

Helsinki has signed European Charta

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Deputy Mayor City of Helsinki



Commitments necessary

- The Gender Equality does not "grow" naturally in the (Finnish) culture
 - Segregation of men's and women's jobs in the labour-market
 - Violence against women
- Equality of men and women in local life (European Charter) 2006
<http://www.ccre.org/en/activites/view/11>
- The Gender Equality Act 1986/1996/2015
- The Gender Equality Policy of the Finnish Government

**Strategy focal points:
integrity, fairness,
equality and openness**



Helsinki citizens enjoying well-being

- Room for young people to be heard and shine
- The elderly are taken care of
- Helsinki is strongly bilingual
- International Helsinki - immigrants as active citizens
- The well-being and health of Helsinki residents improves, health differences decrease
- Helsinki residents exercise more

Vibrant Helsinki

- An internationally known and vibrant city
- The most business-friendly city in Finland
- Competitiveness by reforming
- Joy and appeal from culture
- A city of skillful people

Functional Helsinki

- City districts develop as vibrant and attractive
- Improved city structure enhances accessibility and smoothness
- Smooth and integrated services for residents
- City operations are durable, effective and efficient
- Diverse living alternatives in a growing city

Balanced economy and good management

- The economy gains balance and productivity improves
- The Helsinki City Group is managed comprehensively
- Skillful management and competent staff
- Efficient and functional support services

Values in the Strategy 2013-2016

- Racism is not tolerated in Helsinki – citizens are allowed to be many kinds and all are equal
- Equality between men and women is a basic right for all humans and a basic value for the society
- Gender, Equality and environmental impacts are taken into consideration in the decision-making process

Aims in the Strategy 2013-2016

- Helsinki is a model city for diversity
- Gender impact assessments are carried out
- The number of female managers and leaders is increased



Helsinki “Gender Administration”

City Board

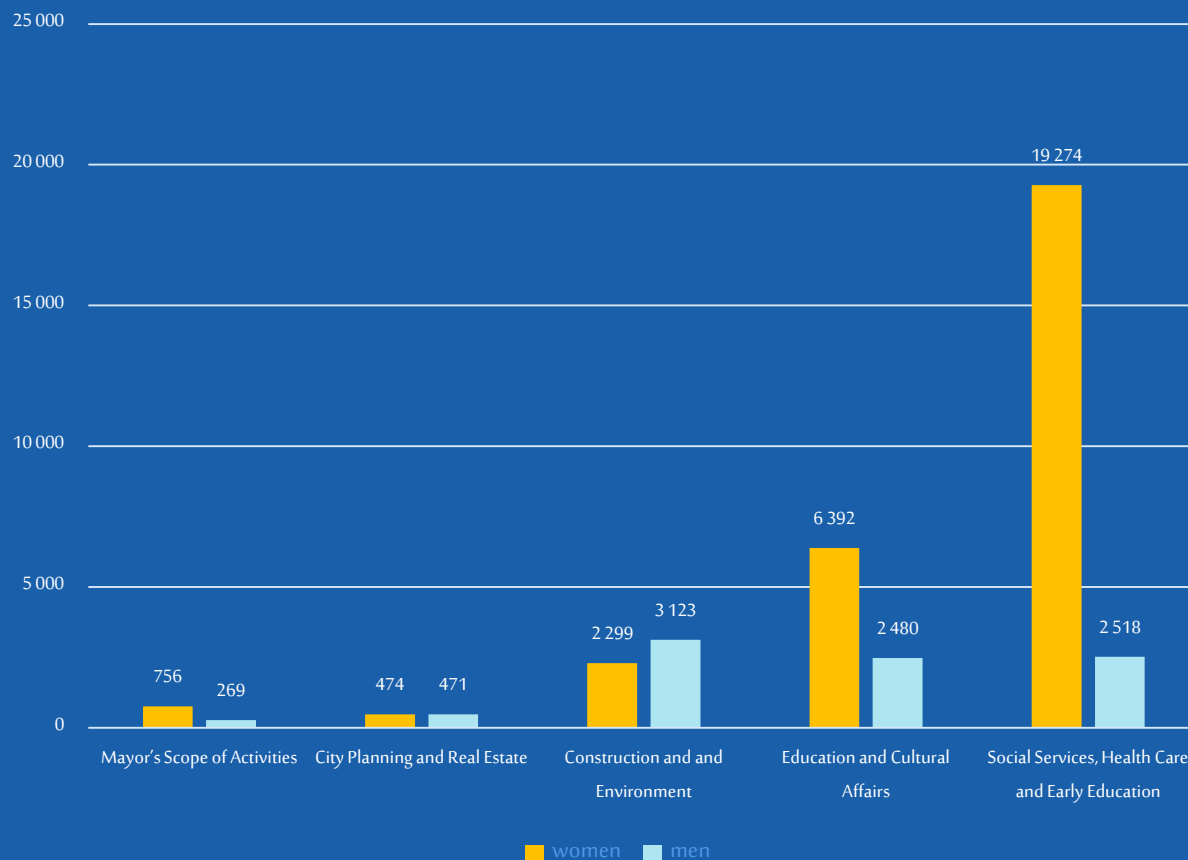
Gender Equality
Committee (10)

