

Developing general social responsibility and fulfilling the duty of national defense

Report of the Parliamentary Committee

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The development of general conscription and fulfilling the duty of national defense

Report of the Parliamentary Committee

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Summary

The task of the parliamentary committee was to assess the development of general conscription and the fulfillment of the national defense obligation. The boundary conditions of the investigation have been given that the development must produce operational added value for the military national defense, support the maintenance and strengthening of the national defense will, and strengthen the equality of citizens.

The committee has evaluated the current system and its development needs as a whole from the perspectives of the boundary conditions given to the committee. The committee's report describes target conditions that provide grounds for development and decision-making.

The conscription system is the basis of Finland's defense solution. The development should contribute to the fact that the number of people who start military service rises from the current level and that even fewer people interrupt their service. The participation of women in the national defense must be strengthened and the number of those applying for voluntary military service must be increased. The importance of reserve time as part of military service must be confirmed.

According to the Constitution, the duty to defend the country applies to everyone, regardless of gender. All citizens should be linked to this duty more strongly than at present. For the development of young people's national defense relationship, informed foundations must be created already in the school system, and the invitation system extends to the entire age group. The civil service system will be linked more strongly than at present to the operating model of overall security and to society's preparedness, however, taking into account the conviction-based nature of civil service. The possibility of civil service is also opened up for women.

An equal and positive service experience is central to the acceptability of the entire system. The development and management of feedback systems should support an operating culture that encourages reporting harassment, discrimination and inappropriate treatment already during the service, so that the situation can be properly addressed immediately.

Equality assessment and equality planning must be actively promoted.

Voluntary activity is a significant resource of civil society and it should be actively promoted also in the field of overall security. In order to promote social goals, a national steering mechanism for voluntary preparedness activities will be created.

Verbs

conscription, civil service, national defense, equality, national defense duty, national defense will

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Development of general conscription and fulfillment of the obligation to defend the country

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presentation

The parliamentary committee was tasked with assessing the development of general conscription and the fulfillment of the duty to defend the country. As a special condition for the investigative work, the development must add operational added value to the military defense, contribute to maintaining and strengthening the will to defend, and strengthen equality between citizens.

Based on the special conditions, the committee has made an overall assessment of the current system and the needs to develop it. The committee's report describes the objectives that development and decision-making should be based on.

The conscription system forms the basis of Finland's defense solution. The development must contribute to more people starting military service and fewer people interrupting their service. The goal should be to strengthen women's participation in the defense and to increase the number of applicants for voluntary military service. The importance of time in the reserve as part of conscription should be strengthened.

According to the constitution, the duty to defend the country applies to everyone regardless of gender. All citizens should be subject to this obligation to a greater extent than at present. It is important to create knowledge-based conditions for the development of young people's relationship with the defense already in the school system and to expand the conscription system to include the entire cohort.

The civil service system must be linked more clearly to the operating model for overall security and to society's preparedness, however, taking into account that the application for civil service is based on conviction. Women must also be given the opportunity to apply for civil service.

Considering the acceptability of the entire system, it is important that the experience of the service is equal and positive. It is important to develop the response systems and manage the operations in a way that contributes to an operational culture that encourages reporting harassment, discrimination and inappropriate treatment already during the service, so that it is possible to immediately intervene in an appropriate way. The assessment of equal treatment and equal treatment planning should be actively promoted.

Volunteering is a significant resource for civil society and should be actively promoted also as part of overall security. In order to promote the societal goals, a nationwide control mechanism is created for the voluntary preparedness activities.

Keyword conscription, civil service, defense of the country, equality, obligation to defend the country, willingness to defend

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Development of conscription and fulfilling national defence obligation Report of the Parliamentary Committee

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Abstract

A Parliamentary Committee was tasked to evaluate the development of conscription and the fulfilment of national defence obligation. As the framework conditions for the study, development work is expected to produce operational added value to military national defence, support the maintenance and strengthening of the will to defend the country and increase equality among citizens.

After evaluating the present system and its development needs as a whole from the perspective of the given framework conditions, the Parliamentary Committee described in its report the desired end states that provide grounds for development and decision-making.

Since Finland's defence solution is based on the conscription system, the number of those starting their military service should increase from the current level, with fewer people discontinuing their service. Women's participation in national defence must be strengthened and efforts must be made to increase the number of persons applying for voluntary military service. The importance of the time in the reserve as part of conscription must be strengthened.

Under the Constitution, the obligation to defend the country applies to everyone regardless of their gender and all citizens should therefore be more closely involved. Information-based foundations for developing young people's relationship with national defence should be created already in the school system and the call-up system should be extended to the entire age class. The system of non-military service will be more closely linked to the concept of comprehensive security and preparedness in society, taking however into account the nature of non-military service based on conviction. Women will also be given the opportunity to participate in non-military service.

An equal and positive service experience is essential for the acceptability of the entire system. The development and management of feedback systems must support a culture that encourages reporting of harassment, discrimination and inappropriate treatment already during the service so that the situation can be appropriately and immediately addressed. The assessment of equality and equality planning must be actively promoted.

Voluntary activities are an important resource for civil society, and they should also be actively promoted in the field of comprehensive security. In order to promote societal objectives, a national steering mechanism will be created for voluntary preparedness activities.

Keywords conscription, non-military service, national defence, non-discrimination, national defence obligation, national defence will**ISBN PDF** 978-952-383-975-5**ISSN PDF** 2490-0966**Reference number** VN/1387/2020**Project number** PLM004:00/2020**URN address** <http://urn.fi/URN:ISBN:978-952-383-975-5>

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VA LT IONEU VO S TO LLE

In accordance with Prime Minister Sanna Marin's government program, a parliamentary committee was appointed for the term of office from 6 March 2020 to 31 October 2021, whose task was to investigate the development of universal conscription and the fulfillment of the national defense obligation.

According to the setting decision, the boundary conditions of the investigation work are: General conscription is maintained for the needs of military national defense. The development is done for the needs of military national defense and it must produce operational added value. Alternative development conditions must support maintaining and strengthening the will to defend the country and strengthening the equality of citizens.

The task of the committee was:

1. Prepare a description of national defense duty and the current state of conscription and women's voluntary military service. The current state is examined from the perspectives of maintaining the country's will to defend itself and strengthening the equality of citizens, identifying the strengths and weaknesses of the current state.
2. Find out the development needs of conscription and women's voluntary military service, fulfilling the national defense obligation and maintaining the will to defend the country and strengthening the equality of citizens in terms of
3. To find out the development needs of the civil service and the utilization of the competence acquired during the civil service to the needs of the operational model of overall security. The development must take into account the fulfillment of the national defense obligation and the maintenance of the will to defend the country and the equal treatment of citizens strengthening the mouth.
4. To find out the possibilities in invitations to promote the awareness of young people in the country in matters related to defense duty and general conscription as well as for invitations concerning women.
5. To find out the possibilities of the general education system to promote young people's awareness in matters related to overall security, the duty of national defense and general conscription.
6. To find out the possibilities of implementing the civil service model both as an independent option and as a whole woman formed together with civil service. Civil service is viewed as a complementary model to military service.

Member of Parliament Ilkka Kanerva, Kokoomus parliamentary group (deputy member MP Heikki Vestman) was appointed chairman of the committee, and people's representative Joonas Könttä, Keskusta parliamentary group, (MP Mikko Kärnä) was appointed as deputy chairman.

MP Tuula Väättäinen, Social Democratic Parliamentary Group (MP Mika Kari), MP Jari Ronkainen, Basic Finns Parliamentary Group (MP Tom Packalén), MP Hanna Holopainen, Green Parliamentary Group (MP Atte Harjanne), MP Jari Myllykoski, Parliamentary Group of the Left Alliance (MP Veronika Honkasalo), people's representative Eva Biaudet, Swedish parliamentary group (MP Anders Adlercreutz), MP Päivi Räsänen, Christian Democratic parliamentary group (Peter Östman) and MP Harry Harkimo, Liike Nyt parliamentary group.

Inspector General Merja Hilpinen, Ministry of Education and Culture, head of the unit Antti Lehtisalo (until 31 July 2021), Ministry of Defense, head of the unit Sami Nurmi (from 1 August 2021), head of department Antti Neimala, Ministry of Labor and Economic Affairs, budget advisor Petri were appointed as permanent civil service experts. Syrjänen, Ministry of Finance, Colonel Hannu Kärhä, Border Guard Headquarters, Colonel Jukka Nurmi, General Staff.

The committee's work was prepared by the secretariat and two expert divisions appointed by the committee. The secretary general of the committee was Marikaisa Tiilikainen, a negotiator from the Ministry of Defence. The secretariat also included senior section fore-officer Jyri Kopare (until May 31, 2020), the Ministry of Defense, senior section fore-officer Tero Koljonen (from June 1, 2020), the Ministry of Defense, civil service director Mikko Reijonen, the Civil Service Center, special expert Satu Ylikorpi, the Ministry of Labor and the Economy and leading expert Peter Westström, government office. The committee's expert sections are chaired by unit manager Antti Lehtisalo (until July 31, 2021), unit manager Sami Nurmi (from August 1, 2021) and department manager Antti Neimala. Special expert Satu Ylikorpi, Ministry of Labor and Economic Affairs and Senior Section Officer Antti Alahonko, Ministry of Defense act as secretaries of the divisions.

After completing its work, the committee respectfully submits its report to the State Council. The report includes the dissenting opinion of MP Jari Myllykoski, the left-wing parliamentary group.

1 Change in the security environment

The security situation in the neighboring regions of Finland and Europe is unstable and difficult to predict. The international rule-based system, international law and jointly agreed operating methods have been partly questioned. The security situation is affected by the competition between Russia, the United States and China, as well as the increase in tensions.

Russia is aiming for a stronger position than the current one and is trying to weaken the unity of Western actors. Russia's goal is still a security structure in Europe based on the division of interests. The use of military force remains a central part of Russia's strategy, and its use or the threat of it cannot be ruled out.

Finland is located in a strategically significant area from the perspective of the great powers. In a possible Europe-wide conflict, Northern Europe would form a whole from a military strategic point of view. International security tensions are reflected in the Baltic Sea region as an increase in military activity. The importance of the North Atlantic sea connections and Finland's arctic surroundings is growing, and military activity in the area has increased.

The use of military force is part of the range of means of the great powers in the 2020s as well. Traditionally, the role of the armed forces remains central in Finland's immediate region. In addition to land, sea and air dimensions, cyber and information operational environments and the importance of space are emphasized. Harmful influence has increased and diversified. the range of means includes political, diplomatic, economic and military means as well as information and cyber influence.

Developing technology and digitalization enable new means of influence, which can endanger the vital functions of society and threaten critical infrastructure.

The interface between normal conditions and different types of, ultimately military, conflicts has become blurred. the advance warning period of conflicts has shortened and the unpredictability has increased. These factors set requirements for decision-making and implementation, and especially for the development of the situational picture, readiness and early warning capability. The states in the vicinity have reacted to changes in the security environment by improving the readiness and material performance of their armed forces, increasing their defense budgets and deepening defense cooperation. In addition, they have developed total security arrangements to improve societies' crisis resilience. The corona pandemic has shown the importance of the armed forces in supporting other authorities and society as a whole. In the development of the armed forces, emphasis is placed on increasing the strength of the troops during wartime, strengthening conscription, management arrangements, and readiness and ability for long-term operations.

2 The current status of national defense duty and conscription

2.1 Legislative basis

2.1.1 Constitution

According to the constitution, every citizen of Finland is obliged to participate in the defense of the fatherland or to assist it in accordance with the provisions of the law. The right to be exempted from participation in military national defense based on conviction it is regulated by law.

According to the Constitution, no one may be placed in a different position without an acceptable reason based on gender, age, origin, language, religion, belief, opinion, state of health, disability or any other reason related to the person.

2.1.2 Conscription Act

According to the Military Conscription Act, every male Finnish citizen is liable for military service from the beginning of the year in which he turns 18 to the end of the year in which he turns 60. The obligation to perform conscript service during peacetime ends at the end of the year in which the conscript turns 30.

Completing military service in the Defense Forces includes participation in the call-up and fitness for service check, conscript service, refresher training, additional service and service during business launch.

The Conscription Act provides for unarmed service. A conscript who asserts that reasons of conscience based on conviction prevent him from performing conscription in armed service and who applies for unarmed service shall be released from armed service and assigned to unarmed service.

The Military Conscription Act contains basic provisions on, among other things, conscription and checking of eligibility for service, conscript service, refresher exercises, extra service and service during business launch, as well as assigning conscripts to official support duties. The Conscription Act and the General Service Regulations define the basis for the arrangements for the service of conscripts serving in the Defense Forces and the Border Guard Service and women performing voluntary military service.

2.1.3 Law on women's voluntary military service

Women's voluntary military service is regulated in the Act on Women's Voluntary Military Service (194/1995).

Military service is arranged in connection with conscript service stipulated in the Military Conscription Act and it is performed in the same way as conscript service and is equated to it in all respects, unless the Act on Women's Voluntary Military Service provides otherwise.

However, a woman who has received an order to enter the service or is performing voluntary military service can interrupt her service within 45 days from the date of entering the service, in which case she will be discharged.

2.1.4 Civil Service Act

According to the Constitution, the right to be exempted from participating in military national defense on the basis of a conviction is regulated by law. According to the Civil Service Act, a conscript whose reasons based on conviction prevent him from performing the service provided for in the Conscript Act is exempted from performing it and ordered to perform the country's civil service. The Civil Service Act also applies to a woman who applies for civil service after the 45-day deadline stipulated in the Act on Women's Voluntary Military Service.

The obligation to perform civil service ends at the end of the year in which the obligee turns 30. The obligee belongs to the civil reserve until the end of the year in which he turns 50 and after that to the additional reserve until he turns 60.

The duration of civil service is 347 days. Civilian service includes a period of basic training, civilian work service useful to society, complementary service, additional service and service during business launch.

2.1.5 Equality Act

The purpose of the Equality Act (1325/2014) is to promote equality and prevent discrimination, as well as enhance the legal protection of those who have been subjected to discrimination.

According to the law, the authority must assess the realization of equality in its operations and take the necessary measures to promote the realization of equality.

Promotion measures must be effective, appropriate and proportionate, taking into account the authority's operating environment, resources and other circumstances.

The authority must have a plan for the necessary measures for equality for promotion.

According to the law, no one may be discriminated against on the basis of age, origin, citizenship, language, religion, belief, opinion, political activity, trade union activity, family relationships, health status, disability, sexual orientation or any other reason related to the person. Discrimination is prohibited regardless of whether it is based on a fact or assumption concerning the person himself or someone else.

In addition to direct and indirect discrimination, the discrimination referred to in this law includes harassment, denial of reasonable accommodations, and instructions or orders to discriminate.

According to the law, such proportionate different treatment, the purpose of which is actually to promote equality or to prevent or eliminate disadvantages resulting from discrimination, is not discrimination.

According to the law, different treatment is not discrimination if the treatment is based on the law and otherwise has an acceptable goal and the means to achieve the goal are proportionate. Different treatment is justified even in the event that the grounds for justifying the treatment have not been stipulated, if the treatment has an acceptable goal in terms of fundamental and human rights and the means to achieve the goal are proportionate.

Some exceptions are provided for in the law. In addition, the grounds for justifying different treatment at work and when hiring are stipulated.

2.1.6 Law on the equality of men and women

The purpose of the Act on the Equality of Women and Men (609/1986) is to prevent gender-based discrimination and to promote equality between women and men, and for this purpose to improve the position of women, especially in working life. The purpose of the law is also to prevent discrimination based on gender identity or gender expression.

According to the law, direct and indirect discrimination based on gender is prohibited. Direct discrimination based on gender means 1) putting women and men in a different position based on gender; 2) being placed in a different position due to pregnancy or childbirth; 3) being placed in a different position based on gender identity or gender expression.

Indirect gender-based discrimination refers to: 1) placing in a different position with respect to gender, gender identity or gender expression from neutral

on the basis of an effective provision, basis or practice, if due to the effect of the procedure, persons may actually be placed at a disadvantage based on their gender; 2) being placed in a different position on the basis of parenthood or family care obligations. However, the procedure referred to in subsection 3 above is not discrimination if it aims at an acceptable goal and the chosen means must be considered appropriate and necessary for this in relation to the goal.

Sexual harassment and harassment on the basis of gender, as well as orders or instructions to engage in discrimination based on gender, are discrimination under the law.

According to the law, establishing conscription only for men is not considered gender-based discrimination.

2.1.7 Åland Self-Government Act

According to the Self-Government Act of Åland, a person with Åland's home region right can, instead of performing military service, serve in a similar way in a pilot and lighthouse institution or in another civil administration.

Service in the pilotage and lighthouse institute is regulated by national law when the provincial parliaments have the opportunity to give their opinion on the matter. The service is regulated in other civil administrations by the law of the kingdom, to which the provincial governments have given their consent. Until such a service is organized, the residents of the province referred to in the law are exempt from military service about the execution of the mouth.

2.1.8 Act on voluntary national defense

The Act on Voluntary National Defense (556/2007) provides for voluntary national defense organized under the supervision and guidance of the authorities, which develops the capabilities of citizens and authorities to participate in supporting society in serious disturbances and emergency situations. In addition, the purpose is to promote national defense capability.

National Defense Training Association (MPK) is a public law association that operates as a municipal voluntary national defense training cooperation organization. The purpose of the National Defense Training Association is to promote national defense through education, information and enlightenment.

2.1.9 International obligations binding on Finland

International treaty provisions regarding the right to refuse to bear arms are included in the United Nations (UN) International Convention on Civil and Political Rights, the European Convention on Human Rights, and the revised European Social Charter.

The right to refuse to bear arms has not been recognized as an independent right in international human rights treaties, but is derived from the right to freedom of thought, conscience and belief.

There are also contractual provisions on the prohibition of equality and discrimination.

The right to refuse to bear arms is also confirmed in the jurisprudence of the UN Human Rights Committee and the European Court of Human Rights.

According to the interpretation of the monitoring bodies of international agreements, the agreement does not guarantee the right to civil service, nor does it impose a legal obligation on the state to organize such service, but if such service is included in the state's legal order, it must not be discriminatory or punitive in length or nature compared to military service.

In the European Union, no legally binding standards have been drawn up for the member states regarding compliance with the arms ban. Conscription and civil service matters are primarily up to each member state to decide. In its resolution, the European Parliament has taken the position that the duration of civilian service must be the same length as the duration of military service, so that the duration would not be considered a punishment.

The European Committee of Social Rights has considered in its interpretation practice that alternative service replacing military service, during which the persons performing the service in question cannot earn a living freely, must be reasonable in duration. The committee evaluates the reasonableness of the duration of alternative service by comparing it to the duration of military service.

After the complete reform of the Civil Service Act in 2007 and the shortening of the duration of civil service included in it (from 395 days to 362 days), the Social Rights Committee considered that Finnish legislation had to be considered in accordance with the revised European Charter of Social Rights in this regard.

The UN Human Rights Committee has recommended Finland to ensure, among other things, that alternatives to military service are not punitive or discriminatory in nature or duration and that they are managed by the civilian administration. In addition, the committee recommends intensifying efforts to raise public awareness of the right to refuse to bear arms.

2.2 Conscription as part of the defense system

Conscription, a trained reserve, the defense of the entire country and a high will to defend the country are the basis of Finland's defense. The current conscription system is built to respond to the task assigned to the Defense Forces regarding the Finnish military about defending. The defense of the entire country is based on a large reserve, which creates territorial coverage and operational capability for the defense in a long-lasting or large-scale crisis. Maintaining a large reserve requires the entire serviceable age group training.

The development of the defense system is threat-oriented. The wartime forces of 280,000 soldiers reserved for the implementation of the tasks of the Defense Forces are based on an assessment of the threat and operating environment. About 95% of the personnel of the forces during the war are reservists and the remaining 5% are paid personnel of the Defense Forces and the Border Guard. The number and quality of wartime troops requires the training of the entire serviceable male age group as well as the women who voluntarily apply for military service.

The primary task of the conscription system is to train conscripts with the knowledge and skills to fulfill the statutory duties of the Defense Forces. The system produces enough wartime troops to defend the entire country.

During the war, the personnel of the forces are trained from conscripts in accordance with the principles of mass production. Mass production refers to the set of measures used to recruit, train, train and deploy the personnel of wartime troops. Mass production also equips the troops with military equipment, means of transport, ships and aircraft.

The performance requirements and tasks of the troops guide the competence and operational ability requirements of the personnel on a unit-by-unit basis. The majority of troops require strong physical ability to operate, some troops emphasize other components of operational ability or special professional skills or competence. The aim is to produce the troops as unitary units, in which case they can make use of the important resource that arises in conscript service, mass cohesion.

For the same reason, further investment is also aimed at as a unit entity. The lengths of the service period are determined based on the military training provided. The minimum length, 165 days, is the minimum to be able to teach and train a soldier's basic skills, group and team skills, and operations in a wider group.

During the war, the skills of the troops are maintained with reserve training, which includes refresher exercises and voluntary exercises of the Defense Forces and the Border Guard.

Reserve training is part of mass production. In addition, reservists can voluntarily participate in the National Defense Training Association's military readiness

for training that supports the military training of the Defense Forces and the Border Guard and its needs.

In the defense forces, the conscription system is developed according to the needs of military national defense. The most recent development steps leading to the current situation have been taken after the war in Eastern Ukraine that started in 2014. This was the start of the large-scale development of readiness in the entire Defense Forces. The increased readiness requirements are now being met with high-performance immediate readiness forces, the core of which are preparedness units made up of paid personnel from the municipality and conscripts.

The previous comprehensive report on the development of conscription was carried out in 2010.¹ Based on the report's recommendations, conscript training and conscription practices are being reformed with the currently ongoing Education 2020 program. The Education 2020 program develops the invitation system, service choices, the education system as a whole, and education methods.

With the changing image of war and especially with the development of local defense, the need for a better engagement of the entire reserve has been recognized. The renewed local defense offers tasks that emphasize the reservists' extensive skills, local knowledge and networking, as well as cooperation with authorities.

The changed crises have brought to the forces during the war such competence needs that it does not make sense to train them in the Defense Forces. Identifying and training these skilled reservists for the tasks needed by the defense is one of the most important needs for enhancing the use of the reserve.

In the Defense Forces Reform of 2015, the peacetime organization, personnel, facilities and financial resources of the Defense Forces were sized for approximately 24,000 conscripts entering service each year. The sizing has enabled the service of all women who applied for voluntary military service. The decrease in the number of male conscripts and the joint accommodation experiment for men and women to be implemented in the entire Defense Forces from the beginning of 2021 will make it possible to increase the number of women from the current level. According to the estimate, the number of volunteer women can be increased from the current approximately 1,000 women to 2,000 per year without major changes in training arrangements and infrastructure.

¹ Finnish conscription (2010). Report of the study group. Ministry of Defence, Helsinki.

Use of conscripts in various tasks of the Defense Forces

General conscription produces capabilities primarily for the military defense of Finland. In recent years, the use of conscripts for standby tasks has been emphasized in particular. Conscripts are also used in official support duties and forces formed from the reserve also take part in international missions.

Military defense of Finland

The purpose of the conscript service is to train and train conscripts for the tasks of national defense. During the service, conscripts can be used for preparatory tasks and, if necessary, also for wartime tasks after completing separately specified training qualifications.

Preparedness units made up of hired personnel and conscripts improve the readiness to respond to rapid changes in the security environment at home at any moment. For these tasks, the standby units are organized on the basis of the training and competence received for the combat, protection and support tasks of the military national defense. Each defense branch has preparedness units intended for their own tasks and special characteristics.

Conscripts also participate in the Defense Forces' continuous preparedness tasks, such as the guarding of areas and targets and preparedness to combat environmental damage in the maritime area. Conscripts make it possible to maintain a significantly higher readiness performance than would be possible to achieve with a hired employee alone staff.

Conscripts serving in the Border Guard receive border security training during their service. They can be used temporarily to maintain border security under the direct guidance and supervision of a border guard, if it is necessary for a justified reason related to maintaining border security or due to a need arising in Finland's security environment. The conscript units of the Border Guard can also be used for protection and support tasks, if necessary, according to the level of training.

Supporting other authorities

Conscripts can also be used for tasks other than military defense in situations defined in the Conscription Act.

Temporary assistance refers to the temporary use of resources given by the Defense Forces to other authorities based on a request based on this law to carry out tasks within the scope of the other party when the responsible authority's own resources are insufficient or special personnel and equipment of the Defense Forces are needed.

Typical tasks in which conscript auxiliary departments are prepared to be used are, for example, isolation, guidance or guarding tasks related to accidents, assistance tasks related to forest fires or floods, searching for missing persons, and other such tasks where the responsible authority needs quickly available and manageable but personnel.

In the main units of the Defense Forces that provide training for conscripts, the readiness to support other authorities is maintained around the clock in the auxiliary units for conscripts. In the operational area of these mass divisions, there are constantly the number of conscripts assigned to duties or women performing voluntary military service in accordance with the duty auxiliary division obligation.

When assigning conscripts or women performing voluntary military service to official assistance and rescue operations, it is a prerequisite that they are suitable for the task to be performed based on the training they have received. Conscripts can be used for official support duties after two weeks of service and adequate training. Official support departments are always managed by a member of the regular staff of the Defense Forces. When providing official assistance or in a rescue mission, conscripts may not participate in arresting dangerous persons, clearing explosives, tasks requiring the use of armed force or other similar dangerous tasks.

On an annual basis, the Finnish Defense Forces provides about 50–100 official assistance to other authorities for tasks that use conscripts in service and voluntary military service women in love

Participating in international crisis management and providing international aid and receiving

During conscript service and refresher training, international training can be given to create the capabilities required for military crisis management to conscripts who voluntarily apply for the training. Conscripts can be ordered to serve abroad for a short time in connection with the aforementioned training.

In addition, a conscript can participate in service abroad for a short time after giving explicit consent to the provision of international aid, to participate in the usual for ship service outside Finnish territorial waters, to participate in an international military exercise promoting national defense.

2.3 Implementation of conscription

Conscription is performed in military service, unarmed service or civilian service.

