



Gender Equality Framework in Finland – Measuring & Monitoring

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Gender Equality Programmes/Framework in Finland

- **Action Plan on Gender Equality**
- **Advancing Equal Pay**
- **Government Report on GE**
- **A Monitoring System on GE**



Governmental Action Plan on Gender Equality



- Action Plan is based on the Government Programme and contains over 50 measures
- Measures for all ministries
- Each section includes a situation assessment, which combines information from various sources to draw a picture of the current situation
- Cross-cutting themes: intersectionality and sustainable development
- Strengthen the production of gender-analysed data and its use as an input for preparation and decision-making.



Main themes in the Action Plan

- Improving equality in working life and financial decision-making
- Reconciling work and family life, and distributing care duties more equitably
- Promoting gender equality in early childhood education and in training
- Reducing violence against women and intimate partner violence
- Improving the status of gender minorities
- Promoting gender equality in major reforms and mainstreaming the gender aspect
- Promoting gender equality in the European Union and in international operations



Studies and Surveys in the Action Plan

- A broad-based study or investigation on the gender-specific financial, social and health impacts of the coronavirus crisis in the short and long term. This shall include gender-specific impacts of measures decided on by the Government (restrictive measures, support packages, etc.). Adopt an intersectional approach in this study, considering not only gender but also age, socioeconomic status, ethnic background and minority group membership.
- Improve the status of employees on zero-hour contracts and in temporary work. Conduct a study and strengthen the legislation. Ministry of Economic Affairs and Employment.
- The Government will also commission a study or report on the factors why women do not make up a higher percentage of Board members, management group members and CEOs in publicly traded companies.
- Conduct a survey on the current situation of prostitution in Finland. Ministry of Social Affairs and Health.



Advancing Equal Pay Framework

- The key aim is the commitment of the Government, employers and organisations representing employees:
 - to take measures to assess job requirements
 - to promote equal pay and pay transparency
 - to abolish segregation in the world of work
 - the gender impacts of collective agreements will be assessed
- A three-part approach: 1) a legislative measure (pay transparency through gender equality legislation, 2) a tripartite co-operation, 3) research and development projects



GOVERNMENT REPORT ON GE

- First Government Report in 2010, 2nd in 2021
- The aim is to define ***long term strategic objectives on gender equality***
- The process will be launched this month with a broad consultation, a request will be sent to ~150 organisations
- After the report we will build a monitoring system on gender equality
- The monitoring system will cover all state administrative sectors



Non-binary Gender

- Because of the way that personal identity numbers currently work in Finland, information available to the authorities is largely based on the judicial binary gender concept
- Consequences of this include a lack of sufficient statistical tools that would allow other genders to be taken into account in statistical analyses guiding gender equality efforts
- Introducing a third gender category would allow non-binary gender identity to be taken better into account in registry data
- The aim is to compile statistical data so that gender data collected as background information would also identify other genders and nongendered people



Statistics as the foundation

- We need both registry data and surveys
- Statistics Finland and The Centre for Gender Equality Information are major producers and distributors of gender-analysed data.
- Co-operation is the key: Stat Finland, research institutions, NGO's and other stakeholders
- Statistics Finland: an expert group that brings together various actors
- The management statistics network led by the Ministry of Finance: compiles gender-analysed data on management duties with operators in the public and private sectors

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Thank you!

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