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Plan for equal treatment and gender
equality at Folkhälsan 2025-2026

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1. Introduction

In its strategy for 2021–2025, Folkhälsan emphasises the value of being a responsible and sustainable employer. Working life has a significant impact on people's health, and employers have a responsibility to their employees and towards contributing to social sustainability in general.

The values of Folkhälsan, together with a versatile range of staff wellbeing initiatives, are what will make Folkhälsan a unique and health-promoting workplace.

The plan for equal treatment and gender equality is not only a legal obligation, but also an important tool for Folkhälsan to instigate when setting the goals and mechanisms of management. The ambition is that the principles of equal treatment and gender equality should pervade throughout the operations of Folkhälsan.

This plan describes the goals and measures for the promotion of equal treatment and gender equality across the Folkhälsan Group.

1.1 The Act on Equality between Women and Men

The objectives of this Act are to prevent discrimination based on gender, to promote equality between women and men, and thus to improve the status of women, particularly in working life.

Furthermore, it is the objective of this Act to prevent discrimination based on gender identity or gender expression. Every employer must promote equality between women and men within working life in a purposeful and systematic manner.

In order to promote gender equality in working life, the employer must, with due regard to the resources available and any other relevant factors,

1. act in such a way that job vacancies attract applications from both women and men;
2. promote the equitable recruitment of women and men in the various jobs and create equal opportunities for career advancement;
3. promote equality between women and men in the terms of employment, especially in pay;
4. develop working conditions to ensure they are suitable for both women and men;
5. facilitate the reconciliation of working life and family life for women and men by paying attention especially to working arrangements, and act to prevent the occurrence of discrimination based on gender.

The law requires that employers who regularly employ at least 30 people have a plan for the measures needed to promote gender equality. The promotional measures and their effectiveness in execution should be looked over in consultation with staff or their representatives.

1.2 The Non-discrimination Act

According to the Non-discrimination Act, no one may be discriminated against on the basis of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics. Discrimination is prohibited, regardless of whether it is based on a fact or assumption concerning the person themselves or another.

The employer must assess the realisation of equality in the workplace and, taking into account the needs of the workplace, develop the working conditions as well as the methods complied with in the selection of personnel and in making decisions concerning the personnel. These measures shall be effective, expedient and proportionate, taking into account the operating environment, resources and other circumstances.

2. Resources for preparation, guidelines for execution and follow-up

The plan for equal treatment and gender equality is in force for two years and covers the period 2025-2026. The working group for equal treatment and gender equality follows-up the goals and measures executed in the plan, as well as updates the plan every two years, before it is approved by the Folkhälsan Operational Management (FLG).

Before adoption, the plan is discussed in dialogue with employee representatives within the Folkhälsan collaboration delegation (SAD) and occupational safety.

2.1 General guidelines for the plan

The purpose of the plan is to provide background information on the possible development needs of gender equality and the situation regarding non-discrimination in the workplace. The basis for the plan is a survey of the current situation, which may be based on statistical data, surveys or other information about the workplace. Different issues can be emphasised in different years in the survey. The issues to be surveyed depend, for example, on the gender structure of the organisation and workplace-specific conditions. The report may also use other staff reports or employee surveys, such as staff accounts and work community development plans.

If the key figures to be reported are broken down by gender, they will also serve the purpose of reporting on the gender equality situation in the organisation.

This is done, for example, when working out the development plan for the work community presented in the SAD. Employee surveys can also be used in gender equality and equal treatment planning and, if necessary, supplemented with questions that highlight the current situation concerning gender equality and equal treatment.

Salary is a factor that should be addressed in a gender equality report. The report on the gender equality situation can also examine, for example, the application procedure, the division of labour between genders, career advancement opportunities, working conditions, staff training, participation in

work groups, combining work and family life, such as the use of family leave and supporting arrangements, the working atmosphere, incidence of sexual and gender-based harassment, attitudes towards equality and how management and occupational health and safety take these issues into account. A large part of this is mapped through the equal treatment and gender equality survey that Folkhälsan sends out every two years to all staff.

According to the EU guidelines on equal treatment and gender equality plans¹, the process should include clear publicity in the form of a formal document published on the institution's website and signed by senior management. The process of implementing the plan should be specifically dedicated in terms of resources and expertise in the field. Regarding data collection and monitoring, sex and/or gender-specific data on staff and students should be compiled annually on the basis of indicators. In addition, staff and decision-makers should be made aware of gender equality, and of unconscious gender bias, etc. through training, for example. According to the same EU Directive, the following areas should be included and considered in the plan:

- Work-life balance and organisational culture.
- Gender balance in leadership and decision-making.
- Gender equality in recruitment and career development.
- Gender integration in research and teaching.
- Measures against gender-based violence, including sexual harassment.

