

GOVERNMENT ACTION PLAN
FOR GENDER EQUALITY
2012–2015

Government Action Plan for Gender Equality 2012-2015

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SUMMARY

GOVERNMENT ACTION PLAN FOR GENDER EQUALITY 2012-2015

■ The Action Plan for Gender Equality 2012–2015 of the Finnish government collates the most important measures by which the government promotes equality between women and men and combats gender-based discrimination. The Action Plan is an instrument to coordinate the government’s gender equality policy, and it incorporates measures for all the government ministries. The Action Plan is based on the Government Programme and the first Government Report on Gender Equality drawn up in 2010. The Action Plan also aims to implement the policy outlines incorporated in the said report.

The government is committed to promoting gender equality in all its decision-making. The Action Plan for Gender Equality includes a specific component on gender mainstreaming, which applies to all the ministries. The ministries continue mainstreaming of the gender perspective in legislative drafting, budget preparation and other activities with major implications for gender equality. Furthermore, each ministry continues the work of their respective working groups on gender equality and will, inter alia, mainstream a gender perspective in at least one significant branch or project. In addition to gender mainstreaming, the Action Plan contains objectives and actions in several theme areas. These priority areas include gender equality legislation, working life and reconciliation of work and family life, decision-making and promotion of women’s careers, education and research, promotion of democracy and integration policy, economic policy, promotion of men’s and women’s inclusion and health, and combating intimate partner violence and domestic violence, violence against women and sexual violence. In addition, the Action Plan underpins organising and developing the work for gender equality.

The Action Plan for Gender Equality has been prepared in a working group consisting of representatives of all the ministries. In January 2012 a hearing on the draft Action Plan was organised for NGOs and other interested parties. The Government adopted a Resolution on the Government Action Plan for Gender Equality on 14 June 2012. The working group that prepared the Action Plan continues working as a monitoring group for its implementation and will report on the implementation to the government in 2013 and 2015. The Ministry of Social Affairs and Health will coordinate the monitoring of the Action Plan, and all the ministries are responsible for implementation of their respective measures.

Key words:

Act on Equality between Women and Men, career development, decision-making, democracy, economic policy, education, gender, gender equality, gender equality policy, gender mainstreaming, health, integration, intimate partner violence, research, segregation, wage differentials, welfare, working life

FOREWORD

Equality between men and women is a significant societal goal and a prerequisite for a fair and just society. The Government is committed to promoting gender equality in all its decision-making. The guiding principle in the present Action Plan for Gender Equality, adopted as a Government Resolution, is that efforts to promote gender equality must be undertaken in all areas of policy and in the preparation of all decision-making.

In several areas, Finland has quite a good track record by gender equality criteria: for instance, in political decision-making women and men are relatively equally represented. Gender equality action has also produced positive results on the boards of state-owned enterprises. Gender equality is a key component in a Finland that is caring and successful, to the building of which we as a Government have committed ourselves. The goals and measures outlined in the Action Plan for Gender Equality further the three principal objectives of the Government Programme: the reduction of poverty, inequality and social exclusion; consolidation of public finances; and the strengthening of sustainable economic growth, employment and competitiveness.

Gender equality is part of the Nordic welfare state model. This model depends on a high employment rate, competitive economy, equal services and care for all. The Government aims to establish a stable and functioning labour market and to improve the quality of working life and wellbeing at work. Gender equality issues in working life have continued to be topical. Working life is in a state of transition, and our gender equality policy must be able to respond to shifting challenges. It is a requirement for a high employment rate that the family leave and daycare system works well. Fathers are increasingly taking family leave, and this is a trend that we wish to accelerate. We must also make it easier to return from family leave to work or to the labour market.

The Government is taking a long-term approach to the reduction of poverty, inequality and social exclusion. We must take into account how the paths to social exclusion of men and women differ from one another. In the case of men, attention must be paid to the fact that a large group of men remain entirely outside education and working life. Equality between women and men requires the elimination of gender-based discrimination, also in cases where it is linked to other forms of discrimination. Women of immigrant origin, for instance, face particular and severe challenges in working life. Finland is committed through international treaties to comprehensive prevention of violence against women, which is one form of discrimination. Also, the status of gender minorities should be provided for in the Equality Act. Gender equality is a human rights issue.

In Finland, and in the world at large, we are experiencing a state of economic uncertainty that places significant challenges on political decision-making. In such times of transition we need a strong gender equality policy and concrete measures to promote equality. In accordance with the Government Programme, the impact of measures on the position of women and men will be assessed in legislative drafting and budget preparation. Sustainable economic policy and promoting gender equality go hand in hand!

Jyrki Katainen
Prime Minister

Paavo Arhinmäki
Minister of Culture and Sport,
Minister charged with gender
equality affairs

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I OBJECTIVES AND MONITORING OF THE ACTION PLAN FOR GENDER EQUALITY

‘Gender equality’ refers to equal rights and opportunities for women and men in working life and in society at large. Equality means equal treatment and enabling equal prerequisites for women and men. Equality requires the elimination of gender-based discrimination, also in cases where it is linked to other forms of discrimination. Gender equality involves the fair distribution of power and resources and equal appreciation of the diversity of actions and needs of women and men. Striving for gender equality is a continuous effort to achieve *de facto* gender equality.

Equal rights and opportunities for women and men are fundamental human rights. International human rights conventions binding upon Finland require human rights to be guaranteed to everyone, without gender-based discrimination. Finland is committed to implementing the measures necessary in various areas of life to eliminate discrimination and to promote equality. Equal treatment of genders and the promotion of gender equality are provided for in the Constitution and in the gender equality legislation giving effect to it. It is the purpose of the Government’s gender equality policy to ensure the equal enjoyment of fundamental and human rights in Finland.

Equality between men and women is a significant societal goal and a prerequisite for a fair and just society. It must be taken into account in all aspects of public decision-making and activities. The Action Plan for Gender Equality is a tool for the cross-sectoral coordination of equality policy across the ministries. The Action Plan brings together key government measures for promoting gender equality and for eliminating gender-based discrimination. Gender equality is promoted using a dual strategy that includes both specific actions to remove obstacles to equality and mainstreaming the gender perspective in all decision-making and its preparations. Accordingly, the Action Plan outlines goals and measures in various focus areas. There is also a separate section on measures affecting all ministries, concerning the mainstreaming of the gender perspective in all of the Government’s decision-making.

