



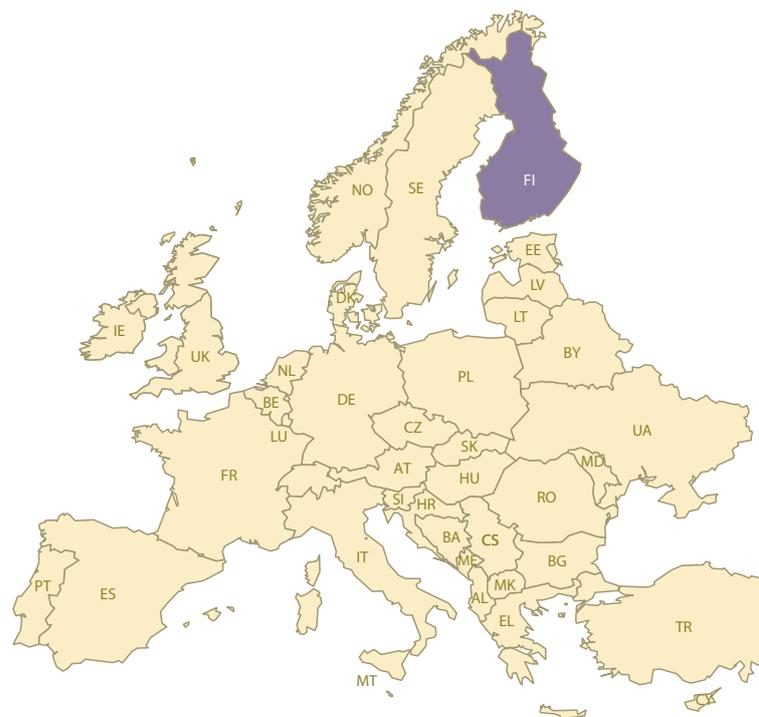
Finland

POLICY FRAMEWORK

Gender mainstreaming is a legal requirement in Finland, as stipulated under the Act on Gender Equality. The act requires that public organisations mainstream gender into their work and create governance and implementation practices that promote gender equality in planning and decision-making.

In 2012 the Finnish government adopted a new national gender equality action plan (2012–15), which stipulates that training should form part of directors' and staff's general induction training in order to effectively mainstream gender in policies and programmes.

The Ministry of Economy and Employment (MEE), the Ministry of the Interior (MI) and the Ministry of Social Affairs and Health (MSAH) have included gender training as part of their policy commitments. The national development programme for gender mainstreaming (Valtava) is coordinated by the MEE. The Gender Equality Unit at the MSAH is in charge of providing guidance on gender mainstreaming in government, and has organised gender training across the ministries.



GENDER TRAINING IN PRACTICE

Finland has various initiatives involving capacity-building on gender issues. Most of the training provided to ministries comes from the Gender Equality Unit's (MSAH) budget. The majority of training is EU funded. The training is on a voluntary basis and delivered upon request. For example, in 2005 and 2006 the Gender Equality Unit organised training on gender-responsive budgeting and training on the gender impact assessment of legislation for staff in all ministries. Staff from all ministries received training in the first two phases of the three-phase, EU-funded 'Gender glasses' initiative and staff from three ministries received training in

the third phase (see below). In 2008–11 the Ministry of Justice ran annual impact-assessment training courses for staff who draft legislation in all the ministries, which included gender impact assessment as one theme. Generally, gender advisers in ministries are responsible for organising the training themselves or hire external gender equality consultants or academics to provide the training. Three ministries with policy commitments on gender training have permanent training measures in place.

ESF-funded projects for 2010–13, aimed at local capacity-building, have offered some training on gender mainstreaming to the regional and local level municipalities.



ABOUT THE STUDY

This factsheet summarises research findings for Finland from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

EXAMPLES OF GENDER TRAINING PROGRAMMES

Examples of gender training were identified at all levels of public administration. Two examples are as follows.

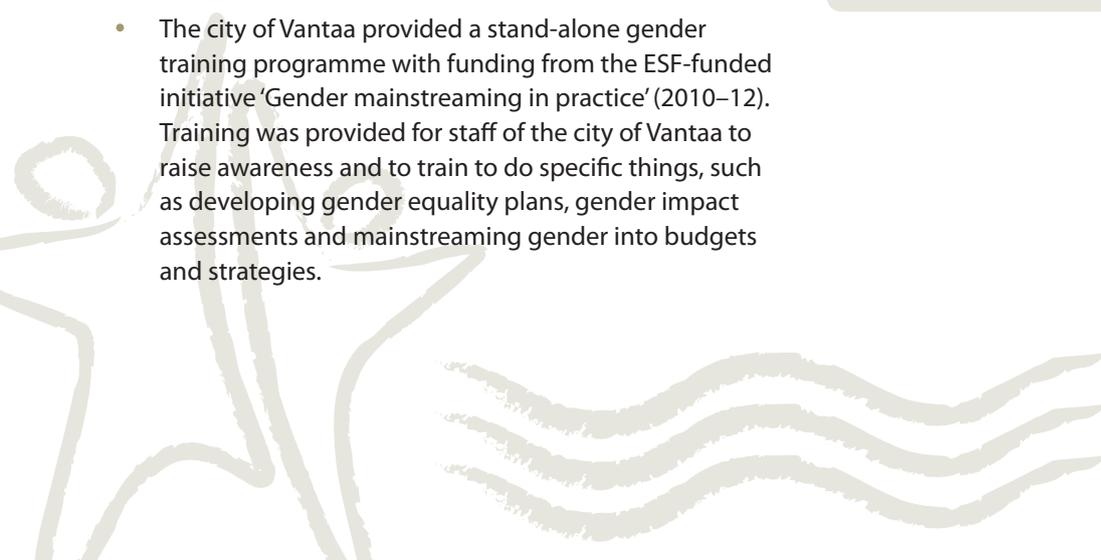
- A programme of ministerial gender training was delivered by the Gender Equality Unit of the MSAH over three phases: 'Gender glasses', 'Use the gender glasses' and 'To better results with gender glasses'. The programme strengthened knowledge of gender mainstreaming and equality, as well as developing information and expert networks. Phases 1 and 2 (2007–08 and 2008–09, respectively) involved all of the ministries and provided introductory-level training. Phase 1 included ministry-tailored gender mainstreaming training courses, as well as general information brochures. Phase 2 supported the launch of working groups for gender equality in the ministries, four training seminars and a training handbook. The third phase was for the three ministries with policy commitments on gender training and involved staff training, an open seminar and information tailored to the ministries' needs.
- The city of Vantaa provided a stand-alone gender training programme with funding from the ESF-funded initiative 'Gender mainstreaming in practice' (2010–12). Training was provided for staff of the city of Vantaa to raise awareness and to train to do specific things, such as developing gender equality plans, gender impact assessments and mainstreaming gender into budgets and strategies.

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.





FACTS AND FIGURES

- The Gender Equality Unit of the Ministry of Social Affairs and Health has provided training to ministries, and ministries have to some extent also organised training by themselves. Phases 1 and 2 of the programme of ministerial gender training ('Gender glasses') involved 460 members of staff from ministries. The third phase involved 90 members.

ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

Centre for Gender Equality Information in Finland:
<http://www.minna.fi>

City of Vantaa gender equality and diversity plan (2009–12):
http://www.vantaa.fi/hallinto_ja_talous/tasa-arvo_ja_yhdenvertaisuus

Gender mainstreaming programme Valtava:
<http://www.tem.fi/index.phtml?l=en&s=3223>

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

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