2.3.1 Invitations

In the call-up, the serviceability of the conscript is determined and the service is decided upon. In addition, information is given about the duty of national defense and public health work is promoted.

The invitee is a male Finnish citizen who turns 18 in the year of invitation; has missed previous call-ups, unless a separate decision has been made regarding his eligibility for service and he has not turned 30 or will turn 30 that year; or has been ordered to be re-examined in the summons.

The principle is that the Defense Forces go to the conscript and meet the conscript face to face. Basically, the regional offices of the Defense Forces organize call-ups in the conscripts' own municipalities, but the call-ups of small municipalities can be combined with neighboring municipalities to form appropriate entities. Invitations are implemented annually between August 15 and December 15.

During February and March, the regional offices send invitation mail to the conscripts, which contains the invitation announcement, a questionnaire for conscript service and health status research, instructions related to the conscript event and the health check, and possibly other informative material. The advance health check-up performed at the health centers is based on the Military Conscription Act and is free of charge for the conscript.

At the convocation ceremony, basic information is given about military service and military service in the military units to which the relevant regional office assigns service. Information about applying for civil service will also be given at the invitation ceremony.

At the call-up ceremony, the call-up doctor examines those conscripts who, based on a preliminary health check-up, are presented for release, or whose health status has changed after the preliminary health check-up. Callees have the opportunity to see a call-up doctor if they wish before joining the call-up board.

The conscription board makes a decision on the conscript's suitability for service and decides on the service, in which case the conscript is assigned to armed/unarmed service (place of service and time of commencement of service), released from service, or reassigned to be checked in the conscription. Serviceability is decided by the data

on the basis of the conscript, his state of health and his physical and mental performance.

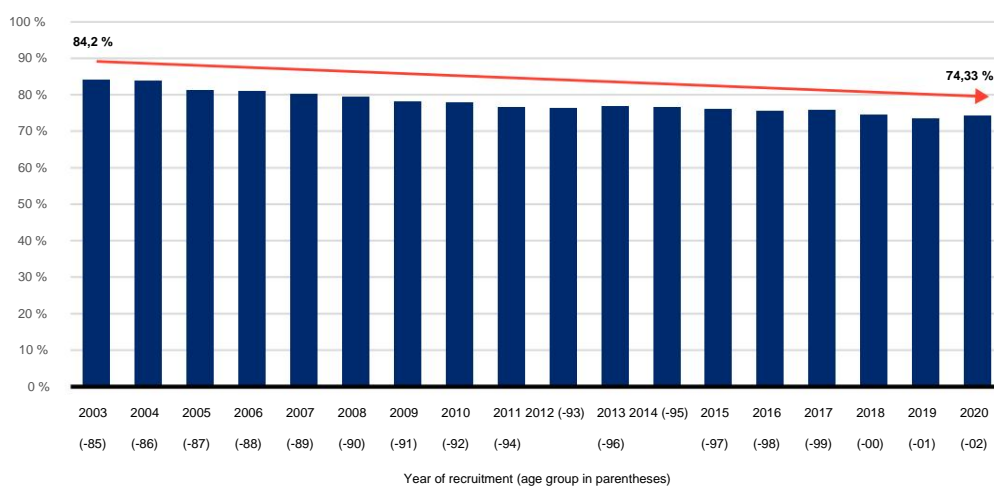
The call-up board also processes the civil service application subject to call-up.

Conscripted women and women who have applied for voluntary military service are assigned to military units in accordance with the needs of the Defense Forces and the Border Guard. The purpose of the personal hearing is to give the subpoenaed person the opportunity to find out the factors influencing the assignment to the service in addition to the material presented in writing. As a starting point, at least either the wish for the service position or the starting time of the service will be fulfilled. In addition to serviceability, the aim is to take into account the mother tongue, the reasoned wish of the invitee; including social issues and life situation, place of residence, occupation, civil education and hobbies. Decision-making can also be influenced by criminal record and police information. A conscript who speaks Finnish or Swedish has the right to be assigned to a military unit whose language of instruction is his mother tongue.

In the invitations to the service, it is specified that the next two years will come in January or in the next two years. Due to the conscript's own justified need, the service can still be assigned to the third year's arrival batch. You can apply for a change of service start time or place of service for a compelling reason related to your life situation.

Those assigned to service in calls

% assigned to service



In the call-ups of 2020, 74.33% of the call-up age group / approximately 22,400 men were assigned to service. 9.32% / approx. 2,800) were ordered to be re-inspected

men, of which it is estimated that no more than 25% / about 700 men will perform the service. When you count those assigned to the service in the call-ups and those estimated to be assigned to the service from the revised ones, the total number of those starting the service is 76.5% / 24,000 men.

The Military Conscription Act also provides for obligations related to call-ups for municipalities. The municipality assigns the invitations the facilities, the necessary personnel and carries out the preliminary health checks of the invitees. According to the contracts, the Defense Forces pays the municipalities the rents of the call-up facilities, €51/check for preliminary health checks, €51/hour for call-up doctors and the remuneration of the personnel appointed by the municipality to the call-up board. Basically, the opportunity to eat or have coffee is organized for Sunnis, provided by municipalities or associations, although it is not a legal obligation. Various types of youth work support services from the municipality or other authorities are included in the invitations.

The costs of the calls to the Defense Forces in 2020 were approximately €11.5 million and 150 man-years. The most significant part of the costs consists of the personnel of the regional offices, preliminary health checks and on-call doctor work. The share of the arrangements for invitation events is just under €0.3 million, including space rent, invitation mail and official travel expenses of the personnel. Conscripts are reimbursed for travel costs to call-ups by public transport.

2.3.2 Service duties and conscript training

Service tasks in the Defense Forces are mainly based on the wartime mass structure and mass production plan. The basis is the mission-specific competence and operational capability requirements required by the troops during the war. The training takes into account the civilian training the conscripts have already received and the future in accordance with the needs of wartime.

The Finnish Defense Forces and the Border Guard Service strive to find, recruit and utilize conscripts from each age group who are the most suitable for special forces and other individually sought-after positions and who have important skills. The application in the special application takes place before call-ups, after call-ups or during conscript service. Selections are made on the basis of selection tests.

Special tasks, on the other hand, are applied for through a national application during the first three weeks of the rookie period. In addition, there are some special positions that are applied for on the basis of leadership training, such as chairmen of conscript committees or law examiners. The aim of the various tasks is to train conscripts who have completed a university degree or who have advanced enough in their studies, or who otherwise have the required skills, for wartime tasks corresponding to their specialty.

The service tasks are divided into five different lines: 1) special forces 2) standby units 3) (other) mass production forces 4) special tasks and 5) support tasks. Of these, lines 1–3 are the so-called

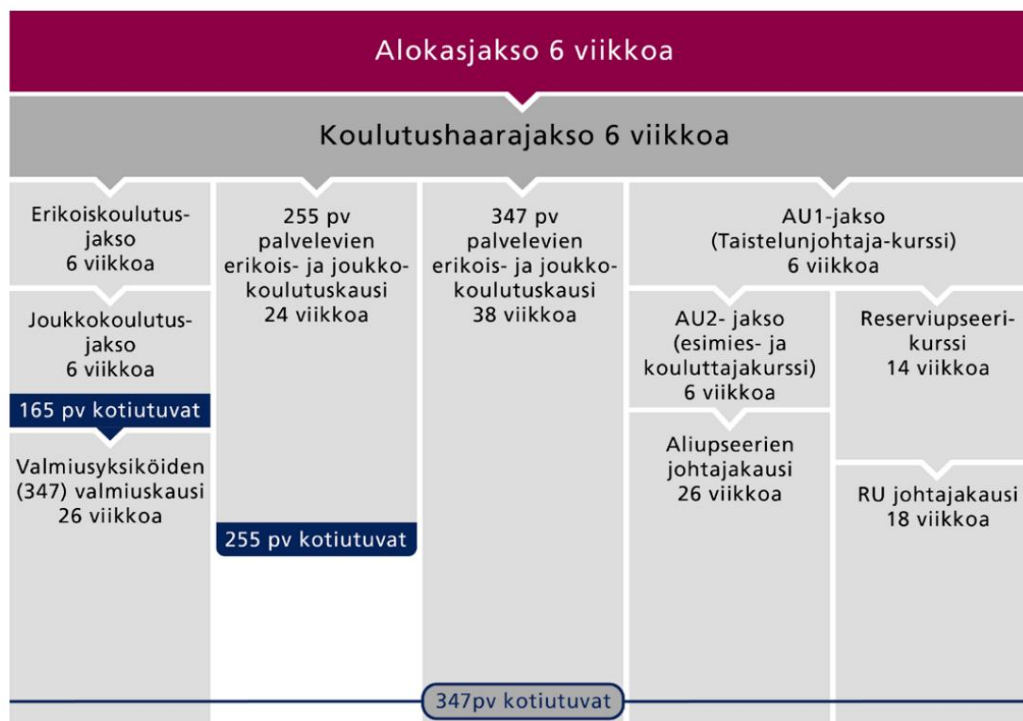
fighter tasks and lines 4–5 are those that are generally not as physically demanding. There are a total of about 600 different service tasks.

The length of service, 165, 255 or 347 days, is determined based on the military training to be given. Unless otherwise specified, the service period for a conscript is 165 days, or 255 days for a person serving without a weapon. The service times in 2020 were distributed as follows: 347 days 49%, 255 days 14% and 165 days 37%.

Before the start of the service, the basic unit and the team of the rookie period are decided based on a preliminary survey. At the end of the novice period, the nat of the training branch is held. Leader selections and crew selections are made and service times are determined during the training branch period.

The crew is trained in special skills for various wartime tasks. The skills that arise from the training of the crew can often be used in civilian studies and working life as well. Examples include crew duties related to medical, military police, driver, financial and communication training.

Based on the selection criteria, those judged to be the most suitable are selected for leadership training for the first period of the non-commissioned officer course. The number of people to choose depends on the need for mass production. After the first period of the non-commissioned officer course, the service continues with the reserve officer course or the second period of the non-commissioned officer course.



The goal of the leader and trainer training program is to create a knowledgeable and skillful foundation to independently lead and train your own wartime troops. The renewed leader and trainer training program is implemented as a 20-credit (560 hours) study unit in non-commissioned officer and reserve officer courses and in the leadership term. The study package consists of theoretical studies and practical training in non-commissioned officer and reserve officer courses and during the leadership period.

The leadership period begins after the end of the non-commissioned officer or reserve officer course and lasts until the end of the service. In the guided management and training training of the leadership period, conscript leaders act as trainers of the crew of the next batch of arrivals as well as in leadership roles according to mass production and receive further training. Leadership training is a prerequisite for military careers.

Unarmed service is organized in such a way that the unarmed person's conviction does not come into conflict with the fulfillment of service duties. An unarmed person is not obliged to use a weapon or ammunition in the service, to practice using them or to participate in their maintenance. The same applies to other equipment and supplies that are intended to immediately destroy or injure the enemy. Those who serve unarmed can be selected and trained, for example, for support or special tasks and, in exceptional cases, for a supervisory role. Those who have served in unarmed Mana can be placed in the reserve in wartime formations in accordance with their training, for example in surveillance, communication and maintenance tasks.

According to Section 69 of the Conscription Act, the service period of unarmed conscripts is 255 days, unless they are assigned to training, which requires 347 days of service.

According to § 72 of the law, transitioning to unarmed service does not shorten the 165 days longer service period already assigned to a conscript.

Supporting functional capacity in military service

The task of the social curators of the corps departments is to support conscripts' psychological and social functioning so that full service and participation in training is possible without disturbing factors. Social curators are also an important partner for civil authorities, for example, in terms of informing about Kela's services and benefits and the municipalities' youth work.

The task of military chaplains is to support the maintenance of ethical functioning and mental endurance, and to offer the opportunity to practice one's own religion to those who wish to do so. Participation in devotional services outside service hours is voluntary. If a devotional or divine service is organized during the service time, an event intended for the development of spiritual functioning, which does not include religious elements, will also be organized alongside it. You can turn to the priest regardless of your conviction. Military chaplains supervise

the implementation of religious freedom and, if necessary, support conscripts belonging to different religions and denominations in matters related to religious practice.

The conscript committees are part of the operations of the Defense Forces and the organization of the troop departments. Each training troop department has a conscript men's committee (VMTK) made up of conscripts. The task of conscripts' committees is to participate in the development of service conditions and to support conscripts' comfort and ability to function.

VMTK activity is part of the feedback system of conscript service and an important tool for cooperation between the commander of the troop section and the conscripts. Leisure sports clubs (VLK) encourage conscripts to engage in various forms of exercise.

From the point of view of supporting the ability to function, the level of social security and financial benefits of conscripts is also monitored. Cooperation in the evaluation and development of benefits for conscripts is essential between the Defense Forces, the Ministry of Defense, Kela, the State Office, the Ministry of Social Affairs and Health, and the Ministry of Labor and Economic Affairs.

2.3.3 Women's voluntary military service

A woman can apply for women's voluntary military service if she is a Finnish citizen when she starts her service and has turned 18 but not 30 years old and is suitable for military service in terms of her health and other personal characteristics.

The application takes place annually on March 1. by. Women who meet the application criteria will be invited to a selection event organized by the regional office during April. At the selection ceremony, information is given about women's voluntary military service and especially the rights and obligations during the service and after voluntary military service. At this event, there will be professional female soldiers and women in voluntary military service who will be able to answer questions.

At the selection ceremony, eligibility for service is determined and applicants are interviewed, on the basis of which a decision is made to accept them for service. An order to start service will be given at the event or sent by post afterwards. Those who are not selected will be given a decision on the matter. All those found suitable for military service can join the service. It is possible to start Pal Velus in the July entry batch of the same year or in the entry batches of the three years following the selection date.

The day of the selection event is an unpaid day off for the applicant, unless otherwise stated in the employment contract or otherwise agreed with the employer. The applicant is responsible for travel expenses arising from the application. The costs of the medical examination are reimbursed on application.

The person assigned to the service may, before starting the service, notify in writing that he will not start the service. About ten percent of applicants use this option before starting the service. The person who started the service can announce that he will stop the service within 45 days of starting it. When continuing the service after 45 days, women are subject to all the regulations that apply to those assigned to conscript service in accordance with the Military Conscription Act.

The content and requirements of women's service are the same as for men. Service tasks are not divided according to gender, but based on personal suitability and competence.

Women who have completed their service are placed in training-related wartime tasks according to the same principles as men. In the reserve, the same obligations apply to them in terms of supervision of conscripts, training of the reserve and, if necessary, also additional service and business support.

By the end of 2020, a total of more than 10,000 women have been trained in the wartime reserve in all defense branches and the Border Guard.

2.3.4 Belonging to the reserve and reserve training

After military service, a conscript belongs to the reserve:

1. a member of the crew at the end of the year in which he turns 50; 2nd officer, senior officer and non-commissioned officer until the end of the year in which he turns 60 years;
3. an officer holding the military rank of colonel or commodore or higher, so as long as he is fit for service.

The reserve reserve includes a conscript who has not yet completed conscript service, no longer belongs to the reserve or has been released from service during peacetime.

The training of the reserve (rehearsal exercise and the second voluntary exercise of the Defense Forces and the Border Guard) is part of mass production, readiness development and, if necessary, ready raising it.

With refresher exercises, military knowledge and skills are maintained and conscripts are trained for more demanding tasks, conscripts are familiarized with the changes brought about by developments in the military national defense, mass units are trained in the formations planned for them and, if necessary, a flexible increase in military readiness is made possible. If necessary, conscripts belonging to the reserve can be assigned to refresher training to increase military readiness.

The conscript in the reserve is obliged to participate in the refresher training so that the maximum total time required is 80 days for the crew, 150 days for the crew requiring special skills and the most demanding special tasks of the crew, and 200 days for non-commissioned officers, college officers and officers. The grounds for revoking the order regarding refresher training and exemption from refresher training are laid down in the Military Conscription Act. About four out of five of those ordered participate in refresher exercises.

In the voluntary exercises of the Defense Forces and the Border Guard, the skills of individuals and troops are developed and maintained, as well as operational capability as part of the performance of the force. Voluntary exercises are planned as part of the mass production plan.

Women who have reached the age of 18 but not 60 and who are suitable for it in terms of their health and other personal characteristics can participate in the voluntary exercises of the Defense Forces. Similarly, men who have reached the age of 18 but not 60 and who are suitable for it in terms of their health and other personal characteristics can participate in the voluntary exercises of the Defense Forces, even if they have not completed conscript service or are no longer part of the reserve. The persons referred to above work in exercises requiring special skills and in maintenance, health care, communication, training, office and other similar tasks supporting military national defense.

Participants in the refresher exercise are paid a reservist's salary as well as daily allowance and travel allowances as statutory allowances. In the voluntary exercises of the Defense Forces, participants are paid the aforementioned statutory allowances. In addition, in both types of training, participants are entitled to free clothing, food, health care and accommodation.

Annually, about 19,000 reservists are trained in refresher exercises, and about 12,000 conscripts are trained in voluntary exercises of the Defense Forces and the Border Guard.

2.3.5 Voluntary national defense

Voluntary national defense is a civic activity supporting national defense and part of the training activities of the reserve. Voluntary national defense includes, among other things, reserve officer and reservist activities and the activities of these women's organizations, national defense guild activities and the activities of numerous traditional communities.

In the training system of the reserve, the needs of the training of the reserve and the voluntary national defense are combined into an entity that enables flexible, upward-oriented, individual competence development and supports the development of group performance.

The National Defense Training Association MPK was founded in 1993 as a national training organization that works as a cooperative organization in the field of voluntary national defense. MPK received public law status in 2008. Its tasks are defined in the Act on Voluntary National Defense and its activities are directed and supervised by the Ministry of Defense.

MPK's training supports the readiness of the Defense Forces, other authorities and citizens to act in normal and exceptional circumstances. The training is organized in cooperation with MPK's 14 member organizations, e.g. with the largest reservist and national defense organizations in the country. In addition, MPK cooperates closely with the authorities and voluntary organizations engaged in safety training, education and information work. The aim of the training is to increase general preparedness and ability to act in situations of disruption in society. Part of the training is commissioned by municipalities and authorities.

MPK's operation is based on the work of volunteers. MPK's more than 3,000 volunteers implement around 2,000 courses and training events every year. MPK has 107 employees on monthly or performance wages.

About 30,000 people, a total of about 90,000 days, participate in the voluntary national defense training implemented by MPK as a public administrative task. About one third of the trainees are women. In addition to the work done within MPK, the member organizations have plenty of their own voluntary national defense activities. In 2022, €4,852 million has been proposed to support the operations of national defense organizations, of which €4,604 million goes to MPK.

2.3.6 Measures to develop conscription

The conscription system is constantly being developed as part of the development of the Defense Forces in relation to the requirements set by the operational and security environment.

The previous, more extensive investigation into Finnish military conscription was conducted under the leadership of Risto Siilasmaa in 2010.² Based on the recommendations of the investigation, a call-up system, the utilization of conscripts' special skills, connection to the reserve, and the reservists' application for key positions and, after the wartime placement was dismantled, for exceptional positions in the rest of society, have been developed, among other things. In addition, e.g. communication and advance information about conscript service and women's voluntary military service.

² Finnish conscription (2010). Report of the study group. Ministry of Defence. Helsinki.

Development of conscript training

The Finnish Defense Forces and the Border Guard are renewing conscript training and conscription practices with the Education 2020 program. The structure of the conscript service has been changed and the training has been made into a course format. The goals, objectives, content and evaluation of the training have been made clearer. In the conscripts' leader and trainer training, the share of leadership skills has been increased. Based on the feedback received, experiences with the new structure and course format have been positive.

Previously, those who move on to manager training have already been selected during the rookie period (basic training period). Now, the training branch is chosen during the rookie period, but the leader selections and the crew's service task selections are made only during the training branch period. During the rookie period, you are now better able to get to know different service tasks. By developing the selection system, the aim is to ensure that the right people are selected for the right positions and thereby also contribute to reducing attrition.

The comprehensive operational capability program has been renewed and it develops the body and mind of conscripts (physical and psychological, social and ethical dimensions of operational capability) in an upward direction, initially from the point of view of adapting to conscript service and finally for coping in the conditions of the battlefield.

Digitality is used more effectively in communication, business and teaching.

The teaching has been reformed by introducing online studies and the principle of flipped learning, where the transmission and assimilation of information takes place independently and learning is deepened in contact teaching. Simulators enhance the internalization of what has been learned and give conscripts better preparation for practical training in the field.

Reducing the total exit

The total attrition consists of the number of those released from service in call-ups and those who leave during service.

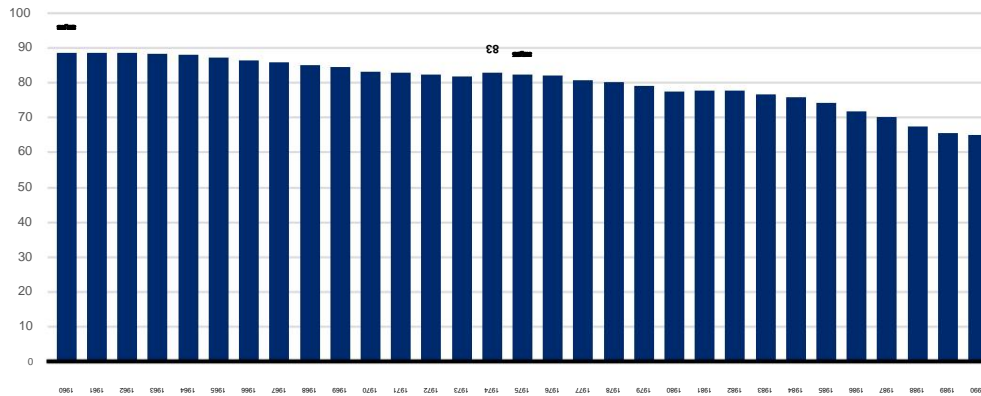
The proportion of those who have completed military service has decreased in the last five years from approximately 74 percent to approximately 66 percent. The main reason for the decrease is the constantly increasing number of conscripts released on the basis of health status. Mental health and behavioral disorders are a significant reason for leaving. Mental problems are often a complex made up of different problems, which involve health, social and life management factors. The root causes of mental problems may not come out in a sufficient way in call-ups or in other situations before military service.

The obligation to perform the service ends at the end of the year in which the conscript turns 30. The last age group to turn 30 was born in 1990. From here

of the age group, 64.65% / about 22,500 men have completed their military service. 0.04% of them / 13 men performed unarmed service. Service interruptions during conscript service are shown in the overall figures for those over 30 years of age.

Those who have completed conscript service

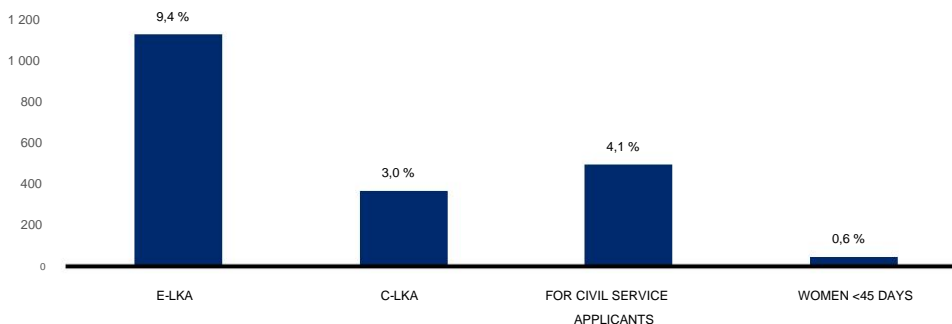
% of age group



The aim is to influence the number of conscripts starting service by, among other things, revising the health check instructions. The challenge is that a certain number of people who are not seriously ill, but who have, for example, various accumulations of physical symptoms or various adjustment disorders without a serious long-term illness, end up in category C. The updated health check-up instructions support the work of doctors performing preliminary health checks by clarifying the definition of serviceability categories. As a development measure, the possibility of introducing the B-2 service class has been examined, which would enable the performance of service missions that are not actual combat missions. In addition, it is important to ensure that the treatment includes persons whose health does not allow for the service based on a preliminary health check, but it can be seen that it is possible if appropriate treatment is implemented. The purpose is to ensure that the conscript performs from the service and does not endanger your own or others' service safety.

Departure 1/2021

2,047 people – 17.1% of the arrival batch



A soldier must be physically, psychologically, socially and ethically able to function. Operational ability is a key factor alongside a soldier's skills. Good physical condition is a protective factor against musculoskeletal injuries in physically demanding training.

Fitness statistics show that conscripts' body weight has increased and their aerobic fitness has decreased over the past 20–35 years. The negative change has leveled off in the last ten years. The average of the 12-minute running test performed by conscripts at the beginning of their service in 2020 was 2,377 meters, which was a slightly better result than the previous year (2,358 m). In recent years, the proportion of those in good physical condition has decreased slightly, and the proportion of those in weak condition has increased. The share of commendable and good results in 2020 was 34 percent and the share of weak results was 21 percent. In terms of health and physical condition, conscripts who were overweight or weak at the beginning of their service benefit from the service.

The training program 2020 measures, e.g. the development of the functional ability program, partly aim to reduce early leaving the service. The core idea of the reform is to integrate operational capability training as part of all military training. The body of the innovative sports training (Warrior's Body) is formed by an endurance and strength training program lasting the entire service period. Skilled military skills previously included in physical education, such as orienteering, marching, skiing, are mainly practiced as part of other military training.

A fighter's mind is a program designed to develop psychological, ethical and social functioning, where conscripts are trained in stressful exceptional circumstances, but also in the knowledge and skills needed to manage everyday life. The fighter's mind training helps conscripts understand and strengthen their own motivation, develop self-confidence, and teaches tools for coping with stressful situations and restoring the ability to function. In addition, the fighter's mind program supports conscripts' commitment to their mission and strengthens group cohesion, which plays a very important role in military operations.

The guide for those preparing for conscript service describes the meaning of physical performance in military training and provides concrete instructions for improving physical condition and recovering from performance. There is also a free MarsMars smartphone service, which includes ready-made fitness programs, training instructions and monitoring of development.

