



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Finland

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

General Gender Policy

Act on Equality between Women and Men in Finland (8.8.1986/609) dates back to 1986. Academic study on gender equality policies picked up after the Act was passed and first women's studies units started at Finnish universities in the late 1980s. There are women's studies departments, units and programmes in nearly all Finnish universities and the level of the research activity on gender equality policies is high (e.g. Holli et al 2002; Holli 2003; Kantola 2006). A number of policies that promote gender equality are embedded within the larger frame of the welfare state policies, therefore there is a great deal of research from the 1970s onwards on gender aspects of policies and later gender equality policies themselves concerning the working life, and the field of social policy.

Non-employment

In Finland there is a long tradition of women's labour market participation. Working full time outside the home is the norm. Because of the centrality of paid work in Finnish women's life, there is a plenty of research on women's labour market participation and general gender equality issues in the working life (Lehto and Sutela 1999), gender-segregated labour market (Kolehmainen 2002) and the 'gendering' (Kinnunen and Korvajärvi 1996) and 'gendered' practices of the working life (Rantalaiho and Heiskanen 1997). A great deal of emphasis has been put on the study of equal wages and the wage gap and the reconciliation of work and family (Kivimäki 2001; Julkunen 2002; Myhrman and Säntti 2007)). Woman's position at the labour market has changed during/after the recession of the 1990s (Julkunen 1992; Hiilamo 2006). Women often have short term contracts, as a result their job security has decreased, and women's work careers have more "gaps" than before. In this sense, more women experience periods of 'non-employment' than before. The changes in the work and the women's position at the labour market are reflected in research. There is study on gender differences in unemployment (Haataja et al 2000; Ollikainen 2004) as well as so-called 'atypical' that is typical of women nowadays (Nätti 1997). Some groups of women are seen as being in a more difficult position at the present -day labour market than others and research has addressed the issues concerning single mother's, aged, homosexual (Mustola and Lehtonen 2004) as well as immigrant women's position at the labour market. Specific research attention has been paid to the study on parental leave (Haataja and Nyberg 2006), especially paternal leave (Lammi-Taskula 1998 and 2006), and the change of family leaves and allowances from egalitarian to a more familialistic model (Salmi 2006).

Intimate Citizenship

There is a lot of research activity in the topics that relate to intimate citizenship. There is a plenty of studies concerning gender equality policies (Anttonen 1997) and gender aspects of social and family policies, social benefits and the family law. In most studies concerning intimate citizenship the relationships/partnership/family is assumed to be heterosexual marriage and the family type as the traditional nuclear family (Kontula 2004). However, over the past decade, the situation has significantly changed (Hiilamo 2002). The diversity of Finnish families has increased, and this has been reflected in research in various fields, and especially in the emerging field of critical family research (Forsberg and Nätkin 2003). There is research on the legal

position of partners and family relations in the same-sex partnerships from before and after the law (2002) on the registered partnerships (Hiltunen 1996; Boele-Woelki and Fuchs 2003; Gerkman 2004). There is research on marriage and divorce (Paajanen 2003) same-sex relationships/families, and specifically lesbian families (Autere 1996), cohabitation, single parent families, mothers who do not live with their children (Nousiainen 2004), 'new families', and registered partnership. In the past decade the issue of fertility treatments of single and lesbian women has been discussed in public and in research (Heino 2004). Recently discussed topic in research has been parenthood and adoption rights of same-sex couples in a registered partnership (Hyytiäinen 2003). Involuntary childlessness of heterosexual couples has been studied (Malin 2006), as well as voluntary childlessness (Magnuson 2005). There is general research on adoption; however, currently there is very little research on growing international adoption. Abortion is currently a 'non-issue' in Finland. Finland's Abortion Act dates from 1970, it is permissive, and there has been very little controversy and hence, research on abortion. So far, there is very little research on women of Finnish minority groups such as Roma (Markkanen 2001) or Sámi women. Immigrant women's position has begun to be studied more actively since the mid-1990s. Immigration to Finland is increasing, and there is some research on families/partnerships in which one of the partners comes outside of Finland (Heikkilä 2005; Möller 2005) as well as on so-called 'marriage of convenience' (Kangasniemi 2003)

Gender-based violence

Research on gender based violence has increased considerably in Finland since the early 1990s. Before that it was somewhat a taboo subject. Researchers have been actively filling the gaps in the literature and currently there is vigorous research activity in the field of violence studies. Researchers in Finland have approached gender based violence from various points of view. It has been dealt with as intimate violence (Husso 2003), domestic violence within a family context (Notko 2000), in the context of murder-suicide (Nikunen 2005), sexual violence, and sexual harassment in general (Honkatukia et al 2000) as well as in various specified settings such as school and other educational environments (Sunnari et al 2002), and working place (Varsa 1993; Kauppinen and Purola 2001). Large-scale survey studies on the occurrence, means, victims and attackers of gender based violence against women have been published (Piispa and Heiskanen 1998; Piispa 2006). The economic cost of gender-based violence has been analyzed (Piispa and Heiskanen 2001). Gender-based violence has been studied from the perspective of victim's experience (Husso 2003), legislation (Lohiniva-Kerkelä et al 2006) and criminal proceedings (Niemi-Kiesiläinen 2004), and attitudes of care professionals (Keskinen 2005). Gender-based violence against immigrant women has begun to be studied only recently (Hartikainen and Andrew 1999; Haarakangas et al 2000; Kyllönen and Nurmi 2005). Prostitution and trafficking of women have been studied generally (Penttinen 2004; Kontula 2006) as well as from various specific viewpoints such as law, illegal immigration (Lehti and Aromaa 2002), and prevention.

Annotated Bibliography

1. General Gender Equality Policy

1.1 Finnish sources

1. Moring, Anna, and Sinikka Mustakallio. 2006. *Sukupuolen politiikka : naisten äänioikeus 100 vuotta Suomessa (Politics of Gender: 100 years of women's suffrage in Finland)*. Helsinki: Otava. **FI**

Keywords: suffrage, women's suffrage, women politicians, history, women, social history, women's studies, gender, political activity, equality policy

This book reviews the present state of Finnish women, women's movement and equality. The topics of the anthology of texts range from suffrage, gender mainstreaming, representations of women in advertising, gendered violence, and men's movement to the women's position in the debate over the law on fertility treatment. The writers of the book are all notable researchers and gender equality experts in their respective fields. The articles include: The secret of Finnish women's suffrage/Sinikka Mustakallio, Gendered violence-critical question for today's women's movement/Aino Saarinen, Woman as a politician and politician as a woman: gendering of politics in Finland/Jaana Kuusipalo, Political is personal: why does the mother stay at home?/Auli Ilikkanen, Flinging the baby with the bathwater?: determining of the woman's position in the debate on fertility law/Tuula Juvonen, The rocky political road of Samí women: a look into the work of Samí parliament/Vuokko Hirvonen, Heterosexism or gender flexibility? Advertisement pictures and their audience constructing gender/ Leena-Maija Rossi, Women as the resource in the countryside: women's rural culture and living conditions/Kirsti Manninen, Anna, Akkaväki and Tulva as sites of gender negotiations/Maija Töyry, Finnish girls in school/Elina Lahelma, Women's bodies, sex market and politics of control/Marjut Jyrkinen, 'Men's movements' and feminism in Finland: organisations, networks and social relations/Jeff Hearn and Hertta Niemi, One-legged chair: gender mainstreaming in Finland/Milja Saari, The church and society: the impact of religion on the representation of woman and human beings in Finland/Päivi Salmesvuori and Income differences between women on the increase: more choice or more determined gender equality policy? Anita Haataja. The foreword of the book is written by the President Tarja Halonen.

2. *Sukupuolinäkökulman valtavirtaistaminen Suomen valtionhallinnossa (Gender mainstreaming in Finnish government administration)* 2006. Vol. 2006:77 I, *Sosiaali- ja terveystieteiden tutkimuskeskus*. Helsinki: Sosiaali- ja terveystieteiden tutkimuskeskus. **FI**

Keywords: equality, gender, gender mainstreaming,

The report aims to answer questions about the progress and impact of mainstreaming of the gender equality perspective in Finnish Government

administration and decision-making. It examines the actor structure and various activities such as training, projects, data generation, gender impact assessment and the steering and coordination of mainstreaming. The objective is to specify the factors that have been of the greatest significance for the advance of mainstreaming and provide concrete examples of action to implement mainstreaming in the 2004–2006 period. Incorporation of the gender perspective and promotion of gender equality are being extended to Government processes and decision-making. The gender impact assessment of legislation has already been initiated. The gender perspective has also been taken into account in some individual projects and programmes that are considered to be vital to gender equality. On the other hand, gender budgeting and promotion of gender equality in performance guidance is only in their initial stages. Statistics and data production have been developed to some extent, but in making progress in other sub-areas of mainstreaming we are often still faced with the problem of availability of gender-specific information. This stems, among others, from the fact that so far, only a low proportion of Government civil servants have taken part in the related training. Consequently, at many ministries this implementation still depends on the input and activeness of individual civil servants. At the political level, the status of mainstreaming has been strengthened significantly, as it has been recorded not only in international norms but also in the national Act on Equality between Women and Men, the Government Programme and the Government Action Plan for Gender Equality. These instruments of political steering can be considered important for promoting gender mainstreaming also in the future.

3. *Tasa-arvobarometri 2004 (Gender Barometer 2004)*. 2004. Edited by Sosiaali- ja terveystieteiden ministeriö, *Julkaisu*. **FI**

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

The 2004 gender barometer is the third one in succession. The first gender barometer was published in 1998 and the second in 2001. The barometer seeks to analyse, by means of men's and women's estimates, attitudes and personal experiences, the division of labour and power between men and women and how acceptable the division is in various situations arising in society. According to the barometer people in Finland are quite unanimous in their appreciation of women's contribution to politics, and of the significance of the country's first female president to gender equality both nationally and internationally. Finland has a long history of women's political participation. Both women and men agree on the shared responsibility in providing financial security for the family, household tasks and parenting. This reflects the prevalence and popularity of the dual-earner model in Finland. Although employment even among women with children is the norm, in practice, one female employee in four still felt in 2004 that their wages were affected by their gender. Even in 2004, workplaces still viewed the use of statutory parental leaves as women's, rather than men's right. This concerns especially the private sector. Gender barometers have also studied women and men's personal sentiments about interaction between the genders. In 1998 and 2001 it was fairly common among women to have encountered in different

circumstances members of the opposite sex with patronising or disparaging attitudes. By 2004, these kinds of experiences of the opposite sex had become less prevalent. Sexual harassment of women seems to show no signs of abating: even in 2004, one young woman in two had been harassed by men during the past two years. The most common experiences were verbal harassment: listening to suggestive jokes unwillingly, or becoming the target of offensive remarks about one's physical appearance or sexuality.

4. Holli, Anne Maria Holli, Terhi Saarikoski, and Elina Sana, eds. 2002. *Tasa-arvopolitiikan haasteet (Challenges of Equality Policy)*. Porvoo Helsinki WSOY: Tasa-arvoasiain neuvottelukunta: Sosiaali- ja terveystieteiden ministeriö **FI**

Keywords: equality, gender, women, men, discrimination, human rights, men, roles, Mainstreaming, universities, sexual minorities, quotas, registered partnership, law

The contributors of this book analyze the direction of the societal change of the 1990s and equality, as well as problems challenges and achievements of gender equality policy in Finland. This book is a seminal work describing Finnish gender equality policy. All writers are well-known authorities in equality policies in their respective fields. The concept of equality is explored as well as various actors in the field of equality policies. The book presents ways to promote equality at the work place. The book presents two major problems of Finnish equality policy, firstly, weak implementation of policies and lack of political will. Secondly, the voices of sexual minorities, immigrants, unemployed, and disabled for example are not heard adequately in the public discussion on equality policies. The book poses various questions such as: is equality real in Finland, what kind of policies are promoted in the name of equality, who are those men and women who are the target of equality policies, which aspects have been made visible, which are still hidden. What are the threats, challenges and possibilities of equality policies? Issues dealt with include heteronormativity of equality policies. Writers: Anne Maria Holli, Liia Husu, Arto Jokinen, Raija Julkunen, Tuula Juvonen, Johanna Kantola, Jaana Kuusipalo, Sinikka Mustakallio, Merja Pentikäinen, Eeva Raevaara, Hilikka Pietilä, Leila Räsänen, Milja Saari, Terhi Saarikoski, Elina Sana, Ritva Savtschenko, Eeva-Sisko Veikkola.