3. Follow-up of plans and results in personnel surveys

The objectives and actions are based on the responses collected through a staff survey carried out in autumn 2024, pay rate mapping and a survey on women's and men's positions in the organisation carried out in spring 2023, as well as the report produced by the working group. A salary survey will be conducted in 2025. In addition, previous plans and the results of other surveys such as a personnel survey and a mapping of family-friendly workplaces carried out earlier in collaboration with the Population Federation are taken into account.

The report, which is available for personnel, contains suggestions for action based on the proposals of the working group as well as those from the employees regarding their own proposals for action SAD (The Folkhälsan collaboration delegation). The Occupational Safety and Health Department also examines the report and can propose measures. Based on the suggestions, the working group for equality and non-discrimination has compiled objectives and measures for the next follow-up period.

¹ European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

3.1 Follow-up of previous plans

Previous plans have included occupational salary surveys, which have included the distribution of men and women in different positions. One of the objectives has been to increase the diversity of our workforce and to review our policies from an equal treatment and gender equality perspective. In practice, various projects have focussed on increasing diversity by recruiting people who have moved to Finland from other countries.

In the 2023-24 plan, there were two main actions, one of which was to create a digital training package on norm awareness, gender equality and equal treatment for both managers and staff. The digital version has not been made, but an introduction course for new employees has been created. The course explains how Folkhälsan works with equal treatment and gender equality and where on the intranet employees can find more information on the subject. A lecture on racism has been organised for managers and is available on the intranet for all staff. The principle of always appointing security officers for internal events has been introduced. How to act if subjected to inappropriate behaviour is now described in detail on the intranet. A working group to update a bullying prevention action plan was set up and the 2016 plan was updated and approved by FLG 2024.

3.2 Personnel survey 2024 - summary

The equal treatment and gender equality survey consisted of 23 substantive questions, two of which were open questions, and 8 background questions. For some of the selected answers in the multiple-choice questions, respondents could also justify their answer in writing. The survey covered questions on perceived unfairness in the work environment and working conditions, workplace bullying, perceptions of equal treatment and gender equality, the grounds for discrimination, and harassment and sexual harassment.

The background questions asked concerned employer, gender, age, education, employment conditions (full-time/part-time, permanent/temporary) and whether or not the respondent has staff responsibilities. The full report can be found on the Folkhälsan intranet. All questions concerned the period 2022-2024.

In total, 392 people responded to the survey, representing a response rate of 28%, a decrease of 13 percentage points compared to 2022. The majority of respondents (62%) were employed by Folkhälsan Valfärd. Of the respondents 77% were women, 15% men and 7% did not wish to disclose their gender. The majority of the respondents were in the age group 40-50 years.

Part of the analysis is to look at the difference between employees with line management responsibility (29% of respondents) and employees without line management responsibility. In general, employees with line management responsibility tend to have a more positive perception of gender equality and equal treatment than other employees.

3.2.1 Overall perception of equal treatment and gender equality

70% of respondents consider Folkhälsan to be a workplace that promotes equal treatment and 73% perceive it as a place with non-discrimination. However, just over a third of respondents stated that they do not know whether top management is actively promoting these issues (32-33%).

Employees with line management responsibility are the most positive about the organisation's efforts to promote equal treatment and gender equality, with 74-79% of them believing that management is actively working on these issues, while the corresponding figure for other employees is around 50%.

