



# Gender Impact Assessment

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## Finland

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### Model

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Actors involved

Guidelines

Strengths and weaknesses

## Model

There is no legal obligation to conduct gender impact assessments in Finland. Yet, the Act on Equality between Women and Men (1986/609) includes a broad gender mainstreaming obligation for public officials, which has been interpreted as the legal basis for gender impact assessment implementation by the central gender equality structure. Moreover, instructions for drafting laws (2004) and impact assessment guidelines for legislative drafting (2007) have been issued by the Ministry of Justice, thus providing some sort of regulated frame to its implementation.

[Read more on Act for Equality between Women and Men](#) →

In Finland, gender impact assessment is seen as part of the thorough, everyday work of government officials, rather than as a separate process or instrument requiring specific expertise. It has been framed as practice-oriented by the main gender equality machinery, following a strategic choice made in the Gender Equality Unit in order to minimise the resistance of civil servants. For the same reason, the Finnish approach to gender impact assessment does not encourage producing separate, in-depth gender impact assessment reports, but engages with gender impact assessment as a continuous process embedded in the law and policy preparation, rather than a separate exercise for analysis and reporting.