



Centre for Gender Equality Information



Centre for Gender Equality Information

- Information on gender equality is needed to support
 - Decision making
 - The promotion of gender equality
 - Monitoring of gender equality policy
 - Enforcement of civic rights

Our aim is influence through information

Finnish Institute for Health and Welfare (THL)

PUBLIC HEALTH AND WELFARE

HEALTH SECURITY

GOVERNMENT SERVICES

Tiina Laatikainen
Director of Department

Equality

Health and Well-Being Promotion

Knowledge Management and Co-Creation

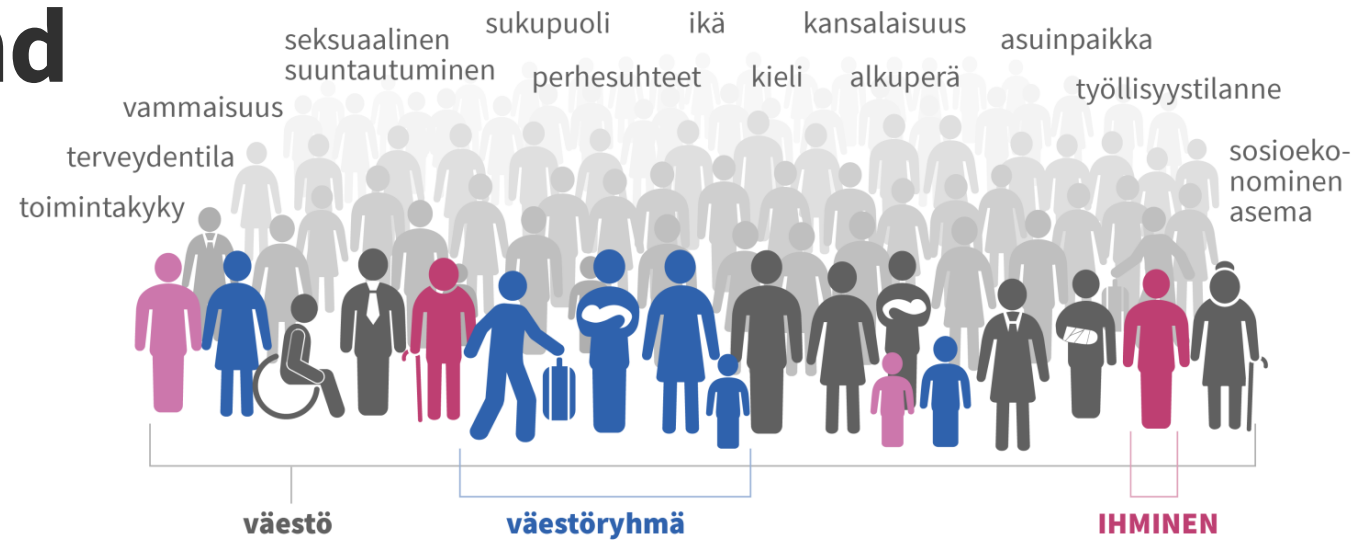
Population Health

Welfare State Research and Reform

Equality

- Migration and Cultural Diversity
- Mental Health
- Forensic Psychiatry
- Inclusion Research and Promotion
- Inclusive Labour Markets and Support for Employment
- **Non-Discrimination and Gender Equality**

Non-Discrimination and Gender Equality



DATA

We are expanding our data production to cover a number of significant but currently understudied areas.

Measuring intersecting inequalities and discrimination. Developing data and research.

INTERPRETATION

We maintain an up-to-date picture of the current situation and prepare for the future. We summarise our views as a driver for change.

Up-to-date picture of gender equality: *Centre for Gender Equality Information*. Support for policy makers.

SOLUTIONS AND SUPPORT

We produce clear operating models and recommendations for the use of the population, different agents and decision-makers. We accelerate a cycle for positive growth.

Tools, on-line training, workshops etc. Many projects...

Brief history of Centre for Gender Equality Information

- Started as a project at the University of Helsinki in the early 2000s
- Officially founded in 2009 by decision of Finnish Parliament
- Operated within the University of Tampere during the first years
- Part of National Institute for Health and Welfare since 2013

Gender Equality webpage

[\[https://thl.fi/en/web/gender-equality\]](https://thl.fi/en/web/gender-equality)



Manifold more project (2019–2022)



Manifold More



The project aims to promote diversity in working life and advance career paths of highly educated women with immigrant background.

- The model and concrete tools developed by the project will help employers in producing mandatory gender equality plans.
- Research-based information will be used to challenge stereotypes related to immigrant background women.

The project is led by the Finnish Institute for Health and Welfare (THL) and partnered by the Finnish Institute of Occupational Health (FIOH). The project is funded by the European Social Fund (ESF).

www.thl.fi/manifold
[@moninaisesti](https://twitter.com/moninaisesti)

Recruitment tools based on the experiment in the Manifold more project

1. Diversity clause
2. Critical assessment of language skill requirements
3. Anonymous sample text
4. Job advertisement and networks
5. Recruitment transparency and communication

Read more: [Diversity promoting recruitment: Results from the recruitment experiment of the Manifold More project](#) (abstract in English)



REKRYTOIMME

Kaksi projektitutkijaa

Moninaisesti parempi -hankkeeseen,
Terveysten ja hyvinvoinnin laitokselle,
Yhdenvertaisuus ja osallisuus -yksikköön.

