

Monitoring model on labour discrimination in the Finnish labour market

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Abstract

Although discrimination in working life is prohibited by law, it still exists. Discrimination in working life and unequal treatment have been studied quite extensively, but the research has been based on different needs and premises. In addition, data on labour discrimination are fragmentary and it has been difficult to form an overall picture of the extent of discrimination. 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. The prohibited grounds of discrimination are gender, age, ethnic or national origin, nationality, language, religion, conviction, opinion, political activity, trade union activity, family relations, health, disability, sexual orientation or other personal characteristics.

The purpose of this paper is to present the Finnish monitoring model on labour discrimination, which offers a new way to examine the prevalence of discrimination. The development project for the monitoring model started in late 2013 and the report will be published towards the end of 2014. The project is funded by the Ministry of Employment and the Economy, the Ministry of Social Affairs and Health, and the Ministry of the Interior, and it is conducted by Statistics Finland. The aim is to construct a monitoring model on labour discrimination and on that basis, prepare a report on labour discrimination. 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 project is a follow-up study of 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. It differs from the previous project in that, gender is included as a ground of discrimination in this project. The examination and monitoring of labour discrimination is important from the viewpoint of gender equality. Studies show that women both detect and experience discrimination at their workplace more than men (e.g. Quality of Work Life Survey 2013).

The legislation concerning labour discrimination and previous surveys were examined and data materials suitable for the model were surveyed to form the monitoring model on labour discrimination. Data selected to the model described the prevalence of discrimination or unequal treatment, and they were suitable for the monitoring model as they are repeatable and their quality is sufficient. Different data offer different perspectives for examining the phenomenon. The data comprise administrative data, such as notifications to authorities and cases in the legal system, and survey data describing people's own experiences and observations. Based on these data, the picture obtained about discrimination and unequal treatment in working life is supplemented with the image derived from register data on unequal treatment in society.

The monitoring model is the basis and tool for regular and systematic monitoring of unequal treatment and labour discrimination. The model takes into account the grounds of discrimina-

tion prohibited in legislation. The monitoring model was the basis for a report on labour discrimination, where discrimination is viewed according to the grounds of discrimination prohibited in legislation.