Development of reserve training

The reservist's training is developed based on a development plan drawn up with the national defense and reservists' organizations. The target status of the development plan is that the training system of the reserve produces enough wartime-matched, competent and

able-bodied soldiers with a high will to defend the country and a desire to commit to other national defense training and work. In addition, the national defense and reserve organizations have clear tasks and the necessary operating conditions.

Development of voluntary national defense

The Act on Voluntary National Defense has been revised and entered into force on January 1, 2020. The most significant change is the transfer of military training to the sole responsibility of the Finnish Defense Forces and the Border Guard. The mission of the National Defense Training Association (MPK) is to organize training that serves military capabilities (SOTVA), which aims to develop individuals' skills and overall operational capability.

MPK supports women's opportunities to participate in voluntary national defense and organizes related training and familiarization activities serving military readiness, and guides, supports and coordinates the national defense training of member organizations. MPK continues to develop the opportunities for young people to get to know each other through the familiarization activities for national defense.

The renewed concept of voluntary national defense improves the systematic planning, preparation and implementation of reserve training. The training organized by the National Defense Training Association (MPK) and its member organizations is being developed into an up-and-coming entity that supports the military training of the Defense Forces and its needs. In addition, the reform enables the development of the cooperation between MPK and the Defense Forces into an operational partnership, as well as the coordination of refresher exercises, voluntary exercises of the Defense Forces and voluntary national defense more efficiently.

Development of digital services

The Finnish Defense Forces develops digital transaction services that enhance communication between the Finnish Defense Forces and conscripts. The goal is to facilitate interaction and lower the threshold for communication. With the help of the transaction service, conscripts can take care of matters related to conscription throughout their conscription period.

The aim is to reach conscripts especially in those stages of conscription where contact with the Defense Forces has been less in the past, such as between call-ups and the start of service and in the reserve. The goal is to get more information about conscripts and improve the situational picture of the reserve's performance, by creating a more complete picture of the changes that have occurred in the serviceability of the reservists and the accrued competence.

By enhancing communication, conscripts' choices are supported before service, during service and in the reserve. The goal is to select and place conscripts better than before in positions corresponding to their skills and interests. The services offer conscripts opportunities to participate in voluntary national defense activities at a lower threshold than before, as well as better opportunities for self-directed learning and developing operational capabilities.

The transaction services will be made compatible with the transaction services of other authorities and the common electronic support services of the administration. The service package is built taking information security, data protection and language rights into account.

2.4 Implementation of civil service

The Ministry of Labor and the Economy manages, directs and develops the civil service. The civil service center is a separate unit of the business, transport and environment centers (ELY center) and the development and administration centers (KEHA center) of the labor and business offices (TE office). The duties of the Civil Service Center include assigning, training and supervision of persons liable for civil service, reimbursement of accommodation costs and other practical implementation. The task of the Civil Service Center is also to issue the civil service certificate referred to in the Passport Act to the obligees before the start of the service.

For those who choose civil service, the whole of military service consists of call-ups, service eligibility check and civil service. The duration of civil service is 347 days. Civilian service includes a basic training period, civilian work service useful to society, complementary service, additional service and service during business launch. The purpose of the basic training period is to support general civic skills, to provide general skills related to civil protection and rescue operations, and to provide skills for performing work service. Work service is performed in social and health care, educational and cultural work, rescue work, civil protection or environmental protection

industries.

2.4.1 Applying for civil service

The application for civil service is submitted to the conscription board in connection with call-ups, to the commander of the troop department when a conscript is in service, and at other times either to the regional office of the Defense Forces or to the Civilian Service Center. An obligee living abroad submits an application to the Finnish embassy or consular office.

The civil service application is processed by the regional office of the Defense Forces, which sends a decision on its transfer to the obligee and the Civil Service Center, after which the obligee's information is transferred to the civil service register. About half of civilian service comes through conscript service of conscripts who applied for it.

Serviceability

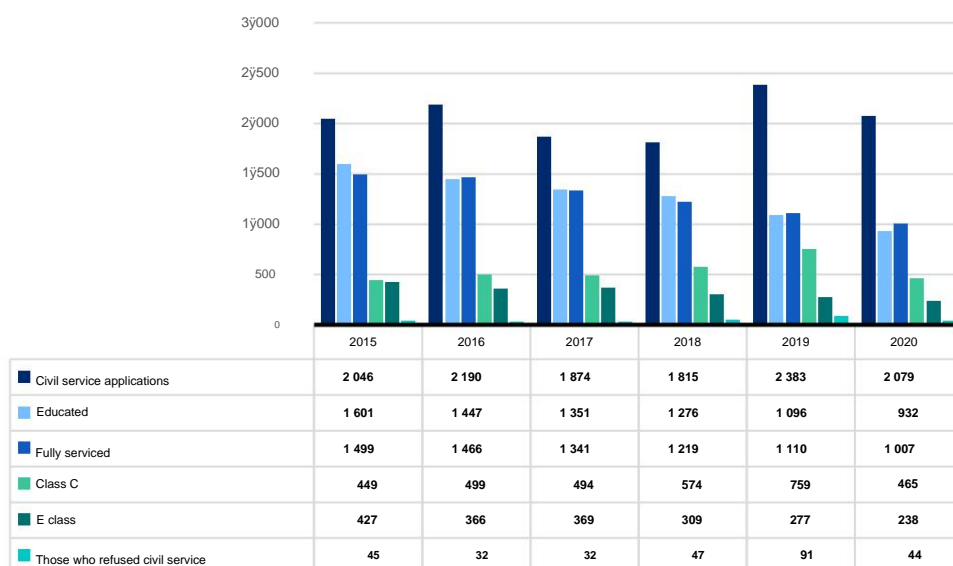
Eligibility for service is checked during the training period within three weeks of the start of the service, based on the information obtained during the health care inspection, from the civilian service obligee himself or from other authorities. In defining eligibility for service, the aim is to have a uniform practice with those performing conscript service. The Civil Service Center makes the decision on the serviceability of the obligee.

Health status and functional capacity are assessed with a two-part health check-up, which begins with an appointment with the health nurse. The doctor is responsible for the actual health examination. When assessing serviceability, the operating environment in the work service, as well as the physical and psychological requirements set by the service, are taken into account.

Most of the serviceability assessments of those assigned to category E or C are made before the beginning of the training period. About 70 percent of the E and C class decisions made in 2019 were made before the start of the service, about 25 percent during the training period and about five percent during the work service. Only a very small part of those temporarily released to category E will complete the service.

The number of people who drop out of civil service for health reasons is high. The most common grounds for exemption from civil service are mental health and behavioral disorders. The other most common grounds for exemption are diseases of the musculoskeletal system, injuries and the respiratory system ten diseases.

Civil service statistics



Applying for an employment position

The Civil Service Center accepts service positions and the person liable for civil service applies for a job position himself. Searching for an employment position on your own makes it possible to make use of previous experience and education, as well as to take into account the obligatory life situation, in which case you can search for an employment position in your own place of residence. Mandatory and service place agree on a work service place with a written commitment and the civil service center issues a work service order. The Civil Service Center assists those obliged to do not have a place of service in finding a suitable place of employment.

2.4.2 Training period

The complete reform of the Civil Service Act was implemented in 2007 and the new law entered into force on January 1, 2008. The purpose was that the education would take into account the vital aspects of society the strategy for securing operations and the security situations and threat models defined in it, as well as the possibilities of different administrative branches to utilize the resources of the civil service system in handling the strategic task defined for them. In addition, the intention was to improve the investment opportunities for civil servants during their business launch into civilian properties for assisting crisis tasks.

The more specific content of the education is not regulated in the law, which leaves room for the planning of the education to take into account the capabilities of the obliged people and societal needs

for taking. However, the law has provided guidelines regarding the content of the basic education period, according to which the education given must support general civic skills, provide general skills related to civil protection and rescue operations, and provide skills for performing work service.

The duration of the training period is 28 days. In principle, the training includes first responder skills for everyone and training related to the fire and rescue service and civil protection for a significant part. The training period also always includes providing basic information about the rights and obligations of those subject to civil service, as well as training on the basic rules of working life necessary for the period of work service.

The training is planned in cooperation with the Ministry of Labor and the Economy and the Civil Service Center. The content of the training is evaluated, developed and monitored by the training division of the civil service, which operates under the advisory board for civil service matters. The advisory board discusses the content of the training regularly.

The training period is divided into common studies and four orientation options. Common studies include the basics of civil service and the rights and obligations of the duty bound, acting in problematic situations, the conscription system and its history of conscientious objectors, the Finnish Red Cross first aid 1 course (EA1), managing one's own finances, exercise, and job search support for those who do not have a service position. The extent of the teaching content of the training course corresponds to 3 credits, of which 2 credits are studies common to all and 1 credit is studies according to the orientation option.

Orientation options for the training period

Fire, rescue and civil protection

The goal of the training period is to train those who are required to do civil service to work in auxiliary tasks related to rescue operations and civil protection, and to increase their capacity to act to prevent accidents. The course includes the law enforcement basic course, the AS1 firefighting course, everyday safety skills, and the basics of rescue planning.

Citizen influence

The goal of the course is to encourage those who are required to do civil service to active and participating citizenship. Topics covered in the course include human rights, armed conflicts, political activity and peace work.

Environment and society

The goal of the course is to encourage people to act on behalf of nature and the environment and to gain additional information about environmental protection challenges and solutions. The course includes the basic skills of camping and the basics of oil prevention, as well as the basics of cultural property protection.

Prevention of violence

The aim of the course is to guide those obliged to do civil service to identify and prevent violent behavior and to promote well-being in everyday life. The content of the course is violence awareness, self-knowledge and interaction skills. The training gives the obligee the skills to act as a support to professionals in educational and social tasks, such as kindergartens, schools and youth work.

2.4.3 Period of service

The content and tasks of the work service are not regulated by law. Nor does the Civil Service Center control the content of the job service. The work service that is part of the civil service is mainly performed in the fields of social and health care, teaching and cultural work, rescue work, population protection or environmental protection.

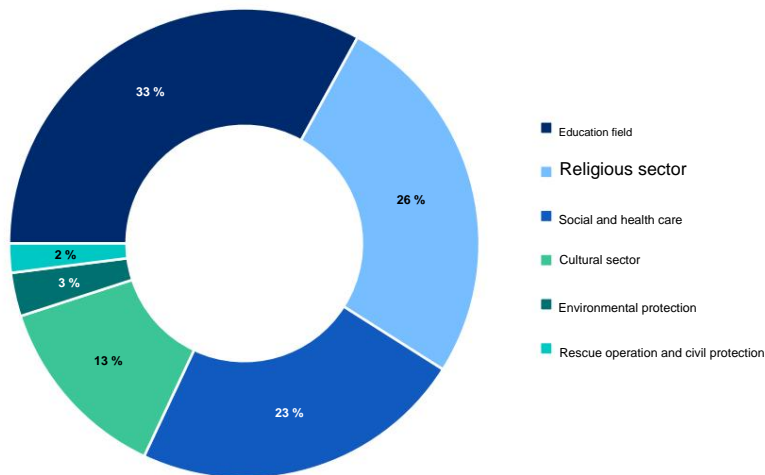
A civil service center or a state official or business institution approved by it, a state independent public law institution or a public law association, a municipal authority or a municipal business institution, a university, a university of applied sciences, a vocational training provider, a rescue college, a religious community or a parish, and a private law entity engaged in public benefit activities can act as a place of civil service. association or foundation. The Civil Service Center accepts service positions. The duration of the work service period is 10.5 months.

The Ministry of Defense or an agency or institution in its administrative branch, a party entered in the party register, a parliamentary group, a labor market organization, an entity whose main purpose is obtaining financial profit and an entity that does not have the operational requirements to perform the tasks referred to in the law or organize sufficient guidance and supervision of a person liable for civil service during work service cannot act as a place of civilian service.

The duty of the civil service position is to assign the service duties of the person liable for civil service, organize orientation related to the service duties, and for the person liable for civil service to maintain it, control related to the service and maintain register data during the service. The Civil Service Center recommends to the service places, as a measure in accordance with the youth guarantee, that the obligees are given the opportunity to visit the services of the TE office and/or the Cockpits during their service time. Upon request, the place of service must provide the civil service certificate referred to in Section 8 of the Passport Act to the person liable for civil service in order to apply for a passport.

By organization, the largest number of service positions are in private law associations, such as associations and foundations (44%). The second largest number of service positions is in churches (22%) and the third largest is in parishes (14%). The state's share of the service positions is 11% and the vocational education providers' share is 8%. The share of universities and universities of applied sciences is 1% of service positions.

Distribution of civil service positions by industry %



2.4.4 Replenishment service

Those who have completed conscript service can transfer from the Defense Forces reserve to civilian service by applying for resumption service. In 2019, 358 people applied for supplementary services.

The supplementary service obligation ends at the end of the year in which the person liable for civil service turns 50. The supplementary service period is a maximum of 40 days, and the supplementary service is practically organized as a five-day training. Those liable for supplementary service can reapply for service in accordance with the Military Conscription Act without age limit, if the obligee has not yet started supplementary service. A return to the reserve is possible list only once.

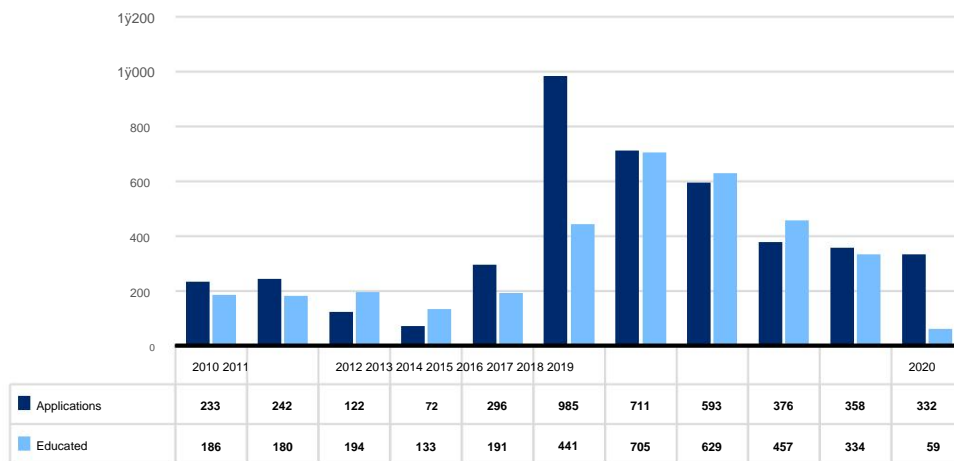
The purpose of supplementary service is to act as a form of service equivalent to refresher training according to the Military Conscription Act. The supplementary service is performed as a one-off as education.

The Civil Service Center organizes supplementary service in the form of training and practical exercises. The law does not regulate the minimum duration, content or implementation method of supplementary service, but the civil service center has discretion in relation to the practical arrangements of the service. The Civil Service Center determines the time of supplementary service, the place of supplementary service and the duration of the service. The training of supplementary service is evaluated, developed and monitored by the training division under the advisory board of civil service.

Additional service training is organized at the Civil Service Center, Rescue College, Western Finland's rescue training area, Peace Education Institute, and Maritime

in the safety training center. The training mainly consists of lectures, which may include first aid, the history of disarmament, reflection on the anatomy of conflicts, oil control and exercise. It is also possible to complete the first aid card and first fire extinguishing card in some trainings.

Those who applied for supplementary service and were trained



The number of applications for supplementary service multiplied many times in 2015. The reasons for the increase in the number of applications can be estimated to be the different experiences of individuals with reservist letters sent by the Defense Forces, the uncertainty of the world political situation and the increase in the number of refresher exercises.

2.4.5 Additional service and service during business launch

The service during the special circumstances of those obliged to do civil service includes extra service and service during the start-up of a business, in accordance with the Military Service Act. The tasks during the implementation of the movement and the reservation of sufficient personnel to handle them would be ensured in the preparedness plan of the Ministry of Labor and the Economy and the Civil Service Center. However, the Ministry of Labor and the Economy and the Civil Service Center do not have a common contingency plan for using civil service persons in exceptional circumstances. Those who belong to the civilian reserve do not have the same individual investment plans for service during exceptional circumstances, as the Finnish Defense Forces has for wartime troops. The current law on extra service and service during exceptional circumstances states:

I made provisions for these situations.

Extra service

The purpose of the extra service is to quickly exercise and supplement the crisis preparedness related to the civilian duties of those obliged to do civil service in a serious disturbance situation or exceptional circumstances during normal times. The President of the Republic may decide, in the event of a serious disruption of normal conditions or in exceptional circumstances, on the proposal of the Government, that the Civil Service Center may order persons subject to the civil reserve to additional service. The more precise content of the service would be determined by taking into account the special needs and requirements required by the respective disturbance situation. With additional service, it could be ensured that those obligated to civil service would be functional and have sufficient skills and capabilities in accordance with the prevailing disturbance situation to act in civil emergency crisis tasks during the start-up of the business. The obligation to participate in additional service applies to those liable for civil service who belong to the civil reserve.

Service during mobilization The President

of the Republic decides on the mobilization of those **liable for** civil service based on the proposal of the Government, and the decision should immediately follow the decision on the mobilization of the Defense Forces. During the partial deployment stipulated in the Military Conscription Act, a civilian conscript belonging to the civilian reserve may be assigned to service. During the general campaign launch, a civil service member belonging to the additional reserve can also be assigned to service, those who have reached the age of 50 can be assigned to service, however, only with the consent of the parliament.

Ministries and the agencies operating in their administrative field, authorities, public law entities and institutions, with the exception of the Ministry of Defense and its administrative field, a municipal authority or a municipal business institution, a university, a university of applied sciences, a vocational training provider and a Rescue College can act as a place of service during the start-up.

In the event of a business start-up, the Civil Service Center shall, at the request of the authority, assign for their use the number of civil service obligees they deem necessary, who have not been released from service or reserved for health care duties within the framework of the reservation system for healthcare professional personnel in exceptional circumstances, or ordered to perform general work obligation, health care work obligation or civil protection obligation in accordance with the Emergency Act (1552/2011). The purpose is that the assignment to business deployment service according to the Civil Service Act would not prevent the fulfillment of other statutory reservations or obligations.

2.4.6 Using civil service persons in official support duties

The current civil service legislation does not contain provisions on using civil service persons to assist the authorities in official duties. However, the Civil Service Act allows for a short-term transfer of the place of service if the authorities see a need for this.

In order to ensure the proper performance of the service, or if the significant public interest so requires, the Civilian Service Center can decide on the transfer of the civil service place also on its own initiative. Such situations could be, for example, situations that require a lot of sudden auxiliary labor, such as flood situations, oil accidents, search missions or wildfires. The use of those subject to civil service in situations of sudden emergency labor has been very rare.

State and municipal authorities, private law entities engaged in public benefit activities, foundations and associations, as well as municipal business establishments and business establishment municipal corporations can act as civil service places.

2.4.7 Refusal of civil service and reassignment to service

The Civil Service Act provides for the refusal of civil service, i.e. the so-called abstention. Refusal to do civilian service is punishable by a penalty equal to half of his remaining service time. The Civil Service Center must reassign a person to service in a situation where the court has dismissed the charge of refusing civil service.

The Conscription Act has similar provisions on refusal to serve. The sign of refusal of military service requires that a conscript refuses not only armed service and unarmed service, but also civilian service. If the person concerned is not sentenced to prison for refusing military service, the military authority reassigns him to service.

The situation changed when, on February 23, 2018, the Helsinki Court of Appeal dismissed the charge of refusal to do civil service, citing the equality of people. The Court of Appeal considered that sentencing for refusing to do civil service is constitutionally prohibited discriminatory treatment of Jehovah's Witnesses, as they were exempted by law from both military service and civil service. The number of total refusals rose sharply in 2019 after the legal practice changed as described.

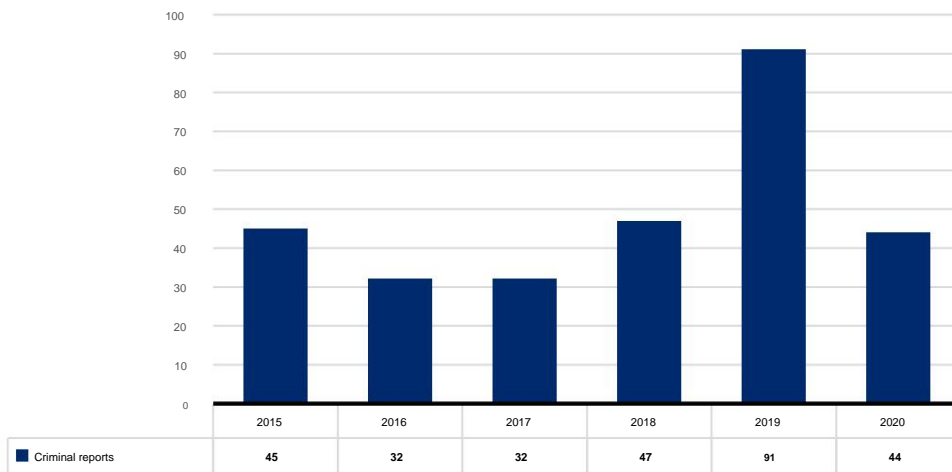
The law (330/2019) on the exemption of Jehovah's Witnesses from military service in certain cases was repealed, as a result of which Jehovah's Witnesses have been conscripts within the meaning of the Military Service Act since April 1, 2019. The change in the law had different effects

convictions of equal status, as a result of which sentencing persons who refused civil service to punishment no longer leads to an outcome contrary to the constitutional principle of equality and the prohibition of discrimination in relation to Jehovah's Witnesses.

After the change in legal practice and before the repeal of the statute freeing Jehovah's Witnesses from military service, a situation arose in which persons were ordered to serve again, even though they had not been charged with conscription or refusal to do civil service, or the charge had been legally dismissed in court.. To resolve the matter, a change in the law is pending and its the purpose is to clarify the situation of those who have refused military service and civil service. Those who received an acquittal would no longer be reassigned to service in peacetime.

There are around 30–50 total refusers every year. The vast majority of total refusers serve their sentence as a supervised punishment according to the Criminal Code (39/1889). In 2017, a total of 30 total refusers served the probation sentence and 3 total refusers served the prison sentence.

Criminal reports for refusal of civil service



2.4.8 Measures to develop civil service

Amending the Civil Service Act

Based on the proposal of the working group that investigated the needs for changes to the Civil Service Act, certain changes were made to the Civil Service Act and the regulation, which entered into force in 2019.

The processing of applications for civil service in special circumstances was changed so that all persons liable for civil service whose application has been approved before the President of the Republic's decision on excessive service or partial or general demobilization of the Defense Forces are exempt from armed service without the relevant background check in special circumstances. The change puts the different civil service obligees on an equal footing and clarifies the legal situation.

The return of those obliged to do civil service to the Reserve of the Defense Forces is also possible after the year in which the obligee has turned 28, if he has not yet started full-time service. Return is only possible once.

Technical corrections were made to the provisions of the Civil Service Act at the time of its implementation. The purpose is to make it possible to place those liable for civil service in the service of different authorities, so for the sake of regulatory clarity, it is appropriate in the future to regulate directly in the Civil Service Act. The regulation clarifies the position of civil servants and authorities in exceptional circumstances.

The appeal provisions of the Civil Service Act were changed to comply with the general laws of the administration. There was a one-time increase in accommodation allowances and changes regarding municipal grouping. In addition, the regulation regarding the civil service register was changed to meet the requirements of the EU Data Protection Regulation and the Data Protection Act.

The Government's decree on civil service was amended in such a way that the assessment, development and supervision of continuing service education was established as the task of the education division of the civil service, along with the assessment, development and supervision of civil service education. The education department has not been in operation since 2019.

Civil service 2020 report

The most important recommendations of the working group report prepared in 2011 have been implemented. The civil service system was nationalized in 2014, and in practice there are no longer civil service subjects without a place to serve, but everyone can find a place to work.

The content of the training course is focused on information, skills and capabilities that can be used under normal conditions and improve everyday safety. Physical education and exercise hobby opportunities have been added to the training period.

The working group also proposed that women could be given the opportunity to perform civil service at least voluntarily. The investigation did not lead to any changes, and therefore women can apply for civil service in accordance with the current law by interrupting women's voluntary military service after 45 days of service. The working group estimates that

the popularity of a possible women's voluntary civil service would remain rather marginal in terms of the whole.

Other development of the civil service

Digital transaction services for those subject to civil service have been developed, e.g. With the help of the Omasivari application. The application is logged in with strong authentication. The application can be used as a means of communication during work service between the duty officer and the civil service office between relatives.

Service places are unevenly distributed in different parts of Finland. The Civil Services Center is developing cooperation with the Pilots to improve the situation.

In 2020, a new orientation option was added to the education cycle, which includes community preparedness, division of responsibilities and preparedness measures. The training also introduces self-preparedness. The training provides individual skills to act in various accident and danger situations, assessing and reducing risks in a preventive manner.

2.5 Benefits of conscripts

2.5.1 Daily allowances and other allowances

The conscript's daily allowance is graduated according to the length of service at 5.20 euros (1–165 days), 8.70 euros (166–255 days) and 12.10 euros (256–347 days). Per diem is paid for each day of service, including days off and holidays. Days of service do not include personal sick leave (HSL) holidays or unauthorized absence from service.

Women's military clothing is the same as men's. To acquire such personal equipment that is not organized on behalf of the Defense Forces, a woman performing voluntary military service is paid an allowance of EUR 0.50/day on the same basis as daily allowance.

During service abroad, for example in international standby exercises, conscripts can be paid an additional allowance of 11.00 euros to cover personal expenses. In addition, conscripts undergoing special training receive various allowances as follows: paratroopers for the basic jumping course, a total of 110.00 euros, and after that, 22 euros for a maximum of 20 jumps; divers 13.50 euros per diving day; aircraft pilots after the first solo flight receive a flight supplement of 182.56 euros per month.

The reservist salary paid to a reservist in refresher training is tiered for crew (62.05 euros/day), non-commissioned officers (65.16 euros/day) and officers and special officers (68.26

euros/day) in accordance with the task. In addition, the reservist is paid a daily allowance during refresher training. The daily allowance of a reservist is the same as the lowest daily allowance of a conscript (5.20 euros).

