years

### Mortality

Life expectancy at birth

Infant mortality rate (per 1000 live births)

3,29 (per 100 000 live births in 1996)

Maternal mortality rate

Health services 100%

Health personnel 80% (1990-95)  
99%

Education: primary and secondary education combined 100%  
Ratio of boys to girls at ages 15-24 1:1

### Health

Population with access to

### Reproductive health

Contraceptive prevalence

% of births attended by trained health personnel

HIV adult prevalence rate

### Gender equality

Ratio of boys to girls at ages 15-24

Ratio of literate to illiterate

Economic activity	Total	Women	Men
Unemployment ratio (in 1999)	11%	11%	11%
Employment-population ratio (% of employed out of whole population)	42%	20% (39% of employed women out of whole population)	22% (46% of employed men out of whole population)

% of labour force engaged in		% of labour force by employment status	
agriculture	9.1%	employed	87.3%
industry	18.2%	unemployed	12.6%
services	23.7%		
employed	46.0%		
unemployed	6.4%		

### Economy

GNP	1 000 000 USD 119 086 (1996)
GNP per capita	USD 23,240 (1996)
GDP per capita	USD 22,927

### Income and poverty

Household income per capita	FIM 65 071
-----------------------------	------------

Women	Men
99%	99%
99%	99%
100%	100%
100%	100%
100%	100%

Education	Total
Adult literacy rate	99%
Literacy rate of 15-24 year-olds	99%
Net primary enrolment ratio (compulsory education)	100%
% reaching grade 5/completion of grade 4 (compulsory education)	100%
Net secondary enrolment ratio (lower secondary education, compulsory education)	100%

180 million people in 2000, under current conditions 1996

Human security and social justice	Total
No. of victims of violence per 1000 people	13
No. of persons in prison per 100,000 people	58

### Housing and environment

Electricity per person	34 m2
No. of persons per room, kitchen and bathroom	0.62 persons per room (in 1996)
% population with access to adequate sanitation	100%
% population with access to safe drinking water	100%
Arable land per capita	0.49 ha (in 1995)