The focus areas of the Action Plan are derived from the Government Programme and the Government Report on Gender Equality (VNS 7/2010 vp). The measures in the Action Plan are in line with the three main objectives of the Government Programme: the reduction of poverty, inequality and social exclusion; consolidation of public finances; and the strengthening of sustainable economic growth, employment and competitiveness. The objectives of the Government Programme were also taken into account in selecting ministry projects for gender mainstreaming. Pursuant to the

Government Programme, the policy outlines included in the Government Report on Gender Equality extending to 2020 are being taken into account in the Action Plan. The Action Plan for Gender Equality is a key tool for implementing and monitoring the measures outlined in the Government Report. Parliament requires the Government to submit an interim report to Parliament on the implementation of the Report by the end of 2016.

THE ACTION PLAN FOR GENDER EQUALITY CONTAINS THE FOLLOWING UNITS
(THE TABLE SHOWS HOW THE FOCUS AREAS ARE CONNECTED TO THE OBJECTIVES OF THE GOVERNMENT PROGRAMME)

Focus area	Reduction of poverty, social exclusion and inequality	Consolidation of public finances	Enhancing sustainable economic growth, employment and competitiveness
Gender mainstreaming	x	x	x
Gender equality legislation	x		x
Promoting gender equality and preventing discrimination in working life, narrowing the gender pay gap, and reconciliation of work and family life	x	x	x
Promoting women's career development and increasing equal representation of women and men in decision-making in the public and private sectors	x		x
Promoting gender equality and reducing segregation in education and research	x		x
Promoting gender equality in the reinforcement of democracy and citizen participation and in integration policy	x		
Incorporating the gender perspective into economic policy	x	x	x
The gender perspective in the promotion of health and wellbeing and in the combating of intimate partner violence and domestic violence	x		x
Gender equality organisation, development and resources	x		x

The Government's Action Plan for Gender Equality includes goals and measures pertaining to the equality of women and men and thus affects both genders alike. Whether specific measures concentrate on women or men in their approach to equality issues varies from one focus area to another. Mainstreaming the gender perspective in all of the Government's decision-making is a vehicle for highlighting equality issues concerning women and men and for promoting gender equality. Gender minorities will be taken into account in the development of gender equality policy. As outlined in the Government Report on Gender Equality, the aim is also to pay wider attention to discrimination on multiple grounds and the status of women and men in various population groups and minority groups from the gender equality perspective.

The Action Plan does not include all Government measures for promoting gender equality and for eliminating gender-based discrimination. Gender equality is also being pursued through other Government action plans, such as the National Action Plan on Fundamental and Human Rights, the 1325 Action Plan and the Development Policy Action Plan. These action plans together strengthen the Government's efforts to promote gender equality.

International and EU-level cooperation in the area of gender equality is of great importance for the development of Finnish gender equality policy and legislation. Exchange of information and experiences of good practices in various countries supports national efforts in this area. The recommendations given to Finland by international human rights bodies, particularly the CEDAW committee, and the goals of the UN Beijing Platform for Action have been taken into account in the drafting of the present Action Plan.

The Action Plan for Gender Equality 2012–2015 was prepared by a working group where all ministries were represented. NGOs and other interest groups were consulted during the preparation process. Cooperation with NGOs and the research community should be further strengthened in the area of gender equality policy.

The above mentioned working group will be responsible for monitoring the implementation of the Action Plan. This will involve monitoring the implementation of individual measures in the Action Plan on the one hand and the effectiveness of gender equality policy as a whole on the other. For this purpose, the necessary indicators will be prepared in the course of the electoral period (for further information, see section 3.8). The Council for Gender Equality and other interest groups will be consulted during the implementation of the Action Plan. The measures in the Action Plan may be augmented as necessary. The working group will be reporting to the Government on the implementation of the Action Plan in 2013 and 2015. The Ministry of Social Affairs and Health will be coordinating the monitoring of the Action Plan, and each ministry will be responsible for measures in their respective administrative sectors.

2 MEASURES TO BE UNDERTAKEN BY ALL MINISTRIES TO MAINSTREAM THE GENDER PERSPECTIVE

Government Programme

Gender equality is a significant societal goal. It must be taken into account in all aspects of public decision-making and activities. Both genders must have equal rights, responsibilities and opportunities.

Mainstreaming of the gender perspective in legislative drafting, budget preparation and other activities with major implications for gender equality will continue.

Mainstreaming the gender perspective means taking into account in the preparation of all decisions and actions how they will affect women and men in particular. It also involves taking into account the circumstances and needs of women and men in different population groups. Statistics analysed by gender are a key tool in mainstreaming. The instructions on the www.sukupuolisilmalasit.fi website and in the *Sukupuolisilmälasit käytössä* manual (STM publications 2009:13) will be applied in the implementation of gender mainstreaming.

Mainstreaming the gender perspective will be continued in all preparation and decision-making. Particular emphasis will be given to legislation preparation, budget preparation and individual projects, in accordance with the Government Programme. The use of performance management for extending gender mainstreaming to other authorities will also be enhanced. Each ministry will integrate gender perspective into at least one major area or project linked to the implementation of the focus areas of the Government Programme. The selected areas and projects are entered in the Government Action Plan for Gender Equality. The monitoring of gender mainstreaming will be rendered more systematic, and ministries are expected to report on this on an annual basis.

Measures

- Gender impact assessment will be incorporated in legislation projects.
- Ministries will prepare their budget proposals with reference to the gender perspective.
- Ministries will produce their statistics and other data concerning people analysed by gender.

- The gender perspective will be mainstreamed in performance management in the agencies and departments in the ministries' administrative sectors.
- The gender perspective will be included in basic training for civil servants and management, e.g. induction training.
- Each ministry will be applying gender mainstreaming in at least one major area or project linked to the implementation of the focus areas of the Government Programme.

The ministries will integrate the gender perspective in the following projects or areas:

Ministry of Social Affairs and Health

Action plan for reducing social exclusion, poverty and health problems

Prime Minister's Office

Monitoring implementation of the Government Programme

Ministry of Defence

Reform of the Defence Forces

Ministry of the Interior

Future of Immigration 2020 strategy

Ministry of Education and Culture

Development Programme for Child and Youth Policy 2012–2015

Ministry of Justice

Overall reform of legislation on community service sanctions

Ministry of Transport and Communications

Working group for fair and intelligent transport

Ministry of Agriculture and Forestry

National Forest Programme

Ministry of Finance

Local government reform

Ministry of Employment and the Economy

Strategic Programme for Structural Change and Well-functioning Labour Market

Ministry of the Environment

Programme to Promote Sustainable Consumption and Production (KULTU)

Ministry for Foreign Affairs

Action Plan on External Economic Relations

As outlined in the Government Report on Gender Equality, applying gender mainstreaming will require establishment of the steering and implementation structure for mainstreaming at the level of the Government as a whole and at each ministry. In the previous electoral period, coordination of gender mainstreaming was increasingly delegated to the ministries. The ministries' operational gender equality working groups play a key role in this, and it is recommendable to continue their work. The persons responsible for key processes should be included in these working groups. Also, permanent human resources should be assigned to the preparation of gender equality matters at each ministry. The implementation of the Action Plan for Gender Equality as a whole and gender mainstreaming in particular should continue to be monitored by the ministerial working group on public administration and regional development. The network supporting the ministries' operational gender equality working groups will continue its work.

