

**Akava's proposed
resolutions
*to ensure
equality and non-
discrimination
in working life***



Akava

CONTENTS

1. Introduction	3
2. Non-discriminatory working life	4
3. Elimination of violence and harassment	6
4. Rewarding working careers	6
5. Fair distribution of family and care responsibilities	7
6. Educational opportunities	8
7. Effective equality and non-discrimination policy	9
8. Akava's commitments to promote equality and non-discrimination	9

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1. Introduction

The diversification, non-discrimination and equality in working life affect the well-being and productivity of both workplaces and the entire society. Diverse backgrounds, levels of competence and life situations present workplaces both with new opportunities and challenges.

Numerous studies show that equality and non-discrimination are still not being realised in Finnish working life. We need effective measures to eliminate all types of discrimination, harassment, targeting and shaming, bullying, violence and racism.

This document specifies Akava's objectives regarding equality and non-discrimination policies for the years 2025–2029. They also provide support for Akava affiliates in their work towards a fairer society. Influencing and implementation of policies are carried out in compliance with the work distribution model of the Akava community.

Akava requires that the following key measures are implemented. Furthermore, these guidelines include several supplementary proposals to these. The objective for implementing all of the proposed measures is to increase equality and non-discrimination in society.

- 1.** The Act on Equality between Women and Men shall be reformed and the update process of the Non-discrimination Act shall be continued. The rights and obligations contained in the Acts shall be harmonised and the legal protection of individuals shall be improved.
- 2.** The elimination of segregation shall be supported with a new, independent programme that extends beyond Government terms.
- 3.** The care support system for children shall be reformed and the family leave system developed so that responsibilities in families become more equal.
- 4.** The obligation of employers to ensure that violence and harassment are eliminated in workplaces shall be strengthened.
- 5.** The proportion of underrepresented groups in higher education shall be increased.
- 6.** Decision-making shall be supported with high-quality research.
- 7.** Transparency of pay and remuneration shall be advanced and equal and non-discriminatory career opportunities improved.