5. Melkas, Tuula, *Tasa-arvobarometri 2001 (Gender Barometer 2001)*. 2001. Tasa-arvo-asioiden neuvottelukunta, Tasa-arvojulkaisu 2001:9. Sosiaali- ja Terveystieteiden ministeriö. **FI**

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

The gender barometer that is published approximately every three years analyses, by means of men's and women's estimates, attitudes and personal experiences, the division of labour and power between men and women and how acceptable the division is in various situations are. The barometer deals with issues concerning working life, and reconciling family and working life. Gender barometers have also studied personal sentiments about interaction

between the genders. In the 2001 barometer, there seemed to be an increase in the women's experiences of patronising or belittling attitudes as well as sexual harassment in the working place.

6. Kempe, Jouni. 2000. *Miesnäkökulmia tasa-arvoon (Male perspectives to gender equality)*, *Tasa-arvojulkaisuja*, 2000:5. Helsinki: Sosiaali- ja terveysministeriö **FI**.

Keywords: maleness, gender equality, images of men, men's movements, research of masculinity, divorce, fatherhood, men's position, violence

Writers: Jouni Kempe, Bert Bjarland, Tapani Kaakkurinniemi, Heikki Koiso-Kanttila, Johanna Lammi-Taskula, Jukka Lehtonen, and Irma Pahlman. This report aims at promoting discussion on men and equality and introducing new perspectives to the gender equality discussion. The book proposes that 'masculinity' should be understood as cultural capital that is moulded and realized in space and time. Conceptions of maleness and masculinity are various and they do not mean the same thing for all men. Some associate it with work, others value more time spent with family. The book searches for alternative models for hierarchically organised normative ways of being a man. Themes of the book include: being a man, education, fatherhood, cultural representations of men, heteronormativity, and research of masculinity as well as topics that concern men, but have not been studied from the male perspective such as distance parenting, suicide, and men as victims of violence.

1.1.2 Comparative studies

7. Raevaara, Eeva 2005. *Tasa-arvo ja muutoksen rajat. Sukupuolten tasa-arvo poliittisena ongelmana Ranskan parité- ja Suomen kiintiökeskustelussa [Gender Equality and the Limits of Change - Gender Equality as a Political Problem in the Debates on Parity in France and Quotas in Finland]* Vol. 2005:7 *tasa-arvojulkaisuja* Sosiaali- ja terveysministeriö, **FI**.

Keywords: gender, gender equality gender equality politics, gender quotas, Finland, France

The study looks at the debates on gender equality in political decision-making in Finland and France in the 1990s and 2000s. The argumentation for parité and quotas and the ways in which gender equality was constructed as a political problem are examined. The focus of the study is on the parliamentary debates on the amendment of the electoral law in France in 2000 and the introduction of quota regulations into the Act on Equality in Finland in 1994–1995. The debates ended in the adoption of quota regulations in the electoral lists (France) and in the executive and preparatory bodies at the national and the local level (Finland). The debates on gender equality are analyzed as the sites of struggle and change with regard to the normative

boundaries of gender equality, as well as of politics and citizenship. In both Finland and France, the promotion of equality was constructed as a national project, in which the main beneficiary was the society or the nation as a whole. In France, gender equality was an inherent part of the promotion of French democracy; in Finland, gender equality was regarded as a means to bring the expertise of both women and men to the benefit of the whole society. Furthermore, in both countries the promotion of gender equality was based on the harmonious cooperation of women and men and the temporal dimension of "nearly achieved" gender equality. In this kind of a context, gender equality served as a means towards the wider national ends, and there was little room to discuss the aspects of power and agency with regard to gender equality.

1.2 English sources

8. Holli, Anne Maria, and 2003. *Discourse and politics for gender equality in late twentieth century Finland* Vol. 23, *Acta politica* Helsinki: Department of Political Science, University of Helsinki **EN**.

Keywords: equality, gender, equality policy, feminism, women's movement, woman's position, discourse, political culture

This study examines the discourse and politics for gender equality in late twentieth century Finland. The five essays on this collection analyse the discourse on gender equality and women's strategies for change. Three interlinked sets of questions are examined: firstly, the organisation and transformations of gender equality discourse, secondly, strategies and impact of gender equality agencies and women's movements in Finland, and thirdly, theoretical analysis of the aforementioned questions. This book includes following essay that have been published also elsewhere: On equality and Trojan horses - The challenges of the Finnish experience to feminist theory (1997), Check-mating the state? Argumentation strategies in Finnish equality policies (1996), The debate on gender equality within armed forces-a case study of Finland (1999), and A shifting policy environment divides the impact of state feminism in Finland (2001).

9. Melkas, Tuula, Susan Sinisalo, and Tasa-arvoasiain neuvottelukunta. 1999. *The gender barometer 1998: equality between men and women in Finland*. [Helsinki]: Statistics Finland. **EN**.

Keywords: Council for Equality, equality, gender, woman's position, men's position

This is the first gender barometer published. The gender barometer is nowadays published every three years (the second was published in 2001 and the third in 2004). The barometer seeks to analyse, by means of men's and women's estimates, attitudes and personal experiences, the division of labour

and power between men and women and how acceptable the division is in various situations arising in society.

1.2.1 Comparative studies

10. Kantola, Johanna. 2006. *Feminists theorize the state*. New York: Palgrave Macmillan **EN**.

Keywords: women, government, policy, Finland, Great Britain, Feminism, political aspects family violence, government policy, child care, feminist theory, feminism, debate, violence. home

Where is feminist state theory today? This book offers novel insights into social science debates by analyzing feminist theories of the state. It argues that we need feminist tools for analyzing states and focuses on two debates, domestic violence and childcare, as areas where feminists discursively construct the state. These themes are developed within a comparative perspective. Focusing on devolution in Scotland and the European Union, the book further explores how feminist state theories conceive multi-level governance.

11. Holli, Anne Maria, Eva Magnusson, and Malin Rönnblom. 2005. Introduction. Critical studies of Nordic discourses on gender and gender equality. *Nora, Nordic Journal of Women's Studies*, 13 (3 2005). **EN**

Keywords: equality, Nordic countries, gender, politics

The writers introduce a themed issue of *Nora, Nordic Journal of Women's Studies*, which focuses on the political constructions of gender equality in the Nordic countries, i.e. the processes in which notions and ideas about gender, sex differences and gender equality are created on various societal arenas. Special emphasis is on the consequences of such construction processes for individuals and groups in society. It is of special interest to theorize how gendered discourses weave into state policy and interpersonal relations, and negotiations about valued ways of being male or female in the increasingly ethnically diverse Nordic countries.

2. Non-employment

2.1 Finnish sources

1. Julkunen, Raija. 2002 Kansainvälistyvä työ ja perhe-elämä (Globalization, work and family-life). In *Työn ja perhe-elämän yhteensovittaminen (Reconciling work*

and family-life), edited by S. Lehtinen and M. Joronen. Helsinki: Työterveyden Edistämisyhdistys & Työterveyslaitos **FI**.

Keywords: globalization, work, working-life, family-life

Globalization of work and family life. In this article Julkunen explores the relationship of new global labour markets and its effect on family life.

2. Kolehmainen, Sirpa. 2002. Koulutus, sukupuoli ja työnjako (Education, Gender and Division of Labour). *Sosiologia* 39 (3).**FI**

Keywords: gender, education, labour market, segregation, equality

Gender is one of the most significant categories into which society is organised. As gender is a key structure also in education, the education system produces gender-specific knowledge, skills and degrees. The choices men and women make are different, and they end up in different positions, occupations and fields of the labour market, which results in differences in the hierarchy. The division of labour between the sexes is a significant factor in the wider issues of gender inequality. Women's jobs and occupations are less prestigious and financially less rewarding than those held by men. The level of education has risen fast in Finland since the 1960s. Presently women are more educated than men. Women's heightened level of education has not, however, changed the fact that different fields of education are strongly differentiated by gender. The gender divisions within education and the labour market reinforce one another. On their own, educational choices untypical for one's sex do not eradicate the division of labour between the sexes in the labour market. Education is a significant factor in gender equality; even though educational choices do not necessarily affect the practices in working life that advance gender differentiation. Aiming for equality does not mean that men and women should start acting in a similar manner. Equality means that men and women have identical and equal opportunities and are treated as equals in both education and working life.

3. Kivimäki, Riikka. 2001. *Hoitovapaat työpaikan ja perheen arjessa (Child care leaves in the everyday-life of the work place)*, *Työraportteja / Tampereen yliopisto, yhteiskuntatieteiden Tutkimuslaitos, työelämän tutkimuskeskus; 60*. Tampere: Tampereen yliopisto. **FI**.

Keywords: childcare leave, working, women, working- life, men, equality in working life,
sex roles working life, labour market

Child care leaves in working and family lives. This research explores the Finnish system of child care leave and what their effect is on the working life and family life.

4. Haataja, Anita, Kaarina Nurmi, and Sosiaali- ja terveysministeriö. Tasa-arvoasiain

neuvottelukunta. 2000. *Työnjako 1990-luvulla: naiset työelämässä - ja sen ulkopuolella (The division of labour in the 1990s: women in and out of working-life)*, *Tasa-arvon työraportteja 2000:3*. Helsinki: Sosiaali- ja terveysministerö, Tasa-arvoasiain neuvottelukunta. **FI**.

Keywords: women, work 1990s, equality work, unemployment, labour market, division of labour, gender.

This study maps out the division of labour in the working life in the 1990s in Finland. In this study women's employment, different employment and unemployment patterns such as full-time vs., part-time, permanent vs. temporary work and so on are explored as well as question of gender segregation and division at the labour market and gender equality in the working life.

5. Kolehmainen, Sirpa. 1999. *Naisten ja miesten työt: työmarkkinoiden segregoituminen Suomessa 1970-1990 (Women's and men's work: labor market segregation in Finland between 1970-1990)*, *Tutkimuksia / Tilastokeskus*, 227. [Helsinki]: Tilastokeskus **FI**.

Keywords: equality, working life, wages, gender, division of labour, labour market, professions gender structure, women's position

Women's and men's work: labour market segregation in Finland 1970-1990. Finnish labour market is among the most segregated in Europe. Kolehmainen's study maps out this development and men's and women's typical professions.

6. Lammi-Taskula, Johanna. 1998. *Miesten perhevapaat: Työ- ja perhe -kyselyaineiston tuloksia (Men and family leaves: results from the work and family-survey), Työpapereita / [Työelämän ja perhe-elämän yhteensovittaminen -projekti] ; 3/1998*. Helsinki: Stakes **FI**.

Keywords: work, family, men, working life, family life, parental leave

This study brings out the results from the work and family-survey concerning the issue of men and parental leaves. In principle, men are in favour of taking a paternal leave, but in practice, it is almost always women who stay at home. This is often due to the structural inequality of the Finnish labour market (women's lower salaries).