During the coronavirus epidemic, you will be paid 13.50 euros/day in addition to the normal per diem for time off from other services (VMP). Food money is used to support conscripts who are away from the garrison and on leave. This benefit is temporary due to unusual holiday and leisure arrangements caused by the coronavirus epidemic.

Conscripts and reservists receive a free trip paid for by the state or compensation for the trip in connection with the start of service, weekend and holiday trips, and the trip home. Often, the garrisons organize transport to the nearest railway and bus stations or holiday transport by bus directly to the home town or region.

Those subject to civil service are entitled to the same financial benefits as conscripts. During service, you have the right to free accommodation, meals, special clothing and equipment required for service duties, health care as well as daily allowance and free service trips and vacations. The Civil Service Center is responsible for the maintenance of the civil service during the training period, and the civil service center during the work service.

The place of civil service assigns the obligee a place to stay when the work service begins. The accommodation assigned to the person obliged to do civil service can be the current apartment arranged by the place of civil service, or the apartment arranged by the person obliged to do civil service for the duration of the work service. On application, the state compensates for expenses caused by the accommodation of the obligee at the place of civil service allowances in accordance with the actual housing costs at most.

The place of civil service also arranges free health care for the obligee, and during the service the obligee has the right to be examined by a doctor or other healthcare professional and to receive treatment prescribed by the doctor necessary for the performance of the service.

2.5.2 Military allowance

Military allowance is a benefit paid by the National Pension Service (KELA), which is based on the Military Allowance Act. Military allowance is paid to conscripts and women performing voluntary military service and to the dependents of the conscript for the period of service. Relatives entitled to the allowance are the employed person's spouse, a registered partner in a relationship, a common-law spouse with whom the employed person has a minor child in common, the employed person's own child and adopted child, a married spouse's child and a child permanently placed in foster care.

Military allowance cannot be granted to other relatives. They affect the receipt of grants

the actual use of relatives who are in service and are entitled to military allowance current net income. The property or the income from it does not affect the military allowance to what or how much.

The military allowance paid to one's own may include basic allowance, housing allowance and various private allowances. The basic allowance is intended to cover everyday expenses, e.g. food, clothing, telephone costs and insurance premiums, for which other income is not sufficient. In 2021, the full amount of the basic allowance is 665.29 e/month. The basic allowance is affected by the number of relatives who are entitled to it: the allowance is 100% for the first recipient, 50% for the second and 30% of the full amount for the third or more. KELA pays a child entitled to child support an amount equal to child support if the conscript is unable to pay it during his service. If the conscript has income, KELA takes it into account in the amount of maintenance allowance to be paid. KELA does not grant a basic allowance to a child entitled to child support.

At its discretion, Kela can grant special assistance for necessary and reasonable expenses. Expenditures that qualify for a special subsidy include e.g. other than minor expenses related to health care or expenses related to child care, as well as moving or burial costs.

Only housing allowance and interest on student loans during service can be paid to the employee himself. In order to receive the housing allowance, the apartment must have been acquired about 3 months before starting the service, unless there is a justified reason for acquiring it later (for example, starting a family, starting studies or work in another place). In addition, the person applying for housing allowance must be able to prove that he pays for his housing expenses himself. KELA can reimburse student loan interest as a military allowance for military servicemen if they are due to be paid during the service period or in the month of the end of the service during.

In 2020, military assistance expenses totaled 16.3 million euros. The average grant was 319 euros per month. 9,103 people received military assistance. About 83% of the recipients completed conscript service, 9% voluntary military service and 6% civilian service.

Relatives accounted for 3% of the recipients.³

2.5.3 Cooperation with multidisciplinary youth work

The authorities enforcing conscription cooperate to prevent the marginalization of young people. Information about youth work support forms is available in invitations and services during it.

³ Kela military aid statistics 2020, KELA, Helsinki

The overtime operating model

The Aikalisä activity, coordinated by the Ministry of Education and Culture, is a support service intended for all people of calling age, where young people can get support in figuring out their life situation, help in finding the best solutions, and information and guidance on various services. Extra-time activities offer young people the opportunity to evaluate their own life situation and share the action option with a low threshold. You can apply for overtime activities before calls, during calls, during the service or at the end of the service. Overtime activities are mainly carried out by the detective's youth workers.

Detective youth work

Detective youth work is a special youth work, the purpose of which is to reach young people under the age of 29 who are not in education or working life, to give these young people early support and to strengthen the young people's capabilities to access education, work or the services they need.

Detective youth work is governed by the Youth Act (1285/2016) and is based on the young person's voluntariness. The municipality is responsible for the implementation of investigative youth work. Detective youth work is carried out in almost all municipalities of mainland Finland. Within the municipality, the work is mainly located in youth affairs, but in some municipalities in social affairs or employment services.

There are more than 500 searching youth workers in Finland. Often, searching youth work reaches the young person through contact requests sent by the guiding body. The contact request contains the young person's contact information. Of the contact requests, the majority (31%) of young people come through educational institutions. Contact requests, about 13.7% of the young people reached, are also sent by TE administration, the Finnish Defense Forces and the civil service. Other authorities cooperating with the municipality are the municipality's social and health services, youth work, workshops and the National Pension Institute. Young people (26%) directly contact youth work themselves. Detective youth workers were in contact with 29,096 young people in 2019. Of these, 57% were men and 43% were women.⁴

The digital contact system for detective youth work in accordance with the government program yishteetsivaan.fi has been implemented in the fall of 2021. In the system, the contact request can be made by the young person himself, the authorities and those who work with young people. Making a contact request requires strong identification.

Cockpits

Odjaamot is a low-threshold service point for people under 30 years of age, operated in different locations by municipalities and the state, as well as organizations and companies. Operating model

⁴ Bamming, R., Hilpinen.M. (2020). Etsivä youth work 2019 - the results of the national Etsivä nuorisotyö survey. Publications of the Regional Administration Office 9/2020. Vaasa.

is built from a multidisciplinary Control Center that offers personal guidance, information and support, basic services from various administrative fields and an extensive cooperation network.

The cabin especially supports young people in various stages of development and promotes commitment to education and working life. The core activities of the control center include personal counseling and guidance, support for life management, career planning, development of social skills and capabilities, and support for education and employment. Key actors between which Cockpit interfaces are formed are e.g. the municipality's youth services, the municipality's employment services, the municipality's social services and from the side of the state administration, e.g. TE services and Kela. In addition, key parties involved in the Cockpit operations are, for example, educational institutions, the third sector and employers and companies.

2.5.4 Recognition of skills acquired during service

Acknowledging the student's previously acquired skills, i.e. counting in favor of skills, means crediting previous studies, internships, work experience or other skills as part of the degree, study unit or course. Reading for the benefit of studies is regulated by the University Act (558/2009), the Act on Amending the University Act (940/2017), the University of Applied Sciences Act (932/2009), the Act on Vocational Education (531/2017) and the Upper Secondary School Act (714/2018).

Competence achieved during conscript service is verified with a service certificate and a personal evaluation, as well as separate diplomas and transcripts. The detailed content of the training is verified with the help of training or curriculum plans. Upon repatriation, the conscript receives a certificate of service and a personal evaluation, which describe the content of the training received, acquired competence, work experience (time of service) and individual capabilities and physical ability to function.

In addition to non-commissioned officer and reserve officer courses, training leading to a certificate can include, for example, license or right-producing training, such as driver training, including professional qualification training. In some branches of education, training produces special qualification books, such as driver's licenses or diplomas, which can be directly used in civilian life.

In addition, for example, military police training, training in the field of communications and management systems, and several different maintenance tasks produce identifiable and recognizable skills for civilians. Conscript leaders have the opportunity to complete voluntary online leadership studies in their spare time.

You can get additional points for service-related credits when applying to certain educational institutions. The studies or part of them can also be counted towards the studies. Training units related to conscript service are most commonly recognized in higher education,

in polytechnic and college-level optional studies or general studies.

Each educational institution, higher education institution and, in universities, the faculty determines that training, training and work experience related to conscript service should be read in favor of studying and/or applying to an educational institution.

Military service provides basic education and a path to military professions and the opportunity for peacekeeping duties. Training in international emergency forces is considered an advantage in crisis management when applying for military positions.

Competence achieved during the training period of the civil service is verified with the certificate of the training period and separate diplomas and cards. The detailed content of the training is verified with the certificate of completion of the training course and the curriculum. In some orientation options, the education produces special qualification certificates and cards that can be used directly in working life. Such are e.g. initial extinguishing AS1 card, fire work card, social and health security card and first aid cards, as well as a certificate of a law enforcement officer course, on the basis of which the person liable can apply for a paid law enforcement officer card from the police. At the end of the work service, the person liable for civil service receives a certificate of service from the place of service, which describes the service tasks and

performance.

Depending on the educational institution and degree, the 10.5-month long period of service completed in civil service can be replaced, for example, as a work placement. Depending on the educational institution and the level of study, the wholes of the 3-credit course of civil service can possibly be included in the studies, according to the educational institutions' own practices. The Civil Services Center does not coordinate the use of work service or training period in studies, and there is no follow-up information on the matter.

3 Assessment of the current state

In accordance with the establishment decision, the committee has examined the current state of national defense duty, conscription and women's voluntary military service, especially in terms of the will to defend the country and equality, and has assessed the system's strengths and weaknesses.

3.1 The will to defend the country

The will for national **defense and conscription** The will for national defense is understood in Finland as one of the cornerstones of Finland's defense. According to the State Council's defense report, the basis of Finland's defense are conscription, a trained reserve, the defense of the entire country and a high will to defend the country⁵. Conscription in Finland is also based on a strong cultural tradition and socionormative obligation. Conscription has been interpreted in Finland as embodying and supporting the will to defend the country, and the will to defend the country in turn supporting conscription.

According to surveys conducted annually by the National Defense Information Planning Board (MTS), Finns have a positive attitude towards national defense, give strong support to conscription and are not in favor of transitioning to a professional army. The basics of the system have been subject to change, but support for the current system has remained. ⁶

In MTS's 2020 survey, attitudes towards conscription were examined from different perspectives. When the options given are to switch to selective conscript service, where the size of the reserve would be reduced, or to switch to a paid professional army, the current conscription system for men is supported by 71 percent, 69 percent of women and 69 percent of men

⁵ State Council's defense report, State Council publications 2021:78. Helsinki.

⁶ Finns' opinions on foreign and security policy, national defense and security. National Defense Information Planning Board. Bulletins and reviews 2020:2. Helsinki.

73 percent. 80 percent of those over 50 support the current model, 72 percent of 35-49-year-olds, 60 percent of those under 25 and 56 percent of 25-34-year-olds.

When asked whether the defense system should be based on the current conscription for men and voluntary military service for women, 52% of both sexes support the current system. 23% support the obligation for men and women and 14% support a voluntary model for all. In younger age groups (under 25 and 25–34), the current system is less supported than in older ones. In the younger age group, support is almost equally divided between conscription for men and women and completely voluntary military service. In the review period 2016–2020 and with this set of questions, support for the current system has decreased and support for conscription for men and women has increased.

When asked whether the conscription system should be extended in a direction where it would also mean conscription for women, only 18% of the entire population, 12% of women and 24% of men support the change.

Solutions, legislation and interpretations of the law concerning national defense reflect the values, attitudes and opinions of several Finnish generations. The debate about the future of conscription is ongoing, especially among the younger age groups. The most important factor affecting the change in direction is the change in perceptions of gender equality. On the one hand, the equality argument supports and on the other hand opposes the current system. Whereas women's voluntary military service represents a pragmatic increase in equality for one, for another it is a fundamental problem underlining the difference in equality: what is a compulsion for one is an opportunity for another.

Citizens have different views on how different values, such as security and equality, should be reflected in society. On the basis of individual surveys or questions, it is not possible to make in-depth interpretations of the development direction of citizens' opinions, as surveys conducted in different contexts produce very different answers. The different contexts and development options of the opinion polls cloud the view of the support for the real development options. This is also influenced by the fact that, for example, the ways of implementing models that treat the sexes equally have not been sufficiently specified.

In the light of the choices made by Sweden, it is possible to assess how the waiver of conscription affects the will to defend the country. In Sweden, the will to defend the country was at a high level even before the transition to voluntary military service and remained at a high level afterwards. However, the high will to defend the country was not reflected in sufficient willingness

perform voluntary military service. Sweden's experience emphasizes the importance of the personal will to defend the country in relation to the will to defend the country and military service.⁷

From the point of view of the development of military national defense and conscription, the effect on the will to defend the country can be evaluated by examining how the development promotes citizens' positive attitude towards national defense, conscription and the Defense Forces as an institution, how it responds to the security threats understood by citizens and the foreign and security policy accepted by citizens, and how the development promotes service motivation. More broadly, what is relevant in terms of the will to national defense is how the implementation of military national defense corresponds to citizens' perceptions of justice. From the point of view of the will to national defense, it is essential that the justifications for the choices reflect widely shared perceptions of citizens' rights, responsibilities and justice in society, and that the majority of society supports the choices. In terms of the will to national defense, a multi-vocal social debate can contribute to the general acceptability of decisions. In terms of promoting the will to national defense, it is necessary to broaden the perspective from measuring a multi-cause phenomenon to a more precise structuring of the national defense relationship, which can be used to target measures to maintain and strengthen the will.⁸

In academic research, it has been considered that the national defense relationship is formed by the attitude and trust in national defense, national defense expertise and personal agency. The national defense relationship is framed by the citizen's attachment to society and the state, the experience of the state as worth defending, and the perception of threats to society and the ability to respond to them.⁹

3.2 Equality

Equality and conscription In the

Finnish constitution, the principle of equality refers to both the prohibition of discrimination and the equality of people before the law. Equality means that all people are equal regardless of their gender, age, ethnicity or

7 Häkkinen, T, Kaarkoski, M., Tallberg, T (2021). The will to defend the country and the development of military readiness. Unpublished. Ministry of Defence, Helsinki.

8 Häkkinen, T, Kaarkoski, M., Tallberg, T (2021). The will to defend the country and the development of military readiness. Unpublished. Ministry of Defence, Helsinki.

9 Kosonen, J. (2019). Citizens as soldiers and defenders of the country. The commitment of conscripts to national defense and its various tasks. National Defense University. Publication series 1: Studies no. 33. National Defense University. Helsinki.

of their national origin, citizenship, language, religion and belief, opinion, disability, health condition, sexual orientation or other reason related to the person.

Based on the constitution, the duty of national defense applies to every Finnish citizen as provided by law. The Constitutional Law Committee has a well-established interpretation of the corresponding provision of the previously valid constitution in such a way that it includes the national defense obligation for all citizens, the detailed regulation of which is left to the law enacted in the ordinary legislative procedure. Taking into account the purpose of the constitutional provision, the obligation has been considered to mean the obligation of healthy men of a specified age to serve in the regular army or in substitute service for a certain period of time in peacetime.¹⁰ The committee has repeated this position even after the 1995 fundamental rights reform came into force.¹¹

Traditionally, the Constitution has not been considered to be an obstacle to the fact that conscription is regulated by law to apply only to men. Women's voluntary military service could be regulated by ordinary law. The entry into force of the comprehensive reform of the Constitution has not meant a change to the constitutional regulation in this respect. According to the explicit mention in the reasons for the constitutional draft, women's military service can still be regulated as voluntary.¹²

According to Section 9, Paragraph 2 of the Act on the Equality of Men and Women, establishing conscription only for men is not considered gender-based discrimination as intended by the Equality Act. The legislature has considered the implementation of national defense to be an acceptable reason for deviating from the general principle of equality permitted by the constitution.

In its statements, the Commissioner for Equality has considered that even though the conscription only for men is not in itself considered gender discrimination within the meaning of the Equality Act, the disadvantageous procedure related to military service may be assessed as discrimination within the meaning of the Equality Act. Conscription should not, without an acceptable justification, lead to men being treated less favorably than women in other contexts due to conscription. Similarly, in situations where a woman performing voluntary military service is equal in status to a man, they should be treated in the same way.¹³

¹⁰ PeVL 9/1985 vp, p. 1/II, PeVL 10/1985 vp, p. 2/I

¹¹ PeVL 37/1997 vp, p. 2/I ¹² PeVL 37/1997 vp, p. 2/

¹³ Commissioner for Equality. Pleadings. TAS 112/2021, 8 March 2021

Women's voluntary military service is an example of a change in the conscription system based on gender equality goals. The aim of women's voluntary military service was to dismantle the restrictions on women's career choices at the time, women's participation in national defense according to their abilities, and the opening of military positions for women. By enabling women's voluntary military service, no

therefore sought a change to conscription.¹⁴

On the basis of § 12 of the Åland Self-Government Act, Åland citizens who have the right to a home region are exempted from conscription until an opportunity to perform conscription-like service in a pilot or lighthouse institution or in the civil administration has been arranged.

Legislation regarding this kind of service has never been issued, so the people of Åland are practically exempt from military service. From the point of view of equality, it would be justified to organize a service replacing conscription in the civil administration.

The actual implementation of equality requires the active elimination of inequality based on discrimination in society. The authorities have an obligation based on the Constitution and the Equality Act to promote the equality of people. Those in office must especially change the conditions that prevent the realization of equality. Promoting equality may mean deviating from the principle of equal treatment in order to achieve the de facto equality of disadvantaged groups. Positive discrimination refers to measures that support the de facto equality of different groups and opportunities for participation in different areas of life. Promoting factual equality also requires addressing indirect discrimination. Indirect discrimination is often unintentional and is based, for example, on not having the effects of a seemingly neutral provision or practice on different people

identify.¹⁵

Freedom of religion and conscience

According to Article 11 of the Constitution, everyone has freedom of religion and conscience. The Declaration of Human Rights and international human rights treaties protect freedom of thought, conscience and religion. Religious and non-religious beliefs are equally protected. A general right to refuse the law cannot be derived from freedom of religion and conscience of the obligations set by legislation.

14 HE 131/1994

vp 15 Equality planning guide (2010). <https://yhdenvertaisuus.fi/documents/5232670/5376058/Yhdenvertaisuussuunnittin+opas+suomi>. Referred on 15.10.2021.

In 2019, the repeal of the law (330/2019) exempting Jehovah's Witnesses from serving military service in certain cases put different beliefs under the same law to that position in terms of military service. The aim of the law amendment was var that all religious and other beliefs are treated equally and non-discriminatory in Finland's conscription system as required in Section 6 of the Constitution. At the same time, the goal was to ensure the functionality of the Finnish conscription system and the ability of the Finnish Defense Forces to produce the troops required by the Finnish defense system.

In light of the application practice of international human rights bodies, it is clear that a person must have the right to refuse armed service based on his convictions. On the other hand, the right to refuse non-armed service cannot be derived from international human rights treaties binding Finland or their application practice. The right to refuse weapons does not therefore include the right to refuse civil service.

Civil service is a form of service developed precisely on the basis of religion and freedom of conscience to protect an alternative form of service based on conviction for those conscripts who cannot perform military service for reasons of conviction. In the current law, civil service also extends to times of war and other crises, implementing the mandate directed at the legislator according to Section 127, subsection 2 of the Constitution, which extends to the conditions of war.

In the legislation, freedom of religion and conscience has been tried to be comprehensively taken into account during the entire period of civil service. Section 35 of the Civil Service Act contains a general provision on the protection of convictions, according to which civil service must be organized in such a way that the duties of the service do not conflict with the conviction of the person liable for civil service. The regulation applies to the training period of civil service, work service, supplemental service, excess service and also service during business launch.

For special circumstances, the law has provisions on the conviction investigation board. With the help of a conviction investigation, the conviction of a person liable for civil service can also be taken into account when assigning service tasks, even during extra training and deployment. On the other hand, a conviction investigation can prevent or at least reduce false conviction-based applications for civil service during or threatened by special circumstances. Applying for civil service is normally a matter based on notification and military service is possible at any time. In order to secure the functioning of the national defense and the forces of the defense forces, it is necessary to organize effective regulation in the event that the civil service system is possibly abused in a situation of launching a business or its

threatening.

The current civil service system has been criticized e.g. about the inequality of different forms of service, e.g. in terms of the strain of the service and the duration of the service.

The duration of civil service and conscript service was shortened in 2013. At that time, both the civil service period and all conscript service periods according to the Military Conscription Act were shortened by 15 days. The civil service period was reduced to the current 347 days. Conscript service periods were reduced to 165, 255 and 347 days.

In accordance with the principle of equality expressed in the Constitution, different forms of service must be equal to each other in terms of their total workload. Matters that are relevant in terms of overall strain include, for example, the physical and psychological strain of service, length of service, loss of work and training time, separation from family, service-related restrictions on residence and freedom of movement. When comparing the burden of service types, their different starting points and implementation method must be taken into account.

Conscript service is performed in closed garrison conditions, leaving which, even during free time, is always subject to permission. Civilian service is performed entirely in civilian conditions, and during the service, the person obligated to serve has the opportunity for free time allowed by the normal weekly working hours (maximum 40 hours), in which case movement or other activities are not restricted in any way. During his service, the conscript lives in the barracks. Holidays are granted separately and you can only influence their timing to a limited extent.

Weekly holidays are not granted regularly. Those subject to civil service can mostly live at home, together with their possible family, and they usually have the opportunity to take regular weekly holidays. The opportunities for a conscript to work, study, maintain family relationships and a social network during service are better than conscript men.

Despite the very different performance conditions of the forms of service, the total duration of civilian service should have the most significant weight when weighing the total burden on women of the forms of service. The total duration of the service determines how long the person concerned is tied to the performance of the service and away from normal full-time work or study. The length of service also has a significant effect in terms of handling financial matters and, among other things, the ability to pay debts. The Constitutional Law Committee has also paid attention to the overall burden of different forms of service in its opinion on the Government's proposal for the Civil Service Act. 16

It has been stated in various surveys that people apply for civil service mostly for practical reasons. According to a survey carried out in 2010, 60% of the respondents applied for civil service primarily for practical reasons and 40% for reasons of conviction. The majority of respondents

16 PeVL 18/2007 vp

(57%) also did not feel that they refused to take up arms.¹⁷ In the 2015 survey, 64% chose civil service for practical reasons and 36% for reasons of conviction. During conscript service, applying for civil service for practical reasons was emphasized (72%), while reasons of conviction were the reason for applying in only 28% of service

those who have applied for it. 18

About alternative models

Finland's defense is based on the defense of the entire country, a large reserve and a high will to defend the country. However, when the entire age group does not need to be trained for military national defense duties, there is always a situation in which only a part performs the service. When the starting point of military service is the fulfillment of the duties stipulated by the Finnish Military National Defense Act, the primary criterion for selection for service is the sufficient performance required by the service duties. From the point of view of military national defense, the whole of the defense system, whose parts interact with each other, must be taken into account when developing the conscription system. The development of the conscription system cannot therefore be evaluated separately from other areas of military performance, such as material and infrastructure as well as operational and operating principles.

The key values of a good society are freedom, democracy, equality, fairness and joint responsibility. The institution of conscription is part of society, in which case the system must reflect these values. Different conscription systems are partly about how different values are emphasized and interpreted. In all cases, the system in use must be widely accepted by society as a solution in the overall interest of society. Alternative models emphasize different factors and values differently.

In the social debate, gender-neutral conscription or waiving conscription and transitioning to voluntary work have been presented as possible alternative models. In addition, outlines of civic service models have been presented, which aim to extend the duty of national defense to the entire age group. Alternative models are justified by, among other things, better service motivation and personal suitability for military service. At the same time, they are estimated to solve the issues of equality, equality and human rights related to the current system.

¹⁷ Civil Service 2020. Report of the Civil Service Development Working Group. Publications of the Ministry of Work and Business 9/2011.

¹⁸ Kallunki, V. (2015). The changed meanings of civil service in the overall national defense obligation. Research report of the initial and final survey of the civil service. Publications of the Ministry of Labor and Welfare 38/2015.

Different options have been briefly examined here from the perspectives of the boundary conditions given to the committee, military national defense, equality, and the will to national defense.

Voluntary military service

Removing conscription and related sanctions from everyone would practically mean gender-neutral voluntary military service. In the voluntary model, the most important factors guiding the organization of the armed forces would be individual motivational factors and equality. In the model, equality would not be a problematic point of view, because the question is an open opportunity for everyone. However, the model does not meet the needs of the military national defense from the predictable number of trainees to the wartime needs.

The solution would challenge Finland's current defense solution, because support based on volunteerism would probably not provide enough trained reserves to defend Finland. In this case, the construction of Finland's military defense would not be guided by a need derived from a threat orientation.

The smaller number of troops during the war could be compensated for in other areas of military performance, such as by increasing material resources and by changing the principles of use and operation of the troops. Without evaluating the whole formed by such a system in more detail, it is obvious that Finland's defense solution would fundamentally change.

In the voluntary model, the number of people being trained would be affected by whether those who voluntarily apply for service are serviceable and suitable for different service tasks. If the number of trainees and the size of the reserve are to be kept as they are now, volunteerism should be supplemented if necessary by assigning the necessary persons to the service. In that case, it would practically be selective conscription. This would require a recruitment system (calling process) that takes into account the entire age group, in which, in addition to motivational factors, a sufficient number of talented people could be assigned to the service. Provided that the Defense Forces still have the right to assign the number of people they need to the service, the possibility of conviction-based civilian service should be preserved in the alternative.

The model would force a review of Finland's defense solution as a whole. The obligation to defend the country as defined by the Constitution and the country's will to defend it, which is essentially connected to it, and the significance of the Defense Forces as a social institution are deteriorating.

It is worth noting that there is no comparable international example of a voluntary conscription system that would train a percentage of the age group that would be needed in Finland's current defense solution.

Gender-neutral selective model

Gender-neutral conscription without selection would roughly double the age group to be trained and cause corresponding effects on defense spending and the population. The needs of national defense in the military do not justify educating the entire age group, and it is not justified from the point of view of the state or the national economy.

An alternative to training the entire age group would be a gender-neutral selective model, where everyone would be conscripted, but the Defense Forces would select from the entire age group the people who meet their needs, regardless of gender. This model would also require consideration of the entire age group in the call-up process and the possibility of conviction-based civil service.

