



Gender equality in parenting should be fostered, even in divorce situations.

Equality in working life and society

In our society, gender equality and non-discrimination in working life remain unfulfilled goals. Inequality shows in various ways, including drastic differences in pay between men and women, poorer career prospects for women, and uneven distribution of family leave between parents.

THE DEVELOPMENT PROGRAMME 'EQUALITY IN WORKING LIFE – equality in society' strives to promote issues such as equal pay for men and women, to support women's career development and to foster the reconciliation of working life and family life, while adding momentum to equality planning. Programme projects promote equality from various perspectives. Some projects develop and examine pay systems in order to reduce the pay gap between the genders more effectively. As a basis for equality work, projects produce new research data, publications and development work models. They are linked to the equal pay programme launched by the Finnish Government and labour market organisations in 2006.

Other projects promote the mainstreaming of equality in municipalities and the state regional and local administration. Methods include training, guidance and operational research. For instance, projects promoting the reconciliation of working and family life seek to distribute responsibility for care more evenly than at present.

Moreover, the programme facilitates the implementation of projects promoting women's career development and seeks ways of alleviating segregation, i.e. gender-based discrimination, in education, training and working life. It also strives to enhance the impacts of equality legislation, for instance by creating monitoring methods and developing training and support activities for educational institutions and workplaces.

TAPAS steers towards equal pay

The project 'Equality in pay – effectiveness in evaluating demands, aptitude and performance in working life in Finland' focuses on development work carried out at workplaces, representing various sectors and industries subject to collective agreements. The objective is to develop pay system structures based on workplace demands and personal performance. The related processes for applying these struc-

tures are also being developed so that they promote equal, fair pay which truly incentivises staff. In addition to work performed in individual organisations, the project produces generally applicable information on how to promote equal pay. The results are published in the form of a practical guidebook. Never before has there been a development project of the same scope, utilising the same, research-based methods across sectoral boundaries.

TERO brings equality to parenthood in divorce situations

The target group of the project 'Equality for divorced parents – fathers must not be excluded' includes social service professionals working with divorcing families in Finland. This project develops and implements supplementary training aimed at helping authorities to consider the suitability of both the father and mother as custodians, without adopting a traditional, gender stereotyping approach.

The focal point is to introduce a paternal viewpoint to the work of professionals, in order to facilitate equal treatment of men and women in divorce situations. More even distribution of care responsibility would increase gender equality in working life. In addition to a training model and teaching material, the project produces a guide introducing the equality perspective to divorces involving families with children.

Equality in working life – equality in society

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