

Monitoring model on labour discrimination in the Finnish labour Market

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This presentation consists

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- Why to monitor discrimination in the labour market
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- Discrimination in the Finnish labour market
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Background of the project

- The project is a follow-up study for the [Discrimination in the Finnish Labor Market](#) survey (Larja et al. 2012), which examined data concerning labour discrimination and suggested systematic monitoring of labour discrimination.
- In this project, gender is included as a ground of discrimination.
- There hasn't been an overall image of the phenomenon
- Discrimination and unequal treatment in working life have been studied quite extensively, but the research has been based on different needs and premises.

Why to monitor the discrimination in the labour market?

- Non-discrimination and equality are key factors of high-quality working life.
- Although discrimination in working life is prohibited by law, it still exists.
- Discrimination has diverse effects.

Definition of the discrimination in the labour market

- Discrimination means unequal treatment or being placed in an unequal position without acceptable grounds.
- Finnish legislation decrees on the prohibited grounds of discrimination in several acts.
- In this project labour discrimination is defined based on the grounds of discrimination prohibited in legislation.

The grounds of discrimination prohibited in legislation

- Gender
- Age
- Ethnic or national origin
- Nationality
- Language
- Religion
- Conviction
- Opinion
- Political activity
- Trade union activity
- Family relations
- Health
- Disability
- Sexual orientation
- Other personal characteristics

This project

- Started in late 2013.
- Is funded by the Ministry of Employment and the Economy, Ministry of Social Affairs and Health, and the Ministry of Interior.
- The target is to form an overall image of the prevalence of labour discrimination, provide information for both decision-making and all people, and increase people's knowledge of this phenomenon.
- The report will be published in December 2014.

Different data offer different perspectives for examining the phenomenon

- Survey data describe people's own experiences and observations
- Official data, such as notifications to authorities and cases in the legal system
- Qualitative methods, experimental studies
- Register data on unequal treatment in society
- No examination method alone is sufficient to provide a comprehensive picture of labour discrimination as they described the occurrence from different perspectives

Monitoring model

- is the basis and tool for regular and systematic monitoring of unequal treatment and discrimination in the labour market
- includes authority, survey and register data selected to the model by each ground of discrimination
- it is important to follow the quantity of discrimination and the groups of people subjected to it over time
- allows examinations of discrimination with multiple grounds

Survey data

- Quality of Work Life Survey (Statistics Finland)
- Gender equality barometer (Ministry of Social Affairs and Health)
- Working Life Barometer (Ministry of Employment and the Economy)
- Eurobarometer (European Commission)