With the alternative, it would be possible to guarantee the troops required by the current defense solution in terms of quantity and quality. Equality can be implemented in the model with legally non-discriminatory and transparent criteria.

A selective system with selection criteria based on the combatant's performance could be justified in terms of military performance. Even if the selection criteria were in accordance with one principle of equality, the alternative could be challenging both in terms of service motivation and the will to defend the country. In terms of service motivation and the will to defend the country, the individual's experience of the fairness of the choice is also relevant; some will be selected and some may not be selected.

Currently, about a third of conscripts do not perform conscript service, in which case the service already involves selection in its current form. The current system strives for the widest possible fulfillment of the national defense obligation in military service. The goal of the current system is that the service is performed, if health reasons or conviction do not prevent it. The selective model, on the other hand, would be based solely on the operational capability of the fighter needed by the Defense Forces. Increasing selectivity would affect the national conscription system as an institution.

In all selective models, it would be possible to make good use of motivational factors for the entire age group. In addition to those willing, it would be very likely that part of the age group would have to be assigned to the service. The selection is guided by an assessment of the required operational capability of the fighter. The selection would probably focus on men, based on average physical characteristics, such as strength levels or muscle and endurance.

In a gender-neutral model, the issue to be resolved is also the care arrangements for children in families where the choice would be between both parents or a sole guardian. Conscription continues in the reserve after actual military service. Here

the restrictions caused by conscripts starting a family should be taken into account in particular for women.

Professional

army Those who voluntarily perform military service could also be paid a salary, in which case the system would practically become a professional army. Changing the system to a smaller wage army would require a fundamental change in Finland's defense solution and the entire defense system and its production structure.¹⁹

International comparison

Conscription systems can be compared as theoretical models from different perspectives. Each conscription solution differs to some extent from the others, due to, for example, the countries' history, culture, economic factors, geographical location and population structure. Because of this, a direct comparison between conscription systems in different countries is challenging. Comparisons should take into account the states' defense solution as a whole, including an assessment of the factors affecting the solution.

As an example of a selective system, Norway is often cited, where a gender-neutral, selective conscription model is used. However, the number of personnel to be trained in Norway is relatively small (approx. 8,000 per year / 15% of the age group), so mostly those who applied voluntarily have been sufficient. About 71% of those who completed the service are men and 29% are women. A gender-neutral compulsory selective model is also in use in Sweden, where approx. 4,500 people, approx. 9.5% of the age group (8% men, 1.5% women) are trained each year. Compared to Finland, the number of trainees in those countries is small compared to the size of the age group, which is why the models in question are not directly comparable.

Based on the experiences of Sweden and Norway and the number of women who volunteer, it can be reasonably estimated that in a selective gender-neutral system, even in Finland, the majority of those performing the service would still be men.

Diversity in the Defense Forces

The Defense Forces have been involved in the Equality First (YES) project. The project produced a report on diversity in the Defense Forces, e.g. different language background,

¹⁹ Transferring to the professional army is not in accordance with the committee's terms of reference, and the report does not consider the alternative in more detail.

ethnic background, religion, age and family situation, sexual orientation and health from the perspectives of the dentist.²⁰

Those who speak Swedish as their mother tongue can, if they wish, apply to the Swedish-speaking group section. Non-native speakers of Swedish can also apply to the Swedish-speaking mass department.

The language backgrounds of expatriate Finns and dual citizens vary significantly, and the necessary support, for example interpretation services, is arranged on a case-by-case basis. At the beginning of the service, the social curators of the garrisons draw up an individual plan for the necessary support. Individuals who do not have a base in Finland will be provided with accommodation during the holidays and will also be supported in other practical arrangements.

In the 21st century, a big change has been the increase in the number of conscripts with an immigrant background. The special needs of people with an immigrant background, e.g. in terms of language, religion or ability to function, are individual and support is offered as needed.

The general service regulations of the Defense Forces (2017) contain a separate appendix on special issues of the practice of religion, such as separate moments of prayer, special diets, unusual holiday times, fasting arrangements and spiritual support. In military uniforms and uniforms, you may only wear insignia and insignia that have been confirmed in the appropriate order for the uniform. The uniform regulations in force do not allow other religious or cultural accessories, insignia or symbols.

In the Equality Act, gender identity refers to a person's experience of their own gender, and gender expression refers to bringing gender to the fore through clothing, behavior or other similar means. The defense forces have no information about the gender identity or sexual orientation of those performing the service. In the defense forces, the instructions regarding a soldier's dress, appearance and behavior are the same for everyone. The length of women's hair is not limited, but the hair must be neatly tied up in the service.

In military service, soldiers have uniform equipment. Women are also paid reserve money of €0.50/day to acquire personal equipment that is not organized by the Defense Forces, for example underwear and menstrual supplies.

²⁰ Different background, same pace – diversity in the defense forces. Defense forces. <https://poustusvoimat.fi/documents/1948673/2267766/PEVIESTOS-Eri-tausta-sama-tahti-moni-foutuus-puulustusvoimissa.pdf>. Referred on 15.10.2021.

As a rule, those performing military service are young people without families. The special needs of family members are taken into account in holiday arrangements or service leave. The family one is e.g. possible to apply for a night off so that he has the opportunity to see the children more often.

A conscript can be granted paternity leave for 12 days to take care of a child. Paternity leave does not extend the service period, and daily allowance is normally paid for this period. Family friendly its economic livelihood is supported in the form of military aid.

Addressing discrimination and inappropriate behavior

According to the law on the equality of men and women, establishing conscription only for men is not considered gender-based discrimination. In the service - in all different forms of service - the prohibition of discrimination and the promotion of equality obligations of the Equality Act and the Equality Act must be followed.

Harassment is discrimination prohibited by the Equality Act. Experiences of harassment, bullying and discrimination are a problem for society as a whole. The behavior patterns learned before the service are also visible in the Defense Forces, and the prevalence of harassment experiences in the Defense Forces is in the same direction as in the civilian world. According to the School Health Survey (2021), 50.5% of girls and 8.2% of boys have experienced disturbing sexual conditioning or harassment in the past year. 21 According to the Equality Barometer (2017), 38% of women and 17% of men had experienced sexual harassment in the previous two years. 56% of women under 35 had experience nut harassment.22

Inappropriate behavior in conscript service has been monitored with a series of questions that have not been in use since 2015. In the survey for all returning conscripts, e.g. harassment, bullying, sexual harassment and the staff's inappropriate use of language. There are differences in experiences between the sexes.

According to the averages of the responses to the final surveys (N= 112,399, men 108,519, women 3,880) conducted for arrivals 1/15–2/20, 74.7% of men and 69.0% of women have never experienced molestation. 2.2% of men and 3.2% of women had experienced cheating quite often or often. Regarding other negative experiences, there are clearer differences between men and women. 80.4% of men and 62.2% of women had never experienced bullying during the six-year review period. 17% of men had experienced bullying a few times and 2.6% had experienced constant bullying. The women were bullied a few times

21 School health survey (2021). THL. https://sampo.thl.fi/pivot/prod/fi/ktk/ktk1/summary_basic_results?alue_0=600836&mittarit_0=199799&mittarit_1=200283&mittarit_2=403025&vuosi_0=v2019&kouluaste_0=161123#. Referred to on 15.10.

22 Equality barometer 2017. Publications of the Ministry of Social Affairs and Health 8/2018. STM. Helsinki.

experienced 30% and continuously 7.8%. Men have experienced little sexual harassment. 3% of men had experienced harassment a few times and 1% continuously. 26% of women had experienced harassment a few times and 5.5% had experienced constant harassment. The women of the municipality have experienced the use of language as inappropriate more often than the men. 10% of women and 7% of men considered the use of language to be inappropriate. 37.4% of women have felt that gender is a disadvantage in conscript service, 4.7% of men have the same experience. On the other hand, 17.1% of men have felt that gender has an advantage, while 8.8% of women have such an experience.

In addition to the final surveys of conscripts, Puolustusvoimat has commissioned two separate studies related to the equality of conscript men at the University of Tampere in 2011 and 2017.²³ Both studies had questions about inappropriate behavior and service conditions. According to the latest research, the training culture of the Defense Forces is developed in a better direction and the number of negative experiences has clearly decreased in the period between examinations. A more recent study found that group cohesion plays a major role in the positive experiences gained from military service.

The limitation of women performing voluntary military service to their own group has been found to be problematic. Accommodations segregated by gender do not promote group cohesion, even though the training otherwise aims at a group that is able to work together.

The defense forces are running an experiment on shared accommodation in 2020–2021.

According to the follow-up study, attitudes towards shared accommodation vary, but for the majority, shared accommodation appears to be a positive experience. The most important positive aspect was seen as a better team spirit and togetherness. Co-housing promotes cooperative relationships between men and women and reduces inappropriate treatment of women.

Many of the men who refused the test hoped for a traditional army experience, which they did not think they would get in shared accommodation. The key question regarding the continuation of shared accommodation is whether it is based on consent or whether it will become standard practice for everyone. In this case, it is worth paying attention to the effects of shared accommodation on the demand for service and the willingness to apply for service. Religious, convictional or other reasons for having a negative attitude towards shared accommodation should also be taken into account.²⁴

23 Leinonen, M., Nikkanen, R., Otonkorpi-Lehtoranta, K. (2012). Gender equality in the defense forces - The perspective of development needs on the experiences of those performing military service and personnel. Work reports 88/2012. University of Tampere. Tampere. Leinonen, M., Otonkorpi-Lehtoranta, K., Nikkanen, R. (2017). Women's and men's interaction and participation in armed service from the perspective of equality, Work reports 96/2017. University of Tampere. Tampere.

24 Tallberg, T., Rahikka, R. (2021). Follow-up study of the joint accommodation experiment for male and female conscripts (TUPA). TUPA research project report 2020–2021. Publication series 3: Working paper track no. 7. National Defense University. Helsinki.

The defense forces do not have information about the sexual orientation of persons or sex thereby getting a comprehensive or generalizable picture of the experiences of people who are members of nursing homes, for example in feedback surveys. According to the research of the Youth Research Society, the heteronormativity of society is also visible in the Defense Forces. According to the research interviews, it can be seen both in official situations and in everyday activities, e.g. in the way men and staff speak. Sexual orientation is often hidden and sexual minorities are not actively talked about. When the subject is kept silent, it is difficult to identify and dismantle informal attitudes and practices that affect the experience of acceptance of persons belonging to sexual minorities. Perceptions of the culture of the Defense Forces can be reflected in the willingness to perform a service²⁵.

In the defense forces, all kinds of discrimination, harassment and improper behavior are prohibited and clear instructions and regulations have been issued on the matter. Improper treatment does not promote service motivation or group cohesion, and can therefore be a factor that weakens the performance of individuals and groups. In the Education 2020 program, special attention is paid to the quality of education, the operational ability of conscripts and group cohesion. The importance of group cohesion is emphasized in positive service experiences, because the support and acceptance of one's own group reduces inappropriate behavior and the experience of gender as a disadvantage.

The renewal of feedback surveys for conscripts is underway. In the future, feedback will be collected as exercise, course, and episode feedback. The goal is to develop training and find out individual adaptation and the formation of group cohesion during the war. Based on the results, it is possible to better influence the problems that arise during the service.

Equality and non-equality matters (including the prevention of improper behavior) are trained for conscripts in the lessons of the rookie period and in leadership training. The Soldier's Handbook (2020), the General Service Regulations (2017) and the Leader's Handbook also include sections dealing with the prevention of harassment, bullying and harassment, as well as equality and equality, as well as operating instructions for intervening in inappropriate activities.²⁶ An operating manual has been drawn up for hired personnel and conscripts on inappropriate behavior and to identify and prevent discrimination. It is always the duty of superiors to address, clarify and, if necessary, intervene in cases of inappropriate behavior that have come to their attention in the military disciplinary procedure.

²⁵ Lindqvist, M. (2017). Officially accepted, unofficially excluded - gay and bi men's experiences of military service. In Tallberg, T., Ojajärvi, A, & Laukka nen, T. (eds.) In the position of defense - sociological and historical research on the country's defense and conscription. Youth Research Network/Youth Research Society, publications 197. Helsinki. Youth Research Society Helsinki.

²⁶ General Service Regulations, 2017, Soldier's Handbook 2020, Leader's Handbook 2012. Defense Forces. <https://puulustusvoimat.fi/asiointi/aisinoit/ohjesaannot-ja-oppaat> Referred on 18.10.2021.

Diversity in the Defense Forces in accordance with the project's recommendations Defense Forces has also developed advance communication for those joining the service. The conscript guide discusses equality, equality and the requirement of proper behavior, as well as the person's own responsibility and that of their superiors for proper behavior.

With two separate orders (2017 and 2018), the General Staff has obliged troop departments to implement measures that can be used to prevent and intervene in inappropriate behavior experienced by conscripts. Zero tolerance for inappropriate behavior must be included in speeches at regular events for conscripts and staff. Supervisors and trainers have a special responsibility for the operating methods and atmosphere of their own unit. For example, the commander of a troop division should bring up the requirement of proper behavior in his seasonal interviews or similar occasions.

The head of the basic unit must regularly remind the rules of the game of proper behavior and matters related to inappropriate behavior, bullying and harassment in the start-of-the-week talks and in the conscript supervisors' team meetings. Criminal codes related to inappropriate behavior, as well as the procedure for reporting cases and sanctions, must be brought up in administration of justice lessons. The staff of the basic unit must also supervise and direct the activities of conscript supervisors as assistant supervisors, on-call and leaders of the unit's service events, and in this context strive to identify and eliminate improper management practices.

In leadership training, the leader's responsibility for his subordinates and the requirement of decent and dignified behavior included in the military oath and insurance must be repeated with concrete examples in connection with other training by the team leader or trainer. Conscript supervisors are obliged to observe the occurrence of inappropriate behavior in their own group and to report observed or perceived inappropriate behavior to the staff's knowledge.

In the meetings of the conscript committee, the theme related to inappropriate behavior must be discussed regularly. The unit representatives of the conscript committee play an important role in observing and communicating issues related to the service conditions of the conscripts of the basic unit to the knowledge of both the head of the basic unit and the conscript committee. It is the task of the conscript committees to forward observations of inappropriate behavior to the commander of the troop division.

Despite guidance and training, some negative phenomena remain in the dark. It is true that experiences or observations are not always brought to the attention of the staff. Some may feel that reporting problems is not necessary or think that a certain amount of inappropriate behavior is part of the organizational culture and must be accepted. The reporting threshold may also be raised by the fear that reporting grievances will harm employment or educational choices. Both conscripts' final surveys and separate surveys

show that further efforts must be made in equality work, prevention of inappropriate behavior of conscripts and development of educational culture.

The authority's duty is to promote equality. With the help of the equality plan, the organization evaluates and develops its operations in a planned and goal-oriented manner from the point of view of the realization of equality.

When preparing equality and equality plans for the administrative units of the Defense Forces, the equality situation of the administrative unit is investigated and measures are planned to promote equality and equality. The plan takes into account both those performing military service and the personnel of the Defense Forces. The Defense Forces conducts an equality survey every three years and updates local equality and equality plans based on the results.

The civil service system does not have a mass structure similar to that of the military service, and no separate studies have been conducted on the subject. The mutual equality of conscripts and the conditions for equal treatment during labor service are emphasized in the teaching about legislation and the rights and obligations of conscripts.

Both the teaching staff and those in charge are required to act in a way that takes gender and sexual minorities and other minorities into account.

The civil services center's basic foundation for equality planning comes through the ELY centers and the TE offices' development and administration center (KEHA center). The latest plan is from 2019 and is updated regularly. In addition to the equality plan of the KEHA center, equality and equality are pervasive in all the activities of the Civil Service Center. In the contents of the training period, the theme of equality is repeated in all orientation options, such as human rights training and domestic violence in power training. The Civil Service Center is a discrimination-free area, and the guidelines for external trainers were updated in 2019, in connection with which special attention was paid to equality and the values of the Civil Service Center. Eligibility guidelines for health clinic operators were drawn up in 2018 and include a review of equality and non-equality themes.

3.3 Strengths and weaknesses of the current state

The committee has evaluated the current state as a whole from the perspectives of the boundary conditions and tasks set in the decision to establish.

The strength of the current system is that the system has been built and it effectively meets the needs of Finland's military defense. Military national defense

point of view, there are no significant changes in the system. The conscription system produces a competent and sufficiently large reserve that enables the defense of the entire country. The increased readiness requirements can be met with high-performance immediate readiness forces, the core of which are readiness units made up of paid personnel and conscripts.

Finns have a high general and personal desire for national defense and the majority of society supports the solutions and organizing principles of military national defense.

The support for the conscription system has been stable and there is trust in the Defense Forces high.

The conscription system is constantly being developed as part of the development of the Defense Forces in relation to the requirements set by the operational and security environment. The strength of the current system and its ability to renew itself is indicated by the satisfaction of those who have completed military service. Repatriated conscripts' will to defend their country, satisfaction with their time in the army, and confidence in the troop's performance in the war are at a high level.

The conscription system is a cost-effective solution for the state. In the professional army, the salaries of soldiers would appear as a higher cost in the state economy. The cost impact would depend on how many professional soldiers would be needed to produce the same performance as in a conscription army. Key costs resulting from conscription are the opportunity cost borne by the conscript himself and the lost tax income for society. The benefits related to the time of service, e.g. various trainings that can be used in civilian life or the accumulated social capital, reduce the cost to the conscript.

The impact of conscription on GDP depends on how it affects the amount of paid work. According to ETLA's estimate, based on the average salary level of men, the GDP effect of conscription would be about 0.4 percent. GDP would also increase if conscription was replaced by the same amount of work by professional soldiers, due to budget expenditures that increase GDP²⁷.

It is not justified to consider the cost of conscription separately from the security effect it produces. From the point of view of well-being, the loss of GDP is counterbalanced by the strengthening of security. Different countries are in different positions when it comes to security, and the acquisition of personnel for the armed forces depends on the military personnel needs of each country. Voluntary service based on remuneration would be cost-effective in a case where

27 Kaitila, V., Määttänen, N. (2021). The cost of conscription. ETLA Raportit – Reports 111. <https://www.etla.fi/julkaisut/asevolvlisuuden-kaosost>. Referred on 18.10.2021.

the need for military personnel is small and, correspondingly, when the number of military personnel is large, mandatory military service is more cost-effective.²⁸

Civil service is linked to the development of the conscription system, and the costs arising from civil service should be seen as part of the overall solution for organizing conscription. The detailed costs of civil service are marginal compared to the costs of organizing military national defense, and the national economic effects for women are correspondingly quite small.

The problem is that about a third of the male age group does not perform military service. Increased desertion for various reasons can have an eroding effect on military service. The majority of the total withdrawal is due to health reasons. The increase in mental health problems among young people and the challenges of social functioning are also reflected in the activities of the Defense Forces. Reducing the number of people leaving before and during military service is a social challenge that also affects the operational conditions of the military national defense.

During military service, as a rule, young people cannot work or study. In certain situations, financial or study-related reasons can decisively hinder the completion of the service or prevent entry into the service.

The male age group is reached through the invitation system. The primary goal of call-ups is to determine the call-up's eligibility for service and to decide on the service. However, the health check and the provision of support services (detective youth work) that are part of the recruitment process can contribute to the well-being of young men and reduce the risk of marginalization. A similar encounter in the invitation system only happens for the other gender. Detective youth work is available to all young people under the age of 29.

Youth work that seeks outside the invitation system reaches young people who need support through educational institutions, other authorities, or through the young person's own contact.

From the point of view of the duty of national defense, the strength of Finnish society is the citizens' high general and personal desire for national defense, which manifests a willingness to participate in national defense or tasks that support it. Conscription applies only to men. Through gendered conscription, there is basically no concrete connection to national defense duty for women. Women have the opportunity to apply for service voluntarily. The positive thing is that women's interest in military service has grown steadily and, based on the end-of-service survey, women are very motivated and satisfied with their service time. Greater participation of women

²⁸ Kanniainen, V. (2020). National security, military service and national economy. Why is universal conscription a necessary solution for some countries - and why not for others? <https://jul.kaisut.valtioneuvosto.fi/handle/10024/161578>. Referred on 8/10/2021.

as far as military national defense is concerned, it embodies the principle of national defense duty and the will to national defense. The participation of women also increases the opportunities to increase the share of women in military crisis management, which is an important crisis management for Finland.

center of gravity of the castle. Despite the asymmetry of obligations, the system of conscription supported for the conclusion is strong.

Various forms of harassment have far-reaching negative consequences for society as a whole.

The prevailing attitudes and behavior patterns in society are also reflected in military service. Despite the absolute prohibition of discrimination, women experience inappropriate treatment, such as sexual harassment more often than men. Preconceptions or prejudices Defense of the attitudinal climate of the forces can affect the willingness of those belonging to sexual and gender minorities to perform service.

The civil service system, as part of the conscription system, offers a conviction-based way to fulfill the duty of national defense. One of the positive effects of the civil service system is strengthening the working life skills of those obliged to do civil service and preventing the marginalization of young men. Discussions about civil service as a part of national defense and overall security have been held in connection with system reforms. Questions have arisen about the connection of civil service to overall security and, with it, national defense as a whole, as well as questions about the social significance and role of civil service in connection with various crises.

The work effort of those obliged to do civil service has not generally been taken into account in society's emergency preparedness systems. However, the picture of civil service as a part of national defense as a whole and overall security is not clear and the potential of civil service has not been fully used. The current distribution of service positions does not reflect the connection to national defense duty.

Citizens' national defense knowledge is unevenly distributed among different population groups and genders. National defense knowledge here means not only knowledge of military national defense but also of overall security. After basic education, in upper secondary education, the themes of security and national defense are covered quite comprehensively in the curricula as part of the teaching of history and social studies. Vocational studies, on the other hand, do not include national defense knowledge. As conscription applies only to men, women do not have the same contact with national defense.

The operational model of overall security is the cooperative model of Finnish preparedness, where the vital functions of society are taken care of through the cooperation of the authorities, the business community, organizations and citizens. From the point of view of national defense duty, the strong tradition of using voluntary organizations in activities that support overall security also appears to be a strength. Regardless of gender, there are many opportunities for volunteering and the field of organizations is wide. However, the potential of voluntary preparedness and the country's defense work has not been utilized in all respects. Volunteering could play an even stronger role in producing overall safety.

4 Conscription and women development needs of voluntary military service

The committee's task was to find out the development needs of conscription and women's voluntary military service in terms of fulfilling the duty of national defense and strengthening the equality of citizens.

4.1 Reducing the total exit

The proportion of men who have completed military service has decreased in the last five years from approximately 74 percent to approximately 65 percent. The main reason for the decrease is the constantly increasing number of conscripts released on the grounds of health, with one third unable to perform the service. 6,000 – 6,500 people of conscript age do not start service due to either health reasons or applying for civil service.

In addition, 3,500 – 4,000 people of conscript age interrupt their service every year during their service. The biggest single reason for stopping the service is mental health disorders. In addition to health factors, other factors also affect leaving, such as the ease of applying for civil service for e.g. financial and interpersonal reasons.

The overall exit can be influenced by measures before, during and after the service. The challenges related to the health and functional capacity of young people are a wider societal problem, which is also reflected in the activities of the Defense Forces.

Currently, the root causes of problems do not necessarily come out in a sufficient way in those or other situations of the call-up before military service. Raising the compulsory school age and strengthening welfare and health support services for young people also support the goals of national defense.

The defense forces are already in the process of updating the health inspection instructions, which aims to improve the assessment of a person's serviceability. The selection system, preliminary surveys and health checkup instructions should be developed in a direction that better takes into account the challenges related to psychological and social functioning.

Society, the Defense Forces and the Border Guard will need more and more versatile skills in the future. Conscripts are already being trained for cyber tasks, technical support tasks, communications and research assistants, among other things.

When looking at the health inspection instructions, performance requirements and serviceability categories, it would be justified to consider a serviceability category that would enable the performance of service tasks that would not be actual combat tasks. Regarding service tasks, possibilities should be explored to expand the task book to such tasks, the successful completion of which would also be possible with some health restrictions. However, the development must primarily emphasize the person's own safety and that of others.

From the point of view of Reducing Exits, it is important to include those persons whose health status does not allow for the service at the time based on the health examination, but it can be seen that it will be possible if proper treatment is carried out. Of those assigned to the e-service category, only about a quarter complete their service.

By developing the selection system for conscripts, it is ensured that the person is selected for the task best suited to the person. The preliminary survey carried out before the service aims to find out the skills and willingness of the persons for different tasks and the various challenges related to operational efficiency. With the help of advance selections, conscripts can also be better placed in basic units and teams, so that fewer transfers between units take place during service. This improves the formation of group cohesion and, on the other hand, the meaningfulness of the service, which in part supports the motivation to complete the service. The measures can be assumed to have a positive effect on the person's service motivation and exit.

Measures taken during the first weeks of service are emphasized in reducing the total attrition. In conscript training, better consideration must be given to the measures that support conscripts' adaptation, and the training arrangements must enable both physical and mental upward-oriented training.

The Defense Forces has already started the development of the feedback system. The feedback system supports the continuous improvement of training and conscripts' adaptation to the service. At the heart of the new system is the collection and analysis of feedback right after the courses and sessions, so that possible grievances can be reacted to already during the service. The committee considers the development of a systematic feedback system important. The development of the feedback system is both supportive of educational goals and a key tool in identifying and reducing problems that occur in the service, such as inappropriate treatment or harassment.

On the one hand, the service delays studies, but on the other hand, it enables skills that can be used in civilian studies and in working life. However, in the current state there are no uniform criteria or procedures for describing and recognizing the competence achieved in the service in studies. Practices for identifying and recognizing skills should be developed nationwide in collaboration with the authorities so that the practices for identifying and recognizing studies are based on uniform practices. In addition, it is important to ensure that students also have sufficient knowledge of the practices of good reading. National development should also systematically take into account skills acquired through military service in all different forms of service.

