

# EQUALITY SURVEY FOR WORKPLACES

***This form is intended for assessing equality in the workplace. The results of the survey will be used when drawing up the equality plan. By answering the survey, you can take part in developing your work community.***

The Act on Equality between Women and Men obliges employers to promote equality in working life and prevent discrimination based on gender, gender identity or gender expression. The Act also defines sexual harassment as discrimination if the employer does not take the necessary measures to stop the harassment. The Act on Equality between Women and Men also prohibits discrimination based on the fact that an individual's physical gender-defining characteristics are not unambiguously female or male.

## **Grounds of discrimination prohibited by the Act on Equality between Women and Men:**

- Gender, including pregnancy and family responsibilities
- Gender identity, i.e. an individual's own experience of their gender
- Gender expression, i.e. expressing one's gender through clothing, behavior, or by other means

According to the Act on Equality between Women and Men, all employers must actively promote the equality of their employees and prevent discrimination in the workplace. The aim is to have genuinely non-discriminatory practices in place at the workplace when it comes to recruitment, career advancement, distribution of work tasks, decisions related to wages and benefits, access to education and training and the development of the work community.

## **Grounds of discrimination prohibited by the Non-Discrimination Act:**

- age
- political activities
- origin
- trade union activities
- nationality
- family ties
- language
- health
- religion
- disability
- beliefs
- sexual orientation
- opinions
- other personal characteristics

**The Employment Contracts Act** defines the employee's obligations, rights to family leave, and the principles related to lay-offs and the termination and cancellation of employment. The Act also contains provisions on employment contracts of an international nature, liability for damages, freedom of association, right of assembly, elected representatives, benefits and derogations, penalties and supervision.

## **Employer obligations related to equality and non-discrimination:**







- The employer shall strive to further the employees' opportunities to develop themselves according to their abilities so that they can advance in their careers.
- The employer must treat all employees equally, unless deviating from this is justified in view of the duties and position of the employees. The employer must comply with the prohibition of discrimination also when hiring employees.
- Without an acceptable justification, the employer may not discriminate against employees on the basis of age, health, disability, national or ethnic origin, nationality, gender, sexual orientation, language, religion, opinion, belief, family ties, trade union activities, political activities, or any other similar characteristics.
- Without proper and justified reason, less favorable employment terms than those applicable to other employment relationships must not be applied to fixed-term and part-time employment relationships merely because of the duration of the employment contract or working hours.


**Please evaluate the realization of equality in your workplace.**

Please tick the **green** column if you think that the issue in question is in order.









Please tick the **orange** column if you think that there are problems or room for development regarding the issue in question.

Please describe your observations in more detail in the column **"Note, proposal for action."**

|   |   |   |                                       |
|---|---|---|---------------------------------------|
| <b>EQUALITY BETWEEN WOMEN AND MEN<br/>is realized in my workplace</b>   |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors  |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in division of labor and workload   |   |   |                                       |
| in other issues, what?  |   |   |                                       |
| <b>EQUALITY BETWEEN PEOPLE OF DIFFERENT<br/>AGES</b>  |   |   | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors  |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in division of labor and workload   |   |   |                                       |
| in other issues, what?  |   |   |                                       |
| <b>EQUALITY BETWEEN PEOPLE IN DIFFERENT<br/>EMPLOYMENT RELATIONSHIPS (<i>permanent,<br/>fixed-term, full-time or part-time</i>)</b> |  |  | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors  |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in division of labor and workload   |   |   |                                       |
| in other issues, what?  |   |   |                                       |

|  |   |   |                                       |
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| <b>EQUALITY RELATED TO ONE'S ORIGIN,<br/>NATIONALITY AND LANGUAGE</b>  |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                         |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in education and training opportunities                                |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |
| <b>EQUALITY RELATED TO ONE'S RELIGION<br/>AND BELIEFS</b>              |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                         |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in education and training opportunities                                |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |
| <b>EQUALITY RELATED TO ONE'S OPINIONS<br/>AND POLITICAL ACTIVITIES</b> |  |  | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                         |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in education and training opportunities                                |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |

|  |   |   |                                       |
|--|---|---|---------------------------------------|
| <b>EQUALITY RELATED TO ONE'S TRADE UNION ACTIVITIES</b>  |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors   |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |
| <b>EQUALITY RELATED TO ONE'S FAMILY TIES AND PRIVATE LIFE</b> (e.g. family leave, caring for a sick child, studying, hobbies, secondary job) |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors   |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in education and training opportunities  |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |
| <b>EQUALITY RELATED TO ONE'S HEALTH</b>  |  |  | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors   |   |   |                                       |
| in the selection of staff  |   |   |                                       |
| in wages   |   |   |                                       |
| in career advancement  |   |   |                                       |
| in education and training opportunities  |   |   |                                       |
| in interaction and cooperation   |   |   |                                       |
| in other issues, what?   |   |   |                                       |

|   |   |   |                                       |
|---|---|---|---------------------------------------|
| <b>EQUALITY RELATED TO ONE'S DISABILITY</b>                                       |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                                    |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in other issues, what?  |   |   |                                       |
| <b>EQUALITY RELATED TO ONE'S SEXUAL ORIENTATION</b>                               |    |    | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                                    |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in other issues, what?  |   |   |                                       |
| <b>EQUAL TREATMENT IN THE WORKPLACE</b>   |  |  | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |
| in the selection of management and supervisors                                    |   |   |                                       |
| in the selection of staff   |   |   |                                       |
| in wages  |   |   |                                       |
| in career advancement   |   |   |                                       |
| in education and training opportunities   |   |   |                                       |
| in interaction and cooperation  |   |   |                                       |
| in other issues, what?  |   |   |                                       |
| <b>HARASSMENT, INAPPROPRIATE TREATMENT, SEXUAL HARASSMENT, WORKPLACE BULLYING</b> |  |  | <b>&gt; NOTE, PROPOSAL FOR ACTION</b> |