Mayor of Helsinki

City Administration Office

HR -unit

City personnel 2016



Mayor's Scope of Activities	73,8 %	26,2 %
City Planning and Real Estate	50,2 %	49,8 %
Construction and Environment	42,4 %	57,6 %
Education and Cultural Affairs	72,0 %	28,0 %
Social Services, Health Care and Early Education	88,4 %	11,6 %
Total	76,7 %	23,3 %

Employer policy and gender equality

- The Gender Equality Plan of the Helsinki City Personnel 2014-2016
- measures:
 - to enhance the number of women in leadership positions
 - to encourage also men to use paternal leave
 - pay surveys to exclude possible discrimination

Gender Equality Planning in the Service Delivery

European Charta : Action Plan required

The Gender Equality Act: The obligation of all public authorities to promote gender equality:

The plan of the promotion of the gender equality in the services of the City of Helsinki 2013-2016

- The Gender Equality Committee (10 members) in an active role in designing it
- Framework Plan
- Focus areas (10)

Female leadership

Is it just leadership or does it
bring
something new?

1906: Women's political rights



Landmarks of Gender Equality

The 1920s

- 1926 – First female Minister of Government Miina Sillanpää, Second Minister of Social Affairs

The 1930s

- 1937 – Maternity Benefits Act

The 1950s

- 1950 – Therapeutic abortion is legalised

The 1960s

- 1961 – The use of the contraceptive pill is accepted
- 1962 – Finland ratifies the ILO's Equal Remuneration Convention: equal remuneration for men and women workers for work of equal value



Source: Miina Sillanpään seura

C.E. LARGER
1838-45

FM MAEXMONTAN.
1845-60

S.E. MAEXMONTAN.
1860-63

KNUT KJELLIN.
1863-67

TURKU-ABO

Source: Helsinki City Museum



Landmarks of Gender Equality

The 1970s

- 1973 – The children's daycare act takes effect
- 1978 – Parents entitled to share parental leave

The 1980s

- 1985 – Act on support for child home care, the concepts maternity, paternity and parental leave are confirmed
- 1987 – The Act on Equality between Women and Men is adopted (Equality Act)
- 1987 – The Act on the Ombudsman for Equality and the Equality Board is adopted

The 1990s

- 1990 – Children under the age of 3 obtain the subjective right to municipal day care
- 1995 – The quota provision and the principle of gender mainstreaming are included in the revised Equality Act