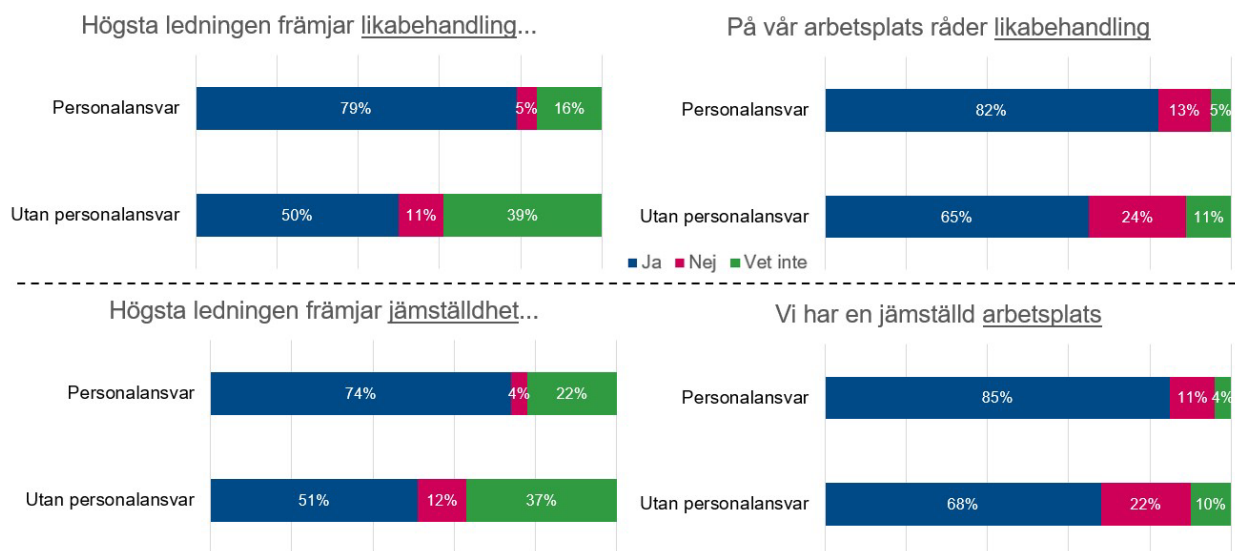


Figure 1: Staff views on equal treatment and gender equality in Folkhälsan

3.2.2 Perceived discrimination and injustice

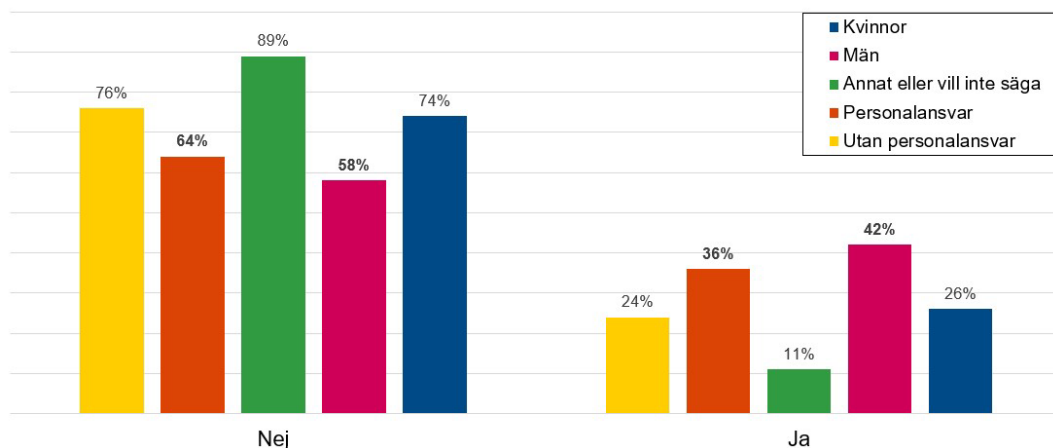
Of the respondents, 45% stated that they had never experienced discrimination, while the rest had experienced some form of discrimination, less favourable treatment or negative jargon. The most commonly cited grounds of discrimination are opinion, language, age and health.

Women are more likely to experience discrimination than men, but the group that has experienced some form of discrimination comprises those who do not wish to disclose their gender.

The majority of respondents have experienced some form of injustice at work. Only 27% said they had never experienced any injustice. The most common experiences of injustice are about:

- Gossiping and the spreading of rumours
- The impact of personal contacts on recruitment
- Pay gaps and lack of transparency
- Unreasonable work expectations and lack of appreciation

Here the gender differences are clear: Women experience more pay discrimination, while men are less likely to report injustices. People who do not wish to disclose their gender report the highest levels of victimisation, particularly in relation to spreading rumours. People without line management responsibility are more likely to experience unfairness than those with line management responsibility, especially in relation to pay, job expectations and appreciation. Of women, 26% said they had never experienced injustice, compared to 40% of men and 11% of those who did not wish to specify their gender.



Fråga: Jag svarade "aldrig" på alla frågor om upplevd orättvisa

Figure 2: Staff perception of injustice

3.2.3 Workplace bullying and harassment

11% of respondents stated that they had experienced workplace bullying in the last two years. People without line management responsibility are more likely to report experiencing bullying (13%) than those with line management responsibility (6%). People without line management responsibility reported harassment at a higher rate than those with line management responsibility.