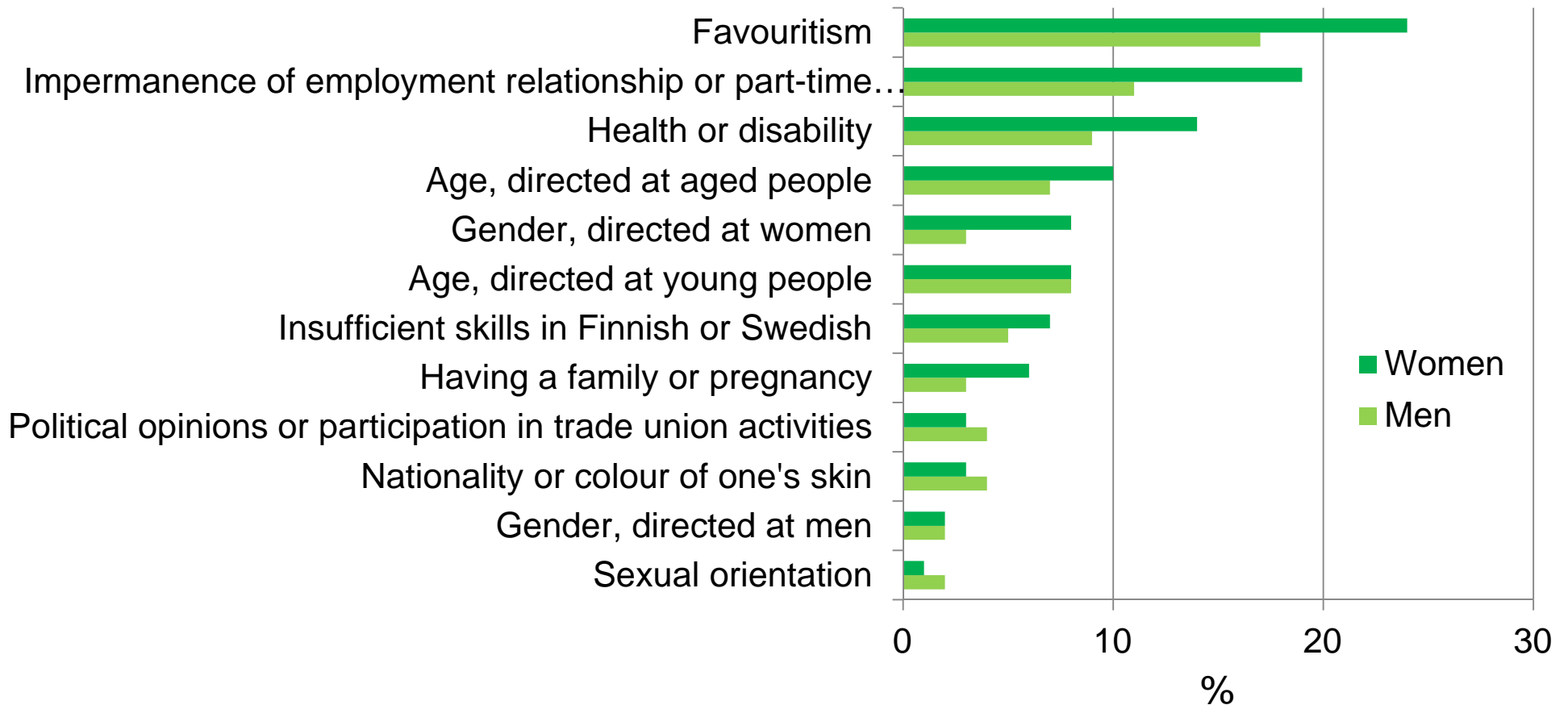
Official data

- Customer-initiated communications with occupational safety and health authorities
- The number of audit reports and preliminary investigation notifications
- The number of communications received by the Equality Ombudsman
- The number of suspected labour discrimination offences recorded by the police
- The number of labour discrimination offences being processed by the courts, regional administrative courts, the Supreme Administrative Court and the industrial tribunal