TARJA HALOSEN PUISTO
TARJA HALONENS PARK

Landmarks of Gender Equality

The 2000s

- 2000 – The first woman President of Finland (Tarja Halonen)
- 2001 – The Act on Registered Partnerships
- 2003 – The first woman Prime Minister (Anneli Jäätteenmäki)
- 2006 – First woman Chief Justice of the Supreme Court (Pauliine Koskelo)
- 2007 – Over 40 percent of female MPs for the first time and female majority in the Finnish Government (60 per cent of the Ministers)
- 2008 – Men's Equality in Finland is founded

Landmarks of Gender Equality

The 2010s

- 2010 – The first female bishop in the Evangelical Lutheran Church (Irja Askola, Diocese of Helsinki)
- 2010 – The Central Association for Men's Organizations in Finland is founded
- 2015 – Equal Marriage Act (will take effect in 2017)



Source: City of Helsinki Media Bank / Pertti Nisonen

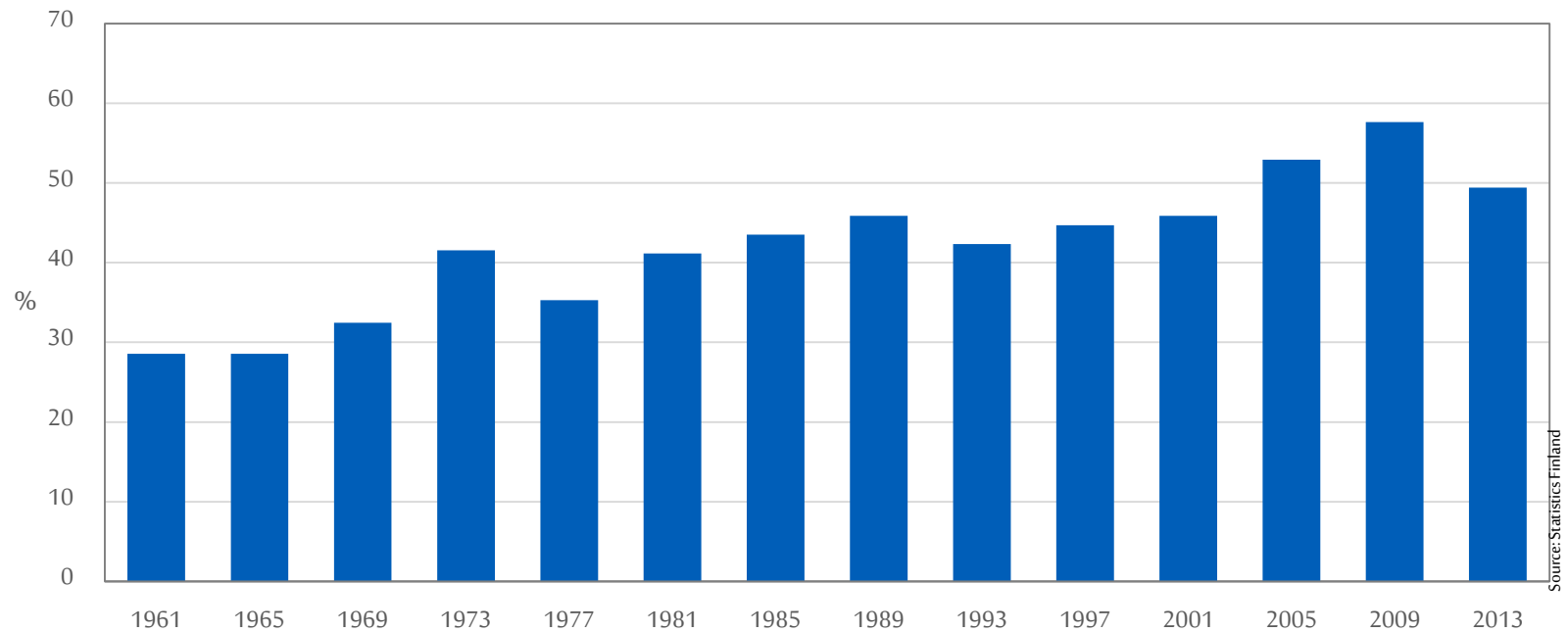
Women in a position of power



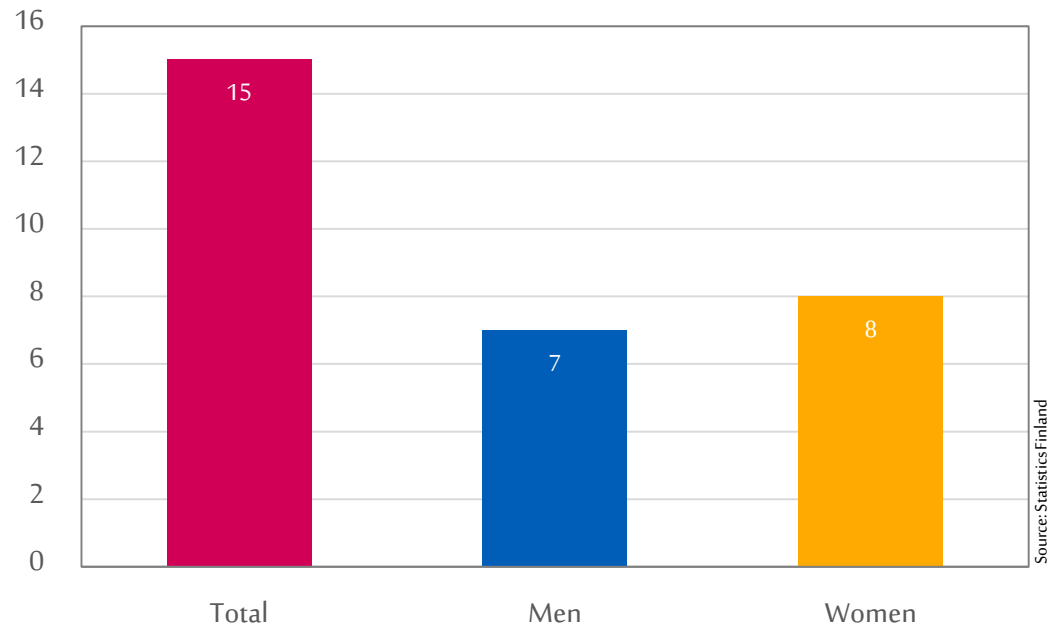
Members of Helsinki City Council 2013– 2016



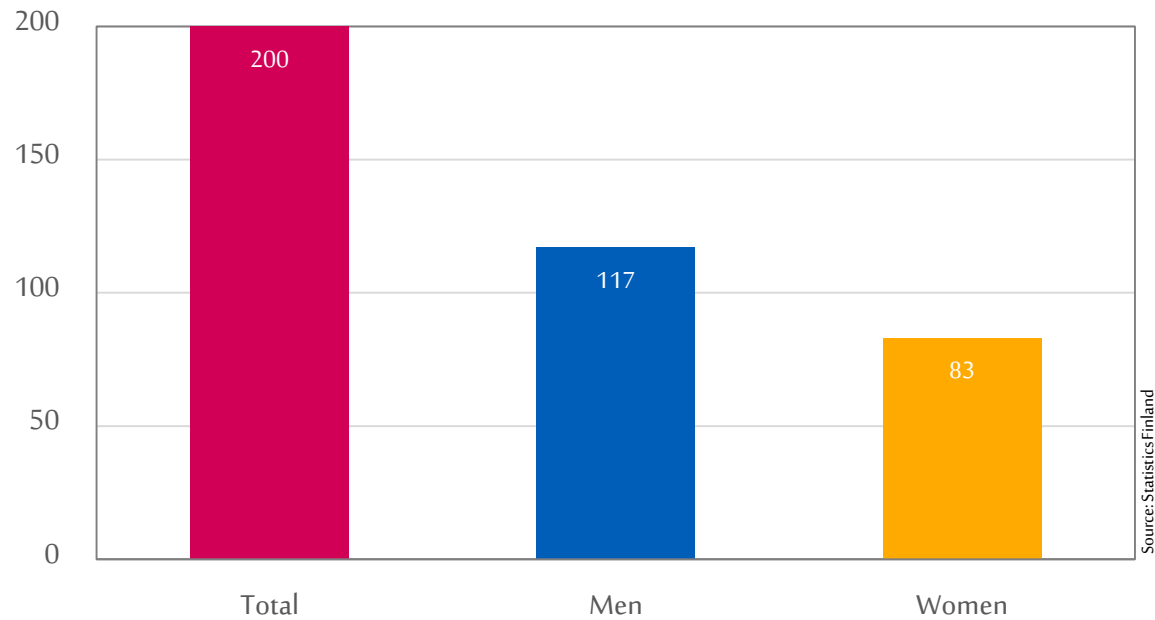
Share (%) of women in Helsinki City council