Haataja, Anita. 1997. *Nais- ja miestyövoima Suomessa: katsaus työvoiman, työllisyyden ja työttömyyden kehityksestä pitkällä aikavälillä sekä tietoa työvoiman iästä, koulutustasosta ja sosioekonomisesta asemasta sukupuolen mukaan (Female and male labour force: report on the longitudinal development of the labour force,*

employment rate and unemployment and information on the age, education, and socio-economic position according to gender), *Tasa-arvon työraportteja, 1997, 1.* Helsinki: Sosiaali- ja terveystieteiden ministeriö: Tasa-arvotoimisto **FI**.

Keywords: work, women, men, working life, unemployment, labour force, labour policy equality.

This report by The Ministry of social Affairs and Health explores female and male labour force in Finland. It reports on the longitudinal development of labour, labour market participation, and employment. In the report, age, level of education, and socio-economic position of female and male labour force is analyzed.

7. Pakolais- ja siirtolaisuusasiain neuvottelukunta. 1997. *Maahanmuuttajanaiset Suomessa: maahanmuuttajanaisten asemaa Suomessa selvittäneen työryhmän muistio (Immigrant women in Finland: report of the working group on the position of immigrant women in Finland)*, *Työhallinnon julkaisu nro 178.* Helsinki: Työministeriö **FI**.

Keywords: immigrant women, woman's position, Finland.

This research maps out the position of immigrant women in Finland. Immigration accelerated in Finland only in the early 1990s. This is one of the first studies to focus specifically on immigrant women and their position in different fields of society (schooling, education, working-life etc.)

8. Kinnunen, Merja, and Päivi Korvajärvi, eds. 1996. *Työelämän sukupuolistavat käytännöt (Gendering practices of working life)*. Tampere: Vastapaino. **FI**

Keywords: equality, working life, wages, gender, division of labour, sexual harassment in working life, women's role in the working life, gender roles in working life, women's studies work

Includes articles by: Merja Kinnunen and Päivi Korvajärvi/ Introduction: Women and men in working life, Merja Kinnunen/Women and men in population statistics, Riitta Martikainen/ The genders of Trade Union Contracts. Anna-Maija Lehto/ Productivity and the gender of flexibility speak, Päivi Korvajärvi/ Gender at the Work Place, Riikka Kivimäki/ Entrepreneurs, family and gender, Hannele Varsa/ the Process of Sexual Harassment, Marja Vehviläinen: "About Worlds without Women" gender differences of computers, Leila Räsänen/ Deconstructing gender divisions, Tuula Heiskanen/ The Place of Knowledge in work assesment, Minna Salmi/ Combining work and Family, Päivi Korvajärvi and Merja Kinnunen:

9. Julkunen, Raija. 1992. *Hyvinvointivaltio käännekohdassa (Welfare state at the turning point)* Tampere: Vastapaino. **FI**.

Keywords: welfare state, gender roles, woman's role, integration Europe, social policy, women, women's studies, Finland.

The book studies the Finnish welfare state during the time when Finland was succumbing to a deep recession. This meant severe cutbacks to the welfare benefits as well as services. Julkunen analyzes this process from the point of view of gender, and the idea of woman friendly welfare state.

2.2 English sources

10. Myhrman, Rolf, and Riitta Sääntti, eds. 2007. *Opportunities to reconcile: family and work*. Vol. 16, *Reports of the Ministry of Social Affairs and Health, Finland*,. Helsinki Ministry of Social Affairs and Health. **EN**

Keywords: gender equality, working life, social protection, gender equality, productivity
Employment, fertility.

Occupational well-being has been promoted in Finland within the so-called tyky-framework (promotion of work ability) for two decades. The results indicate that personnel well-being may sit in the absolute strategic centre of firm. The work-life balance has become one of the major concerns in industrialised countries. The female labour participation lies in the heart of three vital areas: productivity, high employment, and fertility. Productivity and the competitiveness are not only determined within firms; welfare policy has a significant impact on the success of firms. The efforts to increase women's employment have not been contradictory to the favourable trend in fertility. Pension crediting for child care periods should be good enough for promoting gender equality in caring work and pension benefits of both parents. More balanced participation of both parents in the caring work of children would encourage both women's employment and have a positive effect on fertility rates. The major decision that a household with children makes, is whether or not the female enters labour force, and if she does, when. This determines the subsequent time allocation within the family. The resulting time allocation with the families with children, as in other household types, seems surprisingly similar across countries. The family leave schemes carry with them an inherent equality paradox. They have been created to support women in their combining of employment and family, but the practical realisations of the schemes are contradictory from the point of view of gender equality.

11. Ollikainen, Virve. 2004. *Gender differences in unemployment in Finland, Reports from the School of Business and Economics 31/2004*. Jyväskylä: University of Jyväskylä. **EN**.

Keywords: unemployment gender, employment gender differences, women, labour market, Finland, men

This thesis reports four empirical studies analysing gender differences in unemployment in Finland. The studies are preceded by an introductory chapter providing a brief look at the theoretical background of these studies, outlining the content and presenting the main results of the thesis. The main purpose of this thesis is to shed light on gender related differences in unemployment, particularly in labour market transitions of the unemployed, in the duration of unemployment and in the success of active labour market programmes. The first study documents the magnitude and evolution of worker flows in the Finnish labour market and investigates the dynamic properties of worker flows and stocks for transitions to and from unemployment. The results indicate that an adverse shock triggers an increase in unemployment and that the effects of the shock differ by gender. The second study analyses gender differences in the probabilities of transiting from unemployment into employment, studying and economic inactivity. Education is found to be particularly important in promoting the labour market position of women. The third study presents evidence on the determinants of unemployment duration for men and women in Finland using hazard models. The results indicate considerable negative duration dependence regarding exits from unemployment, with a benefit exhaustion related upturn after two years of unemployment. This upturn is not directed towards employment though. The longer periods of unemployment generally observed for men are explained by women's eagerness to participate in active labour market programmes. The final study evaluates the long run effects of Finnish active labour market programmes and gender differences therein. The findings of propensity score matching indicate that not only is there distinct variation in the success of different programmes; there is also significant variation by gender in the outcomes of the programmes.

12. Lehto, Anna-Maija, and Hanna Sutela. 1999. *Gender equality in working life*. Helsinki: Statistics Finland **EN**.

Keywords: unemployment gender, employment gender differences, women, labour market. Finland, men

This study presents a statistical study on the different gender divisions in the working life, such as division of unemployment and employment by gender, division of the amount of housework done by gender, woman's position in the working life, gender discrimination in the working life, equality of wages, division of the type of work contracts by gender such as permanent/temporary work.

13. Korvajärvi, Päivi. 1998. *Gendering dynamics in white-collar work organizations*, *Acta Universitatis Tamperensis 600*. Tampere: University of Tampere. **EN**.

Keywords: gender, women, working life, gender, sociology of work, organisational culture, gender roles in working life

This study examines the gendering dynamics of working life, in particular white-collar work organizations. Gender roles in working life as well as gendering aspects of organisational culture are explored.

14. Nätti, Jouko. 1997. *Atypical employment and gender in Finland, Keskusteluaiheita / Elinkeinoelämän tutkimuslaitos, no. 602*. Helsinki: Research Institute of the Finnish Economy **EN**.

Keywords: gender, employment, labour market, work contract, temporary work, part-time work

During the 1990s, in the aftermath of economic recession, atypical employment, namely short term contracts, non permanent contracts and so on became more widespread. The change hit especially hard those fields that employ women such as care work, services and so on. Nätti explores this development, its reasons and the effect it has on women's position at the labour market.

15. Rantalaiho, Liisa, and Tuula Heiskanen, eds. 1997. *Gendered practices in working life*. Basingstoke: Macmillan. **EN**

Keywords: gender, employment, labour market, Finland, equality, gender in organizations women labour market, women equality.

Working life abound with gendered distinctions and divisions all over the world. Gender is constructed in a systemic manner. Instead of seeking single explanatory structural features, this book brings up ways people act in their daily practice Gendered distinctions and differences in working life are produced by often hidden practices. What are they like? How do they work? This book creates, through its multidisciplinary approach and empirical data, a wide perspective on gendered practices in working life.

2.2.1 Comparative studies

16. Ellingsaeter, Anne Lise, and Arnlaugh Leira, eds. 2006. *Politicising parenthood in Scandinavia: gender relations in welfare states*. Bristol: The Policy Press. **EN**

Keywords: family policy, Nordic countries, parenting, gender, family, working life, gender roles, family-life, parental leave, Sociology

How to respond to the needs of working parents has become a pressing social policy issue in contemporary Western Europe. This book highlights the politicising of parenthood in the Scandinavian welfare states - focusing on the

relationship between parents and the state, and the ongoing renegotiations between the public and the private. Drawing on new empirical research, leading Scandinavian academics provide an up-to-date record and critical synthesis of Nordic work-family reforms since the 1990s. A broad range of policies targeting working parents is examined including: the expansion of childcare services as a social right; parental leave; cash benefits for childcare; and working hours regulations. The book also explores policy discourses, scrutinises outcomes, and highlights the similarities and differences between Nordic countries through analyses of comparative statistical data and national case studies. Set in the context of economic restructuring and the growing influence of neo-liberal ideology, each chapter addresses concerns about the impact of policies on the gender relations of parenthood. Book contains following articles: Introduction: politicising parenthood in Scandinavia ~ Anne Lise Ellingsæter and Arnlaug Leira; politicising parenthood: legacies and challenges: Parenthood change and policy reform in Scandinavia 1970s-2000s ~ Arnlaug Leira; Nordic fertility patterns: compatible with gender equality? ~ Marit Rønsen and Kare Skrede. Gender equality and parental choice in welfare state redesign: Nordic men on parental leave: can the welfare state change gender relations? ~ Johanna Lammi-Taskula; The public-private split rearticulated: abolishment of the Danish daddy leave ~ Anette Borchorst; The Norwegian childcare regime and its paradoxes ~ Anne Lise Ellingsæter; Parental choice and the passion for equality in Finland ~ Minna Salmi; Part Three: Work, family and the welfare state: redefining family models: Woman-friendliness and economic depression: Finland and Sweden in the 1990s ~ Heikki Hiilamo; Working time and caring strategies: parenthood in different welfare states ~ Thomas P. Boje; Diverging paths? The dual-earner/dual-carer model in Finland and Sweden in the 1990s ~ Anita Haataja and Anita Nyberg; Lone motherhood in the Nordic countries: sole providers in the dual-breadwinner regimes ~ Anne Skevik; Epilogue: Scandinavian policies of parenthood - a success story? /Anne Lise Ellingsæter and Arnlaug Leira.