Register data

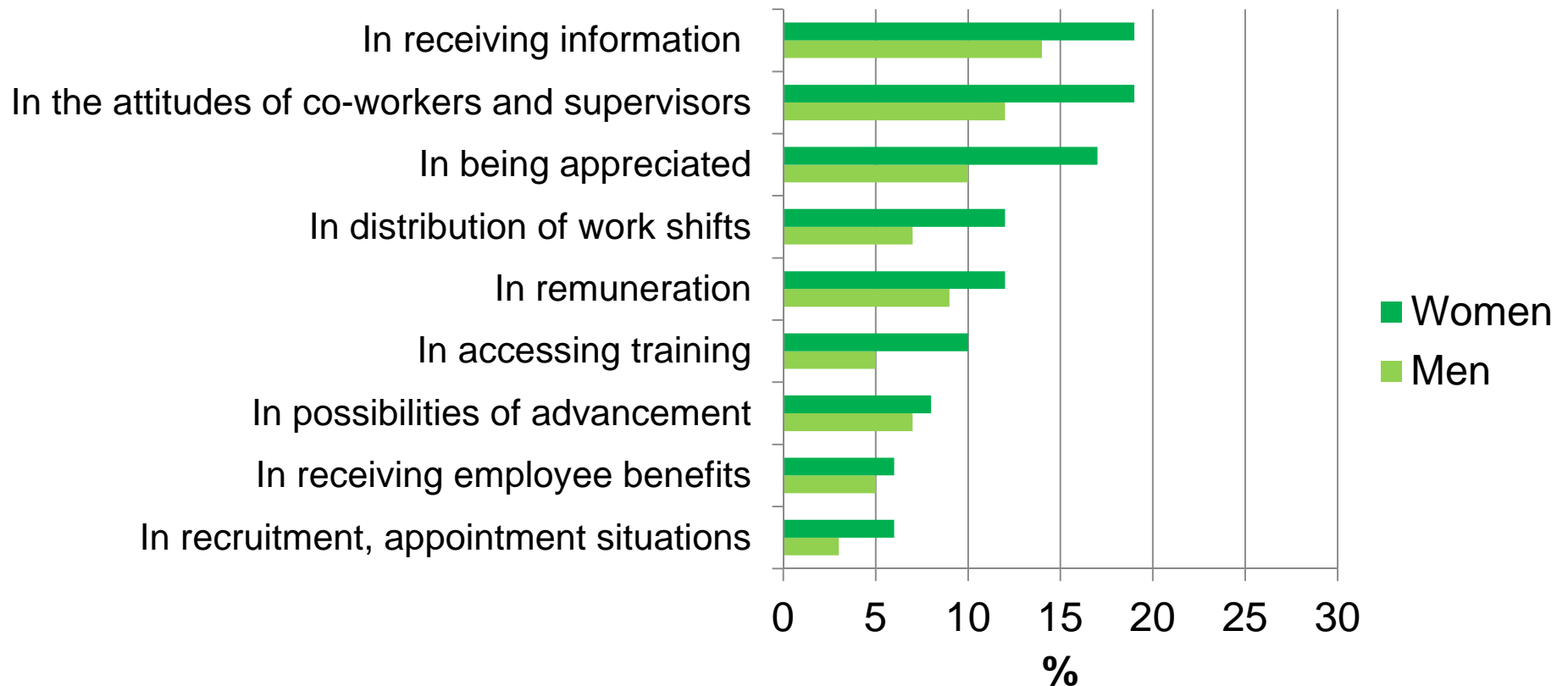
- Structure of Earnings statistics
 - Pay differential between
 - Women and men,
 - Finnish people and people with foreign background
 - People with and without children
 - People with and without disability
- Employment statistics
 - Employment and unemployment by sex, education and foreign background

Share of employees that have observed unequal treatment or discrimination at their workplace (%), by grounds for discrimination