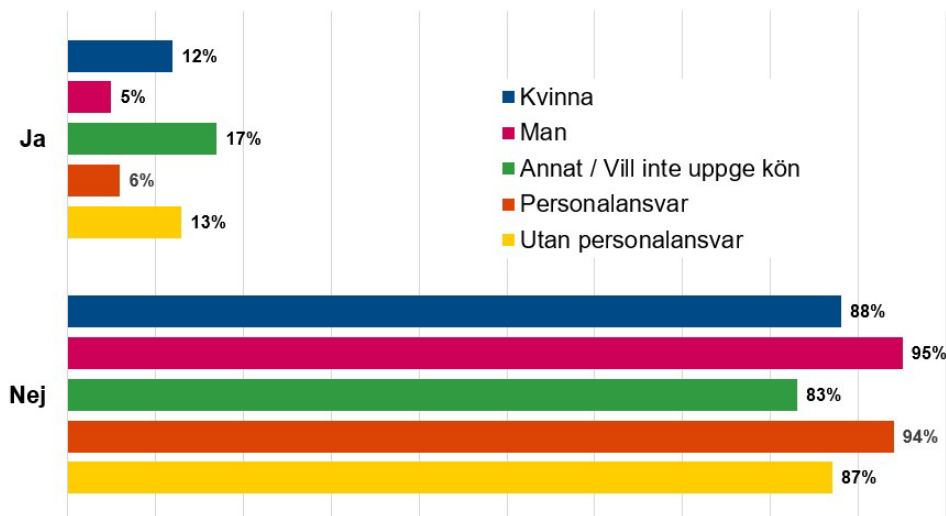


Figure 3: Staff experience of bullying over the last two years

The most common forms of harassment reported were

- That someone has paid attention to their body or sexuality
- That someone has sent inappropriate messages
- That someone ridiculed them because of their gender

Harassment is most common from colleagues (68%), followed by clients (23%) and managers (9%).

There is a lack of awareness of the process for dealing with harassment, with only 66% of respondents knowing how to deal with inappropriate behaviour, while 34% say they do not know or only partially know how to deal with such a situation. Of managers, 79% state that they know or partly know how to deal with inappropriate behaviour.

The corresponding figure for other employees is 61%. Awareness of the process is particularly low among younger employees. The figure below illustrates the level of awareness:

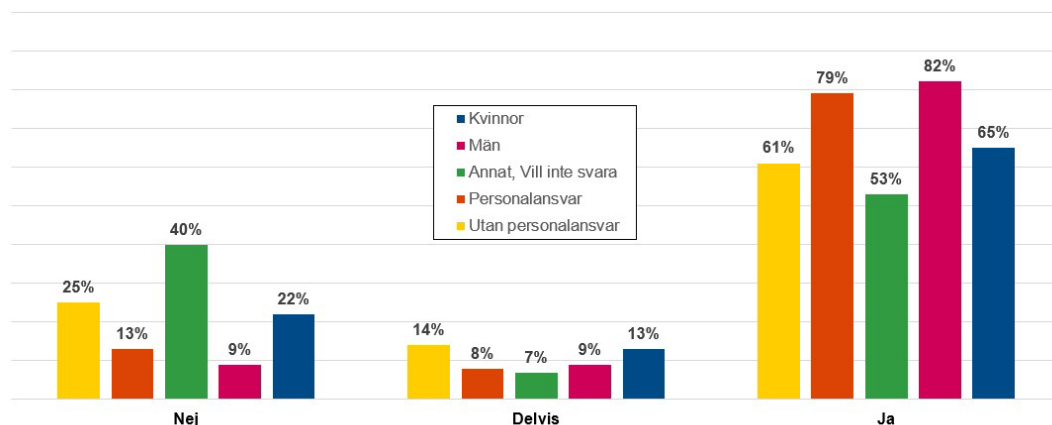


Figure 4: Staff awareness of the process for dealing with inappropriate behaviour etc.

3.2.4 Other results and open questions

At the end of the survey, respondents had the opportunity to freely comment on their answers in the survey. It generated 42 open-ended responses with just over 3 pages of text. In summary, the responses focussed on the impact of leadership and employeeship on the work environment, expressing frustration with the fear of conflict, the culture of silence and the lack of action in difficult situations. Responses included comments relating to a lack of transparency when setting salaries and concerns about working conditions (fixed-term contracts are repeated). Several also commented on the need to improve inclusion and the need for support regarding non-Swedish speaking staff.

