

TOWARDS EQUAL PAY

The Finnish Approach

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The Gender Pay Gap 2013

- Women's average pay 2 960 €, men's 3 560 € per a month
- Women's pay is 83 % of that paid to men
- The gap is 600 € (92 500 ISK) in a month

The average earnings for regular working hours across the labour market based on full-time earnings.
The index is not influenced by the effects of overtime work or one-off bonuses or remuneration items.

All sectors of the labour market are included.

Women's pay of that paid to men in private sector: 84,0 %, municipalities: 85,6 % and the state: 86,1 %.

Source: Index of Wage and Salary Earnings 2013, Statistics Finland.

Women and Men in the Labour Market

- Employment rate (15-64 years of age) of women 68 %, of men 69 % in 2013
[Official Statistics of Finland \(OSF\): Labour Force Survey](#)
- Average (realised) career 35 years for women, 37 years for men
[Finnish Centre for Pensions , Report 1/2013](#)
- Rate of part-time work (2013):
 - 20 % of employed women, 9 % of employed men
[Official Statistics of Finland \(OSF\): Labour Force Survey](#)
- Employment based on a fixed-term contract (2013):
 - 18,4 % of employed women, 12,5 % of employed men
[Official Statistics of Finland \(OSF\): Labour Force Survey](#)



- Men take 9 % of the compensated parental allowance days
[KELA - Social Insurance Institution, 2013](#)
- 32 % of women & 25 % men have a higher educational qualification
[Education Statistics, Statistics Finland 2012](#)
- Highly gender segregated labour market
 - 13 % of employees work in professions in which 40-59 % of employees are women or men (2012).
[Official Statistics of Finland \(OSF\): Employment](#)

The Equal Pay Programme

- the Ministry of Social Affairs and Health coordinates the Programme
- All the central labour market organisations (7) are involved in the Programme
- Tripartite group of experts & high-level steering group
- Annual budget of 200 000 €



The 9 objectives of the Equal Pay Programme

The main goal:

- Reducing the gender pay gap to maximum of 15 % by the year 2015

Other goals:

- Improving the quantity and quality of equality plans and pay surveys
- Developing pay systems
- Alleviating gender-based segregation
- Enhancing women's career development
- Increasing the use of paternity leaves
- Reducing harm caused by fixed-term employment
- Developing pay statistics
- Incorporating equal pay in the corporate social responsibility programmes





Builders at a construction site in Helsinki during the World War II. The Labour Archives.

Many thanks!

Further information:

- Statistics on Women and Men in Finland 2014:

http://www.stat.fi/tup/julkaisut/tiedostot/julkaisuluettelo/yyti_womefi_201400_2014_10368_net.pdf

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