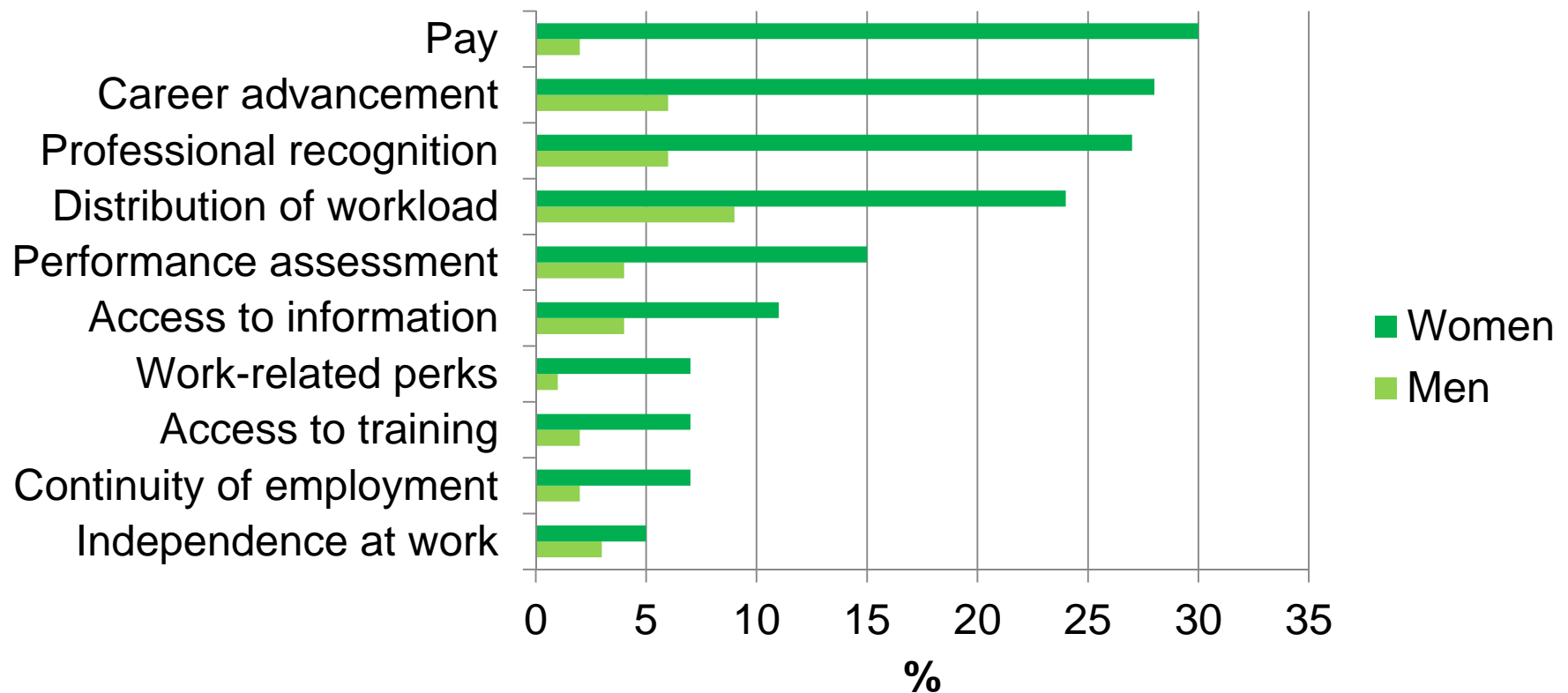
Source: Quality of Work Life Survey 2013, Statistics Finland

Has personally experienced unequal treatment or discrimination in the past five years at the workplace. Share (%) of employees by discrimination situation