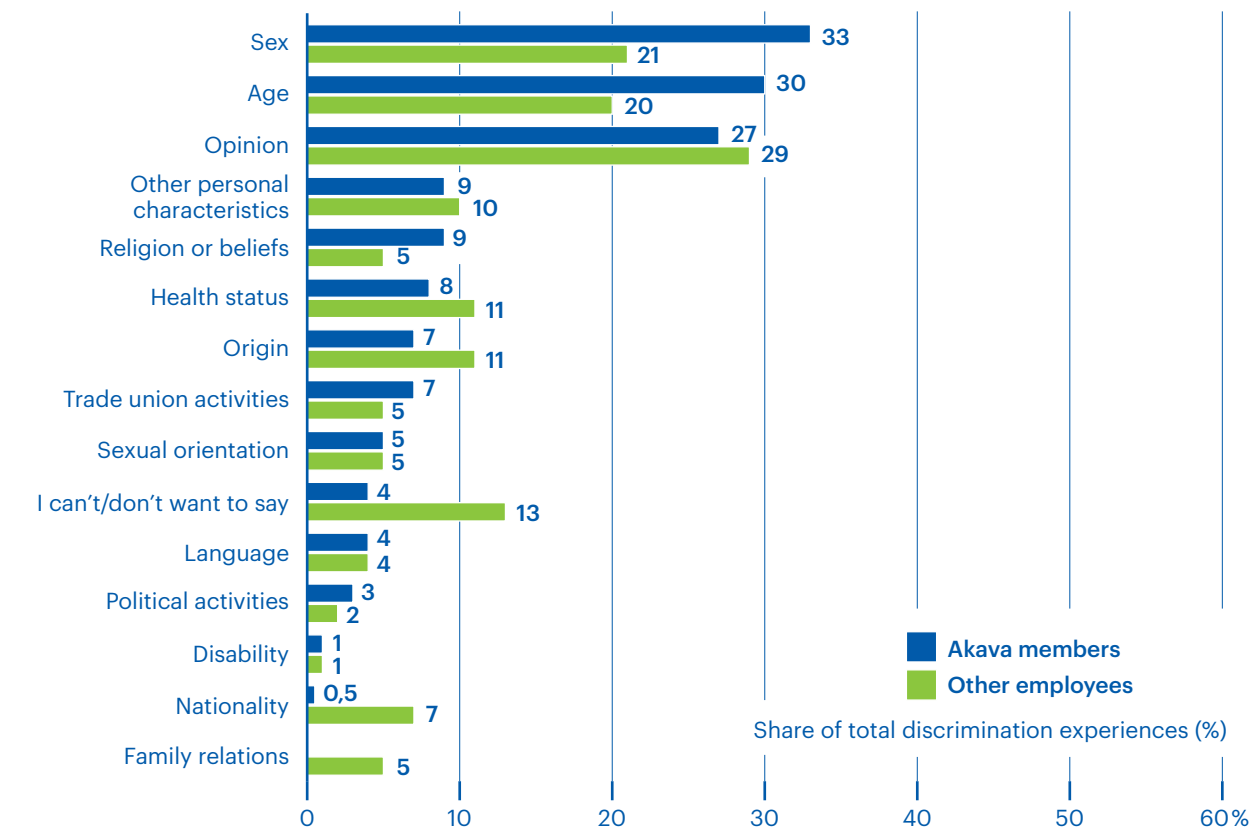
2. Non-discriminatory working life

- The Act on Equality between Women and Men shall be reformed. Based on an evaluation of the current situation, an overall reform of the Act on Equality shall be prepared that covers the promotion of equality, non-discrimination, legal protection and supervision.
- The Non-discrimination Act shall prescribe a right for job applicants to receive information on the grounds of the hiring decision.
- An obligation to regularly conduct planning on issues associated with equality and non-discrimination shall be prescribed for companies and organisations employing more than 20 persons, and the obligation to promote equality and non-discrimination in companies of all sizes shall be reinforced. Employee representation in the planning process shall be assured.

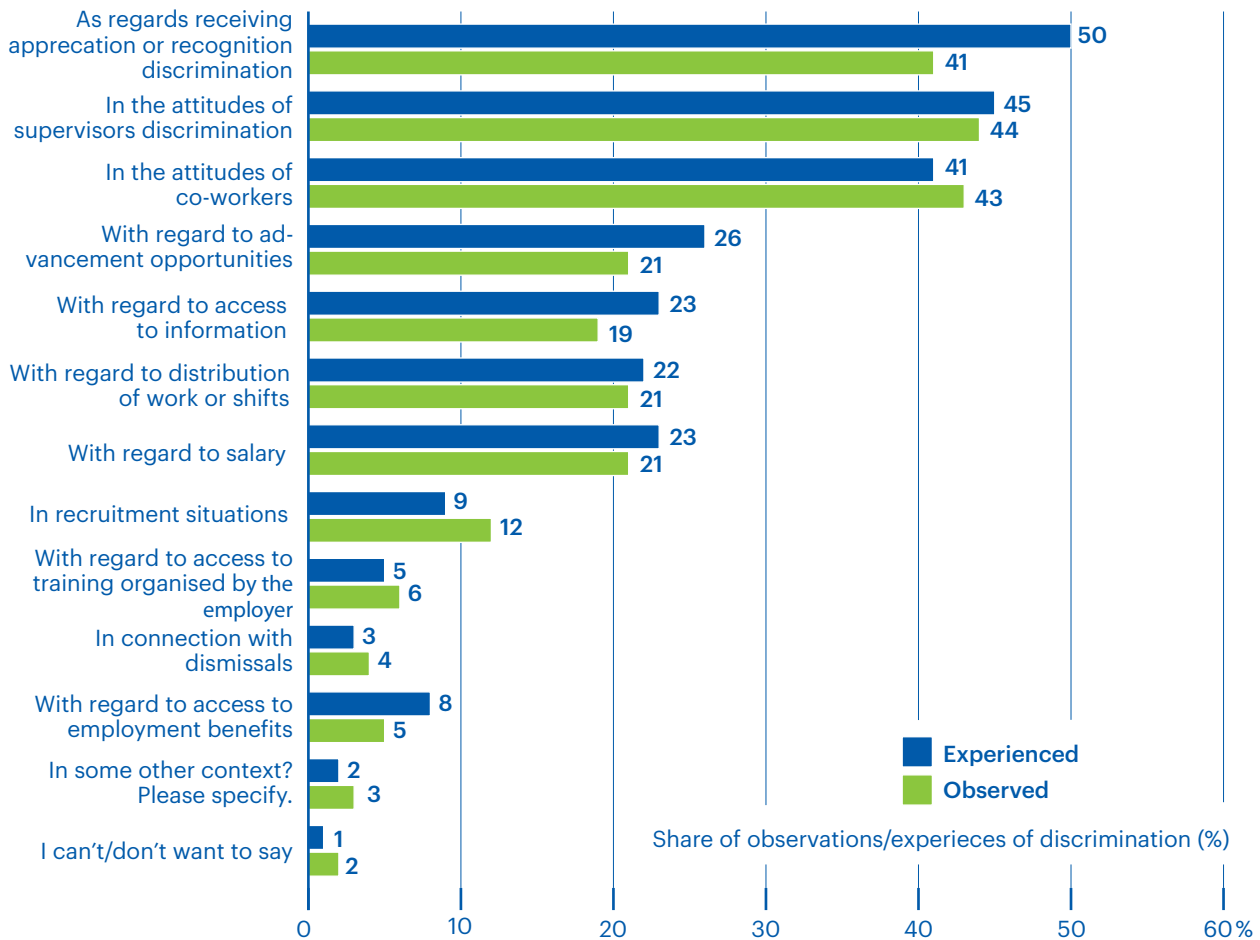
- Low-threshold legal protection methods shall be developed and the National Non-Discrimination and Equality Tribunal shall be granted the right to handle employment matters in a limited manner as well as to order compensation.
- Employment security in pregnancy and family leave situations shall be reinforced for those working in fixed-term employment relationships.
- Employees returning from a family leave shall be guaranteed enhanced protection against dismissal.
- Authorities that supervise equality and non-discrimination shall be ensured sufficient resources.
- The use of recruiting methods that promote equality and non-discrimination, such as the anonymous processing of applications, shall be increased.
- The participation in working life of those with a partial work ability or disabilities shall be increased.