17. Haataja, Anita, and Anita Nyberg. 2006. *Pohjoismainen ansaitsija-hoivaajamalli: Ruotsin ja Suomen perhevapaajärjestelmän vertailu (The dual-earner/dual-carer model:*

Comparison of Finnish and Swedish parental leave systems). Sosiaali- ja terveystieteiden tutkimuskeskus 2006:43

Keywords: parental allowance, parental leave, care of sick child, child day care, working mothers

The report compares the Finnish and Swedish caretaker-breadwinner model by reviewing childcare solutions and their connections with distribution caring for children between women and men on the one hand and with the employment of women and men on the other. The comparison focused mainly on the 1990s and the early 2000s. Both countries are pioneers in the development of parental leaves: Sweden regarding shared parental leave and Finland regarding paternity leave. In Finland the development of parental leave stagnated from the 1980s to early 2000s. Finnish fathers still have no unequivocal right to parental leave. In Sweden, the parental leave system has

been made more flexible especially with regard to the rights of fathers. Finnish fathers take one per cent of the total maternity and parental allowance days, when fathers' bonus leave days are included but not paternity allowance days. Swedish fathers take 19 per cent of all parental leave days, when mothers' and fathers' quotas are included (paternity allowance days excluded). In Finland a greater share of children under 3 years of age and of children aged 3 to 6 years are taken care at home than in the other Nordic countries. In Sweden the usage rate of pre-school services is among the highest in the Nordic countries. In both countries both the female and male employment rates were lower in early 2000s than before the economic recession. Changes in the economic structure as well as solutions regarding parental leave and child day care may have influenced the employment development of mothers with small children. In Finland the situation of mothers whose children are not yet in school is clearly different from the situation of other mothers or other women while in Sweden the differences are less significant. Differences in unemployment between different groups of women are not so great within the countries while the differences are great both within and between the countries when it comes to women outside the workforce. Around 30 per cent of Finnish mothers with small children are outside the workforce compared to 20 per cent of Swedish mothers. In Finland fixed-term employment is most common in the public sector while in Sweden there are no great differences between the sectors. In Finland every fifth mother has fixed-term employment, in Sweden 15 per cent. Part-time employment has decreased among Swedish mothers whereas in Finland it has increased. In Sweden, a greater share of working women do part-time work involuntarily than in Finland.

18. Hiilamo, Heikki. 2006. Woman-friendliness and economic depression: Finland and Sweden in the 1990s In *Politicizing Parenthood in Scandinavia*, edited by A. L. Ellingspeter and A. Leira. Bristol: Polity Press. **EN**.

Keywords: family policy, Nordic countries, parenting, gender, family, working life, gender roles, family-life, parental leave, Sociology

How to respond to the needs of working parents has become a pressing social policy issue in contemporary Western Europe. This book highlights the politicising of parenthood in the Scandinavian welfare states - focusing on the relationship between parents and the state, and the ongoing renegotiations between the public and the private. Drawing on new empirical research, leading Scandinavian academics provide an up-to-date record and critical synthesis of Nordic work-family reforms since the 1990s. A broad range of policies targeting working parents is examined including: the expansion of childcare services as a social right; parental leave; cash benefits for childcare; and working hours regulations. The book also explores policy discourses, scrutinises outcomes, and highlights the similarities and differences between Nordic countries through analyses of comparative statistical data and national case studies. Set in the context of economic restructuring and the growing influence of neo-liberal ideology, each chapter addresses concerns about the impact of policies on the gender relations of parenthood. Hiilamo's article examines the alleged woman-friendliness of the welfare state model in the

light of the economic recessions of Sweden and Finland in the 1990s. Recession hit Finland especially hard and its effects on services especially beneficial for women were far-reaching. Hiilamo addresses these issues such as cut backs in social services.

19. Lammi-Taskula, Johanna 2006. Nordic men on parental leave: can the welfare state change gender relations? . In *Politicising Parenthood in Scandinavia. Gender Relations in Welfare States*, edited by A. L. Ellingsæeter and A. Leira. Bristol: Policy Press, Bristol **EN**.

Keywords: family policy, Nordic countries, parenting, gender, family, working life, gender roles, family-life, parental leave, Sociology

This book highlights the politicising of parenthood in the Scandinavian welfare states - focusing on the relationship between parents and the state, and the ongoing renegotiations between the public and the private. Drawing on new empirical research, leading Scandinavian academics provide an up-to-date record and critical synthesis of Nordic work-family reforms since the 1990s. A broad range of policies targeting working parents is examined including: the expansion of childcare services as a social right; parental leave; cash benefits for childcare; and working hours regulations. The book also explores policy discourses, scrutinises outcomes, and highlights the similarities and differences between Nordic countries through analyses of comparative statistical data and national case studies. Set in the context of economic restructuring and the growing influence of neo-liberal ideology, each chapter addresses concerns about the impact of policies on the gender relations of parenthood. Lammi-Taskula's article examines the possible effects of welfare state policy, in this case men's parental leave, on gender relations.

20. Salmi, Minna. 2006. Parental choice and the passion for equality in Finland In *Politicising parenthood in Scandinavia : gender relations in welfare states*, edited by A. L. Ellingsuter and A. Leira. Bristol: Polity Press.**EN**.

Keywords: family policy, Nordic countries, parenting, gender, family, working life, gender roles, family-life, parental leave, Sociology

This book highlights the politicising of parenthood in the Scandinavian welfare states - focusing on the relationship between parents and the state, and the ongoing renegotiations between the public and the private. Drawing on new empirical research, leading Scandinavian academics provide an up-to-date record and critical synthesis of Nordic work-family reforms since the 1990s. A broad range of policies targeting working parents is examined including: the expansion of childcare services as a social right; parental leave; cash benefits for childcare; and working hours regulations. The book also explores policy discourses, scrutinises outcomes, and highlights the similarities and differences between Nordic countries through analyses of comparative statistical data and national case studies. Set in the context of economic restructuring and the growing influence of neo-liberal ideology, each chapter addresses concerns about the impact of policies on the gender relations of

parenthood. Salmi's article examines the issues of choice over child care and on the other hand the deep seated idea of equality in Finnish society.

21. Leira, Arnlaug. 2002. *Working parents and the welfare state : family change and policy reform in Scandinavia*. Cambridge: Cambridge University Press **EN**.

Keywords: family policy, Nordic countries, welfare state, working, parents.

This book examines the reconciling of family and work especially from the point of view of changes in the family and accompanying policy reforms. The book deals with the changes in the social order, how childcare has become politicised, the problems of reconciliation of work, family and the welfare state, parental leaves and familialism of childcare, childcare allowances and their changing position from mother's wages to a matter of parental choice and childcare as a social right.

22. Bruning, Gwennaële , and Janneke Plantenga. 1999. Parental leave and equal opportunities: Experiences in eight European countries. *Journal of European social policy* (9):195-210.**EN**

Keywords: EU directive, parental leave arrangements, combining work and care, equal opportunities, practical consequences, Germany, Austria, France, Finland, Norway, Sweden, Denmark, The Netherlands.

In June 1996, the EU directive on parental leave came into force. A major consideration in the introduction of this directive was its advantages for the reconciliation of work and family life. However, there is little systematic knowledge about the practical significance of parental leave arrangements in the European Union for equal opportunities policy. Given this situation, the main focus of this article is on empirical issues such as the number of (male and female) leavetakers and the length of the leave. In order to present comparative data, a user rate is calculated for eight European countries (Germany, Austria, France, Finland, Norway, Sweden, Denmark, The Netherlands). It appears that the majority of leavetakers are women; even in Nordic countries there are big differences between the user rates of men and women. As a result, the importance of the actual parental leave arrangements for equal opportunities seems rather dubious.

3. Intimate citizenship

3.1 Finnish sources

1. Heikkilä, Elli. 2005. Monikulttuuriset avioliitot sillanrakentajina (Multicultural marriages as bridge builders across cultures). *Web reports*, Siirtolaisuusinstituutti, ulkosuomalaisparlamentti. **FI**.

Keywords: multicultural, marriage, relationship, culture

This report tackles the issue of multicultural marriages in which one of the partners is Finnish. and the other partner comes from another country. The approach taken in the report is that despite challenges met in multicultural marriages, they do increase understanding of cultural differences and crossing them.

2. Möller, Annika. 2005. *Kulttuurierot perheessä: Maahanmuuttajien puolisoiden kokemuksia (Cultural differences within a family: experiences of spouses of immigrants)*. Helsinki: Helsingin yliopisto. **FI**.

Keywords: immigrants, Muslims, spouse, integration, family, multiculturalism, mixed-marriage, Marriage, social work, Islam

This study maps out the cultural differences as experienced by spouses married to a person with an immigrant background. Cultural differences, religion, in this study especially Islam is an important factor.

3. Gerkman, Marjut. 2004. *"Ilmarin ja Jalmarin" parisuhde avioliittoa määrittelemässä: Avioliiton asema eduskunnan parisuhdelakikeskustelussa (The marriage of Ilmari and Jalmari: The position of marriage in the Finnish parliament's discussions on the law concerning registered partnership)*. Helsinki: Helsingin yliopisto. **FI**.

Keywords: marriage, homosexuality, intimate relationship, registered partnership, discussion

This study examines the discussions in the Finnish parliament on the law concerning registered partnership. This study is especially interested in the position that is given to marriage in the debate.

4. Heino, Anna. 2004. *"Ja mikä on sen turvallisempaa kuin normaali perhe?" : eduskunnan konservatiivinen perhekeskustelu vuoden 2002 hedelmöityshoitolakiesityksestä ("And what would be safer than a normal family": Finnish parliaments' conservative debate on the 2002 fertility law proposal)*. Helsinki: Helsingin yliopisto. **FI**.

Keywords: conservatism, rhetoric, law proposals, fertility treatment', 2000s, Finland

This study maps out the Finnish parliaments' conservative debate on the 2002 fertility law proposal. In the debate, all other family types notwithstanding the nuclear family, were constructed as 'not-normal' and unsafe environment for children. Single women, and lesbian couples wanting children were represented as unnatural and selfish.

5. Kontula, Osmo. 2004. *Perhepolitiikka käännekohdassa, Perhebarometri; 2004 (Family Policy at the Turning point: the family barometer 2004)*. Helsinki: Väestöntutkimuslaitos. **FI**.

Keywords: family policy, opinions, family, family leaves, day-care, working life, parental allowance, parental leave, housing allowance, pre-natal care, taxation, social benefits

This book argues that the Finnish family policy has come to a turning point. The family has become increasingly more important to people, while at the same time family support

has been drastically decreased as a result of the cutbacks of the recession in the early 1990s. People have started to long for alternatives in their lives while, at the same time, family benefits and services have been narrowed down and families pressured into a uniform lifestyle. It is now time to open up a discussion about values, about whether family policy should be made a special focus of Finnish well-being and social policy in the next few years and decades and whether more flexibility and new alternatives are needed for the current family policy system. The family policy opinions and wishes held by the population make a good starting point for the discussion. The report presents research findings on what average people and, on the other hand, people in different phases of life and in different social positions think about different family policy alternatives. In addition to the results of the representative national survey, individual families have also had their voice heard. Information gathered in Finland is compared, when applicable, to the situation and family policy choices in other European countries. It has been possible to compare family policy priorities in twelve European countries

6. Nousiainen, Kirsi. 2004. *Lapsistaan erillään asuvat äidit: äitiysidentiteetin rakentamisen tiloja (Mothers who live apart from their children: motherhood and identity)*, SoPhi 89. Jyväskylä: Minerva. FI.

Keywords: identity, women, mother, father, children, care of children, separation, divorce, parenthood, guilt

This research examines how woman's identity as a mother is constructed when the children live with the father. According to Nousiainen, the situation of women who do not live with their children is ambiguous: although women themselves think themselves as good mothers, other people often stigmatize them and blame them for abandoning children. Women are thought to be alcoholics, having mental health issues or being sexually promiscuous. There are various reasons why women live away from their children. In some cases women lose the custody, and children are given to an abusive partner. According to this study, it seems that social workers who work with child custody issues value motherhood and fatherhood differently. Mothers are judged by their ability to perform everyday duties concerning children, whereas in the case of fathers their potential of 'being a good' father in future is emphasized. The research was based on interviews and writings of women.

7. Forsberg, Hannele and Ritva Nätkin. 2003. *Perhe murroksessa: kriittisen perhetutkimuksen jäljillä (Family and change: looking for critical family research)*.

Helsinki: Gaudeamus. **FI.**

Keywords: family, research, criticism, adoption, new families, family policy, family sociology, parenthood

This book asks what does it mean for the understanding of family that the number of one person households has grown significantly, birth rate is going down, divorces are becoming more common, same sex couples can register their partnership and possibility of artificial insemination challenges the traditional thought on biology-based motherhood and fatherhood. Critical approach to family research deconstructs the idea of family as a self-evident and natural phenomenon and emphasizes diversity of families. It emphasizes the importance of analysis of ideological and societal processes that mould the family-life. This book promotes more diverse understanding of family. Themes dealt with in this book are for example: post divorce family relations, sexual orientation, motherhood and fatherhood.