Measures

- Each ministry has an operational gender equality working group that meets regularly.
- Each ministry has at least one civil servant whose job description includes the coordination and promotion of gender mainstreaming.
- Ministries will report on the progress of gender mainstreaming on an annual basis.
- The ministerial working group on public administration and regional development will regularly monitor progress in gender mainstreaming and will issue recommendations to ministries as to how its implementation could be enhanced.
- The Permanent Secretary meeting will regularly discuss issues related to the implementation of gender mainstreaming.
- The work of the operational gender equality working groups will be supported by the network connecting them.

3 GENDER EQUALITY LEGISLATION AND GENDER EQUALITY POLICY MEASURES

3.1 GENDER EQUALITY LEGISLATION

Government Programme

The effectiveness of the Act on Equality between Women and Men and gender equality planning will be monitored in cooperation with the social partners.

New anti-discrimination legislation that takes into account the European legislative developments and that effectively guarantees equality regardless of the discrimination grounds will be drafted in collaboration with social partners and civil society organisations and be submitted to Parliament. To ensure the implementation of the legislation, monitoring practices and administration will be made more effective. The Non-discrimination Act and the Equality Act will be kept as two separate acts in the future, too. – – The Ministry of Employment and the Economy will determine and prepare the amendments regarding equal treatment and the regulation of working life.

The Act on Equality between Women and Men (Equality Act) contains provisions on workplace gender equality plans and pay surveys. There are needs to amend these provisions, as noted for instance in a statement issued by Parliament on the functioning of the Equality Act (TyVL 6/2010 vp) and a communication of Parliament on the Government Report on Gender Equality (EK 51/2010 vp). An investigation of the needs to amend the legislation was also incorporated in the Government Report on Gender Equality itself. In spring 2012, the Ministry of Social Affairs and Health appointed a working group to investigate pay survey development needs in the context of gender equality plans. This investigation was based on studies conducted by the Ministry of Social Affairs and Health and the social partners on the current state of gender equality plans and pay surveys.

The legislation concerning supervision of the Equality Act is outdated, with reform needs being caused, among other things, by the expanded scope of application of the Equality Act and the reform of non-discrimination legislation. Parliament has considered it important to explore development needs regarding supervision and has required that provisions on the conciliation of cases of discrimination be added to the current legislation.

Provisions protecting gender minorities should be added to the Finnish Equality Act pursuant to, for instance, a ruling made by the European Court of Justice. Parliament stresses that the reform should be processed urgently.

Operational gender equality planning at educational institutions was provided for by law in 2005. At that time, basic education was excluded from this requirement, but Parliament required Government to monitor progress in gender equality at comprehensive schools and to take action as required to amend legislation in this respect. (TyVM 3/2005 vp). According to a report on the functioning of the Equality Act prepared in 2010, education legislation and curricula are not sufficient for guaranteeing gender equality in education and teaching. Gender equality planning in basic education would be of great importance, because comprehensive school influences the study choices of entire generations. In 2010, Parliament considered it important to extend operational gender equality planning to basic education institutions. In discussing how to promote gender equality in education and training, it would be justified to explore the extending of the current provisions on educational institutions to include basic education and the extending of operational gender equality planning to early childhood education. The Non-Discrimination Act does not exclude basic education institutions from the scope of its provisions.

The provision in the Equality Act requiring the authorities to promote gender equality should perhaps be detailed, requiring the authorities specifically to draw up operational gender equality plans and establishing a supervision system for this obligation. Needs to enhance provisions concerning gender inequality in advertising and related sanctions should be explored.

Measures

- Needs for amending provisions in the Equality Act concerning workplace gender equality plans will be explored together with the social partners. The study will focus on the enhancement of the provisions on pay surveys, the access of elected officials to information, and employees' workplace influence potential. On the basis of the study, the necessary amendments to the Equality Act will be prepared in tripartite cooperation with the social partners. (Ministry of Social Affairs and Health)
- The effectiveness of the Act on Equality between Women and Men and gender equality planning will be monitored in cooperation with the social partners; a monitoring study will be conducted in 2014. (Ministry of Social Affairs and Health)
- Legislation on the supervision of the Equality Act will be reformed, taking into account the reform of non-discrimination legislation

and other updating needs such as adding conciliation provisions in the law and exploring the potential for expanding the institution of proceedings in the board dealing with gender equality cases. (Ministry of Social Affairs and Health, Ministry of Justice)

- A provision will be added to the Equality Act protecting members of gender minorities against discrimination and promoting their equality. (Ministry of Social Affairs and Health)
- The Equality Act will be amended to require gender equality planning at basic education institutions. Extending the non-discrimination ban on educational institutions to basic education institutions will be explored. Providing for gender equality planning in early childhood education will likewise be explored. (Ministry of Social Affairs and Health, Ministry of Education and Culture)
- The possibility of entering a provision in the Equality Act requiring authorities to draw up operational gender equality plans will be explored. (Ministry of Social Affairs and Health)
- Needs related to legislating on advertising that violates gender equality will be re-evaluated no later than 2014, once sufficient experience has been gained from the application of the Consumer Protection Act of 2008 and the reshaping of the role of the Council of Ethics in Advertising. (Ministry of Justice)

3.2 PROMOTING GENDER EQUALITY AND PREVENTING DISCRIMINATION IN WORKING LIFE, NARROWING THE GENDER PAY GAP, AND RECONCILIATION OF WORK AND FAMILY LIFE

Government Programme

The tripartite equal pay programme will be continued, with the objective of narrowing the pay gap between women and men to a maximum of 15% by 2015. Two extensive research projects will be initiated in order to specify the required measures.

Measures focusing on reducing the segregation of the labour market will be enhanced in various administrative sectors. – Full-time employment will be promoted. – The monitoring system for discrimination will be further developed.