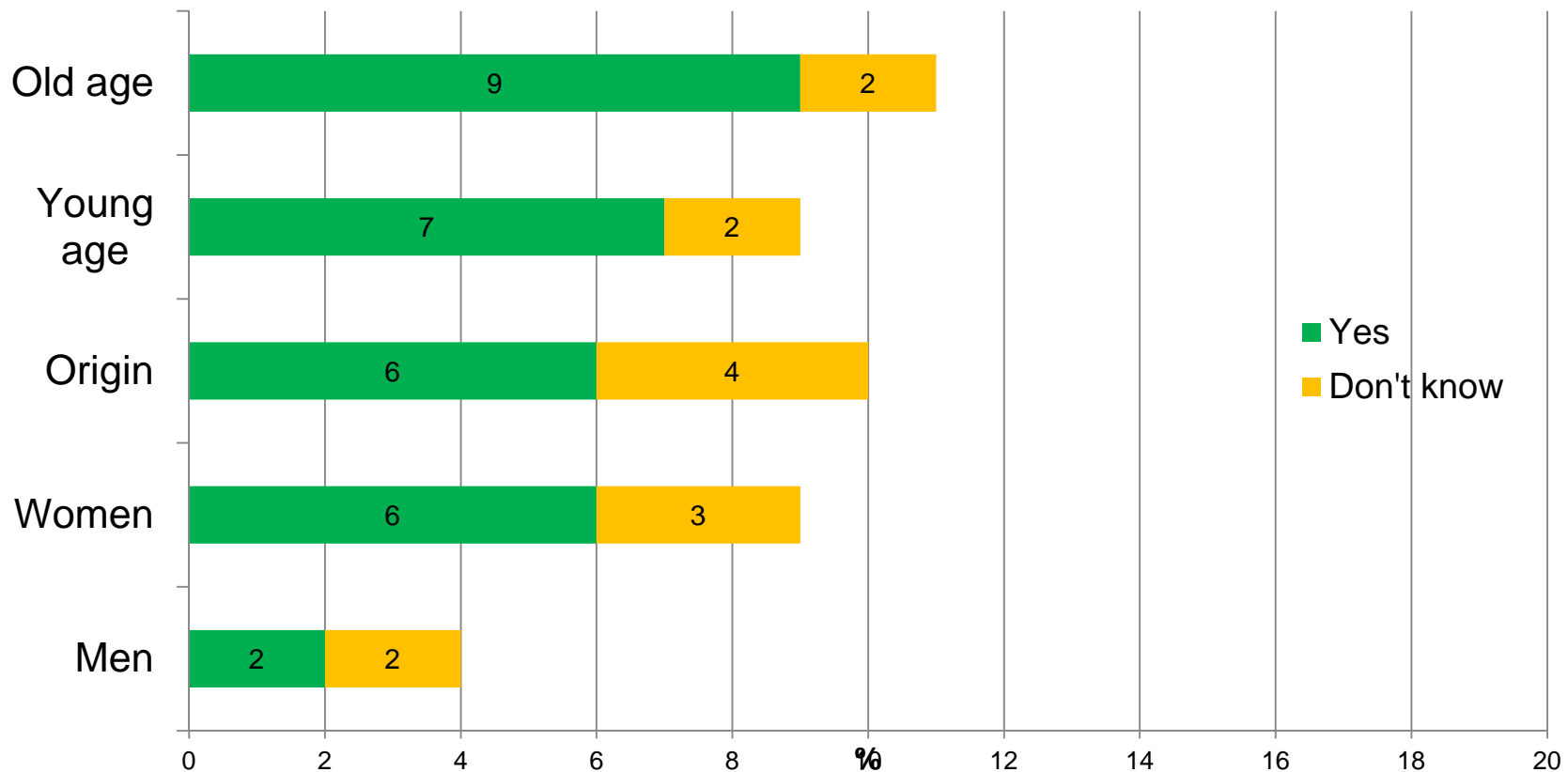
Source: Quality of Work Life Survey 2013, Statistics Finland

Employees who had encountered significant or moderate gender-based disadvantage in their workplace in 2012 in various contexts