The following information is a selection of the results from the Akava Works discrimination survey, which examined observations and experiences of discrimination in the respondents' current workplace. The survey was conducted by Verian during the summer of 2024. The survey was answered by 1,003 members of Akava and 2,146 other employees. The total number of respondents was 3,149.

Experienced discrimination by perceived grounds



Form of discrimination



3. Elimination of violence and harassment

- The obligation of the employer to ensure the elimination of violence, harassment and discrimination in workplaces shall be reinforced. Merely taking measures is not enough.
- Together with their personnel, workplaces shall draw up guidelines to prevent and identify discrimination, harassment and bullying and establish procedures for solving any problems that may arise.
- The position and role of the occupational health and safety delegate in cases of harassment within the workplace shall be strengthened.
- Targeting and shaming, in other words, systematic work-related harassment shall be enacted as a punishable crime in legislation.
- An action programme shall be drafted to prevent digital violence and harassment, and necessary measures to address such phenomenon shall be established.



4. Rewarding working careers

- The dismantling of segregation shall be supported with the help of equality work extending beyond Government terms and a long-term review (the new Segre+ programme).
- The Equal Pay Programme shall be reformed to correspond to the change in the labour market.
- Transparency and knowledge concerning the pay and pay policies shall be improved in workplaces of all sizes in connection with the national implementation of the Directive on Pay Transparency.
- Pay structures, pay systems and the systems for evaluating the level of demand inherent to specific jobs shall be developed collaboratively.
- Transparency of pay, pay formation and career opportunities as well as the competence of supervisors with regard to the principles and practices of remuneration shall be ensured in workplaces.
- Pay transparency shall be strengthened by increasing the rights and effective opportunities of the personnel, personnel representatives and individual employees to receive more information on wages and salaries and to more effectively intervene in cases of pay discrimination.
- An employee who suspects pay discrimination shall, for the purposes of assessing potential discrimination, have the right to receive the pay information of another employee from the employer under the necessary non-disclosure obligation.



5. Fair distribution of family and care responsibilities

- The care support system for children shall be reformed.
- The family leave system shall be developed so that responsibilities for families could be divided more equally, and the impacts of the system on the coping abilities of parents shall be evaluated. Opportunities for flexible participation in working life shall be created.
- The return of parents to working life shall be supported by providing those on family leave with services that promote employment when the child turns two, at the latest.
- Family-friendly practices as well as means of reconciling work and private life shall be promoted in working life and workplaces. Awareness of diverse families shall be increased.
- An informal carer's leave shall be developed for the purposes of improving the reconciliation of work and care. Rules concerning paid leave for informal carers shall be added to legislation. Collective bargaining agreements can be utilised to agree more extensively on such pay.

6. Educational opportunities

- Educational equality and non-discrimination shall be strengthened by providing two years of free preschool education and by investing in high-quality early childhood education.
- The obligation to arrange preparatory education for immigrants shall be included in the Basic Education Act.
- The statutory student welfare resources shall be maintained and ensured.
- The proportion of underrepresented groups in higher education shall be increased with the help of, among others, guidance, flexible transitions and preparatory programmes for higher education.
- Equal and non-discriminatory opportunities for continuous learning shall be created.
- Investments shall be made in equality and non-discrimination issues within further education of personnel.

7. Effective equality and non-discrimination policy

- The assessment of equality impacts shall be mainstreamed as part of the social decision-making process and carried out in connection with gender impact assessments.
- An intersectional approach and inclusive language shall be increased in all activities.
- The Ministry of Economic Affairs and Employment shall monitor the number and chaining of fixed-term employment relationships, as well as the inclusion of the grounds for a fixed term in employment agreements. The impacts of fixed-term agreements on overall employment shall also be examined and necessary proposals for measures made, all with acknowledgement of equality and non-discrimination perspectives.
- Systematic and comparable data is produced by the Ministry of Social Affairs and Health for the purposes of monitoring the development of equality in management positions and advancing women's careers. Furthermore, comprehensive statistical data on gender distribution in the senior management of organisations (including executive bodies) shall be monitored and collected regularly.

8. Akava's commitments to promote equality and non-discrimination

- Akava is committed to gender equality and respect for gender diversity as well as non-discrimination of all human beings, and objects to any attempts to weaken these in all its activities.
- Akava is committed to the objective of the European Trade Union Confederation (ETUC) to promote women's possibilities for participation and influence in employee unions.
- Akava is committed to the work of the European Trade Union Confederation (ETUC) to advance equality and non-discrimination.
- Akava is committed to supporting, through active communications, the promotion of equality and non-discrimination in Finland.
- Akava is committed to producing information on equality and non-discrimination to support social decision-making.
- Akava is committed to continuously assessing and developing its own activities from the perspective of equality and non-discrimination.