8. Hyytiäinen, Katja. 2003. *Parisuhdekumppaneiden oikeus lapsen adoptoimiseen rekisteröidyssä parisuhteessa (Partner's right to adopt the child in a registered partnership)*. Helsinki: Helsingin yliopisto. **FI.**

Keywords: homosexuality, adoption, adopted child, family, registered partnership

This study approaches the issue of registered partnership from the point of view of the partner's right to adopt the child in a registered partnership. The same sex couples in the registered partnership do not have the right to adopt, and the debate goes on. In this study, reasons, consequences and conflicts are addressed.

9. Kangasniemi, Eeva. 2003. *Rakkaudella yli rajojen? lumeavioliitot (With love across borders?: marriages of convenience)*, *Sosiaali- ja terveystieteiden tutkimuskeskuksen selvityksiä 2003:6*. Helsinki: Sosiaali- ja terveystieteiden tutkimuskeskus. **FI.**

Keywords: marriage, marriage of convenience, foreigners, residence permits, family-life, Immigrants, immigration, intimate violence

This is the first study to be made in Finland on marriages of convenience. A marriage of convenience is defined as matrimony that has been entered into formally, but for other purposes than family life in the true sense. In principle, the reasons for entering into a marriage of convenience can be any of the benefits that marriage brings. The study places emphasis on marriages of convenience in relation to legislation on foreigners in cases where marriage is entered into only to gain a residence permit or to circumvent the rules on entry. If a marriage is found to have taken place only in order to circumvent regulations concerning entry a residence permit based on family ties is not granted. However, even if the marriage is considered a marriage of convenience according to legislation on foreigners, the marriage is valid according to Finnish matrimonial law. The same legal consequences with regard to law of property and estate apply as in the case of a "real" marriage. A marriage found to be a marriage of convenience constitutes an obstacle for

entering into matrimony again and a marriage of convenience has to be dissolved through a divorce process. The study combines the points of view of private law and legislation on foreigners. The study charts the frequency of marriages of convenience and the social significance of the phenomenon. An important new point of view is that the problem of domestic violence is brought forward. Because a permanent residence permit requires a relationship that has lasted at least two years, many foreign women have to endure domestic violence in order to secure their chance of gaining a permanent residence permit. In Sweden much attention has been paid to this fact while this interconnection and its problematic nature have not been perceived in Finland.

10. Markkanen, Airi. 2003. *Luonnollisesti: etnografinen tutkimus romaninaisten elämäkulusta (Naturally: ethnographic study on the life course of Roma women in Finland)*, Joensuun yliopiston humanistisia julkaisuja 33. Joensuu: Joensuun yliopisto.

FI.

Keywords: life-cycle, family-life, Roma women, Finland, ethnic identity, gender, women's Studies, ethnography, children, religiousness, old age

This study examines the life-course of Finnish Roma women. The research is an ethnographic and it explores among other things Roma women's conceptions and experience of family, family-life, ethnic identity, position and role of women in Finnish Roma culture, their relationship to religion and ageing.

11. Paajanen, Pirjo. 2003. *Perhebarometri 2003. Parisuhde koetuksella: käsityksiä parisuhteesta ja sen purkautumisesta (The Family Barometer 2003: The Couple Relationship Being Tested – Perceptions concerning couple relationships and their break-up)* Vol. 17/2003, *Reviews E*. Helsinki: The Family Federation. The Population Research Institute. **FI.**

Keywords: family, family-life, Finland, couples relationship, partnership, divorce, children

The couple relationship is an important foundation of the family, affecting almost everyone at some time in his or her life: as a child one's parents' relationship and as an adult one's own couple relationship. During the last few decades, however, Finnish couple relationships have proven to be fragile, and today our divorce rate is one of the highest in the European Union. Even though some studies have been carried out in Finland in the last few years concerning couple relationships and divorce, no extensive survey-based studies have been made previously of the views of Finns on couple relationships and divorce. This family barometer examines the respondents' views on their own couple relationship and about couple relationships and divorce, in general. The study data is composed of the responses to a postal survey carried out at the Population Research Institute in February-March 2003. The questionnaire was sent to 3,000 25-50-year-old Finns who had

married for the first time in 1995, 1,500 of whom were still living in this first marriage and 1,500 whose marriage had already ended in divorce.

12. Anttonen, Anneli. 1997. *Feminismi ja sosiaalipolitiikka: miten sukupuolesta tehtiin yhteiskuntateoreettinen ja sosiaalipoliittinen avainkäsite* (*Feminism and social policy: how gender became a key concept in social theory and social policy in Finland*) [Tampere]: Tampere University Press. **FI**.

Keywords: feminism, Finland, gender, women's studies, social policy, welfare state.

This book examines how feminism became a key concept in social theory and social policy. Feminism's relation to the welfare state system is explored.

13. Autere, Hanna. 1996. *Lesboperhe ja päivähoito* (*Lesbian family and day-care*), *Seta-julkaisut 9*. Helsinki: Seksuaalinen tasavertaisuus Seta. **FI**.

Keywords: family, lesbianism, day-care, homosexuality, sexual minorities

The study examines the position of lesbian families in society from the point of view of early education experts. The research presents a case study of a family with two adult women and a seven year old son. Openness considering the conception of family and negotiations between minority and dominant cultures are at the centre of discussion. Autere names the discrimination against and experienced by lesbian families as heterosexim.

14. Hiltunen, Rainer. 1996. *Virallisesti ventovieraat: samaa sukupuolta olevien parisuhteet lainsäädännössä* (*Officially unknown to each other: same sex partnerships and the law*), *Seta-julkaisut 8*. Helsinki: Seksuaalinen tasavertaisuus Seta. **FI**.

Keywords: homosexuality, law, family law, partnership homosexuality, sexual minorities, rights, international comparison.

The research approaches the judicial institution of registered partnership of same sex couples from the point of law. Registered partnerships between same-sex couples are established as a judicial institution in all Nordic countries and they are currently becoming acknowledged in many other countries. 'Officially strangers to Each other' explores the Swedish law on same sex partnerships and examines and discussion on the law in Finland (in Finland same sex partnerships were legalized only in 2002). Hiltunen presents an overview on the position of same sex couples in Finnish and international law.

15. Turunen, Vesa. 1996. *Se vaan on näin: syrjintä, asenteet, lainsäädäntö* (*It just is like this: discrimination, prejudices and the law*). [Helsinki]: Seksuaalinen tasavertaisuus. **FI**.

Keywords: homosexuality, sexual minorities, rights, discrimination, equality, sexual minorities, human rights, relationships, prejudices

This study explores discrimination against sexual minorities in Finland and examines how the law protects/ is not able to protect the rights of sexual minorities.

16. Anttonen, Anneli, Lea Henriksson, and Ritva Nätkin, eds. 1994. *Naisten hyvinvointivaltio (Women's welfare state)*. Tampere: Vastapaino. **FI**

Keywords: welfare state, women, development, Finland, gender roles, women's organisations welfare state, women's position, public sector, private sector

'Women's welfare state' is a classic work on women and the welfare state. It includes articles by prominent Finnish gender and welfare state researchers. The focus of the articles ranges from examination of the history of the Finnish women's organisations and their effect on the birth of the welfare state to analyses of the present day welfare state. The articles include: Gender contract and the Finnish Model / Liisa Rantalaiho -- Women as a Social Fire brigade : Philanthropy In Tampere at the end of 1800 century / Aino Saarinen - - women's Movement, Nationalism and Public Education : Why Martta-association recruited women from all classes? / Anne Ollila -- Wartime ideals of female citizenship in the work of women's associations / Mirja Satka -- New Divisions in professional sisterhood : war as a turning point of health care work / Lea Henriksson -- Population politics, Abortion and Motherhood : Observations on the relationship between welfare state professionals and women / Ritva Nätkin -- Matrons and working women in the politics of 1930s and 1950s: as guided by Tyne Leivo-Larsson and Vieno Simonen / Jaana Kuusipalo -- Finnish Gender models : 1960s as a turning point / Raija Julkunen -- Woman friendly face of the welfare state / Anneli Anttonen

3. 2. English sources

17. Maili, Malin. 2006. *Biopower, Otherness and Women's Agency in Assisted Reproduction Research Reports 2006/156* Helsinki: Stakes **EN**.

Keywords: practises of assisted reproduction, women's agency, bio power, vital politics of the beginning of life, otherness

This sociological study analyses how, why and with what kind of consequences assisted reproductive technologies (ART) have become the primary technology for governing infertility in Finland both on the level of individuals and society. The phenomenon is construed as one of the strategies of the Foucauldian biopower since ART are political techniques of the beginning of life par excellence, as they are used to prepare the bodies of certain types of women to create certain kind of life, i.e. certain kind of children. Moreover, ART are interpreted to be gendered control techniques with which the pure,

and at the same time prevailing, social order symbolised by a female body is maintained by naming and excluding otherness, unsuitable mother candidates and children. Finally, it is considered how the agency, subjectivity, of women experiencing infertility and seeking treatment appears in the prevailing context of ART.

18. Degni, Filio. 2004. *The Social and Cultural Determinants of the Use of Contraception among Married Somali Women Living in Finland*, Tutkimuksia 148 Helsinki: Stakes. **EN**.

Keywords: women, Somali culture, Finland, sexual health, reproductive health, family

This study illustrates how social and cultural determinants influence the use of contraception among married Somali women living in Finland. The process of acculturation of Somalis into Finnish society was given high consideration as far as changes affecting their cultural practices, religious norms, family structure and gender relation norms are concerned. The results show that mostly Somalis do not use contraception for cultural and religious reasons. The tentative to use contraception in Finland was due to the new social-cultural environment and circumstances, such as parental unemployment, changes in the gender relationship and parents-adolescents intergenerational conflicts. The cost of several children including the burden bringing them up in Finland as compared with Somalia was also evident in the changes. Access to good quality of health and reproductive health care and family planning services was an opportunity for the women who want to prevent unwanted pregnancies or to postpone childbirth. The results are significant and give information about the relationship and communication problems between Finnish reproductive health care providers and Somali women

19. Lehtonen, Jukka, Kati Mustola, and Työministeriö. 2004. *"Straight people don't tell, do they...?" negotiating the boundaries of sexuality and gender at work*, ESR tutkimukset ja selvitykset -sarja 2b/2004. [Helsinki]: Ministry of Labour **EN**.

Keywords: sexual orientation, gender identity, gender expression, sexual minorities, working life, discrimination, sexuality, gender, homosexuality, lesbianism, bisexuality, trans-sexual, occupational choice, openness, sexual and gender diversity.

Sexual and Gender Minorities at Work was a Finnish Equal Project. This research examines the position of sexual minorities i.e. gay, lesbian, bisexual, and transgender people in the working life and labour market. Various themes are explored among them occupational choice, openness vs. hiding about one's sexuality at work, discrimination and so on.

3. 2. 1 Comparative studies

20. Magnusson, Eva. 2005. *Gendering or equality in the lives of Nordic heterosexual*

couples with children: No well-paved avenues yet. *Nora, Nordic Journal of Women's Studies*, 13 (3 December 2005):153 - 163 **EN**

Keywords: cohabitation, Nordic countries, heterosexual couples

This article presents a Nordic comparative study of the joint accounts cohabiting women and men with children give about their everyday organization of house-work and child-care. The study was part of a Nordic study of political gender equality discourses at different societal levels. The article focuses on how heterosexual couples in Denmark, Finland and Sweden give meaning to house-work sharing, and the consequences of these meanings. For instance, do differences in the degree of sharing of tasks relate to differences in how couples recruit traditionally gendered discourses in the conversations, and in how they "gender" house-work, or rhetorically use masculinity and femininity in their accounts? Distinctly different patterns of rhetorical gendering appeared in couples with very unequal, as compared to fairly equal, house-work sharing patterns. The article discusses these differences in terms of variations in gendered boundaries and limits of personal space, and their relations to power issues in couples.