Reducing the total discharge can be estimated to have a positive effect on the country's will to defend itself, if the measures can be used to encourage service and strengthen the motivation to serve. From the point of view of the will to national defense, it is essential to ensure that the measures are perceived to be justified from the point of view of national defense and conscription. This requires that citizens have realistic and up-to-date knowledge about national defense and their own role in it.

4.2 Avoiding discrimination and improper treatment

Discrimination or improper treatment does not promote service motivation or group cohesion, and can be a factor that weakens an individual's ability to function and the performance of a group.

Military service typically coincides with the phase of adulthood, where the individual's social functioning ability and responsibility develop and feelings of self-confidence and control grow.²⁹ The model provided by the defense forces in their leadership and operations is important at this stage not only for the service experience, but also for society more broadly.

An equal and positive service experience is central to the acceptability of the entire system. In training and service arrangements, it is justified to pay special attention to group cohesion, the importance of which is emphasized in positive service experiences. Positive service experience, motivation to serve and strengthening of trust are key factors that build the will to defend the country.

The existing support networks in the garrisons must be systematically and actively encouraged and strengthened to report discrimination and improper behavior. The defense forces must make it possible to report inappropriate treatment anonymously.

²⁹ Leskinen, J., Sinkko, R., Virtanen, V., Changes in social relations and growing up during conscript service. MPKK Publication Series 1 No. 2/2012.

Zero tolerance towards inappropriate behavior must be regularly displayed in conscript training and at events held for staff.

Feedback information is also central in reducing problems that occur in the service, such as inappropriate treatment and harassment experiences. The management must support an operating culture that encourages reporting harassment, discrimination and improper treatment already during the service, so that the situation can be appropriately addressed immediately. Management skills are developed to increase equality and equality skills.

4.3 Reserve development

In the renewed local defense, the reservists' extensive expertise, local knowledge and networking, as well as cooperation with authorities, are emphasized. The local forces protect targets important for defense and other activities of society and participate in the restoration of functions after disturbances together with the authorities and other operators. The local forces make better use of the reservists' local knowledge and skills acquired in civilian life. Recognizing the skills of reservists makes it even better possible to place them in various tasks of the local defense.

The Defense Forces' information about the reservist and the reservist's information about their own tasks during the war are very clear until the first refresher exercises, which are emphasized after the end of the service in a few years. After this, the connection between the Defense Forces and the reservist often decreases. Contact and communication between the Defense Forces and reservists must be intensified and developed to be more efficient. Conscripts must have access to electronic services that ensure communication, information and access to up-to-date information. Reservists' competence and operational ability, willingness to perform tasks, and usability must be identified better.

The current age limit for the reserve, where a conscript belongs to the reserve at the age of 50 for the crew and 60 for those who have received leadership training, should be reviewed. There are even more reservists whose functional capacity is still in excellent condition when the above-mentioned reserve age limits are met. By raising the age limit, able-bodied reservists could be kept longer in the Defense Forces reserve. Both motivated reservists and the Defense Forces would benefit from this. The age limit should also be taken into account for a civilian belonging to the reserve.

The current more flexible use of reservists to support other authorities should be examined especially from the point of view of legislation. A lot of know-how can be found in the reserve, which other authorities could use in rapidly developing disturbance situations, but in such a situation, the ability to use the reservists and, if necessary, command them

quickly into service are deficient. Legislation should also enable the utilization of trained reservists for official support duties better than at present.

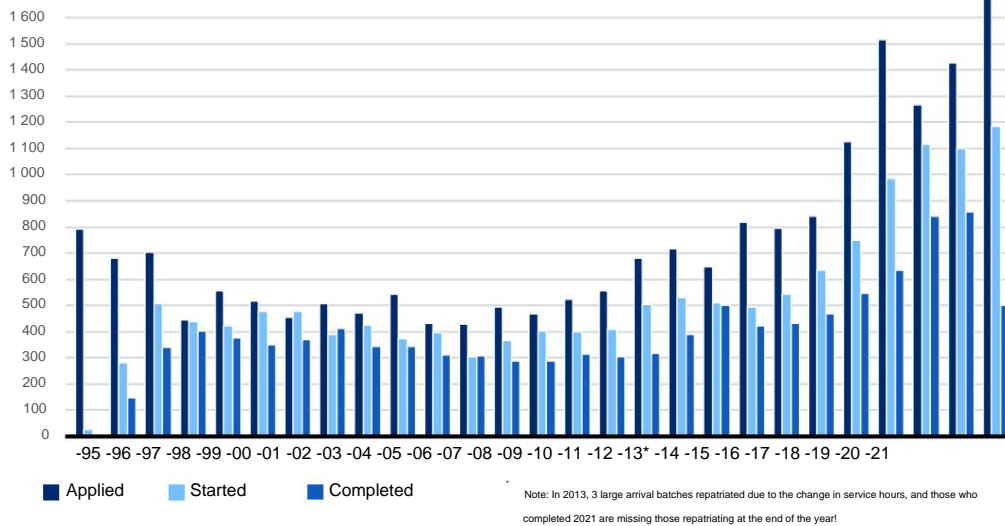
The development of the reserve can be estimated to have a positive effect on the national defense will. The reservists' broader responsibility for local defense can strengthen their experience of competence and agency, as well as their confidence in national defense arrangements. By intensifying communication, it is possible to strengthen a positive attitude towards national defense and the motivation to maintain and develop one's own expertise for the needs of national defense.

4.4 Development of women's voluntary military service

As the age groups decrease, by increasing the number of women, it is possible to ensure the size and quality of the reserve. The experiences of women's voluntary military service are good and the interest in women's voluntary military service has grown.³⁰

Women's voluntary military service

Applied, started and completed



The participation of women in national defense is strengthened and the number of those applying for military service must be increased. Increasing the number of women promotes the goals of gender equality and strengthening the will to defend the country.

³⁰ Note: In 2013, 3 large arrival batches repatriated due to a change in service hours. Those who graduated in 2021 are missing those who will return home at the end of the year.

The Defense Forces has already developed the women's application process and selection events in a direction that supports women's access to information about service and applying for service. Active recruitment communication and the development of a call-up system can be used to encourage women to apply for military service. Efforts have been made to increase information about women's service through the Defense Forces' social media campaigns and, for example, the Naissotilat television series. The Defense Forces have also been active at the Studia fair, which is especially popular with secondary school students.

At women's selection events, there is an opportunity for discussion and questions only among women. In the development of the conscription system, it is essential to the ratio of increasing the number of women that women are informed about the possibility of service in sufficient time before the age of applying for service.

In terms of applying for service, it is essential to ensure that service culture, gender-limiting negative stereotypes or prejudices are not obstacles to women applying for voluntary military service. The committee stresses that the Defense Forces must clearly demonstrate in their leadership and communication that discrimination, harassment and inappropriate behavior are not part of military service.

According to the follow-up study of the men's and women's co-housing experiment, co-housing has strengthened a number of group cohesion and togetherness. Group cohesion and the will to fight are key components of a soldier's will to defend the country. The study supports the interpretation that shared accommodation promotes cooperative relationships between male and female conscripts and reduces men's inappropriate treatment of women. This may have a positive effect on women's willingness and motivation to serve. On the other hand, shared accommodation brings women into the middle of a larger group of men, and this in turn seems to increase experiences of harassment. The results of the co-housing experiment are promising, but once the practice is established, practical effects on willingness to serve, service culture and group dynamics, as well as bullying, harassment and harassment should be systematically studied.

Voluntary military service is basically an opportunity for a woman, and with that, the motivation to serve is high. The development measures can be estimated to have a positive effect on the components of women's national defense relationship, agency, trust, attitude and skills, and thus on the will to national defense.

5 Civil service development for the needs of the overall safety operating model

The committee has investigated the development needs for the utilization of civil service and the know-how acquired during it for the needs of the overall security operating model, taking into account the fulfillment of the national defense obligation, maintaining the will to defend the country and strengthening the equality of citizens.

The civil service system makes it possible to fulfill the national defense obligation laid down in the constitution in service that takes into account the conviction, guided by the civil administration. Protection of conviction is regulated in Section 36 of the Civil Service Act. In the civil service system, it will continue to be taken into account that the service duties do not conflict with the conviction of the person liable for civil service. Therefore, the Ministry of Defense or its administrative agency or institution could not function as a place of civilian service in the current state.

The civil service system should be seen more clearly than at present as a system based on the needs of the state, which should also be reflected in the orientation of education and service positions.

The committee also believes that the civil service system can be more closely linked to women's safety as a whole and to society's preparedness. At the same time, it is important to maintain a balance between the forms of service in such a way that the ability and readiness for military national defense is preserved.

5.1 Civil service period

Development of the training course

In the teaching of the current basic training course of the Civil Service, as a rule, the vital functions of society are taken into account, but the overall picture of overall security is clearly not conveyed by the current contents of the teaching.

The training provided in the civil service should be developed in a direction that systematically supports the implementation of the overall security model and the preparedness of society.

Overall security and the basics of preparedness can be built into a training package that provides more basic information about preparedness, emergency situation management and contingency planning to all those who are required to do civil service. In the separately defined training contents of the preparation, those who are obliged to do civil service are confirmed overall safety skills.

The reform can be implemented by emphasizing the current four-week model or by expanding the school for six weeks.

Development of the period of service

The current system does not include instructions for service positions that apply to the principle of total safety from civil service. The committee considers that it would be justified to direct the content of the work service in such a way that the service is performed in central auxiliary tasks that support preparedness and preparedness, from the perspective of the whole principle of women's safety. In addition, a closer connection between the education period and the work service can be developed with the help of learning tasks that can be integrated into the work service.

The larger-scale use of those subject to civil service in public administration should be investigated in more detail. At least the regulation related to official responsibility and its need for change, more detailed costs, and the use of those subject to civil service will need to be clarified. tasks that the public administration often acquires as purchase services.

Industries of civil service positions

The goal of the Civil Service Act is that those who are obliged to be placed especially in the tasks of rescue operations, civil protection, environmental protection, social and health care, and teaching, sports, and cultural activities. However, the distribution of civil service positions among different industries is uneven, with the representation of certain industries remaining marginal. In development, there is a need to figure out ways to emphasize the coverage of certain sectors that are central to overall safety as work service places.

The functioning of society's normal conditions and the various disturbances that occur under normal conditions have a strong connection to preparedness. Preparation for disruptions during normal times is based on regulations concerning the duties of the authorities, according to which the duties must be carried out in all circumstances. The preparedness of the public administration and communities is planned in the overall safety framework.

In terms of the reference framework for overall safety, the orientation of workplaces to the central sectors can be developed in such a way that the public administration organizations that are essential for women's safety as a whole and their

business establishments. Emphasis is placed on welfare areas, state agencies and municipalities as actors preparedness in the industries.

From the point of view of overall security, between the key authorities and the Civil Service Center, so-called continuous search function to facilitate the search for a service location.

Civil service performed in the rescue sector

In the rescue sector, there are needs for the use of those who are required to do civil service in rescue facilities, in which case those who have completed civil service could be used in the reserve of rescue facilities and in contract firefighting operations. Civilian service is performed in rescue service positions for years, or on average, a few obligees per year, and service positions in the rescue and civil protection industry cover 2% of all civilian service positions.

The content of the civil service carried out in the rescue sector requires guidelines on the tasks for which the duty holders are to be trained. The number of persons liable for civil service in the field of rescue operations and civil protection, as well as the coverage of the industry in civil service, can most naturally be developed with the help of a separate pilot experiment in the rescue sector.

Transferring from one service to another

You cannot switch from civil service or supplementary service that has already started to perform conscript service, according to the regulations in force. The service according to the Military Conscript Act is a primary form of service compared to the service according to the Civil Service Act. In order to ensure equal treatment of obligees, it should be possible to switch from already started civil service or supplementary service to conscript service.

Taking into account the nature of conscript service, the training content and its goals, as well as the security of the service, the period of service cannot be shortened and the service cannot be transferred in the middle of the service. Thus, it is not possible to credit the days of civil service completed when entering the service.

When transitioning from conscript service to civilian service, it is also necessary to take into account the renewal of the content of civilian service to meet the needs of the overall security operating model as the service becomes more demanding. Due to the renewed educational content and the reorientation of work service tasks, it is justified to give up good reading also when moving in this direction, so that the civil service obligations can also be fulfilled.

It is justified to develop the transition from one service to another in such a way that the transition from already started civil service or supplementary service to conscript service and the Defense Forces reserve is made possible. From the point of view of equal treatment of obligees already

the crediting of completed service days must be waived in the system in both forms of service.

Civil service register

According to the Civil Service Act, the civil service register is kept for the purpose of applying for service, appointing, planning and organizing the service, determining eligibility for service, monitoring and placement of persons liable for civil service during exceptional circumstances.

According to the Civil Service Act, the register includes, among other things, information related to the performance of the obligee's service duties, such as the obligee's work duties and training. The statutory duty of civil service places is, among other things, to maintain mandatory register data during service. However, the implementation of the register information is currently not carried out in all respects and the civil service places do not record the work service tasks or training of the obligees in the civil service register. Thus, the civil service register does not currently offer a reliable way to see the content of work service, accumulated skills or work experience.

According to the report received by the committee, the civil service register can be developed by making the information stored in the civil service register more efficient in accordance with the current law.

Replenishment

service There are about 5,000 people who have completed re-service in the Civilian Reserve, and about 300-400 people complete re-service every year. The supplementary service does not have an official implementation model or curriculum.

It is justified to develop supplementary service training in such a way that the study contents of preparation for the reformed basic training period are added to the teaching contents. In the development and coordination of training, the previous knowledge acquired by min.

Office assistant duties

The current civil service legislation does not contain provisions on using civil service persons to support the authorities in official duties.

According to a survey sent to the central state agencies, there is a need for the use of civil service officers in emergency situations in normal conditions and exceptional conditions. The agencies emphasized the importance of identifying the skills, education and experience of the obligees. In addition, the need was identified to regulate by law the possibility of using obligees in official support duties.

In terms of the nature of the civil service system and, on the one hand, the optimal usability of the duty officers, what would be decisive would not be the troops that can be obtained and managed quickly, such as in the Defense Forces, but rather expert help and support in auxiliary tasks in the public administration organizations. The use of those subject to civil service in official assistance would therefore be of a different nature and purpose than the official assistance provided by the Defense Forces.

The availability of those subject to civil service in civil service duties is made possible by a legislative amendment. Obligees performing their service in public administration organizations are available for official assistance in their own area.

The availability of those subject to civil service in official auxiliary duties can be developed in such a way that the availability of those subject to civil service and those belonging to the civilian reserve for official auxiliary duties is made possible. The change also takes into account the continuing education needs of the obligees.

5.2 Civil reserve period

Conscripts in different types of emergency situations Conscripts

do not have an investment plan for service during business launch. There is also no preparedness plan between the Ministry of Labor and the Economy and the civil service for the use of those liable for civil service in different types of emergency situations. According to a survey sent to the central state agencies, civil service has not been taken into account by them in contingency planning.

The Civil Service Act does not have any provisions on using the reserve in circumstances other than those during business operations. Article 129 of the Constitution provides for starting a business. The provisions of the Civil Service Act form a whole together with the rest of the regulatory framework, especially in relation to regulations concerning general or partial business promotion and additional service elsewhere in the legislation. The conditions for appointment to service are not exclusively linked to the exceptional circumstances referred to in the Emergency Act.

The Civil Service Act provides for the order of priority applicable to the business launch situation with regard to possible overlapping reservations. Being assigned to start-up service does not prevent the fulfillment of other statutory reservations and obligations, such as e.g. VAP reserved (reserved for use by the employer), reserved health care professionals, general work obligation under the Emergency Act or those assigned to perform health care work obligation. In exceptional circumstances, the Civil Service Center has the right to obtain information from the work obligation register about those persons liable for civil service who have been given a work order in accordance with the law to work as an obligees.

In addition to a military conflict or threat, the Civil Service Act does not take into account other types of crises, such as a particularly serious event or threat to the livelihood of the population or the foundations of the country's economic life, a particularly serious major accident, and a very widespread dangerous infectious disease corresponding to a particularly serious major accident in terms of its effects. The Conscription Act provides for the use of reservists in exceptional circumstances according to Section 3, Paragraphs 4 and 5 of the Emergency Act, such as in case of a particularly serious major accident and pandemics. The Conscription Act also has regulations for official auxiliary duties participation under normal circumstances.

The committee considers that in order to meet the state's needs, the utilization of the potential of the civil service in different types of preparedness situations can be developed in such a way that the civil service is connected to the preparedness work of the public administration and coordination with other authorities responsible for preparedness. It would be justified to develop the usability of the civilian reserve in crises other than military ones.

The change has effects on the cooperation with different authorities, on the need for continuing education of the obligees, and the development has a clear longer-term connection to the development of the register, cooperation with other operators, and resourcing. The change also affects the role of the Civil Service Center, which connects the civil service authority to one entity responsible for preparedness, as well as the obligation to coordinate the civilian reserve for use by the authorities.

Continuing education system

The current civil service does not include provisions for additional training comparable to refresher training. Continuing education has a solid connection to the development of the use of the civilian reserve in various emergency situations, including official support tasks.

The committee considers that the usability of those subject to civil service can be improved with the help of a supplementary education system. The purpose of the training is to supplement and maintain overall safety skills in supporting the overall safety of society and managing incidents. The other proposed measures for the development of the civil service system form a balanced functional model with continuing education

its entirety.

The role of the regional administrative agencies with regard to continuing education and the civil service register will be clarified in more detail. Agency-specific trainings are also explained in more detail.

5.3 Duration of civil service

According to the current law, the civil service period is 347 days and thus the same length as the longest conscript service period.

The duration of civil service is assessed in legislation according to the principle of equality. According to the principle of equality, the different forms of service must be equal to each other in terms of total workload. Factors relevant to the overall stress are the physical and psychological strain of service, length of service, loss of work and education time, separation from family, service-related restrictions on residence and freedom of movement. When comparing the burdensomeness of the forms of service, their different starting points and method of implementation must be taken into account. The Constitutional Law Committee has now drawn attention to the overall burden of different forms of service in its opinion on the Government's proposal for the Civil Service Act (PeVL 18/2007 vp).

The committee does not propose changes to the current length of civil service. Shorter civilian service time could have a ripple effect on military service and thus on the goal of reducing the total retirement age. If the civil service is oriented in the future in such a way that there are different service paths and special tasks within the system, it is worth checking the service times again. The basis for evaluating the duration is always the entire burden on women of the service in relation to military service.

5.4 Women's voluntary civil service

According to the current regulation, women can apply for civilian service by interrupting women's voluntary military service after 45 days of service. Among women who transfer in this way, an average of one woman completes civil service each year. Women's military service is arranged in connection with the military service stipulated in the Military Conscription Act (1438/2007) and it is carried out in the same way as military service and equated to it in all respects, with some exceptions.

Through the transition from military service, so few women enter civilian service that the popularity of women's voluntary civilian service can be estimated to remain marginal from the point of view of the whole. Connecting civil service more closely to the operating model of overall security can contribute to increasing the interest of the service in the long term and increase the number of both men and women who apply.

Women's voluntary civil service would not increase gender equality in terms of duties, as it would be a voluntary option by definition. Another free service could open up a natural opportunity for women to acquire

overall security expertise, if the civil service were heavily moved in that direction. Women's contribution would strengthen society's overall safety skills.

Civil service has been established as a conscientious alternative to fulfilling the mandatory military service prescribed for men. The committee considers that a woman who wants to take part in the performance of her national defense duty should make her choice through military service as the primary form of service, and if her conviction would prevent her from performing military service, she could apply for civilian service. There is an opportunity to apply for voluntary preparedness activities just for the development of overall safety skills.

The rights and obligations of conscripts and civil servants during their service have been stipulated to be equal. Women applying for voluntary military service also have the same rights and obligations as men performing military service, with some exceptions. The committee considers that in order to ensure equal treatment of men and women performing military and civil service, the regulation of women's voluntary civil service should be carried out with a consistent procedure in terms of rights and obligations.

The committee considers it justified that women can be given the opportunity for voluntary civil service.

From the point of view of the will to defend the country, civil service provides a conviction-based opportunity to express one's will to defend the country. Better consideration of the civil service system in the preparedness planning of the administrative branches than at present can strengthen the components of the national defense relationship of those performing the civil service and the experience of the significance of the operation in the context of the national defense obligation. Velus, a women's volunteer civil servant, expands women's opportunities to participate in strengthening the overall safety of society. In this regard, the effect on women's national defense relationship can be assumed to be positive.

6 Development of the invitation system

The committee's task was to find out the possibilities in conscripts to promote young people's knowledge of the duty of national defense and conscription. In addition, the committee had to find out the possibilities for calls for women as well.

The committee's starting point in developing the call-up system is that according to the constitution, the duty to defend the country applies to everyone, regardless of gender. All citizens should be linked to this duty more strongly than at present.

Equality and gender equality can be promoted by developing the invitation system. The committee considers that society's perception of gender equality requires a clear step in the direction where women's participation in national defense is actively strengthened. In addition to promoting gender equality, the development strengthens the core of the duty of national defense, the defense of the motherland.

From the point of view of military national defense, the goal of the development is to strengthen young people's national defense relationship and desire for national defense, and to increase the number of men who perform military service and women who voluntarily apply for military service.

More broadly, society's goal is to promote the well-being of young people and reduce the risk of marginalization. In this respect, the invitation system is closely linked to the student health care organized by the social and health department during compulsory education.

The conscription system and the school system form a whole, with the help of which young people's national defense knowledge is built. The teaching given in the school system is, by nature, suitable for the subject area and goals of social studies. The aim of teaching is primarily to support the acquisition of the knowledge and skills needed in society. The school system promotes the development of young people's relationship with national defense and creates a basis for the will to defend the country. In the communication related to the call-up system, themes related to the country's defense obligation, conscription and overall security are emphasized.

Based on the findings, the committee has outlined the conscription system as a process that consists of activities supporting conscription for the entire age group, a mandatory conscription day for the entire age group, and a separate opportunity for conscripts to decide on service and for women who voluntarily apply for service.

Functions that support calls

Activities that support vocations are used to find out the functional capacity of the entire age group and ensure the necessary support measures that promote the well-being of young people and thus also the operational conditions of the military national defense. The phase is timed during the compulsory education period and takes place as part of student health care. In student health care, the aim is to get an overall picture of a young person's health (including mental health) and well-being, as well as the need for health guidance.

In order to achieve social goals, it is necessary to ensure that student health in primary care has sufficient and equal resources nationwide, so that early detection of problems and quick intervention is possible.

The role of student healthcare as a provider of preliminary health checks should be clarified in legislation and official guidelines. In terms of the efficient use of health care resources, it is necessary to investigate the integration of the preliminary health checks related to call-ups with the secondary health checks.

Call -up day A

call-up day is organized for the entire age group, which focuses on the duty of national defense. The invitation day is a mandatory event.

The goal of the invitation day is to inform the entire age group about national defense duty, conscription and women's voluntary military service. On the day of the call-up, information is given about different service options and tasks, as well as the possibilities of voluntary national defense work. On the day of the invitation, information will also be given about the overall security operation model and the possibilities of voluntary preparation. A joint call-up day embodies joint responsibility for national defense and the national defense obligation that applies to everyone.

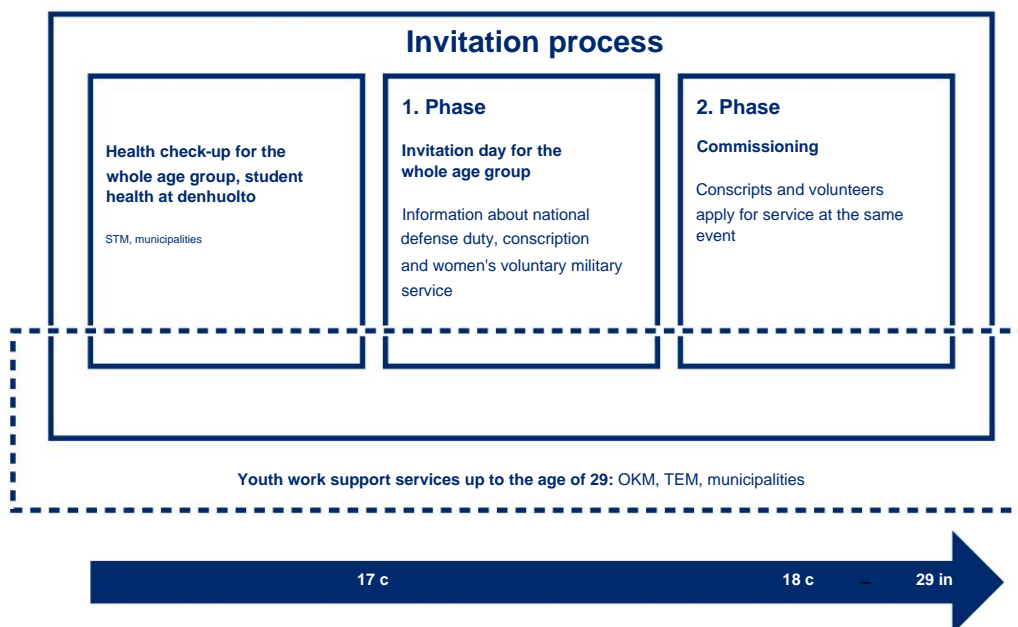
The call-up date coincides with the compulsory school age. The timing is justified in order to give young people the necessary information before the age of conscription or applying for service. The administrative branch of the Ministry of Defense is responsible for the event in cooperation with other authorities.

Termination of service

According to the Conscription Act, the task of call-ups is to assess the serviceability of conscripts and decide on their service. It is justified to keep this part of the invitations only for those who are conscripted or voluntarily apply for military service.

Invitations are organized in the fall, and a separate selection event is organized in the spring for women who voluntarily apply for military service. The Defense Forces is in the process of finding out how to combine conscription calls and the selection opportunity for women applying for voluntary military service. The committee considers this development step justified and worthwhile.

The committee sees the invitation system as a joint process of the whole society, which meets several social goals.