The open-ended responses also included a lot of positive comments about the working environment, the sense of community and progress in leadership, with people expressing pride in their workplace, good colleagues and that management has a more open approach than in the past.

3.3 Gender distribution by position and salary mapping

There are significantly more women than men working in Folkhälsan (31.12.2024). The distribution of gender at different levels differs according to job position. The share of men is 18% of total employees and 24% among managers. The gender distribution in the different legal entities varies so that the share of

women is between 44% and 67%, except in the management teams of Vålfärd and Fastigheter, which are 100% women (Vålfärd) and 100% men (Fastigheter).

When considering Folkhälsan Operational Management (FLG), which is composed of the directors of the different legal entities, the gender split is 55% women and 45% men.

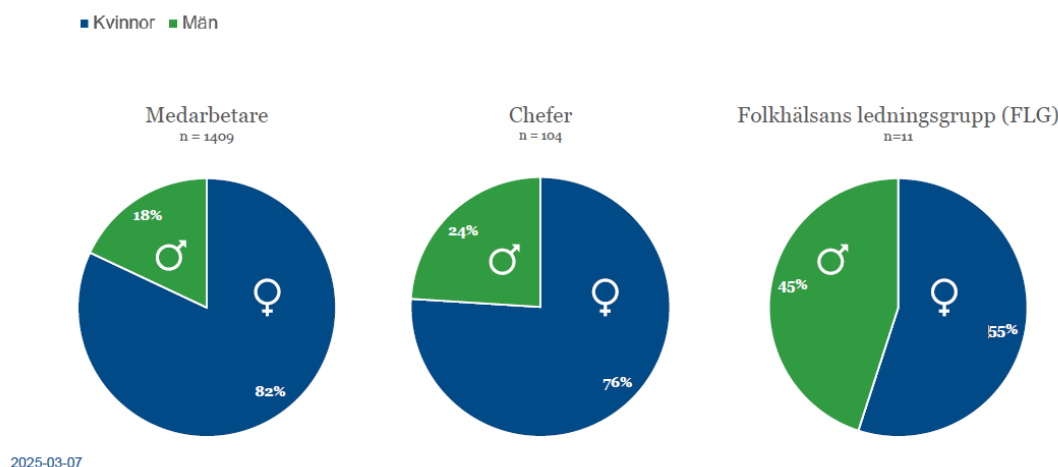


Figure 5: Gender distribution by job position

3.3.1 Pay survey

According to the Act on Equality between Women and Men, a pay survey must be carried out every two years to ensure that there are no unjustified pay differences between women and men. The pay survey is completed by an external consultant during the spring (2025) and a report and action plan are attached separately and posted on the intranet after it has been presented to the FLG.

4. Folkhälsan: a workplace promoting equal treatment and gender equality

Folkhälsan endeavours to ensure that employees in different positions are treated fairly and have equal opportunities for advancement, regardless of gender, ethnic background or other personal characteristics. Folkhälsan shall promote equal treatment and gender equality between women and men in terms of employment conditions, especially regarding pay.

Folkhälsan endeavours to have a work community free of discrimination, sexual harassment, gender-based harassment, unfair treatment, or exclusion. Communication that is norm-conscious and emphasises diversity will be promoted within the organisation. Folkhälsan endeavours to be an inclusive employer and provide a safe workplace for its employees.

4.1 Goals for 2025 - 2026 for the promotion of equal treatment and gender equality

The vision is that Folkhälsan is an equal opportunity workplace that promotes non-discrimination. Human rights are the foundation of our work, staff feel included in the workplace and diversity is recognised as a resource in the work community. Employees at Folkhälsan treat each other with respect.

Inappropriate treatment and disrespectful behaviour lead to appropriate consequences. Employees know what harassment (sexual and gender-based) means, and that we have zero tolerance for harassment at Folkhälsan. Employees know the process for dealing with different forms of inappropriate behaviour and follow it.

Employees are offered training on what discrimination, workplace bullying and harassment, racism and exclusion are and how to prevent and address them. Measures that promote a good community and prevent inappropriate behaviour are prioritised and implemented in everyday life through, for example, common rules, policies, guidelines, etc. but also in daily routines and in the meetings with each other. Fairness is an important guiding principle. The pay survey to be done in spring 2025 will lead to actions based on the survey results. Efforts to promote wellbeing at work are an important part of the work towards more equal treatment and gender equality in the workplace.

To maintain a steady direction towards the vision, four objectives have been created.