Support will be provided to enable parents with small children to combine family and work in a flexible manner. – The family leave system promotes

the wellbeing of the child, while also supporting the opportunities of both parents to participate in childcare and working life. The objective is to increase the amount of leave days earmarked for fathers, provide more flexibility to how and when fathers use their family leave, and enable home childcare for longer, supported by the parental allowance. Additionally, efforts will be made to put adoptive, multiple-birth and foster families on an equal footing with other families. – – Moreover, it will be investigated how the legislation safeguards the rights of those returning to work from parental leave, while the levels of daily allowance under the family leave system, particularly from the perspective of its incentive to fathers to use their entitlement to family leave, will be reviewed. – – The Government will promote, in association with the social partners, procedures based on good practices that make places of employment more family-friendly. – – The opportunity for parents to work part-time will be increased. The possibility of raising the partial childcare allowance and making its use more flexible will be reviewed. – – The gradual return to work of individuals receiving the child home care allowance will be promoted by combining early childhood education and care services and financial support, the eligibility criteria and other terms for which will be assessed and decided on by the end of 2012.

The Government Report on Gender Equality outlines several key issues in gender equality in working life, including reducing segregation, narrowing the gender pay gap, supporting women's career development and reducing involuntary part-time or fixed-term employment. It is also important to improve the reconciliation of work and family life, because both women and men with families are at work in nearly equal measure.

The Government aims to narrow the gender pay gap during the current electoral period. To this end, the Government will continue to pursue its tripartite Equal Pay Programme. The measures in the Equal Pay Programme also implement the Action Plan for Gender Equality. However, the Equal Pay Programme has its own monitoring system, and its measures will therefore not be monitored under the Action Plan for Gender Equality. The aim of the Equal Pay Programme is to narrow the pay gap between women and men to a maximum of 15 percent by 2015. The Government Report on Gender Equality raised the issue of publishing pay survey analyses, noting that central government could set a precedent by publishing analyses of its pay survey data.

In accordance with the Government Programme, full-time employment will be promoted. As specified in the Government Report on Gender Equality, the disadvantages involved in part-time and fixed-term employment that weaken the labour market position of women in particular will be addressed.

The labour market and training sectors are heavily segregated by gender. Gender segregation in training, career choices and working life will be

decreased in accordance with the policies outlined in the Government Programme and the Government Report on Gender Equality. Specifically, men will be encouraged to enter traditionally female-dominated sectors such as health care and social services. The measures proposed by the working group on reducing segregation (2009–2010) will also form a basis for this work (for further information, see section 3.4).

Gender-based discrimination continues to be perpetrated in working life. Typical contexts in which discrimination is suspected include recruitment, pregnancy, family leave and pay. Gender-based and multiple discrimination in working life will be prevented for instance by improving the discrimination monitoring system, by amending the Equality Act to make it more precise and by investigating how exactly legislation safeguards the rights of employees returning from family leave. It is also important to support mothers and fathers who have no employment to return to after family leave. Monitoring of discrimination will be improved with special reference to the position of women and men of immigrant origin and other persons liable to encounter multiple discrimination (for further information, see section 3.8).

The Government is in favour of the reconciliation of work and family life, increased taking of family leave by fathers, and gender equality in working life. Efforts will be made to alleviate career breaks caused by family leave by preparing a set of measures that will help people take part-time employment and make the care system more flexible. Part-time employment may be a desirable option for purposes of reconciling work and family life in a given situation, and therefore the potential for parents to take part-time employment will be improved. Daycare fees will also be revised so as to put them on an hourly basis, which will make part-time daycare a feasible option. The supply of daycare will be secured.

The Government aims for parental leave to be shared more equitably by both parents. At present, family leave is still principally taken by mothers, and it is therefore important to devise means to enable the responsibility for child care to be more equitably distributed. Parental leave quotas for fathers and added flexibility in taking leave have proved to be efficient incentives for fathers to take family leave. The framework agreement (raamisopimus) concluded by the Government and the social partners will make it more flexible for fathers to take parental leave as of the beginning of 2013. At present parents' rights to family leave depend for instance on whether a parent is registered as living in the same household as his or her child. Non-residential parents are only entitled to temporary care leave. Efforts will be made to put single-parent, non-residential-parent, adoptive, multiple-birth, rainbow and foster families on an equal footing with other families.

Measures

- The effects of various forms of using labour and performing work will also be explored and evaluated from the gender equality perspective in a working group appointed by the Ministry of Employment and the Economy and the Ministry of Social Affairs and Health. The working group will consider whether the existing employment, social insurance and taxation legislation is consistent with the changes that have occurred in how labour is employed, and will submit proposals for legislative amendments as necessary. (**Ministry of Employment and the Economy**, Ministry of Social Affairs and Health)
- Segregation of careers will be alleviated through development actions focusing for instance on employment services. (Ministry of Employment and the Economy)
- Publishing of pay survey analyses will be begun in central government. These may be published in annual reports, in HR accounts or in other HR reporting contexts. Monitoring of pay survey analyses will be conducted in the course of normal HR planning. (Ministry of Finance)
- In accordance with the Government Programme, it will be investigated how legislation safeguards the rights of employees returning to work from family leave. A tripartite working group will be appointed to begin this investigation in autumn 2012. Also, employment policy means for supporting the finding of employment by those returning to the labour market from family leave without an employment relationship will be enhanced. (**Ministry of Employment and the Economy**, Ministry of Social Affairs and Health)
- The objective is to increase the amount of leave days earmarked for fathers, provide more flexibility to how and when fathers use their family leave, and enable home childcare for longer, supported by the parental allowance. (**Ministry of Social Affairs and Health**, Ministry of Employment and the Economy)
- The clause expanding the right of fathers to take parental leave entered in the framework agreement concluded by the Government and the social partners will be implemented so as to enter into force at the beginning of 2013. The impact of this change and the attainment of the goals set will be reviewed in 2015. (**Ministry of Social Affairs and Health**, Ministry of Employment and the Economy)
- Additionally, efforts will be made to put single-parent, non-residential-parent, adoptive, multiple-birth, rainbow and foster families on an equal footing with other families. (**Ministry of Social Affairs and Health**, Ministry of Employment and the Economy)
- Efforts will be made to alleviate career breaks caused by family leave by preparing a set of measures by the end of 2012 that will help people take

part-time employment and make the care system more flexible. Daycare fees will be revised to put them on an hourly basis, thereby improving the potential for parents' part-time employment. The supply of daycare will be secured. (Ministry of Social Affairs and Health, Ministry of Employment and the Economy, Ministry of Education and Culture)

3.3 PROMOTING WOMEN'S CAREER DEVELOPMENT AND INCREASING EQUAL REPRESENTATION OF WOMEN AND MEN IN DECISION-MAKING IN THE PUBLIC AND PRIVATE SECTORS

Government Programme

The Government will continue cooperation with its social partners in order to boost women's career development. – – The state will promote gender equality in state-owned companies, systematically striving to ensure sufficient female representation on the boards of state-owned companies.