21. Boele-Woelki, Katharina, and Angelika Fuchs. 2003. *Legal recognition of same-sex couples in Europe*. Antwerp: Intersentia **EN**.

Keywords: same-sex couples, registered partnership, same-sex marriage, legislation, EC, Denmark, Finland, Sweden, The Netherlands, Spain, France, Germany, The United Kingdom

The legal recognition of same-sex couples in Europe has undergone dramatic changes over the last few years. Following the Scandinavian model, many European countries have adopted statutes on registered partnerships or are currently debating draft legislation. The differences are bigger than one would expect at first sight. This book provides detailed information about the current state of affairs. It contains chapters on Denmark (Ingrid Lund-Anderen, The Danish registered partnership act), Finland and Sweden (Matti Savolainen, The Finnish and the Swedish partnership acts- Similarities and divergencies), the Netherlands (Katharina Boele-Woelki, Registered partnership and same-sex marriage in the Netherlands), Spain (Miquel Martín Casals, Same-sex partnerships in the legislation of Spanish autonomous communities), France (Xavier Tracol, The Pacte Civil de Solidarité), Germany (Karsten Thorn, The German law on same-sex partnerships and: Karsten Thorn, The German conflict of law rules on registered partnerships), The United Kingdom (Ian Summer, Legal Position of same-sex couples in English law), Scandinavia (Maarit Jantera-Jareborg, Registered partnerships in private international law: The Scandinavian approach).

22. Hiilamo, Heikki. 2002. *The rise and fall of Nordic family policy? : historical*

development and changes during the 1990s in Sweden and Finland, Research report / National Research and Development Centre for Welfare and Health ; 125. Helsinki: Stakes EN.

Keywords: family policy, health policy, social policy, welfare state, change, 1990s, Finland, Sweden.

This study explores the historical development of the Nordic family policy and the challenges it has faced in the 1990s due to the economic recessions in Finland and Sweden.

23. Melby, Kari. 2001. *The Nordic model of marriage and the welfare state, Nord 2000:27*. Copenhagen: Nordic Council of Ministers. **EN.**

Keywords: marriage, history, family, gender equality, welfare state, Nordic countries

Marital laws constitute an important part of a society's family policy. They regulate the relationship between the sexes, as well as that between individuals and the state. The research project The Nordic marriage model in a comparative perspective investigates the regulation of marriage, with a particular emphasis on marital law reforms between 1909 and 1929. These reforms introduced the equality principle in marriage at a much earlier stage than what was the case elsewhere in Europe and one of this project's central issues has been to analyse whether we can speak of a specific Nordic model of marriage. Can the marital law reform be seen as a prerequisite for the Nordic welfare state model? The present book sheds light on the connections between the marital law reform and the emergence of the welfare state from a comparative perspective. In the Nordic countries, state intervention in the family was accepted as a way to establish gender equality and social progress. However, the consequent application of these principles failed in relation to the legal practice in property issues, taxation and national citizenship. Another theme of the anthology is marriage as an object of political debate in the early twentieth century. Social democratic movements were central to the creation of the modern Nordic welfare states, and the book illustrates how the social policy was formed on the basis of a gender-segregated nuclear family, and through a parallel struggle for both women's possibilities for independent waged labour and for motherhood.

4. Gender based violence

4.1 Finnish sources

1. Lohiniva-Kerkelä, Mirva, ed. 2006. *Väkivalta: seuraamukset ja haavoittuvuus (Violence; sanctions and vulnerability)*. Helsinki: Talentum. **FI**

Keywords: criminal offenders, intimate violence, violence, criminal law, reforms, rape, Roma culture, sexual violence, sexual abuse

This is an anniversary anthology for Professor of law Terttu Utriainen, whose field of expertise is gender-based violence. The articles of the anthology deal with intimate violence, violence, criminal law, reforms, rape, Roma culture, sexual violence, and sexual abuse among others.

2. Piispa, Minna. 2006. *Naisiin kohdistunut väkivalta 2005 (Violence against women 2005)*, *Oikeuspoliittisen tutkimuslaitoksen julkaisuja 225*. Helsinki: Oikeuspoliittinen tutkimuslaitos **FI**.

Keywords: women violence, intimate violence, victims, statistics, Finland

Violence experienced by women has increased since 1997- According to a survey conducted in 2005, 43,5% of girls and women over the age of 15 have experienced physical, or sexual violence, or have been threatened with violence. In the 1997 survey the number of women was 40%. The structure of violence has changed. Violence occurring outside of intimate relationship has increased, whereas violence taking place within an intimate relationship has decreased slightly.

3. Keskinen, Suvi. 2005. *Perheammattilaiset ja väkivaltatyön ristiriidat: sukupuoli, valta ja kielelliset käytännöt (Family professionals and discrepancies of working with violence. Gender, power and discursive practices)*. Tampere: Tampere University Press **FI**.

Keywords: women violence, intimate violence, victims, statistics, Finland, gender, domestic violence, discourse analysis, partnership, parenthood, social work, clients, family therapy, feminism

The Finnish history of dealing with wife abuse has been different than in many other Western countries. When the issue became public the hegemonic discourse around it was the 'family violence' discourse. Later the 'violence against women' discourse has gradually become influential. The dissertation set out to study 1) how these two discourses were made use of by family professionals working with domestic violence and what kind of discursive practices were constructed; 2) what role did the discourses of heterosexuality and parenthood play in violence work; 3) what kind of subjectivities were constructed for abused women in the encounters with family professionals. Two constructions of domestic violence were identified: 'violence as a form of power' and 'violence as a symptom of something else'. The first construction emphasized working separately with abused women and violent men and set different goals for working with these. The second construction preferred working with couples and pursued for shared goals for the couple. The second way of working included a lot of risk taking. Discourses of heterosexuality and parenthood proved to be problematic. The responsibilities and duties within the intimate relationship were gendered, thus constructing women as responsible for making compromises and taking care of their partner. Some professionals discussed sexual intercourse as a necessary part of an intimate relationship, thus bypassing women's accounts of feeling sexually abused or coerced. The motherhood of an abused woman was strongly connected to

responsibility of taking care of the children and their safety. The fatherhood of a violent man was often constructed as nearly non-existing and problematic, but there were also a lot of hopes attached to it. On the other hand, some professionals were creating new practices for violence work where questions related to intimate relationships, sexuality and parenthood were taken into account.

4. Kontula, Anna, and Seksuaalipoliittinen yhdistys. 2005. *Prostituutio Suomessa (Prostitution in Finland)*. Helsinki: Sexpo säätiö **FI**.

Keywords: prostitution, Finland, Estonia, Thailand, Cuba, Sweden, The Netherlands, Trafficking of women, sex crimes.

Currently, there are some 8000 prostitutes working in Finland annually, half of them Finns and the majority working part-time. On a daily basis, about a quarter and during the year one third of them work with or under the control of the pander. The field of prostitution is divided ethnically: the Finns offer traditional sex services (incalls/outcalls) and special services, the Thais offer erotic massage and the Russians and Estonians visiting Finland usually offer only traditional sex services. A part of prostitution is associated with serious social problems, such as crime, poverty, social marginalisation and drug abuse. The situation of the illegal immigrants is especially bad: they cannot enter the official labour market or turn to public services (such as police or health care) even in acute situations. Besides the international organized criminal procurement, there are other forms of organizations in the field, too. The Finnish prostitution legislation has been greatly revised during the last few years. The phenomenon of prostitution has reflected the slow rise in income level in Russia and Estonia, the growing income disparities in Finland, the Estonian EU membership and the discussion about prostitution in the Finnish media. The most significant changes that have taken place in the field of prostitution in Finland during the last few years have been the decrease in temporary prostitution by the Russians and Estonians, the Estonian prostitutes becoming independent, and the possible increase in the number of Finnish prostitutes

5. Kyllönen-Saarnio, Eija, Reet Nurmi, Sosiaali- ja terveysministeriö., Työministeriö, and Monika-naiset liitto. 2005. *Maahanmuuttajanaiset ja väkivalta: opas sosiaali- ja terveysalan auttamistyöhön Immigrant women and violence: handbook for victim help in social welfare and health care*, *Sosiaali- ja terveysministeriön oppaita 2005:15*. Helsinki: Sosiaali- ja terveysministeriö : Työministeriö : Monika-Naiset liitto. **FI**.

Keywords: immigration, women, violence, intimate violence, integration, domestic violence, social work, refugees, women's rights, circumcision, trafficking of women.

Violence against immigrant women became visible in Finland, when in year 2000 it was reported that 14% of all customers in battered women's shelters were immigrant women. Since 2001 Monika-Multicultural women's association in Finland has provided help for immigrant women through a help-line, empowerment centre and making the problem visible in immigrant and

professional arenas. Ministry of welfare and health is financing Monika's project which is preparing a manual for social and health care in order to make interventions and prevention of violence against immigrant women more effective. The interviews conducted during the work reveal that even though professionals working with customers are aware of the violence against immigrant women, the work done in the fields of violence prevention and immigrant work is rarely done in co-operation. Immigrant women often lack knowledge of the basic rights (like domestic violence being a crime) and services (shelters). In this picture multicultural NGOs' work with immigrant women is more than necessary. By now only few of Finnish municipalities have made multi-sectoral local action plans for the prevention of violence against women. The violence against immigrant women should be paid special attention in all levels, including the national action plan for the prevention against violence against women.

6. Nikunen, Minna. 2005. *Surman jälkeen itsemurha : kulttuuriset luokitukset rikosuutisissa (After murder a suicide: cultural classifications in journalism,)*.

Tampere:

Tampere University Press: Taju **FI**.

Keywords: homicide, Finland, women, violence, intimate violence, domestic violence
Suicide, gender, sociology, journalism.

In this research it is analysed how murder-suicides are constructed in Finnish newspapers and police reports, and how these constructions relate to broader cultural conceptions of this phenomenon. The object of the research is to explore how these texts illustrate attitudes towards gendered violence in the Finnish society, in media and among the police force. What power structures are constructed in that process and how? The most common type of murder-suicide is that a man kills a woman he has, or has had, a sexual relationship with, and then kills himself. These actions are explained to be related to relationships that are defined by the gender of the participants, as well as by the assumed features of their sexuality. In this sense murder-suicides are sexualised violence. Cases of murder-suicide are often interpreted by using common everyday knowledge about family, sexual relationships, and crises in these relationships. The research offers new insights in the study of violence, especially of sexualised violence. It has also practical relevance in violence/suicide prevention. Awareness of cultural, taken for granted conceptions of violence need to be explicated in order to develop effective working methods in the field of sexualised violence.

7. Niemi-Kiesiläinen, Johanna. 2004. *Rikosprosessi ja parisuhdeväkivalta (The Criminal Process and Partnership Violence)*. Helsinki: WSOY. **FI**.

Keywords: violence, intimate violence, domestic violence, violent crime, criminal justice, restraining order, partnership, law of criminal procedure.

