

To work as part of
diverse work community



EQUALITY IN WORKING LIFE

EQUALITY IN WORKING LIFE MEANS

- No one should be discriminated against on the basis of things related to their characteristics, such as:

gender, age, origin, citizenship, language, religion, conviction (beliefs), opinion, political activity, trade union activity, family relationships, health status, disability, sexual orientation, gender identity or gender expression

Terms in Finnish

Note! In Finland, everyone has the right to determine their legal gender to correspond with their gender identity.

sukupuoli, ikä,

alkuperä, kansalaisuus, kieli,

uskonto, vakaumus, mielipide,

poliittinen toiminta, ammattiyhdistystoiminta,

perhesuhteet, terveydentila, vammaisuus,

seksuaalinen suuntautuminen,

sukupuoli-identiteetti tai sukupuolen ilmaisu

EQUALITY ALSO MEANS:

Equal respect for all genders. The same salary for the same and equal work, equal career development, the same opportunities to combine work and parenting.

Freedom from sexual harassment and harassment.

You can read more here: [Ombudsman for Equality - https://tasa-arvo.fi/en/front-page](https://tasa-arvo.fi/en/front-page)



Equality is based on the law

Equality and the prohibition of discrimination are regulated in the Equality Act.

There are also regulations regarding equality in working life in the employment legislation.

In addition, equality between the sexes is regulated in the law on equality between women and men (the so-called equality law).

Discriminating against an employee may also constitute crimes as defined by criminal law.



Equality is based on the law

- Yhdenvertaisuuslaki = Non-discrimination Act
- Tasa-arvolaki (laki miesten ja naisten välisestä tasa-arvosta) = Act on Equality between Women and Men
- Rikoslaki = Criminal Code

Equal treatment of the job applicants

- The Equality Act requires equal treatment of job applicants. The employer must choose the most qualified candidate for the position. The employer must also be able to show that the selection is based on acceptable, job-related criteria, and that the choice was not made in a discriminatory way. Job applicants should not be required to have qualities that are not necessary for performing the job.
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