The goal is to remove obstacles to women's career and professional development as well as to increasing equal representation of genders in decision-making in the public and private sectors.

Action to increase the percentage of women among members of boards in state-owned companies has produced results over the past decade. Gender equality goals were entered in the Government Resolution on state ownership policy, adopted in November 2011. Active measures and monitoring of the gender equality situation continue to be needed. In companies where the government has a more minor holding, there are still comparatively few women in management positions.

The Government continues to pursue a dialogue with decision-makers in the private sector to promote women's careers and to increase the number of women in management positions in businesses. Further cooperation and active measures such as improved management statistics are needed. Although the percentage of women among board members in listed companies has increased in recent years, particularly in the largest corporations, this percentage is still only a little over 20% on average. Women are the least represented in small and medium-sized listed companies; according to the Finland Chamber of Commerce, women accounted for 22% of board members in listed companies on average in 2012, but the figures for large, medium-sized and small listed companies were 28%, 23% and 16%, respectively.

Women have the least presence in senior management in listed companies. In 2011, only four listed companies (3.2%) had a woman chairing the board of directors. As at last autumn, no Finnish listed company had a woman as a CEO, and in the past there have only been a handful in all. Gender equality should be more strongly promoted not only in board appointments but in senior management too.

Women's career development in senior management in central government has been supported with concrete action, and as a result the percentage of women in these positions has increased in the 2000s. In 2010, 28% of higher-level government posts were held by women. However, this is still a low figure considering how large a percentage of all central government civil servants are women and how high their educational attainment is. Indeed, women's advancement to senior positions must be actively promoted for instance by continuing to implement the recommendations for promoting women's careers in central government (2009).

A management development network is being set up, organised by the Finnish Institute of Occupational Health. Also, quality criteria for good management are being developed for the public sector, in accordance with the Government Programme. The promoting of gender equality will be taken into account in the operations of the development network and the developing of the quality criteria.

Measures

- The Government will continue to pursue its programme to increase the percentage of women among board members at state-owned companies, with the following goals and the Government Resolution on state ownership policy:
 1. The boards of fully state-owned companies must consist of at least 40% of both women and men.
 2. This 40% quota shall also apply at companies in which the government has a majority holding and which are not listed companies, unless there are specific reasons preventing this (clauses in the bylaws, partnership agreements or similar limitations).
 3. At companies in which the government has a minority holding directly or indirectly, the government and its representatives at the company must promote and be consistent with the aims of gender equality in their nominations of board members.
 4. The goal is to attain the aforementioned 40% target in all listed companies in which the government has a majority holding.

The Ownership Steering Department of the Prime Minister's Office issues an annual report concerning board memberships at state-owned companies operating on market principles and concerning the attainment of the gender equality goals under government ownership policy. Equal gender representation in management groups and on nomination committees at these companies will be actively promoted. (Prime Minister's Office)

- The Government will continue to engage in dialogue with the private sector to advance women's careers. (**Ministry of Social Affairs and Health**, Ministry of Employment and the Economy, Prime Minister's Office)
- The improvement of the gender equality situation on the boards of listed companies will be monitored. If sufficient improvement is not noted, legislative measures will be undertaken to ensure a more equal gender representation on the boards of listed companies. An evaluation of whether improvements have been sufficient will be conducted in June 2014. Legislation preparation will take into account the 40% quota applied with respect to listed companies which are state-owned or in which the government has a majority holding, and also different options for promoting the gender balance in corporate management as well as reasonable transition periods. (Ministry of Finance, Ministry of Justice)
- A procedure for regularly publishing the percentage of women and men on the boards of directors of listed companies will be explored with Statistics Finland and other relevant actors. (Ministry of Finance)
- The implementation and monitoring of the recommendations concerning women's career development in central government will be continued. (Ministry of Finance)
- The gender perspective and promotion of gender equality will be incorporated in the operations of the leadership development network being set up and in the development of quality standards for good management in the public sector. (Ministry of Social Affairs and Health)

3.4 PROMOTING GENDER EQUALITY AND REDUCING SEGREGATION IN EDUCATION AND RESEARCH

Government Programme

In any educational, scientific, or cultural activity, sport, or youth work, the equality principle must be applied. – – The differences between the genders in

learning outcomes, participation and completion of education will be reduced, and the intergenerational transmission of education will be reduced. – – Systematic non-discrimination and equality work will be carried out throughout the education system. – – The impact of reforms in student selections on gender equality and the inter-generational nature of education will be evaluated.

Goals related to the promotion of gender equality will be included in the planning and development work related to education and training policy.

Gender equality must be actively promoted in teaching and in the operating practices of educational institutions, working towards eliminating gender-based segregation in choices of subjects and occupations. The goal is to ensure equal opportunities for all pupils and students to acquire the skills and knowledge they need in working life and in society at large, irrespective of their gender.

Gender equality efforts in education are based not only on the Government Programme but also on the policies outlined in the Government Report on Gender Equality and the proposals of the working group on reducing gender segregation (2009–2010). Both of the latter emphasise the importance of incorporating the gender equality perspective in all decision-making concerning education and teaching and in education administration. The goal is to establish gender-aware and equality-aware teaching and instruction as standard practice from early childhood education onwards. This goal will be attained for instance by including the aim of actively promoting gender equality in new national curricula and qualification requirements and by developing gender-aware and anti-segregation student counselling and guidance counselling as well as teaching materials. Operational gender equality planning is an important tool for promoting and monitoring equality-aware teaching at educational institutions. Gender equality planning may also help to prevent and eliminate sexual and gender-based harassment and violence at educational institutions. As outlined in the Government Report on Gender Equality, the gender equality planning obligation will be expanded to cover basic education (see section 3.1). Promoting gender equality in education involves taking the needs of boys and girls into account and supporting them to make education and training choices according to their personal characteristics and strengths, not according to their gender.

Integrating gender equality materials into teacher training and education management training is an important way of promoting gender equality. Another way is to offer relevant continuing education for employees in the education sector. Promoting gender equality is important not only in teacher training but also more generally in higher education and research, and in decision-making in the area of university policy and science policy. As noted in the Government Programme, the impact of reforms in student selections on gender equality and the inter-generational nature of education will be evaluated. Following

the policies outlined in the Government Report on Gender Equality, equality efforts at universities will be continued and the gender perspective will be mainstreamed in university teaching and research, women's research careers will be promoted through concrete measures, and the status of gender studies will be enhanced. Gender studies provide important information for the promotion of gender equality in education and more generally in society at large.