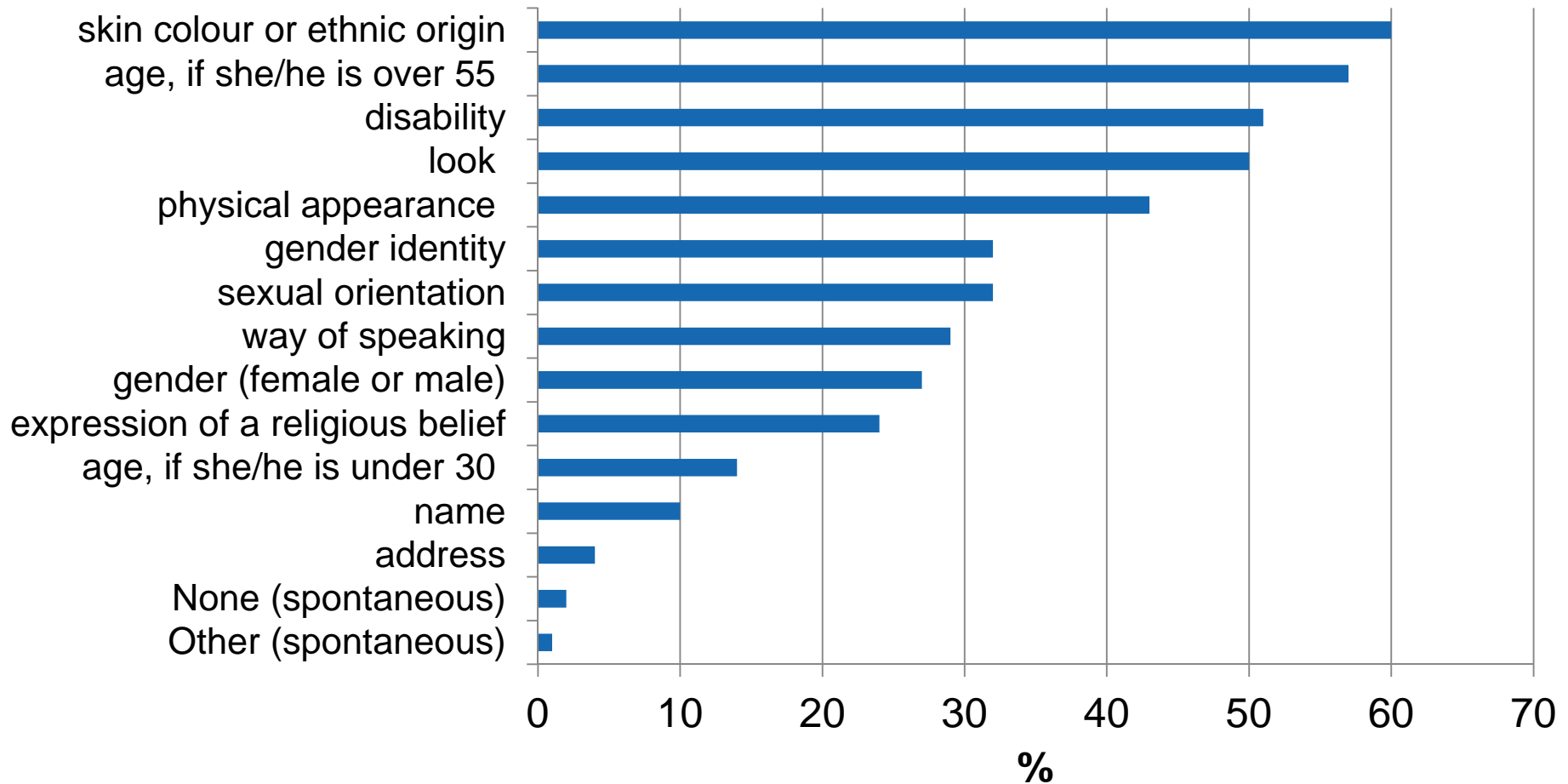
Source: Gender Equality Barometer 2012

Observations of discrimination or unequal treatment at the workplace 2012, %



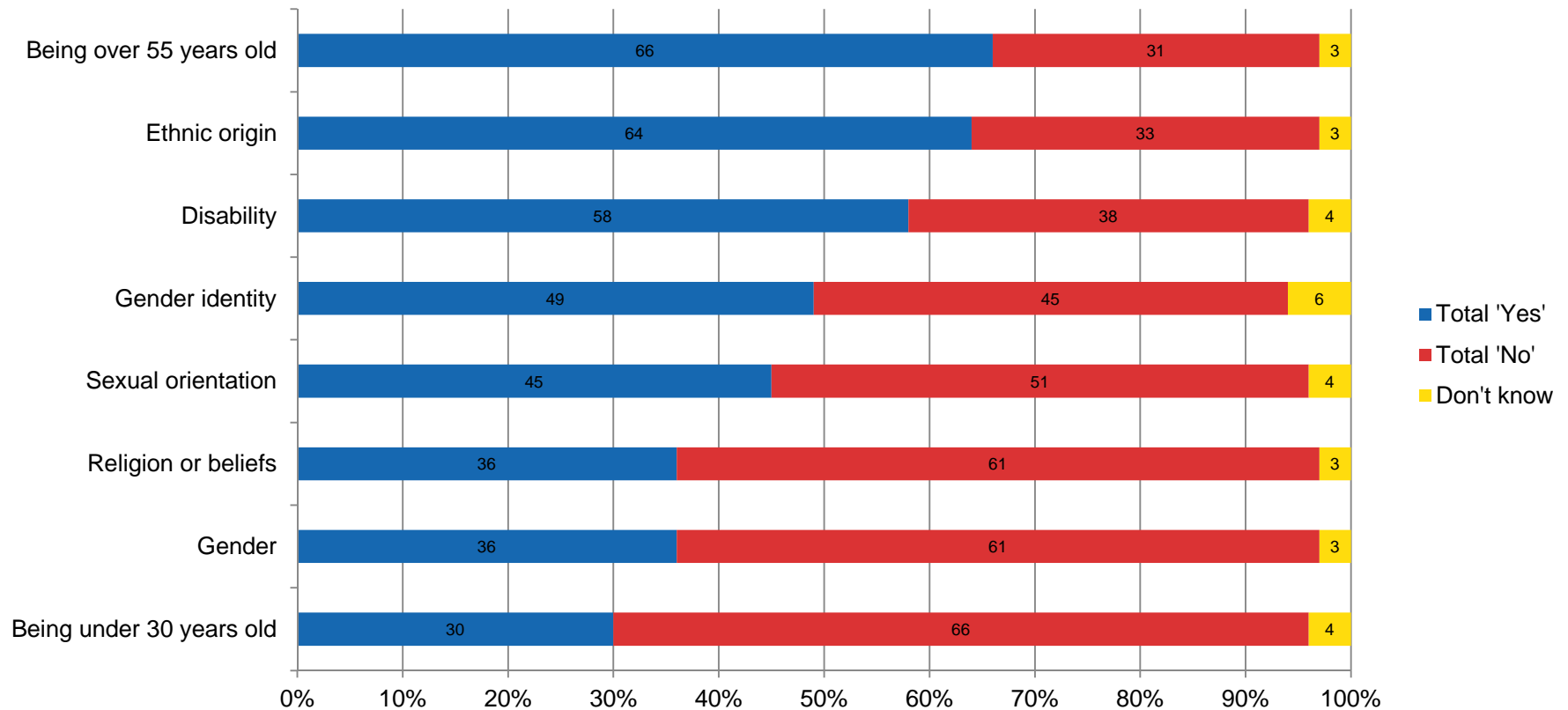
Source: Working Life Barometer, Ministry of Employment and the Economy.

In Finland when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which of the following criteria may, in your opinion, put one candidates at a disadvantage? %