The development of the invitation system along the lines described above requires additional resources and legislative changes with related more detailed explanations. Implementing the invitation day as a physical meeting for the entire age group would mean approximately 500 opportunities per year. The need for additional personnel required by the arrangements would be estimated to be approximately 50 person-years and the total costs would be approximately four million euros annually. More specific resource needs depend on the selected implementation method. For example, utilizing digitization as remote meetings would enable resource savings. In addition to the call dates, the cost effects must be taken into account if women's selection events are combined with men's by invitation.

It can be estimated that meeting the entire age group through the invitation process would strengthen the development of a personal relationship with national defense and the will to defend the country in a broader way than at present. By developing the call-up system, in principle, all aspects of the national defense relationship, attitudes, agency, competence and trust can be influenced. From a broader perspective, efforts to promote the well-being of young people can be estimated to have a positive effect on young people's trust in society and its structures.

7 General education system and national defense knowledge

The committee has explored the possibilities of the general school system to promote the awareness of young people in matters related to overall security, the duty of national defense and general conscription.

National defense knowledge is essentially related to national defense duty. In order to fulfill his duty, the individual must be aware of the meaning and main amount of the national defense obligation and his own role as a citizen in the national defense as a whole. National defense knowledge here means not only knowledge of national defense obligations and military national defense, but also overall security. Total security is a cooperative model of Finnish preparedness, where the vital functions of society are taken care of through the cooperation of authorities, business, organizations and citizens. The strength of the model is that it covers all levels of society. Individuals thus play a key role in self-preparedness and strengthening the overall resilience of society.

National defense knowledge and skills are a key part of a citizen's relationship with national defense, which can be influenced by training and communication. An understanding of the goals of national defense and overall security, as well as sufficient own knowledge and skills, influence the perception of the system's functionality and ability to operate in a different in disturbance situations.

The national defense knowledge of young people is strengthened through both the education system and the call-up system. Compared to the school system, the conscription system is a limited opportunity to promote the national defense relationship of young people. Sufficient knowledge bases for the development of the national defense relationship should be created already in the school system. It is important that the content of the teaching provided through the school system and the invitation system and the division of responsibilities of the actors are clearly defined.

According to the reports received by the committee, the themes of security and national defense are already covered quite comprehensively in basic education and upper secondary education. In basic education and upper secondary education, national defense is part of the whole of security policy, which is mainly introduced in connection with social studies. The Defense Forces is opened in all central elementary and high school history and social studies learning materials

activities and military service, and the citizen's duty to bear his responsibilities in the field of security and national defense. Basic education provides a basic information package, the goal of which is to provide materials for shaping the student's own world of values and attitudes.

National defense knowledge is deepened in upper secondary education, e.g. in some compulsory history courses for all. The social studies courses include a security policy module, which deals with local and national security, security policy and other pressing security threats and their solutions. As a whole, e.g. national defense and Defense Forces, cyber security and crisis management.

Vocational degrees do not include national defense knowledge. The safety skills needed in working life have been included in the degrees according to sector-specific needs. According to the report received by the committee, it could be possible to add national defense knowledge to the optional competence objectives of the study parts.

The basics of the curriculum are the starting point and framework for teaching. Education organizers (mainly municipalities) concretize and add content to be taught to their local curricula. Schools and teachers decide independently on pedagogy and e.g. learned from materials and partners outside the school. There are differences between the schools in the scope and emphasis of national defense education due to the local straitjacket.

Currently, national defense knowledge is distributed too unevenly between different population groups and genders. As conscription applies only to men, women do not develop the same kind of knowledge and experience in the subject area. Invitations alone are not able to give a comprehensive overall picture of the broad field of national defense and overall security, connecting the subject area to a part of social studies.

The committee considers it important that in the school system, national defense education should be timed to the point where it reaches the entire age group equally, and that the scope and emphasis of the education should be as similar as possible. Raising the compulsory education age creates better conditions for this than before. The committee emphasizes that the nature of the teaching given in the school system should be suitable for the goals and subject area of social studies, which contributes to building the national defense relationship of young people and supports the capabilities to fulfill the national defense obligation.

It is important that all schools have at their disposal current and multi-faceted teaching material related to the theme for teachers to use in the implementation of curricula.

Information must be available on all different forms of service. According to the reports received by the committee, the matter could be concretely promoted, e.g. by organizing regional national defense courses for principals and teachers of relevant subjects. At the same time, there is a need to develop the communication of the Defense Forces to different target groups, as well as the information, enlightenment and familiarization activities of the National Defense Training (MPK).

8 Possibilities for implementing civic service

The committee's work has examined the possibilities of implementing the civil service model both as an independent option and as a whole woman to be formed together with civil service and as a model that complements military service. The evaluation has examined the presented models in relation to the boundary conditions given to the committee, about maintaining general conscription for the needs of military national defense and producing operational added value, maintaining and strengthening the will to national defense, and strengthening the equality of citizens.

8.1 Citizen service as an independent model

Civil service openings³¹ are structurally largely similar to each other, forming a gender-neutral two-service model consisting of military service and civil law service. The civic service obligation would apply to the entire age group, and the service would begin with a preliminary survey, after which the obligees would participate in convocations. After the call-ups, the obligees are divided into military service and civil service. A register and a reserve will be formed of those who have completed the service.

Common features of the models are a more effective distribution of national defense awareness, developing skills, increasing overall security skills, strengthening gender equality and equality, and meeting the needs of military national defense.

There are differences in the models, for example, in the treatment of those who refused both services. In some of the models, the custodial sentences for total refusers have been maintained, in some of them they have been waived, and in some of them, other means of control have been included instead of prison sentences, such as tax sanctions. The models differ in terms of service duration.

The key difference between the models and the current system is that they are gender neutral and the obligation to participate in either conscript service or civil service would apply to the entire

31 E.g. Citizen service in support of overall security report (2018). Elisabeth Rehn Bank of Ideas. <https://www.bankofideas.fi/raportit/>. Referred on 18.10.2021.

age group. The selection for civil service and the common register and reserve of those who have completed the service can also be considered significant differences compared to the current system.

From the point of view of military national defense, the models start from the fact that the Defense Forces are given the right to select the necessary number of people suitable for different tasks for military training. A more precise way to select and distribute the responsibilities between different forms of service and different tasks remains open. A model based on selection would, in principle, give a stronger possibility than the current one to ensure that the most suitable people are selected for the service, but the selective model involves obvious challenges in terms of both equality and national defense from the point of view of the will.

The models focus on the development of the operational model of total security without taking into account the characteristics of the civil service. Implementing the models as an independent option would probably make the current civil service redundant. In that case, the question of how conviction should be taken into account in the new system would have to be resolved.

In the conscription system, the counterpart of the obligation is the penalty for refusing to serve, which has a significant effect from the point of view of the system's functionality. Eliminating criminality would in practice move the system towards voluntariness. The replacement of punishment with tax penalties or tax benefits granted to persons performing the service, presented in some civil service models, would require a more detailed assessment from both a legal and an equality perspective.

The models presented are based on the fact that the civic service is implemented as a course-based overall study of safety skills. The duration of the civic service and the practical implementation methods would affect how attractive the civic service would become.

At the same time, these characteristics of civic service would have an impact in terms of the realization of citizens' equality and equality.

An assessment of the implementation of civic service as an independent option

Transitioning to a system whose central elements would be the obligation of the entire age group to serve and the options for performing the service being armed service or civil service would have a fundamental effect on the basic structures and solutions of the national defense system. When the task is at the same time to look at civic service as a model that complements military service, and when the development has to be done from the needs of military national defense, it seems obvious that there are no sufficient grounds for the implementation of the presented civic service models in light of these marginal conditions.

The needs of military national defense are fulfilled very well in the current defense system, where men's general conscription and women's voluntary military service

service form the basis of the defense system. It also has widespread approval and support from citizens, which is very significant in a system based on conscription and reserves. Even though the independent civil service model offers material that meets military needs, there are features in the model that in the long run can erode military national defense. Civil service can become a form of service that is sought instead of military service, which is perceived as burdensome. This could have effects on both operational performance and the general will to defend the country. It is possible that a sufficient number of persons would not be available for the needs of the national defense.

Basically, obligating the entire age group to active service in the same way would improve equality and equality between citizens, specifically at the level of obligations. In practice, however, it could be demanding to implement the two forms of service in parallel, especially with regard to the selection of those responsible for different tasks, so that equality and equality between the sexes would actually be strengthened. The model might also strengthen the gendered division of labor between men and women.

In 2019, the Secretariat of the Safety Committee carried out a civil service report as a different administration on the needs and possibilities of training the entire age group in order to promote overall safety.³² The report did not identify a need for training the entire age group and the personnel reserve it might produce for disruption situations or exceptional conditions. Several answers emphasized the importance of education that supports the skills and resilience of individuals and the more active use of the organization field.

A similar civil service system is not in use in other European countries.

8.2 Civil service with civil service to be formed as a whole

The committee's task was also to evaluate the option of civil service and civilian service would form a whole. The key difference between the alternative and the independent nation to the legal service model, it would be that a public service common to all would supplement the current system's forms of service. Conscription and its alternative, civil service, remain compulsory for men. In this case, the protection of conviction provided by the civil service guaranteed in the constitution could be taken into account.

³² Civil service report on the need for public service authorities. Statement. 20.3.2019. <https://valtioneuvosto.fi/-/10616/virkamieslevisting-kansalaispalveluksen-viranomaistarpeesta-jul-kaistu>. Referred on 15.10.2021.

The key difference of the alternative compared to the current system would be a common obligation for everyone to perform a short civil service, as well as the associated preliminary survey and also a joint register of those who have completed civil service, as well as the creation of a new type of reserve system. The alternative consists of a set of four points binding on the entire age group, in the first phase of which the need to increase national defense awareness is met through the school system. Next, the entire age group is given advance information about different forms of service in the form of a preliminary survey and asks questions

among other things, about the willingness to participate. Thirdly, the whole age group participates in the invitation to those. After being called up, the civic service can alternatively be completed either as training in accordance with the operational model of military national defense or total security. After the civil service, the general conscription compulsory for men continues under the current system, and women can apply for military service voluntarily.

An assessment of the implementation possibilities as an entity to be formed with the civil service

The alternative aims to meet the key objectives set for the committee's tasks.

Mandating and involving the entire age group, preselection letters, the needs of the overall safety operating model, the creation of a common register and the tasks of exceptional circumstances are elements that have been taken into account in the model. At the same time, the committee's marginal condition of civil service as a complementary model to military service and the nature of the civil service system based on the protection of convictions have been preserved.

Basically, obligating the entire age group to active service in the same way would improve equality between citizens and equality between the sexes at the level of the obligations of the name itself, as in the independent citizen service model. A short public service could be implemented as a course or alternatively included, for example, in the school system. An entity integrated into the school system would exclude military content and training would consist of overall security skills. However, short-term civil service organized alongside general conscription would not solve the problem of equality between different forms of service, nor the problem of equality between the sexes.

The training system of the Defense Forces is designed in such a way that a trained soldier is able to perform wartime tasks. Shortening the duration of military service to the length corresponding to the duration of civil service common to all weakens the performance of national defense and the security of service, which weakens the military. The pressures caused by shortening the service would be transferred to reserve time and refresher exercises.

Organizing a citizen service that is mandatory for the entire age group would be a large and resource-requiring task, but it would not be on the same scale as the implementation of an independent citizen service. The biggest challenges of the alternative are largely related to the same

questions than for independent models of public service. One key issue requiring a solution in such a model – in the same way as in independent civil service models – would be refusal of service and its sanctioning. In addition, it is obvious that shortening the duration of military service in particular would be a measure that would not fulfill the condition set for the alternatives to clarify the civil service, according to which the development must be carried out for the needs of military national defense. As with the independent model, the alternative might also strengthen the gendered division of labor between men and women.

8.3 Assessment of civic service implementation possibilities

The feasibility of independent civil service or civil service performed as a whole with civil service involves questions of a fundamental quality, especially from the point of view of the needs of military national defense. The models are also not without problems in terms of equality or strengthening the will to defend the country.

Taking into account the boundary conditions given to the committee, the transition to a completely new mandatory military structure is not considered feasible.

9 Developing voluntary preparedness

Background and goals

In the civic service openings, several worthwhile objectives related to the committee's tasks have been presented, which can be promoted with other development activities. The committee's work has explored an alternative where these goals could be promoted with a system supplementing the duty structure. The investigation task has been guided by the committee's policy, according to which conscription will remain in line with the current system for the needs of military national defense, but the knowledge of society's overall security will be strengthened and the opportunities to participate in the production of society's security and national defense work will be increased.

The work of the parliamentary committee aims to strengthen the conscription system. By developing voluntary preparedness, the goal is not to create structures and arrangements that would weaken the current conscription structure. A citizen's participation in voluntary preparedness is not a substitute for conscript service or civilian service. Volunteering offers additional ways to participate in the work of national defense and the preparation of society in accordance with one's own motivational factors, by developing one's own capabilities and by becoming deeply committed to security personnel in normal conditions, in situations of disruption to normal conditions and during a crisis. Voluntary activities and the conscription system form together the active participation of citizens in preparedness and the support of official activities in the overall security framework.

The development of voluntary preparedness aims to strengthen the current field of voluntary organizations in such a way that the activities would support national defense and the overall safety of society more effectively than before. The training provided by the organizations should be of a common standard and the training paths should be goal-oriented. Commitment-based activities should be expanded to new fields.

9.1 Voluntary activities in the overall safety framework

The organizations are part of the overall safety cooperation model. They are included in the Community Security Strategy and the Internal Security Strategy. Organizations play a role in preparation, prevention and recovery. Organizations produce services, coordinate volunteers, maintain special expertise, train volunteers and

personnel to support the authorities in preparedness and helping tasks and channels to organizations the desire to help unaffiliated citizens.

The role of organizations in preparing for disruptions and managing accidents, as well as maintaining mental crisis resistance, is significant. The organizations have special expertise, experience in managing voluntary activities and the capabilities to produce special crisis services.

The organizations cooperate with the Safety Committee. Since 2015, a representative of the organizations has participated as an expert member in the Security Committee and as a part-time secretary in the Secretariat of the Security Committee. The organizations are represented by the National Defense School Society (MPK), the Finnish Rescue Service Center SPEK ry and the Finnish Red Cross (SPR). Other organizations (25) participate through the organization network of the Safety Committee.

The organization's training produces the skills and abilities necessary for volunteer activities. Trained volunteers increase citizens' and authorities' trust in volunteers and their skills. Organizations cooperate in training and training activities with officials.

Volunteer work increases the well-being of not only the beneficiaries but also the volunteers themselves³³. The economic value of voluntary work is also significant, although nowadays it often remains invisible due to inadequate statistics. The goal of Agenda 2030, the UN's sustainable development action program, is to make visible the unpaid work done by people and to measure the development of people's well-being. In Finland, the annual value of voluntary work can be estimated at three billion euros, or 1.5 percent of GDP.

The economic survey investigated the participation in voluntary activities of people over the age of 15 living in Finland. According to the research, the most common volunteer tasks are helping, janitor work, counseling and friendship activities. About 40% volunteer, 54% of those who do not volunteer could join if asked. Women do more voluntary work than men. Among the age groups, 15–24 year olds are the most active. 57% of all voluntary activities in Finland are organized. A large part of voluntary activities is made possible by being organized by some entity, such as an organization. ³⁴

The most important value of volunteering is its intrinsic value, which cannot be replaced by paid work. Volunteers want to work for the good of society. Participation strengthens the individual and

33 Hirvonen, S – Half the sky. S: The value of volunteering. Publications of the Civic Arena 2/2019. https://kansalaisareena.fi/wp-content/uploads/2019/12/Vavlaatsassatningen_arvo_PageView_WEB.pdf 34 Rahkonen, J: Supporting voluntary work in Finland, 2018. https://kansalaisareena.fi/wp-content/uploads/2018/05/Vavoluntistyo_tutkimusraportti-2018.pdf. Referred to 19.10.2021.

community involvement and society's mental crisis resilience. You cannot force a volunteer to participate. Many organizations and activities, however, need committed factors in order to be realized and to continue operating.

Legislation

The key provisions governing the rescue industry and rescue operations are the Rescue Act. According to the Rescue Act (379/2011), voluntary organizations and individuals can be used in training, counseling and education tasks, as well as in rescue operations. Tasks that involve a significant use of public authority, such as inspection or control activities, are limited to volunteers.

The Police Act (872/2011) contains the key regulations governing police activities. The provisions of the law enable the transfer of authority within the limits of the authority for such necessary tasks for which civilians can be used according to the law. The police can use voluntary organizations and voluntary organizations and the Act on Voluntary National Defense (556/2007) [3](#) the National Defense Education Association referred to in the chapter and also persons participating in the service referred to in the said law to assist in search tasks and other assistance tasks that do not involve a significant use of public authority.

The Maritime Rescue Act (1145/2001) applies to the search and rescue of people in danger in the area of responsibility of the Finnish maritime rescue service, the first aid given to them and the handling of radio communications related to the danger situation. Section 6 of the Maritime Rescue Act enables the use of voluntary associations and communities in the operations of the Border Guard. However, this does not include tasks that involve significant use of public authority.

The Act on Voluntary National Defense (556/2007) provides for voluntary national defense organized under the supervision and guidance of the authorities, which develops the capabilities of citizens and authorities to participate in supporting society in serious disturbances and emergency situations. In addition, the purpose of the law is to promote national defense capability.

Funding of organizations

State grants are discretionary public funding granted from state funds to support an activity or project deemed socially necessary.

Almost 4 billion euros in state grants are awarded annually in more than 300 state grant applications. State aid authorities are all ministries and about 30 central agencies.

In the field of overall safety, the key state aid authorities or entities that administer state aid are the Social and Health Organizations' Assistance Center (STEA), the Fire Protection Agency and the National Defense Education Association.

STEA is an independent state aid agency operating in connection with the Ministry of Social Affairs and Health. STEA grants can be granted to eligible, registered and non-profit organizations and foundations for the promotion of health and social welfare.

In 2021, STEA distributed grants totaling around 360 million euros.

The Fire Protection Fund is a fund outside the state budget. The fund can be used to grant general and special grants to organizations in the rescue sector and other similar entities, as well as special grants to municipalities and rescue areas, contracted fire brigades (voluntary fire brigades), as well as grants and scholarships. Special grants can also be granted from the fund to others, e.g. for the production and procurement of learning material, research and development projects, and education and counseling. The most important objects of assistance have been the training and awareness activities of organizations in the rescue sector, research projects supporting the sector, and the purchase of equipment and the construction of fire stations. In 2020, a total of 11.9 million euros in grants were awarded, of which around 4.3 million euros to municipalities, around 4.5 million euros to rescue organizations, around 1 million euros to contracted fire brigades and around 2.1 million euros to other parties.

The State Aid Act (688/2001) applies to the state grant granted to the National Defense Training Association. The allocation may be used to support the activities of national defense organizations, the National Defense Education Association (MPK) for expenses arising from the management of the public administration tasks provided for in the Act on Voluntary National Defense Education (556/2007) and expenses arising from the work of cherishing the memory of the fallen.

In 2021, a total of 5.052 million was allocated. euro. of which 4.804 million EUR state grant for the public halls provided for the National Defense Education Association (MPK). to the operating expenses arising from handling the actual tasks.

9.2 Assessment of the current state of voluntary preparedness activities and development needs

In Finland, there is a strong tradition of using voluntary organizations in activities that support overall safety, especially in rescue services. There are many opportunities for volunteering and the field of organizations is wide. However, the industry-specific differences in educational units are large, and there are differences in commitment and commitments between industries

I thought. The commitment model is not necessarily suitable for all sectors of overall safety. Ministries field-level control varies from legislation-based to contractual methods of operation.

In terms of preparedness and preparedness in the social and health care administration, cooperation between social and health care and organizations is generally agreed upon through agreements.

In the social and healthcare administration, the contribution of organizations is needed. Organizations have a natural role in the general development and preparation of community preparedness, in normal conditions, in situations of disturbances in normal conditions and in exceptional conditions as support for social and health care activities, as well as in the aftercare of situations. Possible tasks are related to three sub-assemblies; preventive work, assistance in emergency situations and aftercare. With regard to aftercare in the field of social care and health care, organizations can supplement public challenge the sector with innovative operating methods.

In terms of preparing for the situation of large-scale immigration in the Ministry of the Interior's administration, the legislation enables the use of organizations to support the authorities mainly in tasks related to the practical arrangements for receiving immigrants. In this situation, labor is needed quickly for a wide variety of tasks. Some of the tasks are ones that trained or instructed volunteers can take care of, at least initially.

In terms of rescue operations, the Ministry of the Interior's administrative branch has well-established cooperation with several volunteers. In addition to fire brigades, other associations and communities can be used in rescue operations, such as sea and lake rescue associations and Voluntary Rescue Service (Vapepa) organizations in tasks determined based on the qualifications produced by each community's own training system. Rescue services have close cooperation with contract fire departments, but the use of volunteers from other than contract fire departments in rescue operations is limited in part due to training in rescue operations, performance and competence requirements, and requirements related to operational readiness times

because of them.

Organizations under Vapepa and their performance can be used in the field of police duties. Voluntary organizations can be used as support in assistance tasks that arise in connection with the duties of the police, which do not involve a significant use of public authority. Through Vapepa, the police receive a wide range of support and performance for their tasks, which include search personnel for missing persons, search dogs, sea and lake rescue, air rescue, maintenance tasks of the police situational organization, and demanding traffic control.

In the operations of the Border Guard, Section 6 of the Maritime Rescue Act allows the use of voluntary associations and communities in maritime rescue operations. In the fight against environmental damage, volunteers are used in accordance with the Rescue Act.

During the preparation, the Finnish Red Cross, the Finnish Federation of Rescue Sectors and the National Defense Training Association and the Women's Preparedness Association were consulted. In organizations, the need for a clearer description of the multiple roles and tasks of organizations in support of overall safety has been identified as a target for development. Organizations have a lot of capacity, which could be utilized more widely than at present. Full utilization of volunteers

requires planning, for example in defining the role of volunteers, joint training and training. Defining the role of volunteers in various documents and in legislative work would contribute to a more systematic utilization of volunteers in security tasks. However, in the development of activities, the difference between duty-based and voluntary activities must be taken into account.

Organizations have information about volunteers and their skills. Organizations have registers of different content and accuracy. The register of trained volunteers enables the quick calling and utilization of volunteers to support the authorities in normal times of society's disturbances and exceptional circumstances. This requires that the information collected in the register is up-to-date and consistent.

Voluntary activity is a significant resource of civil society and it must be actively promoted also in the field of overall security. There would be clear and stronger background support for organizational activities, and the authorities would receive more support for their activities through organizational activities.

Development must be built on the basis of the current field of organizations.

More efficient utilization of voluntary resources and support and continuity of operations require clearer structures at all levels. In the study, it has been estimated that it is necessary to create a clear control mechanism to coordinate operations and funding to promote social goals. The guidance of voluntary preparedness should be strengthened and harmonized by defining a clear guiding entity or entities. The purpose is to strengthen the role and funding of organizations in the field of overall security, taking into account the nature of organizations' autonomy and voluntary activities. In addition, the goal is to create more goal-oriented training paths for volunteering that lead

to the commitment.

The development of voluntary preparedness promotes the overall security of society, of which military national defense is a part. Voluntariness complements the current obligation structure. Voluntary preparedness activities cannot be a substitute for military service or civilian service, but rather it strengthens the opportunities for citizens to participate in the preparation of society according to their own motivational factors. Obligatory and voluntary systems must be clearly distinguished. Interfaces must be identified and resolved in such a way that the conscription system is not weakened.

The development of voluntary activities creates opportunities for individuals to develop their own part and strengthen their effectiveness in the field of overall safety. In this regard, maintaining and strengthening meaningful voluntary activities is estimated to have a positive effect on the citizens' relationship with national defense and the will to defend the country.

10 Target states

Guiding principles

Conscription is the central basis of Finland's defense solution. The primary function of the conscription system is to produce a reserve that enables the defense of the entire country. With a large reserve, the defense creates territorial coverage and operational capability in a long-lasting or large-scale crisis. The conscription system trains conscripts with the knowledge and skills to defend Finland. The forces formed from the reserve are produced through conscription and conscript service.

The development of local defense creates new skills and readiness requirements and expands the reservists' opportunities to participate in the various tasks of the military national defense.

The reform emphasizes the importance of reserve time as part of military service.

Conscription can be considered a national institution whose historical role in building the nation has remained strong. The will to defend the country is, on the other hand, the spiritual cornerstone of Finland's military defense. Conscription and the will to defend the country are in an interactive relationship. Conscription as a system and operating methods must be widely accepted in society in order to maintain citizens' will to defend their country.

The will to defend the country is more broadly related to how choices regarding military defense reflect society's values and citizens' accepted notions of individual freedom and duty. The Finnish social system is based on equality and equality. Strengthening equality and equality in national defense in part supports the legitimacy of the conscription system in society. The committee considers it important to promote opportunities and create stepping stones that can better share responsibility for national defense among the entire age group.

Civil service is part of the conscription system. The committee considers it important that the civil service should be seen as a system based on the needs of the state, which offers a way for young people to freely belong to the community and promotes overall security. This should also be reflected in the orientation of training and service positions to the needs of the overall safety operating model. One of the positive effects of the civil service system is strengthening the working life skills of those obliged to do civil service and preventing the marginalization of young men.

Total security is the cooperative model of Finnish preparedness, where the vital functions of society are taken care of through the cooperation of authorities, business, organizations and citizens. The conscription system has been built and is maintained for the needs of military national defense. Regarding the development of the system, different types of citizen service models have been outlined, in which the motive has been to strengthen overall security and promote equality and equality. The committee has assessed that civic service as an obligation structure is not feasible at the moment. However, the models have highlighted goals and elements that can be promoted, e.g. with the development guidelines of the armed and civil service.

Individuals are willing and have the opportunity to participate in the construction and maintenance of society's safety voluntarily in organizational activities. The committee considers that targeted voluntary activities that supplement the responsibility structure and support the overall safety operating model should be promoted. Voluntary activities promote the goals of both civil society and the overall resilience of society.

Safety is a key prerequisite for a welfare society. The committee considers it important that young people have a sufficient understanding of the goals of national defense and overall security, as well as sufficient knowledge and skills to act in various disturbance situations.