 #moninaisesti





WE ARE RECRUITING

Two Project Researchers

to Manifold More Project,
in Finnish Institute for Health and Welfare,
Equality and Inclusion -unit.

 #manifold



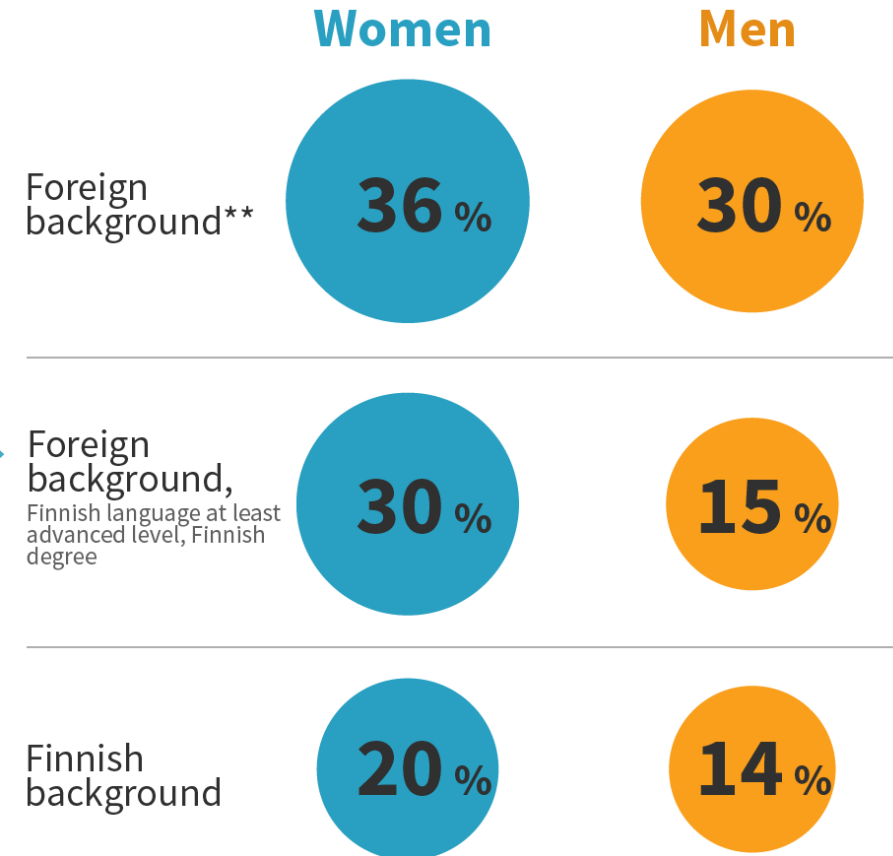
Glass ceilings and sticky floors – existing obstacles in the career paths of women and women of foreign background

The share of overqualified among highly educated employed* by gender in Finland (%)

Foreign background women do not advance to careers corresponding to higher level education, despite language skills and Finnish degree

* Share of employed highly educated aged 20–64 in low or intermediate level jobs in 2014.

** Both parents or the only known parent born abroad. Gender data from register.



Read more: [Overcoming glass ceilings and sticky floors – promoting diversity through recruitment](#)



Finnish Institute of Occupational Health

Leverage from the EU 2014–2020



Source: Toivanen et al. 2018, Statistics Finland, UTH-survey, THL 2021, thl.fi/manifold

Gender mainstreaming support (2021)

- Workshops for gender mainstreaming experts (April-May '21)
 - focus on enhancing the implementation of gender mainstreaming both on national and municipal/regional levels
- Evaluation of law drafting + governmental budget draft from a gender perspective
 - minority of drafts from 2020 include Gender Impact Assessment
- Trainings about Human Impact Assessment for people employed on gender equality projects
- Updating the Ministry of Social affairs and health's online content about gender mainstreaming

Drivers of Equality (2021–2023)

- The Drivers of Equality -project aims at enhancing the implementation of non-discrimination legislation in Finland.
- The project is led by the Ministry of Justice and partnered by the Finnish Institute for Health and Welfare (THL), City of Helsinki and Non-discrimination Ombudsman.
- THL will develop an online training for public authorities at local level
 - 1) General part,
 - 2) Sector-based parts for education, social services and health, culture..
 - 3) Training modules on different grounds of discrimination.
- The project is funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020).

Improving equality data

- Measuring discrimination regularly in THL's national health and welfare surveys (e.g. [National FinSote Survey](#))?
- Intersectionality and gender minorities in THL's research (e.g. [School Health Promotion study](#))



Gender Equality Days 6.–7.10.2021

- The main event of the year for the gender equality sector. The days are aimed at anyone working on and interested in equality issues.
- The Centre for Gender Equality Information organises the event in cooperation with the Ministry of Social Affairs and Health and the network of equality actors.
- This year, the theme of the online event is crises, changes and surviving.



Gender Matters in the media -training package

- Targeted to journalists and communication experts.
- The main themes are gender aware language and images, gender norms and stereotypes as well as gender equality and diversity in expertise.
- Consists of videos, exercises and additional materials.
- Can be used either to support one's own learning or when organizing training.



www.thl.fi/tasaarvomediasa (in Finnish)



Gender Equality (THL):
www.thl.fi/gender-equality

 [Tasa-arvotiedon keskus](#)
 [@tasaarvotieto](#)

THANK YOU!