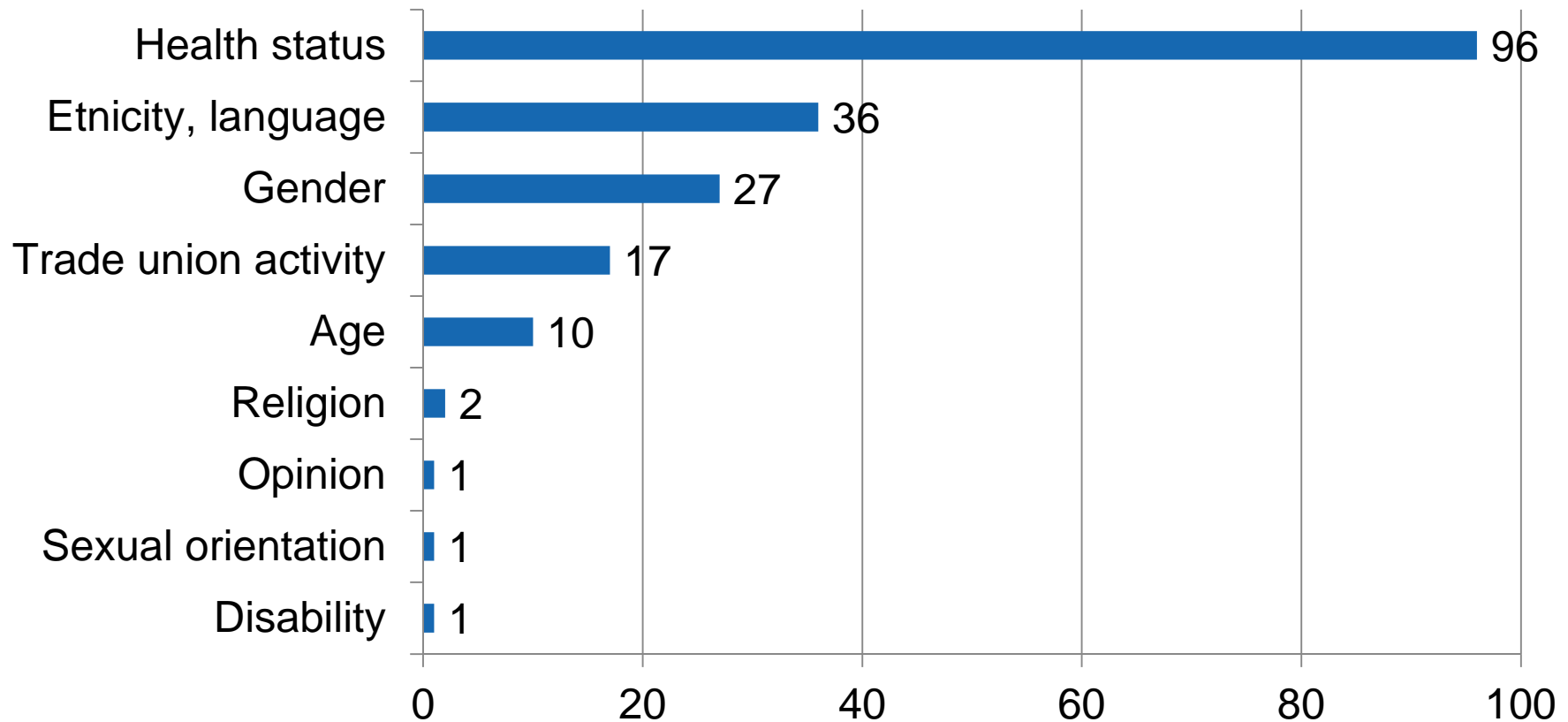
Source: Eurobarometer 2012, European Commission

Do you think that in the economic crisis is contributing to an increase in discrimination on the basis of ... in the labour market?



Source: Eurobarometer, European Commission

Number of customer-initiated communications reported on the different prohibited grounds to the SFOSHD in 2013



Source: Southern Finland Occupational Safety and Health Division 2013 (SFOSHD)

Suggestion on the monitoring in the future

- Frequency
 - Every 4-6 years
 - Affects the repeatability of the data used in the model
- This model is implemented so that repeating is possible in future and the data for different periods are comparable
- In the future other possible sources should be considered and one-off studies outside the model can be used in reporting

Conclusions 1/2

- The target was to form an overall image of the prevalence of labour discrimination
- In this model labour discrimination is defined based on the grounds of discrimination prohibited in legislation
- Data selected to the model described the prevalence of discrimination or unequal treatment
- Data selected were suitable as they are repeatable and their quality is sufficient
- Selected data includes surveys, official data and register based data

Conclusions 2/2

- The model is the basis and tool for regular and systematic monitoring of discrimination and unequal treatment in labour market
- No examination method alone is sufficient to provide a comprehensive picture of labour discrimination
- The report will be published in December 2014

More information

- [Quality of Work Life Survey](#)
- [Work Life Barometer](#)
- [Gender Equality Barometer](#)
- [Eurobarometer](#)
- [Structure of Earnings statistics](#)
- [Employment Statistics](#)
- [Gender Statistics](#), Marjut Pietiläinen (firstname.lastname@stat.fi)
- [equality.fi](#)
- [Centre for Gender Equality Information in Finland \(minna.fi\)](#)

Thank you!