Members of Helsinki City Board 2015–2016

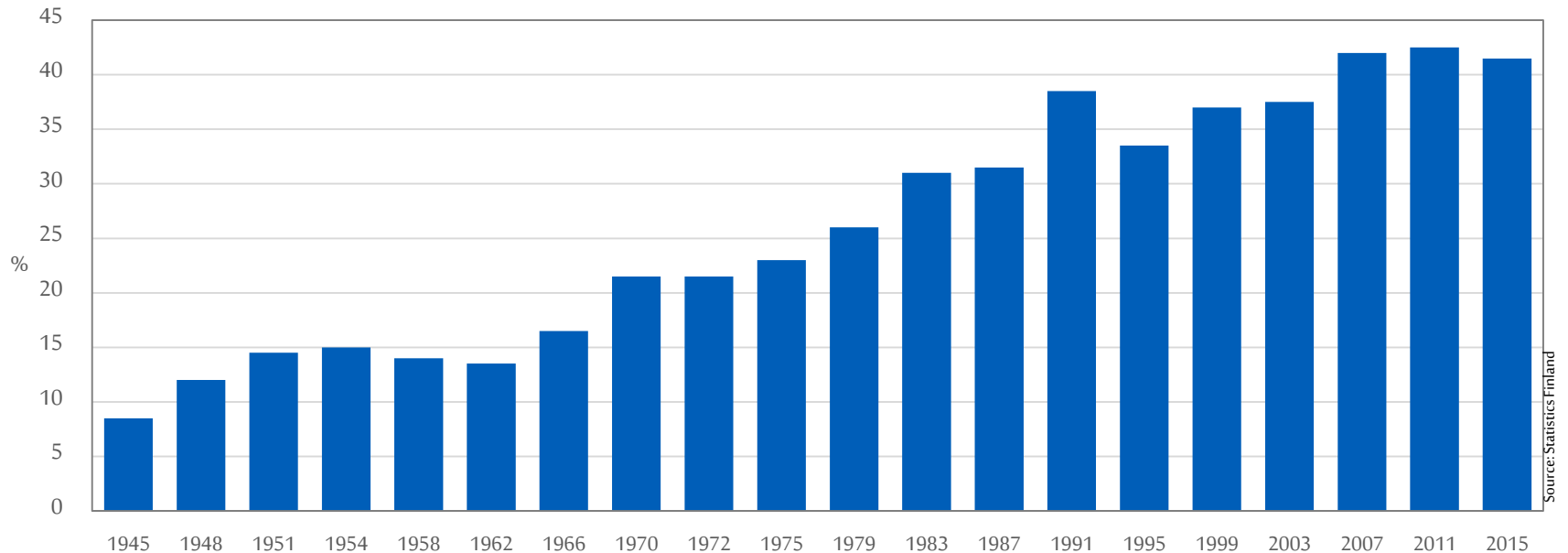


MPs by gender in parliamentary elections 2015



Share (%) of women of MPs in Finnish parliament

Total 200 members



Finnish Government 2016



Support from the family



Women have changed the behaviour of male leaders





Success of girls in school

Psychology of positivity



Source: City of Helsinki Media Bank / Rhinoceros Oy

Comments on the appearance







