

Gender equality is a core value in Finland.

Key gender equality themes include:

- gender-based discrimination
- mainstreaming the gender perspective
- gender equality issues in working life
- gender pay gap
- equality in education
- reconciliation of work and family life
- women and decision-making
- violence against women
- men and gender equality



CONTACT INFORMATION

Gender Equality Unit

PO Box 33, FI-00023 Government, Finland
Kirkkokatu 14, 4th floor, 00170 Helsinki
Tel. +358 295 16001
www.stm.fi/tasa-arvo/tasa-arvopolitiikka
tasy@stm.fi

The Office of the Ombudsman for Equality

PO Box 33, FI-00023 Government, Finland
Meritulinkatu 1, 00170 Helsinki
Tel. +358 295 16001
www.tasa-arvo.fi/en
www.facebook.com/tasaarvoaltuutettu
www.twitter.com/tasaarvo_news
tasa-arvo@stm.fi

Council for Gender Equality

PO Box 33, FI-00023 Government, Finland
Kirkkokatu 14, 1st floor, 00170 Helsinki
Tel. +358 295 16001
www.tane.fi
www.facebook.com/tasaarvo
www.tasa-arvokasvatuksessa.fi/english
tane@stm.fi

Gender Equality Board/Gender Equality Unit

PO Box 33, FI-00023 Government, Finland
www.stm.fi/stm/neuvottelukunnat/tasa-arvo

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PROMOTING GENDER EQUALITY IN FINLAND

At the Ministry of Social Affairs and Health gender equality is promoted by:

- the Gender Equality Unit
- the Ombudsman for Equality
- the Council for Gender Equality
- the Gender Equality Board

Gender Equality Unit

The Gender Equality Unit is a unit of the Ministry of Social Affairs and Health that aims to promote gender equality and eliminate gender-based discrimination in Finland. The Unit prepares and implements the Finnish government's gender equality policy and develops gender equality legislation.

The Unit also promotes the mainstreaming of a gender perspective in state administration with the aim that gender equality would be taken into consideration in all preparation and decision-making.

The Gender Equality Unit represents Finland in the work on gender equality issues in the EU and in international contexts.

The Ombudsman for Equality

The Ombudsman for Equality is an independent authority whose domain is the promotion of gender equality. If you suspect that you have been discriminated against on the basis of your gender in a manner referred to in the Equality Act, the Office of the Ombudsman for Equality provides guidance and advice on your rights.

The Ombudsman supervises the protection of gender minorities against discrimination and monitors the implementation of equality between women and men in different sectors of society. If the Ombudsman finds that a violation of the Equality Act has been committed, she will issue instructions and guidance towards discontinuing the unlawful practice.

The Ombudsman for Equality promotes the purpose of the Act by means of initiatives, advice and guidance.

Council for Gender Equality

The Council for Gender Equality (TANE) is an advisory body within state administration. It is appointed for the electoral term of Parliament in accordance with the relative strengths of the parliamentary groups.

The Council consists of representatives of both the parties represented in the government and the opposition. The expert members represent the Central Association for Men's Organizations in Finland (Miesjärjestöjen keskusliitto), the Coalition of Finnish Women's Associations NYTKIS, the National Council of Women of Finland (Naisjärjestöjen Keskusliitto) and Seta – LGBTI Rights in Finland.

The Council for Gender Equality contributes to decision-making in society and identifies and takes up new gender equality issues.

The Council promotes the gender equality work carried out between the political parties, NGOs and research bodies. Furthermore, it keeps to the fore gender equality issues of a long-standing nature that have not been solved yet.

Gender Equality Board

The Gender Equality Board is an independent board of the Ministry of Social Affairs and Health that supervises compliance with the Gender Equality Act. The Board gives opinions to courts about the application of the Act. It deals with the gender equality cases taken up by the Ombudsman for Equality or central labour market organisations. If necessary, the Board can impose a notice of a conditional fine on account of an action contrary to the law.