Mainstreaming the gender perspective in the goals and measures of the Education and Research Development Plan is a particularly important tool for promoting gender equality. Under this Development Plan, an action programme to promote equal opportunities in education will be implemented, coordinated by the Ministry of Education and Culture, to support the attainment of the goals of the Action Plan for Gender Equality. The purpose of that action programme is to achieve a significant reduction in the differences between genders in learning outcomes and participation in education and to counteract gender-based segregation in education and training, while promoting gender-sensitivity. The proposals of the working group on reducing gender segregation form a good foundation for drafting the action programme. The Equal Pay Programme project mentioned in the Government Programme, concerning the impact of gender prejudices and expectations on educational and career choices, will be implemented as part of that action programme. The Government will implement the Social Guarantee for Young People to prevent social exclusion (for further information, see section 3.7.1).

Measures

- Goals and measures to promote gender equality will be defined more comprehensively and clearly in the national core curricula, vocational qualification requirements and curricula (including early childhood education). The gender perspective and promotion of gender equality will be included in evaluations of curricula and qualifications. (Ministry of Education and Culture)
- Active measures will be launched to halve the principal gender-related differences in participation in education and training and in learning results at all levels of education by 2020. These measures will be incorporated in the action programme to promote equal opportunities in education, to be coordinated by the Ministry of Education and Culture. (Ministry of Education and Culture)
- Active measures will be launched to reduce segregation in education and research. The proposals of the working group to reduce segregation (2009–2010) will be used in this work. These measures will be incorporated in the action programme to promote equal

opportunities in education, to be coordinated by the Ministry of Education and Culture. (Ministry of Education and Culture)

- Monitoring of the implementation of gender equality planning at educational institutions will be included in the performance management between the Ministry of Education and Culture and the National Board of Education. The gender perspective will be mainstreamed in the domain of the National Board of Education. (Ministry of Education and Culture)
- The National Board of Education will produce support materials and operating models promoting gender equality and will consult schoolbook publishers to explore the dissemination of a manual on teaching materials and gender equality drafted at the National Board of Education. Teaching materials will be evaluated from the gender equality perspective. (Ministry of Education and Culture)
- As part of the government-funded personnel training programme for the education sector, the National Board of Education will provide teachers with continuing education promoting the goals of the Action Plan for Gender Equality, with the aim of enhancing gender equality in education. (Ministry of Education and Culture)
- The Ministry of Education and Culture will continue to support gender equality efforts at higher education institutions, including monitoring gender equality plans and their implementations and developing gender-based statistics. Gender equality will be one of the key points in external auditing of education between 2012 and 2015. (Ministry of Education and Culture)
- Issues related to gender equality and women's research careers will be included in the evaluation of the application of the four-step research career model at universities and tenure track implementation. (Ministry of Education and Culture)
- The Ministry of Education and Culture will chart the situation in gender studies nationwide and will monitor the situation regularly. (Ministry of Education and Culture)

3.5 PROMOTING GENDER EQUALITY IN THE REINFORCEMENT OF DEMOCRACY AND CITIZEN PARTICIPATION AND IN INTEGRATION POLICY

Government Programme

Voting turnout and civic participation will be developed on the basis of the citizen participation policy programme, the resolution concerning the

promotion of democracy, and a democracy policy report to be prepared at a later date. Systematic and long-term monitoring of the development of democracy and civil society will be started.

All means available will be employed to enhance the integration of immigrants into Finnish working life. The objective is to increase the employment rate of immigrants and to halve their unemployment rate. Special attention will be paid to groups with low employment rates. – Access for immigrants to integration training and language education will be improved throughout the country. Special attention will be paid to the language education of students and housewives, and to the provision of language education at various levels. Immigrants' understanding of the way in which the Finnish society works and of their fundamental rights will be enhanced through integration training.

Women and men have come to be increasingly equally represented in political decision-making at all levels over the past decades. The potential for citizens to participate and influence governance is a key aspect of democratic decision-making and hence also touches on gender equality. In accordance with the Government Report on Gender Equality, the gender perspective will be mainstreamed in all promotion and monitoring of democracy and citizen participation. This follows on from the Citizen Participation Policy Programme and the preparation of the Government Resolution on promoting democracy in Finland (2010).

In gender equality policy and integration policy, it is important to identify the particular problems faced by women and men of immigrant origin in finding employment, among other things, and to support their equal participation in working life, training and society at large. The gender impact was assessed in the preparation of the Government Bill for the Act on the Promotion of Integration of Immigrants. Particular attention was paid for instance to immigrant women in a vulnerable position. The gender perspective will continue to be mainstreamed and the knowledge base supporting the promotion of gender equality will be strengthened in the area of integration policy. The gender perspective is also important to consider in improving the potential of immigrants and minorities for participation and in engaging in dialogue with organisations representing them.

Measures

- The gender perspective and promotion of gender equality will be included in the forthcoming Government Report on democracy policy and more generally in measures for promoting democracy and citizen participation. (Ministry of Justice)

- Promoting gender equality will be included as an integral part of the government's integration programme. (Ministry of Employment and the Economy)
- The National Board of Education will incorporate the gender perspective in the national curriculum for integration education. (Ministry of Education and Culture)

3.6 INCORPORATING THE GENDER PERSPECTIVE INTO ECONOMIC POLICY

The Government Report on Gender Equality pointed to economic policy as an area where little attention has been paid to the gender perspective and on what the impacts of decisions are on women and men specifically. It was noted in the Report that advance assessment of gender impacts is important in economic policy. Economic policy has a fundamental effect on resource distribution, and hence wellbeing distribution, between genders. For instance, tax policies may affect women and men differently, because women and men have different income structures, spending habits and time management. With EU membership, taxation has become an increasingly important national tool of economic policy. The gender impacts of tax policy have not been studied very much in Finland, and a basic survey in this area is needed to form the foundation for gender impact assessment.

Measures

- The Government will commission a study on the impact of tax policy and income transfer solutions on the economic equality of women and men. This study will be leveraged to create a foundation for the gender impact assessment of tax policy reforms. (**Ministry of Finance**, Ministry of Social Affairs and Health)

3.7 THE GENDER PERSPECTIVE IN THE PROMOTION OF HEALTH AND WELLBEING AND IN THE COMBATING OF INTIMATE PARTNER VIOLENCE AND DOMESTIC VIOLENCE

3.7.1 Promoting social participation and health among men and women

Government Programme

Poverty and social exclusion cause human suffering, health disparities, and inequality, among other things. The Government will determinedly act against poverty and social exclusion. – A cross-sector action plan for reducing social exclusion, poverty and health problems will be commenced.

