

THE COUNCIL FOR GENDER EQUALITY'S GOVERNMENT PROGRAMME OBJECTIVES FOR 2019–2023

Broad lines for the Government's gender equality policy

- The Government commits to promoting gender equality in its government programme, budget process and all key reforms.
- A new Government Report on Gender Equality will be compiled during the next government term.
- The Government will draft a Gender Equality Programme.

Government programme objectives

Family leave reform

- The family leave system will be reformed on the basis of the 6 + 6 + 6 model.
- Earnings-related leave earmarked for fathers must be expanded in the reform.
- The multiple forms of parenting will be taken into consideration in the determination of the right to family leave.

Education and careers

- Steps will be taken to prevent and dismantle segregation by gender in upbringing, education and working life.
- Steps will be taken to promote early intervention in gender-based violence and harassment in schools.
- Gender-aware teaching will be established as the norm starting from early childhood education for all levels of education as a method for dismantling gender stereotypes. Mandatory courses on gender equality will be added to teacher education.
- Gender differences in learning will be narrowed.

Gender-based violence

- The Criminal Code of Finland will be reformed so that rape is defined pursuant to the Istanbul Convention via the lack of consent.
- Resources will be allocated in the budgetary framework for services for victims including shelters and support centres for victims of sexual offences.
- Earmarked funds will be allocated from the budgetary framework for safe and supported accommodation for victims of human trafficking.
- The link between helping victims of human trafficking and the criminal process will be weakened so that legislation and its application are more in harmony with the international and EU legislation that bind Finland.

Equal pay

- Gender pay gaps will be eliminated, for example, by increasing the rights of employees and their elected representatives to access pay data to compare salaries.
- The equal pay programme will be continued and made more effective.

Legislative changes

- Legislation on sexual offences (chapter 20 of the Criminal Code of Finland) will be reviewed, and an overall reform will be implemented.
- The Transgender Act will be completely reformed so that gender reassignment treatment is separate from the judicial confirmation of gender. Requirements for sterility and the age of majority (18) will be eliminated.
- The non-urgent, medically unnecessary treatment of intersex children that determines their gender will be prohibited.
- A separate act will be enacted that will improve the status of human trafficking victims as recipients of services.
- When reforming the general housing allowance and other social security for families, legislation will note the status of divorced families and improve the possibility of shared residence.
- Gender impacts will be assessed in all legislative preparation by ministries.