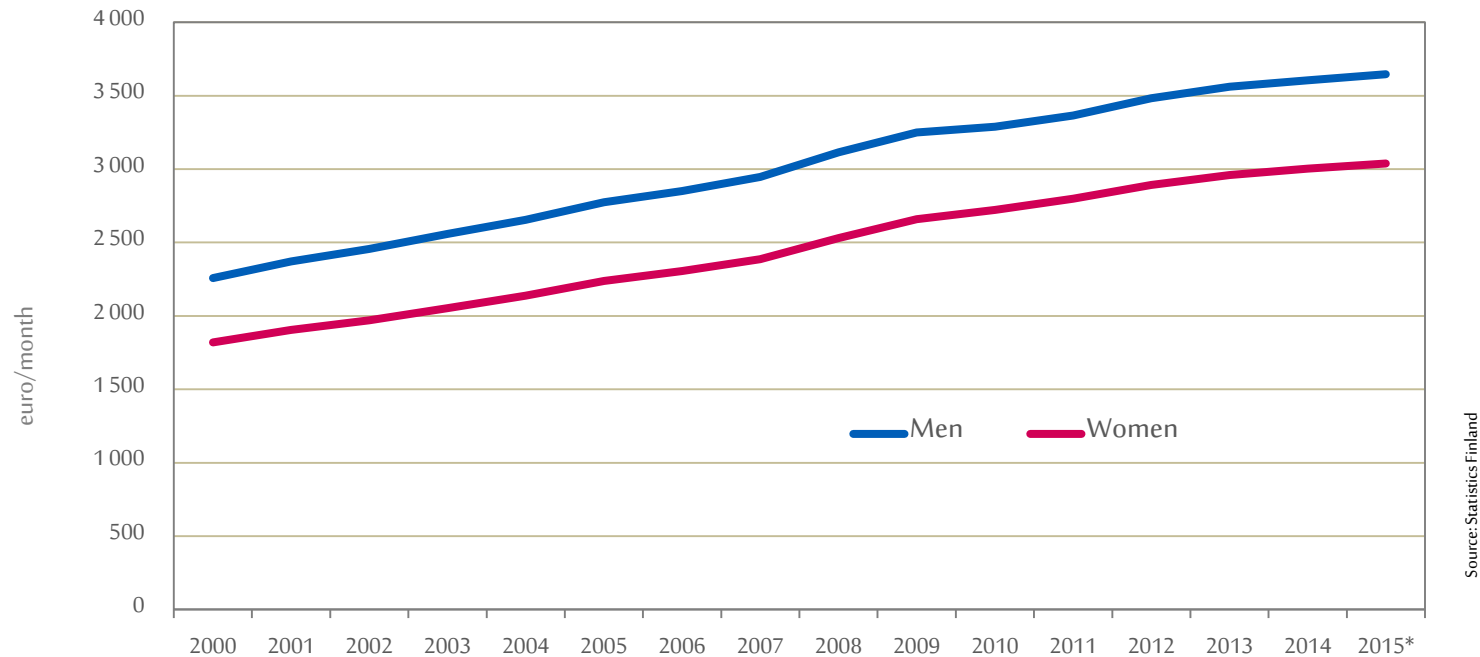
Structures do not change



Low-paid women in female dominated industries



Average monthly earnings of wage and salary earners in Finland





Helsinki's wage equality



**Women's career advancement
by persistence and effort**

Female leadership is still rare



Women networks





Women in political parties





Don't be afraid

Justin Trudeau, PM of Canada: Era of the women



Source: PMO /Adam Scotti

New age



Gender equality