The challenges related to the well-being and functional capacity of young people are a social problem, which is also reflected in the operational conditions of national defense. From a social point of view, it is necessary to ensure that young people have sufficient skills, ability to act and motivation to fulfill their national defense duty and conscription.

The boundary conditions set for the committee are that the development must produce land for the military operational added value for defense, support for maintaining and strengthening the will to defend the country, and support for strengthening the equality of citizens. The committee has interpreted the mandate in such a way that the development should not weaken the current state of the set boundary conditions. The committee stresses that the development of the conscription system should not create alternatives that weaken the importance of conscription in terms of Finland's defense capability.

1) For the development of young people's national defense relationship, information is created for all young people basic

y National defense knowledge and skills are a key part of a citizen's relationship with national defense, which can be influenced by training and communication. National defense knowledge in this context means not only knowledge about national defense duty and military national defense, but also about overall security.

- y The nature of the teaching given in the school system must be suitable for the goals and topics of society, which contributes to building the national defense relationship of young people and supports the students' readiness to fulfill the citizen's national defense obligation and the ability to act in various disruptive situations in society. Division of responsibilities between the school system and national defense operators between must be clear in all respects.
- y Teaching that supports national defense knowledge should be scheduled for times when it reaches the whole age range.

2) Extending the invitation system to the entire age group

- y According to the Constitution, the duty to defend the country applies to everyone, regardless of gender. All citizens should be linked to this obligation more strongly than at present. The prevailing perception of gender equality requires a clear step in the direction where women's participation in national defense is actively strengthened.
 - y For the entire age group, a duty to defend the country is organized victorious invitation day. y
- The activities that support vocations are used to find out the functional capacity of the entire age group and ensure the necessary support measures that promote the well-being of young people and thus also the operating conditions of the military national defense. Health checks are carried out in a gender-sensitive manner and for the entire age group at the same stage.
- y Evaluating serviceability and deciding on service is reserved for those who are conscripted or voluntarily apply for military service.
 - y The preparation of the reform should be started without delay so that the reform could be implemented by the middle of the next election period.

3) The number of people starting military service will increase from the current level

- y Increasing the proportion of those assigned to service requires societal measures to improve the well-being of young people, revision of the Defense Forces' health inspection guidelines, and identification of service tasks where it is possible to perform service even with health restrictions.

However, the most important criterion in assessing fitness for work must be ensuring the person's own and others' service safety. y Women's participation in national defense can be strengthened and military service to increase the number of applicants. By increasing the number of women, it can be strengthened

women's interest and participation in national defense. Increasing the number of women expands the recruitment base for the different positions of the Defense Forces and also promotes equality and equality. The aim is to contribute to increasing the number of women starting voluntary armed service through targeted active communication and recruitment.

4) The service period is even more equal and equal

y An equal and positive service experience is central to the acceptability and functionality of the entire system. Led by the Defense Forces, it should serve as a model, with the help of which discrimination and harassment, as well as actions against the culture's grievances, are addressed immediately.

y Equality assessment and equality and equality planning based on research data and a feedback system should be actively promoted.

In order to promote equality, special measures necessary for actual equality must be evaluated and efforts must be made to remove obstacles hindering equality. In the training and upbringing of the forces of the Defense Forces, the experience of equality must be taken into account as a central part of the spirit of the force. Managers and supervisors are systematically trained to promote equality and equality skills. y Prohibition of discrimination and harassment, management training and measures to

equality is promoted and grievances are systematically dealt with, must be communicated clearly already in advance information and during the invitation process. With the help of timely and accessible information, it is also possible to reduce possible prejudices or fears. The Defense Forces must make it possible to report inappropriate treatment anonymously. y In establishing the co-housing experiment,

the practice must be carefully evaluated

the effects on willingness to serve and group dynamics, as well as bullying, harassment and harassment.

5) Fewer people interrupt the service than before

y Physical, psychological and social factors influence the suspension of service in the background, some of which can be influenced by the actions of the Defense Forces.

The development of a pre-screening and selection system supports the selection of people for the task best suited to them and service motivation, taking into account the people's previous skills and willingness for different tasks as well as different challenges related to the ability to function. However, the starting point of the selection system is the operatives of the military national defense

needs, performance requirements required by the service task and service safety.

- y The identification and recognition of competence must be developed. National development must also systematically take into account skills acquired through military service in all forms of service.

6) The importance of reserve time as part of military service is strengthened

- y The reserve is a significant national defense asset. There are reservists must invest their special skills in similar tasks. The competence and use of reservists also in situations of disturbances in normal conditions and in cooperative tasks with the office must be developed in a direction that enables the quick and flexible use of the trained resource.
- y Reserve development goals require closer communication to reservists. Every reservist should feel that the person is an important part of the national defense. Rehearsal exercises, voluntary exercises of the Defense Forces, voluntary national defense and self-directed competence development must be developed as a whole.
- y The age limit for membership in the reserve should be reviewed. The goal should be an age limit elevation.

7) The civil service has a more integral role in strengthening the overall security of society

- y The civil service system will be more closely linked to the overall security measures and the preparedness of society, taking into account the conviction-based nature of the civil service. At the same time, it is important to maintain a balance between the forms of service so that the ability and readiness for military national defense is preserved. Civil service is considered as part of the public service administration's contingency planning.
- y The basic training period of the civil service will be renewed with the contents of preparedness and emergency situation management in accordance with the principle of overall safety. Preparedness study units are added to the teaching contents of the supplementary service training.
- y Organizations responsible for preparedness, which are essential for overall safety, act as workplaces. The work service is carried out in support of preparedness and readiness, the principle of total safety point of view in key supporting positions.

- y Coverage of the field of rescue and civil protection in the civil service system is being developed with the help of a separate pilot experiment.
- y It is possible to transfer once from civilian service or supplementary service to conscript service and the Defense Forces reserve. The crediting of completed service days should be waived in the system due to the nature of the forms of service and the differentiation of content.
- y Create an opportunity for women's voluntary civil service. The starting point is that the regulation for men and women is as close as possible each other.
- y Conscripts in service and those who belong to the civil reserve availability for official auxiliary tasks is enabled. The use of the civilian reserve in non-military crises is made possible. A continuing education system will be established to develop the usability of those obliged to perform civil service for various emergency situations. y The duration of civil service will be considered if civilian service is targeted for some special tasks or special training.

8) Promote voluntary activities in activities that support overall safety

- y Voluntary preparedness offers a way to participate in society's preparedness and national defense work in accordance with one's own motivational factors, by developing one's own capabilities and by making the deepest commitment to support security measures in normal conditions, in situations of disruption to normal conditions and in crisis during.
- y Voluntary activities and the conscription system together form the active participation of citizens in preparedness and the support of official activities in the framework of total security. In order to maintain a situational picture of trained and committed volunteer personnel, registers are developed either in central organizations or a separate overall safety register is created.

Statutory reservations and obligations are primary overall safety compared to the commitment formed through training.
- y Voluntary preparedness activities build on existing volunteer activities and the field of organizations. The goal is that the operation supports national defense and the overall safety of society more effectively than before.
- y To promote social goals, a reserve of volunteers is created the national control mechanism for the operation.

Attachments

DISSENTING OPINION: Member of Parliament Jari Myllykoski (Left Party parliamentary group)

Reasoning

In the opinion of the Left Alliance, it is unfair that the committee is not ready to propose shortening the duration of the country's civil service, even though the committee's proposals for reforming the civil service would increase the obligations of those liable for civil service and increase the overall burden of civil service compared to military service. The UN human rights bodies and the human rights organization Amnesty International consider the current civil service period (347 days) to be punitive. In addition, a long service period postpones the start of studies and the transition to working life, which weakens employment. In the opinion of the Left Alliance, the duration of civil service should be shortened in a way that takes into account Finland's international human rights obligations.

In addition, prison sentences for total refusers should be waived.

In the opinion of the Left Alliance, the reform of the civil service proposed by the committee makes it possible to take the civil service in the wrong direction. The civil service system has been created as a stable form of service suitable for conscientious objectors. Now, however, civil service is being more closely linked to overall security and the preparedness of society.

According to the report, "the civil service system should be seen more clearly than at present as a system based on the needs of the state, which should also be reflected in the orientation of education and service positions." Service that indirectly supports the armed forces or military preparation is contrary to the convictions of many conscientious objectors. The UN Human Rights Committee has also expressed its concern that civil service should remain a civilian form of service outside of military influence.

The Left Alliance emphasizes that if steps are taken to promote overall security in accordance with the committee's report, it must be ensured that civil service remains a suitable form of service for conscientious objectors. The Basic Law and human rights treaties also set strict limits on how the current civil law

the Velus Act can be changed.

The Left Alliance is also critical of proposals that aim to militarize society. For example, national defense knowledge should not be added to education, because according to the statement of the Ministry of Education and Culture and the Board of Education received by the committee, the curricula of basic education and upper secondary education already include

overall security and national defense knowledge, and it is not justified to include new entities in the general school system. The organization of the regional national defense courses proposed in the report for principals and teachers of relevant subjects is also not to be supported.

It is absolutely important that the committee's report draws attention to the fact that service time should be even more equal and equal, and that management and supervisors are also systematically trained to promote these values. In addition, according to the report, the leadership of the Defense Forces must act as a model, with the help of which discrimination and harassment, as well as the shortcomings of the operational culture, are addressed immediately. These are the right conditions, the implementation of which should be promoted as quickly as possible.

The emphasis put forward by the committee in its report on reading the education obtained through military service as a positive is also important, so that the education and learning obtained in the service can be used in civilian studies and in working life.

In Helsinki on November 5,
2021, Jari Myllykoski

Serviceability Ratings

Class A is healthy and fit. The person does not have an illness that would cause an increased risk in terms of service safety, and the person is suitable to be trained safely for the duties of a fighter. He may have some minor health handicap, which, however, does not practically reduce his serviceability in the tasks of a fighter. Their balance must be good. Suitability for different tasks is evaluated on a case-by-case basis, taking into account the health conditions of the person concerned. In addition to the A classification, specific health requirements are given to some tasks (e.g. flying staff, divers).

A person belonging **to category B** has some kind of illness, injury, defect or disorder that is a health obstacle to performing the duties of a fighter. This feature may cause a greater than usual risk for the individual in terms of service safety (e.g. reduced hearing and possible exposure to noise) or the feature may cause a slightly increased risk for other trainees or trainers. In this case, the classification may be based on a disease or characteristic that constantly or periodically causes a slight restriction of performance. B rating is not an obstacle to investing.

Class C is exempted from peacetime service, but can be reclassified if necessary. The person has an illness or characteristic that significantly limits performance, poses a significant health-related risk to either the person himself and/or the environment, or constantly requires conditions that are not possible or appropriate under the conditions of the Defense Forces. It is recommended to use the classification if the disease or characteristic is often recurring or permanent in nature. A conscript ordered to be called up or inspected by a regional office, who has not been found fit for service or released from service in peacetime at the latest in the year in which he turns 25, will be released from service in peacetime. A conscript released from military service during peacetime due to health reasons may be assigned to a call-up or to an inspection organized by the regional office during general mobilization, and may be assigned to service if he is found to be fit for service.

Class E is assigned to a conscript who is diagnosed with an illness, injury, defect or structural weakness that for the time being is an obstacle to being accepted for service, but which is likely to improve. Class E can also be assigned to a conscript whose health conditions require additional examinations or follow-up. Generally, category E is assigned for 1–3 years at a time. If the issue is likely to be a long-term illness or characteristic, it is usually justified to present an E category for 3 years and then make a decision on serviceability. In the case of injuries or in the healing stages of an illness, the general work ability assessment criteria are used as the basis for the deadline. E-class is not recommended for repeated use. Call or

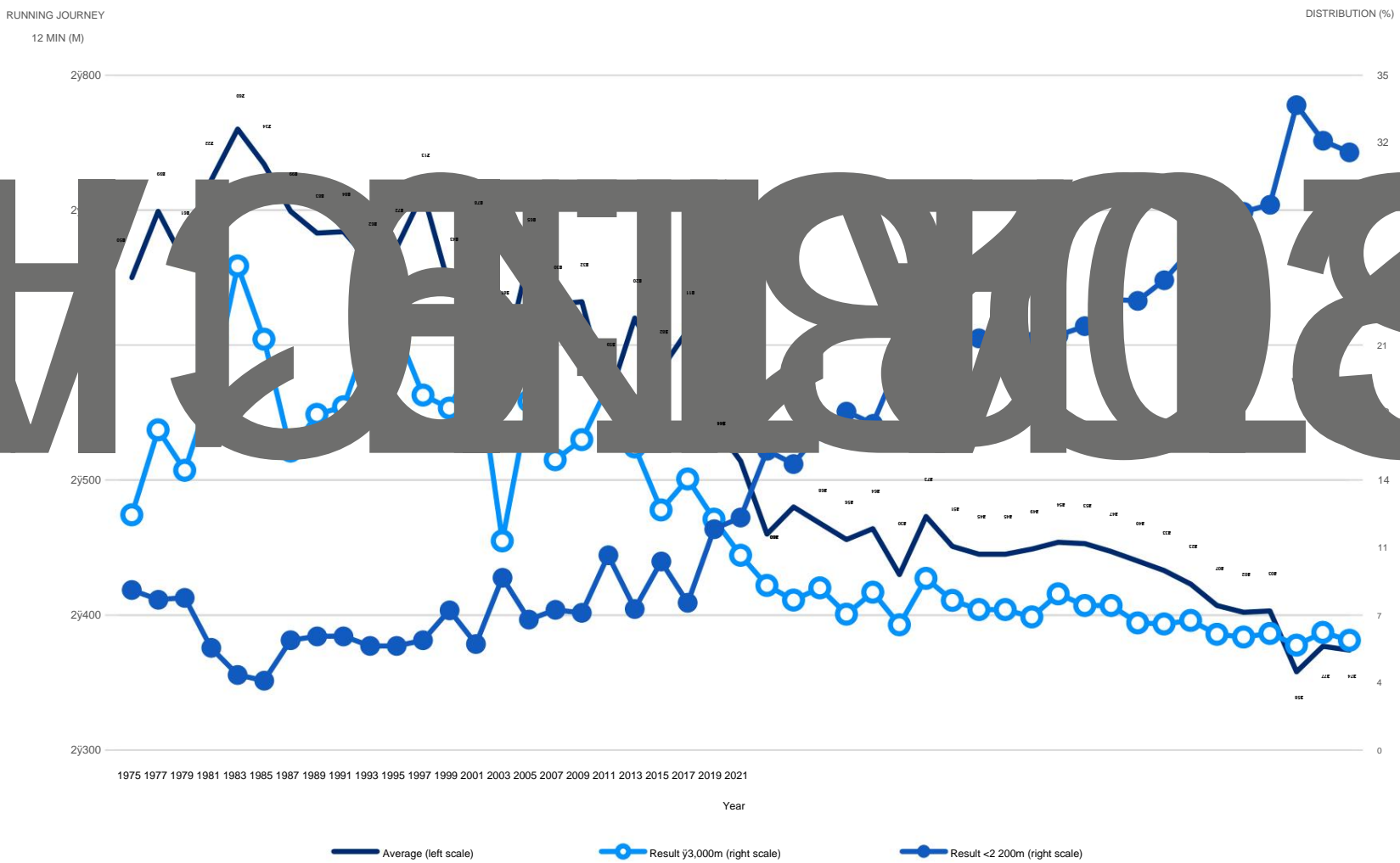
a conscript assigned to the regional office's inspection, who has not been found fit for service or released from service during peacetime no later than the year in which he turns 25, will be released from service during peacetime (category C). If a conscript in conscript service is found to be unable to serve for a long period of time, he is assigned to category E. The order to category E can be renewed one or more times until the end of the year in which the conscript turns 30. The same applies to conscripts assigned to military service, who, due to a change in their health before entering the service, have been assigned to category E. A reservist who, due to illness, injury or defect, cannot take part in the reserve's refresher exercises for the time being, will not be assigned to category E, but the regional office will assign him to a new follow-up examination after 1–3 years. A reservist can be transferred to category C on the same grounds as a conscript.

A conscript is assigned **to category T**, whose health condition the doctor has not established a medical diagnosis limiting his fitness for service, but the draft board or the regional office has other grounds to suspect that the security of the service will be jeopardized if the conscript in question is assigned to the service. Other grounds generally come from information received from other authorities on the basis of Section 96 of the Conscription Act. Serviceability class T is not presented by a doctor, and it is not associated with a medical diagnosis code. When the doctor finds a health obstacle that endangers the safety of the service, category C is used.

Development of physical condition before military service

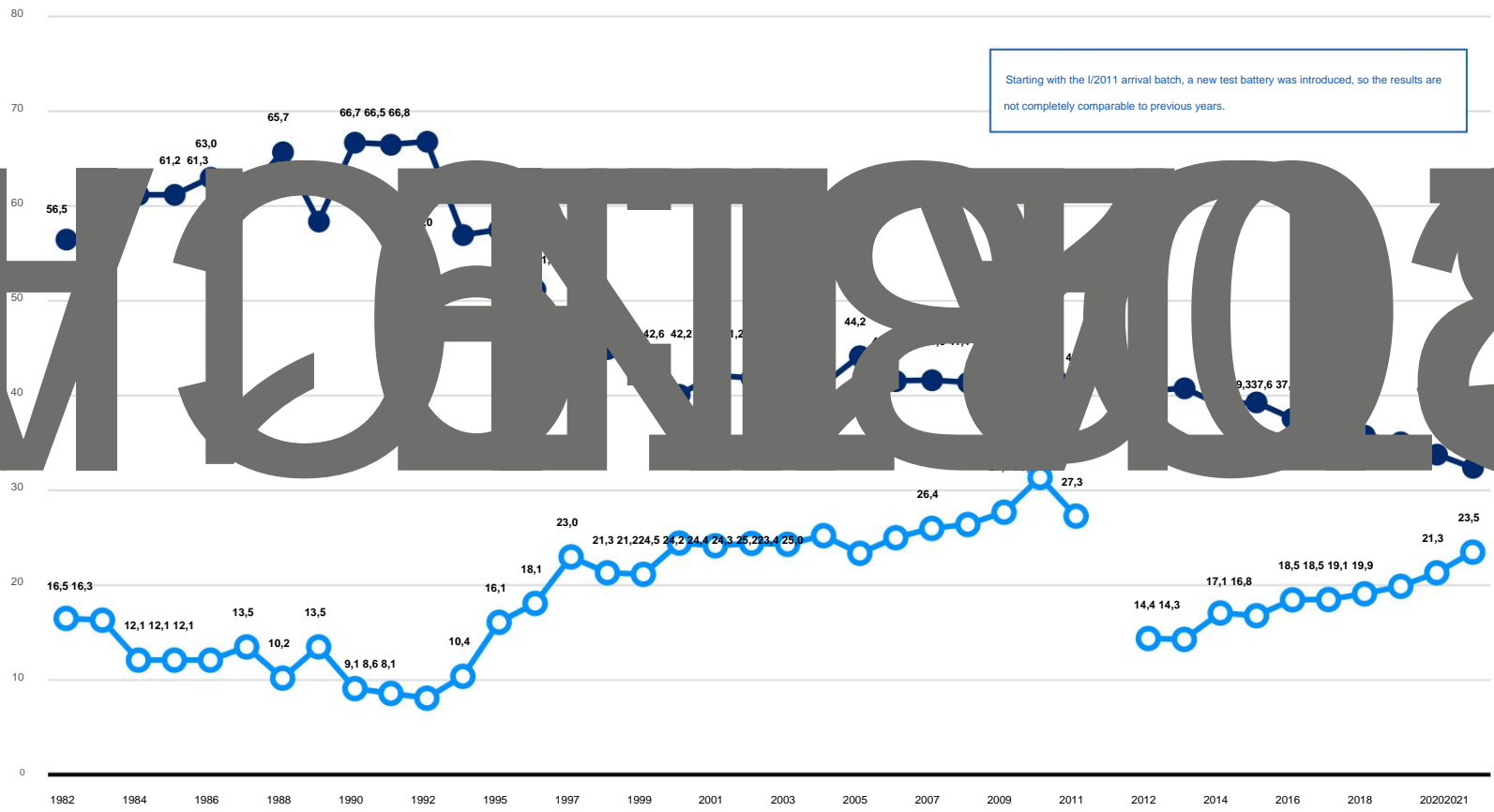
The fitness statistics of those entering the service have been monitored for the 12-minute running test since 1975 and for muscle fitness since 1982. Regression model predictions for the years 2015–2030 show that the endurance fitness of young men will also decrease in the coming years. No forecast model shows that the decline in condition is leveling off or even ending. A decreasing trend can be observed with regard to muscle fitness tests.

The result of the 12-minute running test of conscripts who entered the service between 1975 and 2019.



The development of the muscular condition of conscripts who entered the service in the years 1982–2019. From the arrival batch 1/2011, a new test battery was introduced, so the results are not completely comparable to previous parts.

MUSCLE FITNESS INDEX
DISTRIBUTION (%)



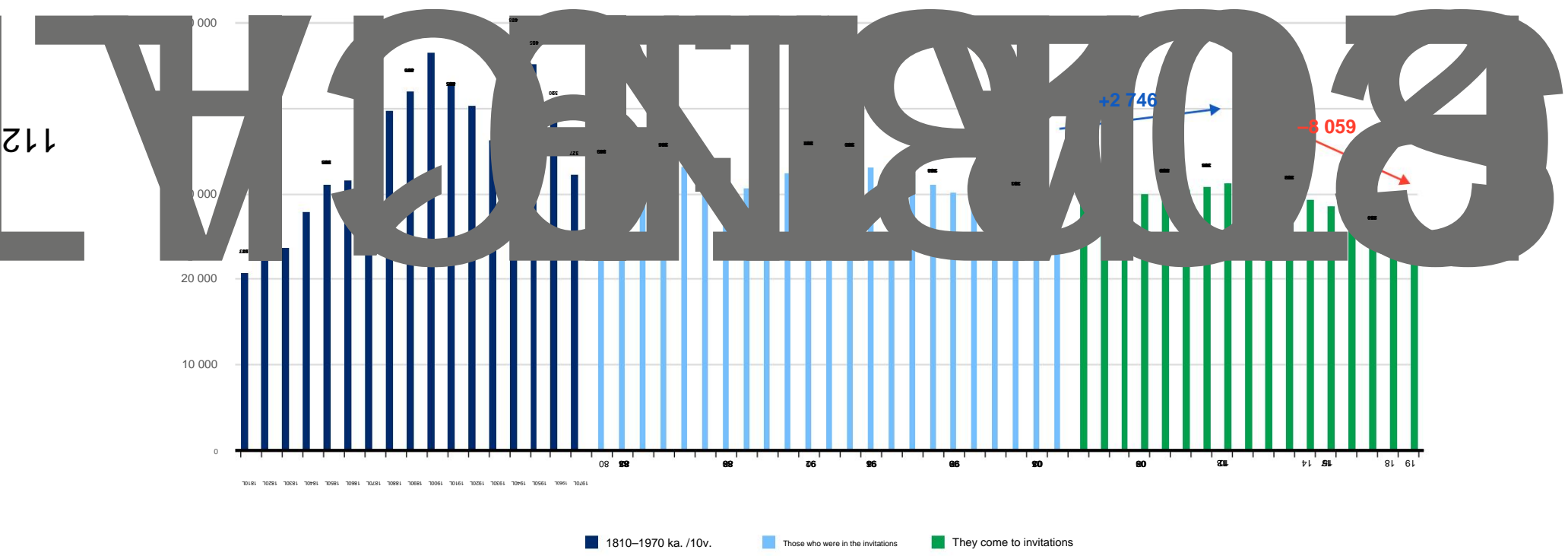
Starting with the 1/2011 arrival batch, a new test battery was introduced, so the results are not completely comparable to previous years.

● Commendable+good ● Bad (+void)

The number of boys born and the age groups for enlistment

The information in the table is taken from the Statistical Yearbook of Finland 2019 (table 24.40). The size of the calling age groups will increase until 2028, after which the size of the age groups will decrease.






Number of boys born 1810–2019 Finnish statistical yearbook 2019 (table 24.40)



+2 746

-8 059

International comparison

	Finland 	Swedish 	Norway 	a man 	Switzerland 
Conscription system	General conscription for men. Women have the opportunity to apply voluntarily. Civil service as a conviction option.	Gender-neutral conscription. The service is chosen on a voluntary basis, but if necessary it can be ordered (selective conscription). No civil service system.	Gender-neutral conscription. The service is chosen on a voluntary basis, but if necessary it can be ordered (selective conscription). No civil service system.	Mandatory, selective conscription for men. Women have the opportunity to apply as a volunteer. Civil service as a conviction option	General conscription for men. Women have the opportunity to apply voluntarily. Civil service as a conviction option.
Invitation system	Only for men. 1) preliminary information 2) preliminary health check 3) call-up ceremony: determining eligibility for service and deciding on service	No division based on 1) information for 18s for the same age group 2) assigned: health and psychological	No division based on 1) invitation for men with a conviction 2) invitation for women with a conviction 500 - 1000 s to psychological	Invitation events for men throughout the country voluntary participation	Mandatory for men. Women participate if they have a conviction service. invitation for 17-year-olds invitation for 18-year-olds invitation for 3 days: health check and psychological test
Trainees/year (approx.)	21 000	4 500	8 000	3 200	31 300
Distribution of trainees	Men: 99% Women: 1%	Men: 84% Women: 16%	Men: 71% Women: 29%	Men: 99% Women: 1%	Men: 99% Women: 1%
Reserve incl. voluntary national defense work	Defense forces exercises and voluntary exercises. Voluntary national defense organized especially through MPK.	The reserve is divided into two parts: 1) Those who work part-time for the Defense Forces 2) Placed in wartime units The voluntary national defense is regionally organized into 40 battalions.	Most of the reservists are placed in regionally organized home security forces (strength 40,000). Rapid action troops train at least 2-3 weeks/year.	Mainly compulsory, but also voluntary exercises. Voluntary national defense organized through Kaitseilid (cf. MPK).	The number of refresher training days varies depending on the task and military rank (260 – 730 days). Rehearsals always in a wartime formation.

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