A social guarantee for young people will be implemented so that each young person under 25 and recently graduated people under 30 will be offered a job, on-the-job training, a study place, or a period in a workshop or rehabilitation within three months of becoming unemployed.

The Paternity Act will be revised, as well as the regulation concerning the acknowledgement of paternity of children born in cohabiting partnerships.

Preventing poverty, inequality and social exclusion forms one of the three strategic focus areas in the Government Programme. The Government has decided to start a cross-sectoral action plan to combat social exclusion, poverty and health problems. This action plan will involve measures to tackle unemployment, poverty, health differences, people's lack of prospects and non-participation. A commitment has been made to take wellbeing and health differences between women and men into account in the implementation of the action plan. Particular attention will be paid to gender equality issues pertaining to men, such as why men are more likely to become socially excluded than women. This angle will also be taken into account in the implementation of the National Development Plan for Social Welfare and Health Care (also known as the Kaste Programme), specifically in the component programme addressing the participation opportunities, wellbeing and health of at-risk groups.

The Government has undertaken to implement the Social Guarantee for Young People to prevent social exclusion. It is important for the gender perspective and the promotion of gender equality to be included in the

development of the Social Guarantee and other measures designed to prevent social exclusion after comprehensive school.

The Government's Roma Policy Programme includes a measure for conducting a study on the living conditions, health and wellbeing of the Roma population. From the gender mainstreaming perspective, promoting non-discrimination and gender equality among the Roma will require more information to be collected on the living conditions and needs of the Roma population. Gaining data analysed by gender is particularly important in the implementation of the study and in the related development of wellbeing indicators for the Roma population.

The Government Programme states that the Paternity Act will be revised and the regulations concerning the acknowledgement of paternity of children born in cohabiting partnerships will be updated. Revising the Paternity Act is necessary because many changes affecting the application of the Act have occurred in the domain of the Act and in society at large. Conflicting interests will need to be reconciled in revising the Paternity Act, and it is important for the gender equality perspective to be taken into account too.

The Government considers that support for parenthood is important and that relationship counselling for children's parents should be improved and increased. Divorce arbitration will be developed to ensure the best interests of the child and the realisation of parenthood. Successful conciliation is particularly important in disputes involving children. Employing expert assistants in court proceedings for the conciliation of custody, visitation rights and support arrangements for children has produced positive results.

Measures

- The differing paths of young women and men to social exclusion and their needs for support will be taken into account in the project launched to implement the Social Guarantee and its measures. (**Ministry of Employment and the Economy**, Ministry of Education and Culture, Ministry of Social Affairs and Health)
- Projects intended to narrow health differences between socioeconomic population groups and between men and women will be entered as a focus area for health promotion appropriations. (Ministry of Social Affairs and Health)
- Dialogue between wellbeing and health experts, gender equality experts and men's organisations will be promoted to give greater prominence to the male dimension in the promotion and monitoring of health and wellbeing and in social and health services. (Ministry of Social Affairs and Health)

- Consideration of the gender perspective in producing statistics in the social welfare and health care sectors and in the accrual of databases will be enhanced specifically to improve our awareness of men's wellbeing problems and our understanding of them. This will be agreed upon in more detail with statistics compilers in the social welfare and health care statistics group. (Ministry of Social Affairs and Health)
- Particular attention will be paid to gaining data analysed by gender in the implementation of the study and in the related development of wellbeing indicators for the Roma population. (Ministry of Social Affairs and Health)
- Promotion of gender equality will be addressed in the reform of the Paternity Act. (Ministry of Justice)
- The potential for providing expert assistance in custody disputes as a nationwide service will be explored. (Ministry of Justice)

3.7.2 Combating intimate partner violence, domestic violence, violence against women and sexual violence, and assessing the legislation concerning the buying of sex services

Government Programme

Measures will be created in cooperation with the various administrative sectors to prevent interpersonal and domestic violence, with the aim of reducing suffering as well as the costs of violence caused to the victims, employers and municipalities. Services for the victims of interpersonal, domestic and sexual violence will be enhanced. Implementation of the action plan to reduce violence against women will continue. – – The implementation of the national Action Plan to Reduce Violence against Women will be ensured.

An unbroken treatment chain will be guaranteed for victims of sexual violence. Shelters for the victims of interpersonal and domestic violence will be increased, and attention will be paid to a more regionally balanced distribution of such places.

– – However, in cases involving domestic violence, the use of mediation must be limited, as the mediation processes in such offences include elements that may endanger the legal protection of the victim.

Prevention of crimes against the individual's right to self-determination will be strengthened. The legislation on sex offences will be reformed so that it better secures the individual's right to sexual self-determination.

Finland is committed through international treaties to comprehensive prevention of violence against women, a serious infringement of human rights and one form of discrimination against women. The prevention of violence against women and intimate partner violence requires multi-professional and cross-sectoral cooperation, which indeed has become stronger in recent years. There is still scope for improvement for instance in the long-term coordination of efforts to prevent violence, in ensuring the availability of services for both victims and perpetrators, and in developing the network of shelter homes to a level compliant with international recommendations.

In order to eliminate violence against women, intimate partner violence and domestic violence, the Government is continuing the implementation of the Action Plan to Reduce Violence against Women (2010–2015). Implementation of this action plan works towards many of the goals of the Government Programme regarding intimate partner violence and domestic violence. It also supports the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. The measures under the Action Plan focus on preventing repeated domestic violence, reducing sexual violence and protecting women in a vulnerable position (immigrants, disabled, and sexual and gender minorities). These measures will also improve the status of boys and men suffering from intimate partner violence or domestic violence. The Action Plan was adopted in 2010 with the principle that the various ministries will implement its measures within their normal spending limits. In its statement on the Government Report on Gender Equality in 2011, Parliament required that sufficient funds for long-term action be allocated in the central government budget to the Action Plan to Reduce Violence against Women.

Finland was one of the first countries to sign the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. Ratification of the Convention is being prepared by a working group led by the Ministry for Foreign Affairs. The Convention represents a significant step in addressing the issue of violence occurring in intimate partnerships and families, and particularly violence against women. A reform of the legislation on sexual offences is outlined in both the Government Programme and the Action Plan to Reduce Violence against Women.

Since 2006, Finnish law has stipulated that buying sexual services is a criminal offence if the person selling those services is a victim of pandering or human trafficking. Assessment of the legislation on buying sexual services was begun in the previous electoral period. Sweden conducted a thorough review of its legislation in this area in 2010. For example, this review could be

used in the implementation of a more comprehensive review than previously in Finland, on whose basis possible further action could be planned.