While domestic violence is frequently approached as a social welfare issue, also changes in the criminal justice system have been made. For example, a law on specific protection orders has been enacted, reference to domestic violence has been made in the development of witness protection and legal representation of victims of domestic violence has been improved. These changes have a special relationship to the overall reform work on the criminal procedure law which has been very active during this period. In these reforms, references to domestic violence are rare if not absent. Domestic violence is still treated as a specific issue, not as part of mainstream criminal procedure. The good position of the victim in Finland, however, is mostly based on the tradition in the law of criminal procedure, not on conscious criminal policy. One could even argue that the strong position of the victim has remained instead of the goals of criminal policy. The relationship between criminal policy goals and domestic violence are discussed in the first part of this paper. Then the position of the victim in selected reforms of procedural law is discussed. It will be argued that the good position of the victim presupposes an independent, strong victim and is therefore problematic for the treatment of domestic violence.

8. Piispa, Minna. *Väkivalta ja parisuhde: nuorten naisten kokeman parisuhdeväkivallan määrittely surveytutkimuksessa (Violence and an intimate relationship: how young women define intimate violence they have experienced in a survey research)*. University of Helsinki 2004 [cited. Available <http://ethesis.helsinki.fi/julkaisut/val/sospo/vk/piispa/>

FI.

Keywords: intimate violence, domestic violence, survey, violence, relationships, experience, women

In this research it is examined why women in the age group of 18–29 experience more violence than other women according to the survey. The research is based on a large scale survey conducted in 1997.

9. Husso, Marita. 2003. *Parisuhdeväkivalta : lyötyjen aika ja tila (Intimate violence: the space and time of battered women)*. Tampere: Vastapaino **FI**.

Keywords: intimate violence, domestic violence, marriage, violence, relationships, women, women's studies.

In this book those ties that bind battered women to home and relationship are examined. It is explored why it is so difficult to talk about intimate violence, seek help, and help the victims of intimate violence. Intimate violence is understood as both a social and philosophical problem as well as a human rights issue. Intimate violence is approached from the point of view of social sciences, philosophy, cultural studies, women's studies and anthropology.

10. Kauppinen, Kaisa, and Mari Purola. 2001. *Flirtti, häirintä, jännite : seksuaalinen ahdistelu työpaikalla (Flirt, harassment, tension: sexual harassment at the work place)*.

Helsinki: TyöterveyslaitosFI.

Keywords: relationships, women, sexual behaviour, relationships, woman's position, working life, sexual harassment in workplace

Book is a manual based on research that gives information about sexual harassment and prevention of harassment at the work place. According to the research conducted in 2000, In Finland it is estimated that over 7 600 women aged 25–44 have been harassed at the work place. Most of the cases are dealt with at the work place. Cases are taken into the court extremely rarely. This book gives instructions how to tackle the issue at the work place and examines the concept of harassment in the light of EU-, OECD- and ILO-policies and instructions.

11. Haarakangas, Tanja, Natalia Ollus, and Sini Toikka. 2000. *Väkivaltaa kokeneet maahanmuuttajanaiset: haaste turvakotipalveluille Suomessa (Immigrant women and intimate violence: challenge to women's shelters), Tasa-arvojulkaissu 2000:3.*

Helsinki:

Sosiaali- ja terveystieteiden ministeriöFI.

Keywords: shelters, clients, immigrants, women, Finland, intimate violence Integration, multiculturalism.

The purpose of this handbook is to support the basic services in social welfare and health care in helping immigrant women who have experienced violence. The handbook is based on interviews with professionals in social welfare and health care and related organisations, practical experience as well as literature produced in the Nordic countries. International agreements provide that women and girls who have experienced violence should be helped and supported. Violence against immigrant women and girls can, in addition to intimate partner violence, include honour-related violence, forced marriage, genital mutilation of girls, discrimination, and racist violence. Women and girls may have experienced violence in wars or conflicts prior to arriving in Finland or they may have fallen victims of trafficking. According to practical experience, violence against immigrant women remains at present often undetected; only the more serious violence situations are more likely to become uncovered. Barriers for immigrant women to seek help are, in many ways, related to lack of language and civic skills. Women are not necessarily familiar with the Finnish legislation and service system. The victim has the right to receive information on her juridical position and possibilities. The objective of the Non-Discrimination Act is to ensure ethnic equality. Accordingly, minorities must be taken into consideration when local operations models are designed for combating violence. Professionals such as

employment and social authorities who have contact with immigrants in the integration phase play a central role in prevention.

12. Honkatukia, Päivi, Johanna Niemi-Kiesiläinen, and Sari Näre. 2000. *Lähentelyistä raiskauksiin: tyttöjen kokemuksia häirinnästä ja seksuaalisesta väkivallasta (From Harassment to Rape: girls experiences of harassment and sexual violence)*,
Julkaisuja/
Nuorisotutkimusseura; 13. Helsinki: Nuorisotutkimusverkosto. **FI**.

Keywords: women, sexual harassment, law, battering women, violence, domestic violence, abuse, rape

Writers of this anthology deconstruct sexual harassment and violence from the perspectives of sociology, law, and women's studies. They give a voice to such experiences that have not been listened to in Finnish research and society. The issue is approached from the point of view of an individual. The cultural and historical climate of sexual interaction is explored. There is a continuum from harassment to rape and sexual violence. Does the ideal of a strong Finnish woman complicate recognition of sexually violating experiences? How do girls learn to navigate between intergender trust and distrust. The research examines what is the role of family, friends, school and professionals in the girls' survival. How has the experiences of girls been taken into account in laws concerning sexual violence now and before?

13. Notko, Marianne. 2000. *Väkivalta parisuhteessa ja perheessä (Violence in an intimate relationship and family)*, *Jyväskylän yliopiston perhetutkimusyksikön julkaisuja*,
11. Jyväskylä: Jyväskylän yliopisto **FI**.

Keywords: violence, domestic violence, intimate violence, intimate relationship, women Children, prevention of violence.

The purpose of the book is to shed light on the multifacetedness of the phenomenon of violence within a family context and the structures that relate to power and gender. The concept of violence is understood broadly in this research: meaning inter-partner violence as well as violence between other family members. For example, adult children's abuse of elderly parents.

14. Hartikainen, Miira, and Michele Andrew. 1999. *Rajat ylittävä rakkaus (Love across the Borders)*. Vol. 20: Ensi- ja turvakotienliitto ry **FI**.

Keywords: shelters, clients, immigrants, women, Finland, intimate violence

In Finland yearly over 2000 of the marriages are transnational. This research explores immigrant women in Finland who are victims of intimate violence. The research is based on experiences of fifteen immigrant women who had sought help from women's shelter because of intimate violence. Intimate violence is not a problem only typical of immigrant women; however their

means and possibilities for survival are lower than Finnish women. Living in a violent relationship and lack of social contacts expose women to increased marginalization and might prevent their assimilation to Finnish society. This research sheds light to the situation of immigrant women married to Finnish partner.

15. Hakola, Päivi. 1996. *Kun sukupuoli on terveystriikki: tutkimus terveyden ja hyvinvoinnin ehdoista Suomessa asuvien somalialaisten pakolaisnaisten keskuudessa (When gender is a health risk: terms of health and welfare of Somali women living in Finland)*, Sosiaali- ja terveysministeriön monisteita, 1996, 19. Helsinki: Sosiaali- ja terveysministeriö, pakolaistoimisto **FI**.

Keywords: immigrants, women, Finland, female circumcision, girls, refugees, women's health, welfare, integration, Somali culture, woman's position, Somalia.

This research explores the health of Somali women who live in Finland. Traditional Somali culture and Finnish culture clash in a question of female circumcision. Research approaches the question of female circumcision among Somali women as a health risk.

16. Varsa, Hannele. 1993. *Sukupuolinen häirintä ja ahdistelu työelämässä: näkymättömälle nimi (Sexual harassment at the work place: naming the invisible)*, *Tasa-arvojulkaisuja. Sarja A. Tutkimuksia; 1993, 1*. Helsinki: Sosiaali- ja terveysministeriö **FI**.

Keywords: women, Finland, sexual harassment, work place, equality, work, woman's rights

This research explores the frequency of sexual harassment that takes place at work places in Finland. The meanings and consequences of sexual harassment are analyzed from the point of view of the victim. How the work community reacts and what is done to solve the problem. The data consists of letters and interviews.

4.2 English sources

17. Penttinen, Elina. 2004. *Corporeal globalization : narratives of embodied subjectivity and otherness in the sexscapes of globalization, Tapri occasional paper ; 92*. Tampere: Tampere Peace Research Institute **EN**.

Keywords: women, prostitution, globalization, sex work, dancers, Russian, restaurants
international relations, feminism, human trafficking, women's studies

In this research the familiar question “Where are the women in international relations?” presented by feminist scholars in IR, and present it in terms of “Where are the sex-specific and ethnicized bodies in the context of globalization?” It is argued that globalization subjectivates i.e. produces sex-specific and ethnicized subject position that are incorporated and embodied. Corporealities of globalization are exemplified by looking at the operations of the global sex industry. Based on Arjun Appadurai’s framework of landscapes of globalization a framework of sexscapes of globalization in order to show how the global sex industry feeds on the complex global flows. These complex flows form global conjunctures in which new forms of agency and subjectivity are created. It is argued that global sex industry represents shadow globalization, a zone that the “abjects of globalization” inhabit. To these abject bodies of prostitutes and other sex workers globalization does not open as new opportunities or possibilities of agency, but instead as concrete constraints and control. It is shown that the category of the abject, of the ethnicized other woman engaging in sex work, needs to be maintained in order for the category of subjects of globalization to exist. Still, the position of the abject is seen as a form of limited agency, as this position is one that disrupts order and can destabilize the domain of subjects. These sex-specific and ethnicized embodiments and enactments of globalization are investigated by the case study of foreign sex workers in Finland. Research is based on fieldwork in sex trade places in Finland

18. Lehti, Martti, and Kauko Aromaa. 2002. *Trafficking in human beings, illegal immigration and Finland, Publication series / European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI) 38*. Helsinki: European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI) EN.

Keywords: women, prostitution, trafficking in women, human rights, immigration, Smuggling, women, illegal immigration, Nordic countries

The report summarises the Finnish national legislation concerning illegal immigration, trafficking in human beings and prostitution (Chapter 2). The sources of information that are available when studying illegal immigration and prostitution are assessed (Chapter 3). Chapter 4 deals with the present immigration and prostitution situation in Finland (2001/2002). The basic problem in researching trafficking in women or even prostitution coming to Finland from Eastern countries as a whole is the shortage of systematic sources. The number of criminal cases connected to “Eastern prostitution” (investigated, prosecuted, tried in courts of law) has so far been almost non-existent (especially if compared to the volume of the trade), and they do not cover all sectors of the phenomenon in an equal way. For the same reason, it is hard to estimate the possible shortcomings of the existing governmental data collection systems. The scarcity of the cases can of course be partly a product of such shortcomings. In the first place, however, the scarcity is likely to be connected to the fact that the small financial resources of the police and border guard authorities and the lack of legislation explicitly dealing with trafficking in women do not at present create the necessary conditions for the

effective control of prostitution in Finland. However, new legislation to criminalise trafficking in women is presently under preparation. When the new laws will be passed, the monitoring of the phenomenon will be significantly facilitated.

19. Sunnari, Vappu, Jenny Kangasvuo, and Mervi Heikkinen. 2002. *Gendered and sexualised violence in educational environments, Femina borealis* 6. Oulu: Oulu University Press. **EN**.

Keywords: women, gender, school, woman's position, sexuality, violence, gender roles, harassment, homosexuality, bullying

This book is an anthology of texts that examine gendered and sexualized violence that takes place in educational environments such as schools, universities, religious environments, health care institutions and so on. The central themes that are dealt with are representations of femininity, masculinity and violence, sexual harassment, heteronormativity and sexual violence in schools and universities. The articles in the collection deal with violence between girls, bullying of non-heterosexual students, incest and sexual harassment in school. In addition to the Nordic perspective, there are articles from the UK, Canada, and Russia.

20. Piispa, Minna, and Markku Heiskanen. 2001. *The price of violence : the costs of men's violence against women in Finland, Tasa-arvoajkaisuja, 2000:7*. Helsinki: Statistics Finland: Ministry of Social Affairs and Health **EN**.

Keywords: women, domestic violence, violence, gender, victims, battering women, violence cost, relationships, family violence, domestic violence cost.

The Price of Violence. Costs of Violence against Women in Finland analyses how and from where women seek help to cope with violence. Their estimates for the costs of violence in the health sector are 40 million marks (6.8 million euros), in the social sector 88 (14.0 million euros) million marks, and in the justice sector 158 (26 million euros) million marks. As men's use of violence is differently experienced by men and women, it would be useful to conduct a survey on men's own experiences.

21. Heiskanen, Markku, Minna Piispa, and Sosiaali- ja terveystieteiden ministeriö. 2002. *The costs of violence in a municipality : a case study of violence against women and its costs in the City of Hämeenlinna 2001, based on estimates provided by authority representatives, Reports of the Ministry of Social Affairs and Health ; 2002:16*. Helsinki: Ministry of Social Affairs and Health **EN**.

Keywords: women, domestic violence, violence, gender, victims, women, men, violent crime, Cost, social services, Hämeenlinna

This study is a follow-up of a study of assessed the costs caused by violence during the month of November 2001 in the municipality of Hämeenlinna. Different helping agencies recorded all client contacts that involved violence against women. The costs accumulated in the social sector, health sector and the criminal justice sector were added together.

22. Heiskanen, Markku, Minna Piispa, and Kauko Aromaa. 1998. *Faith, hope, battering : a survey of men's violence against women in Finland, Oikeus 1998, 20*. Helsinki: Statistics Finland **EN**.

Keywords: domestic violence survey, violence, gender, victims, women, violence intimate relationship, statistics violent crime, sexual harassment women.

Postal survey sent to 7100 women between 18-74 years. The study gives statistical information, such as prevalence of violence and threats, violence in partner relationships, violence perpetrated by others than partners, childhood experience of violence, and fear of violence. According to it, 40% of women have experienced physical or sexual violence or threat of it sometimes after turned 15 and 14% during the last year. The main results of this study are represented in Appendix 2. In studying violence, as with many other topics, the different research methods used and different contexts in which they are used may lead to the reporting of different levels of violence. For example, police and criminal justice statistics generally produce lower levels of violence than victimisation surveys; and questionnaires where violence against women is the prime focus tend to report higher levels of violence than general victimisation surveys.

4.2.1 Comparative studies

23. Timmermans, Greetje, and Cristien Bajema. 1999. Sexual harassment in Northwest Europe. A cross-cultural comparison. . *The European Journal of Women's Studies* 6:419-439.**EN**

Keywords: women, sexual harassment in workplace, cross-cultural comparison, review study heterosexual power perspective, variations in definition and methodology, Austria, Belgium, Denmark, Finland, Germany, Ireland, Luxembourg, The Netherlands, Norway, Sweden, The United Kingdom.

A substantial body of research addressing the issue of sexual harassment in the workplace has been developed over the past decade. In this article we consider the complexity of cross-cultural comparisons of the incidence rates of sexual harassment and present the results of our research on sexual harassment in the work place in 11 northern and western European countries. In 1997 we reviewed 74 surveys and qualitative studies conducted between 1987 and 1997. Sexual harassment appears to be a workplace problem in all countries, although the incidence varies considerably. We argue that differences in incidence rates are not for the most part a reflection of national

cultural differences, but are partly due to the definitions and methodology used in the studies. This implies that higher reported incidence figures in one country do not necessarily mean a higher prevalence of sexual harassment compared to other countries. Furthermore, sexual harassment research in the countries reviewed appears to be dominated by a one-sided, uniform and heterosexual power perspective. The implications of the exclusion of cultural background and sexual orientation in theory and policy are discussed.

5. Opera-Gender training books and manuals

5.1 Finnish sources

1. Haataja, Anita, Maija-Liisa Järviö, Esko Mustonen, and Sosiaali- ja terveysministeriö. 2006. *Talousarvion sukupuolivaikutusten arviointi : pilottihanke sosiaali- ja Terveysministeriön hallinnonalalla (Assessing gender effects of the budget: a pilot in the Ministry of Social Affairs and Health), Sosiaali- ja terveysministeriön selvityksiä 2006:1*. [Helsinki]: Sosiaali- ja terveysministeriö

Keywords: gender, gender mainstreaming, equality, gender effects, budget social affairs and health

This book is a compilation of the pilot project conducted in the Finnish Ministry of Social Affairs and Health. It deals with assessing the gender effects of the budget.

2. Erkkilä, Marja, and Suomen ammattiliittojen keskusjärjestö SAK. 2005. *Luottamushenkilön tasa-arvo opas : tasa-arvolaki ja yhdenvertaisuuslaki työpaikalla (Gender equality guide for Trustees: Gender equality Act at the work place)*. [Helsinki]: SAK. **FI**

Keywords: gender, gender mainstreaming, equality, manual, guide, trustees, gender equality act

This is a gender equality guide for Trustees. The book presents the gender equality act, what it means at the work place, what it requires from the trustee and how gender equality act should be applied at the work place regarding to discrimination, wages, facilities and so forth.

3. Haataja, Marja-Leena, Eija Leinonen, and Oulun yliopisto. Kajaanin yliopistokeskus. 2005. *Opetuksen ja ohjauksen tasa-arvoiset käytännöt : sukupuolen huomioiva opas kasvatuksen arkeen. (Equality practices of teaching and supervision: gender manual for Education)*[Oulu]: Oulun yliopisto, Kajaanin. **FI**

Keywords: gender, gender mainstreaming, equality, manual, education, good practices

This is a gender sensitivity guide for the field of education and supervision. The book deals with gender equality in the educational environment, it presents good practices for gender equal education and supervision.

4. Huhta, Liisa. 2005. *Tasa-arvosta lisäarvoa: käsikirja työpaikkojen tasa-arvotyöhön (Manual for work place equality work) Tasa-arvojulkaissuja*. [Tampere]: Vastapaino. **FI**

Keywords: gender, gender mainstreaming, equality, manual, guide, work place

This is a gender equality manual for the use of working places. The manual presents the gender equality act, what it means at the work place, what it requires from the work place, how gender planning is done and what can a work place benefit from equality work.

5. Ikävalko, Elina, Sinikka Mustakallio, Milja Saari, and Pia Sevelius. 2005. *Toimihenkilöt ja tasa-arvo. Opas tasa-arvosuunnitteluun. (Functionaries and equality. A guide to equality planning)* Helsinki: Toimihenkilöunioni ry. **FI**

Keywords: gender, gender mainstreaming, equality, manual, guide, equality planning

This is a guide for gender equality planning for the use of working places. It is especially targeted at functionaries at the work place. The manual presents the gender equality act, what it means at the work place, what it requires from the work place, how gender equality planning is done and what can a work place benefit from equality planning.

6. Erkkilä, Marja, and Suomen ammattiliittojen keskusjärjestö SAK 2004. *SAK:n tasa-arvo-opas ja opas valtavirtaistamiseen (Trade union SAK's guide for equality and gender mainstreaming)*. Helsinki: SAK. **FI**

Keywords: gender, gender mainstreaming, equality, manual, guide, equality planning

This is a guide for gender equality planning for the use of working places. The manual presents the gender equality act, what it means at the work place, what it requires from the work place, how gender equality planning is done and what can a work place benefit from equality planning, and how gender mainstreaming at the workplace proceeds.

7. Gaspard, Françoise, Jacqueline Heinen, Anne Maria Holli, Eeva Luhtakallio, and Eeva Raevaara. 2004. *Kunnallispolitiikan tasa-arvo-opas (Gender Equality Guide for Regional politics)*. **FI**

Keywords: gender, gender mainstreaming, equality, guide, regional politics

This is Gender Equality Guide for Regional Politics. Women are still underrepresented in regional politics bodies and gender effect of decision-making on regional level have not been sufficiently addressed. This guide gives advice on how to increase women's participation, and with the help of a number of examples drawn from every-day life shows how gender effects can be taken into account in regional politics.

8. Horelli, Liisa, and Milja Saari. 2002. *Tasa-arvoa valtavirtaan : tasa-arvon valtavirtaistamisen menetelmiä ja käytäntöjä (Equality into the mainstream. Methods and practices of mainstreaming equality)*. Vol. 11, *Sosiaali- ja terveystieteiden tutkimuskeskus*. Helsinki: Sosiaali- ja terveystieteiden tutkimuskeskus. **FI**

Keywords: gender, gender mainstreaming, equality, manual, guide

This book presents different methods and practices that can be used in the gender equality mainstreaming work. It helps to answer questions why gender mainstreaming is needed and what it is. It presents how gender equality effects are assessed in a law proposal and tells what benefits can an enterprise get from gender mainstreaming, It also sheds light on the role of NGO's in gender mainstreaming.

9. Horelli, Liisa, and Janne Roininen. 1998. *Rakennepolitiikan tasa-arvoarviointi (Gender equality assesment of structural policy) ESR-julkaisut, 32*. Helsinki: Työministeriö. **FI**

Keywords: gender, gender mainstreaming, equality, structural policy

This book deals with gender equality assessment in the context of structural politics. It presents the problems and solutions: how gender can be better taken into account in structural policy and what are its benefits.

5.2 English sources

10. Brunila, Kristiina, Mervi Heikkinen, and Pirkko Hynninen. 2005. *Difficult but doable : good practices for equality work*. [Kajaani]: Oulu University, Kajaani University Consortium. **EN**

Keywords: gender, gender mainstreaming, equality, manual, guide

This book is a contribution to discussion on gender. It was written on the basis research on equality projects implemented over the past thirty years. The aim was to study why the results of equality projects and the practices created in them would not spread. Identifying the obstacles to the advancement of equality and finding tools to eliminate these obstacles became the practical research objective.

11. Vainio-Mattila, Arja (1999a) *Navigating gender: A framework and a tool of participatory development*. Finland: Ministry for Foreign Affairs, Government of Finland. **EN**

Keywords: gender, gender mainstreaming, equality, manual, guide

Gender analysis is used to examine the impacts of development on both women and men, and is used as the basic tool to develop policy and action towards gender equality. Manual can be used both as an individual study guide, or as a basis for discussion in groups. Manual is aimed at project planners/implementers, participants in development interventions, policy developers and researchers

12. Vainio-Mattila, Arja 1999b. *Gender analysis training*. Helsinki: Ministry for Foreign Affairs, Department for International Development Cooperation. Government of Finland.**EN**

Keywords: gender, gender mainstreaming, gender analysis equality, manual, guide

Gender analysis is used to examine the impacts of development on both women and men, and is used as the basic tool to develop policy and action towards gender equality. Manual can be used both as an individual study guide, or as a basis for discussion in groups. Manual is aimed at project planners/implementers, participants in development interventions, policy developers and researchers

6. Fragen

There are no archives or documentation centres that specialize in gender equality policies at the national level. There is however: www.minna.fi

Minna.fi is a Web Portal for Women's Studies and Gender Equality in Finland. The Finnish women's studies and gender equality web portal Minna was opened 2nd December 2004. Minna is funded by the Ministry of Social Affairs and Health, and is coordinated by the Christina Institute for Women's Studies, University of Helsinki. The portal is aimed at scholars, students, NGOs, public administration and the general public and it consists of an expert database and a portal with information on women's studies and gender equality in Finland. In the expert database, you can search for the contact and background information of those experts who apply a gender perspective in their field of work or study in Finland.