Measures

- Implementation of the Action Plan to Reduce Violence against Women will continue, and sufficient resources for it will be secured. (**Ministry of Social Affairs and Health**, Ministry of Justice, Ministry of the Interior; Ministry of Employment and the Economy)
- Increasing and improving shelter services pursuant to the Government Programme will be undertaken in connection with the social welfare legislation reform. In developing the shelter network, the needs of various user groups (disabled, immigrants, victims of stalking, etc.) will be taken into account together with geographical coverage. (Ministry of Social Affairs and Health)
- Nationwide low-threshold services will be developed for victims of intimate partner violence, domestic violence and sexual violence in accordance with the Action Plan to Reduce Violence against Women. (Ministry of Social Affairs and Health)
- Pursuant to the Government Programme, the use of mediation in offences involving intimate partner violence will be limited. For example, national guidelines will be applied to ensure that practices throughout the country are in line with the limits set by law with respect to mediation and referral to mediation in cases involving intimate partner violence or domestic violence. (**Ministry of Social Affairs and Health**, Ministry of the Interior, Ministry of Justice)
- Finland will ratify the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence in 2013 at the latest. (**Ministry for Foreign Affairs**, Ministry of Justice, Ministry of Social Affairs and Health, Ministry of the Interior)
- The legislation on sex offences will be reformed so that it better secures the individual's right to sexual self-determination. In this reform, it will be considered whether all sexual offences should be defined as offences subject to public prosecution and whether the category 'coercion into sexual intercourse' should be eliminated, and related measures under the Action Plan to Reduce Violence against Women will be taken into account. (Ministry of Justice)
- A comprehensive assessment of the legislation on buying sexual services will be conducted and further action outlined. Sweden's experiences of the implementation of legislation on buying sexual services will be taken into account in the assessment. (Ministry of Justice)

3.8 GENDER EQUALITY ORGANISATION, DEVELOPMENT AND RESOURCES

It is stated in the Government Report on Gender Equality that for the sake of visibility and clarity, the minister responsible for gender equality must have the words 'gender equality' in his or her title. Explicitly stating gender equality in the title of the responsible minister is a major long-term goal that will be addressed at the beginning of the next electoral period. It is further noted in the Report that it is necessary to establish an organisational structure for gender equality matters that would best serve the promotion of a gender equality policy in the Government as a whole. Pursuant to the Government Report, the organisational status of gender equality policy will be strengthened because of the social importance of gender equality matters and their horizontal nature. This approach is in line with practices in other EU Member States, where the management of gender equality policy is generally arranged at the departmental level at various ministries or at the prime minister's office. The Council for Gender Equality is closely connected with the Gender Equality Unit, and their administrative proximity should be maintained. The Ombudsman for Equality should be given more independence, like the Ombudsman for Minorities, when the regulations on the supervision of the Equality Act are revised.

Parliament noted in its statement on the Government Report on Gender Equality that the Centre for Gender Equality Information (Minna) is crucial for ensuring the availability of gender equality research and of updated and comprehensive statistics on gender equality. Parliament considered it important to secure continued funding and enhanced resources for Minna. NGOs and other actors in the civil society also play an important role in promoting gender equality and in preventing discrimination. Efforts will be made to improve the financial position of NGOs involved in gender equality work.

As noted in the Government Report on Gender Equality, the aim is to develop gender equality policy with a view to the diversity of society as a whole. Similarly, a stronger gender perspective is needed in non-discrimination policy. Parliament too has stressed that gender equality policy should take account of the prevention of multiple discrimination and improving the status of women who are members of minority groups. The Ombudsman for Equality has commissioned a report on the status of gender minorities, laying the groundwork for the development of gender equality policy from the perspective of gender minorities.

As noted in the Government Report on Gender Equality, competence and expertise in issues of men and gender equality must be enhanced in various areas of policy. The aim is to get men more involved in promoting gender equality at various levels of society.

The Government Report on Gender Equality sets the goal of securing gender equality in the ongoing municipal structural reform (see also chapter 2). In recent years, gender equality expertise in local and regional government has been methodically enhanced. Mainstreaming the gender perspective in local and regional government will be further strengthened. The outcomes of earlier projects will be leveraged in mainstreaming efforts for instance by ensuring that manuals produced and procedures developed will be efficiently deployed.

Gender equality promotion will be enhanced in structural fund activities too. Structures will be created to ensure the promotion of gender equality at all stages of structural fund projects: planning, publicity, implementation, monitoring and evaluation. The competence and capacity of structural fund officials in ministries and regional government for mainstreaming the gender perspective will be improved.

The Government Report on Gender Equality notes that the monitoring of gender equality policy has to be clarified and indicators have to be developed. Efforts to do this will be launched in the current electoral period, linked to the work being done on monitoring human rights (including indicators) under the National Action Plan on Fundamental and Human Rights. Long-term promotion of gender equality requires decision-making to be supported with sufficient information on how goals have been attained and how effective the measures undertaken have been. Improving monitoring will also support monitoring of the goals set in the Government Report on Gender Equality.

Measures

- The organisational status of gender equality policy and its placement in the field of government will be assessed, taking into account its horizontal nature. (Ministry of Social Affairs and Health)
Explicitly stating gender equality in the title of the responsible minister is a long-term goal.
The Ombudsman for Equality will be given more independence when the regulations on supervision of the Equality Act are revised. (Ministry of Social Affairs and Health)
The continued operation of the Centre for Gender Equality Information (Minna) will be ensured and sufficient resources provided. (Ministry of Social Affairs and Health)
- The status of gender minorities and the need to improve it will be further explored, and gender equality policy will be enhanced through further dialogue with NGOs and other actors. (Ministry of Social Affairs and Health)

- Expertise on the status of men in gender equality policy and participation of men in the promotion of gender equality will be enhanced. (**Ministry of Social Affairs and Health**, all ministries)
- Gender equality expertise will be increased in local and regional State administration and in municipalities. Mainstreaming the gender perspective is a strategic goal and object for monitoring in regional government performance management, and gender equality and non-discrimination planning will be further developed on this basis. (**Ministry of Finance**, Ministry of Employment and the Economy)
- A strategy for mainstreaming the gender perspective in structural fund activities will be created, including guidelines and criteria for how to take the gender perspective into account at various stages of structural fund projects. A gender equality support structure will be set up to train and provide consultant assistance to the relevant authorities in improving their gender equality competence and to conduct studies and guide project operators in mainstreaming the gender perspective. (Ministry of Employment and the Economy)
- Monitoring of gender-based and multiple discrimination, and more generally of gender equality, will be improved as part of the development of the fundamental and human rights monitoring system and the implementation of the National Action Plan on Fundamental and Human Rights. (**Prime Minister's Office**, Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of Justice)