Four objectives to achieve the vision:

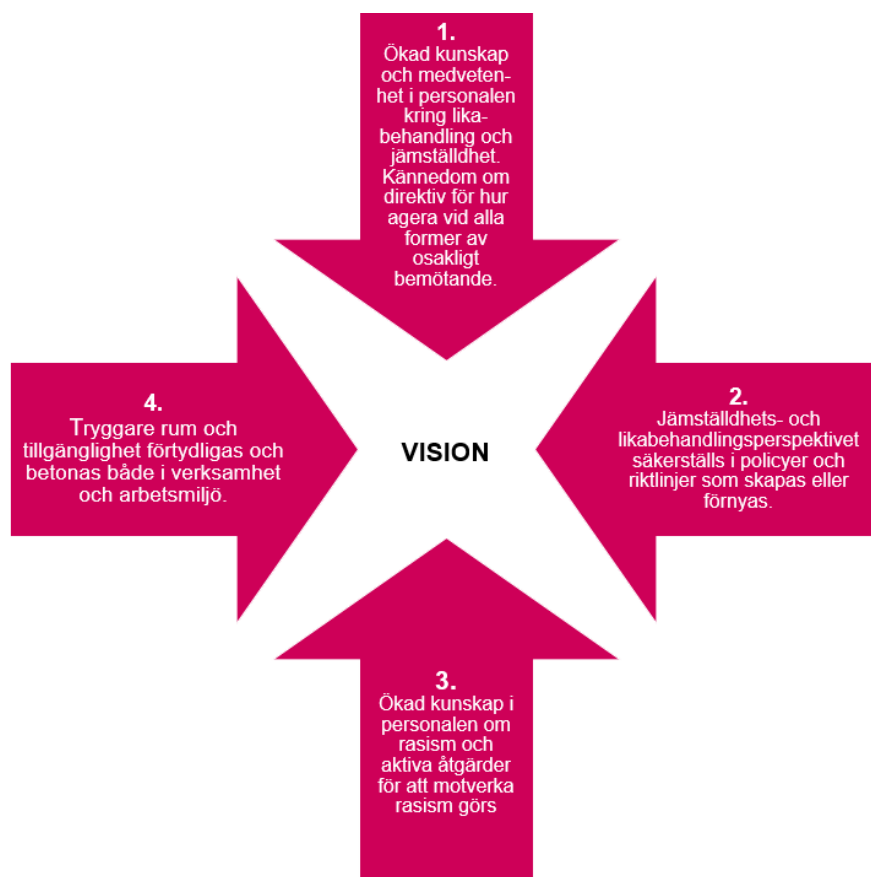


Figure 6: Four objectives to achieve the vision

4.2 Actions and follow-up

Each year, a report is drawn up on the gender equality situation in the workplace, including a breakdown of the distribution of women and men in different positions. A survey of the classification, salary and salary differences between women's and men's positions is also carried out every two years, with the next survey in 2025.

An evaluation of how previous measures included in the equality plan have been implemented and what results have been achieved will be presented when new surveys and plans are drawn up. The working group meets at least every quarter.

Objective 1: Increased knowledge and awareness among staff about equal treatment and gender equality and knowledge of the process for dealing with all forms of inappropriate behaviour.

The following actions are planned to achieve the objective:

1. Relevant facts and information are made as accessible as possible to staff. Information is available on the intranet and it is actively highlighted through news and newsletters, as well as in internal meetings and training sessions.
2. The action plan for the prevention of and response to infringement, harassment, inappropriate treatment and bullying (2024) is addressed in internal meetings and training sessions.
3. Online training is offered to staff and additional targeted training is offered to those with line management responsibility.
4. We are implementing lessons learned from the sustainability project at Folkhälsan Välfärd - which serves as a pilot and model for the rest of the organisation - into social sustainability, with a focus on DEIB (diversity, equity, inclusion and belonging) and human rights, to raise awareness of gender equality and equal treatment.

Objective 2: The equal treatment and gender equality perspective is reflected in key steering documents created or renewed according to the perspective.

The following actions are planned to achieve the objective:

1. New policies are scrutinised from an equal treatment and gender equality perspective by the working group for equal treatment and gender equality
2. The working group continues to co-operate on equal treatment and gender equality perspectives with the Communications Department. For the update of the plan for 2027-2028, a representative from the Communications Department is appointed.
3. Each legal entity takes equal treatment and gender equality into account in the work community development plan. All units examine their own results and propose actions (unit-wise quick reports are assigned to the legal units except Folkhälsan Fastigheter where the number of respondents was too low). ASK and SAD examine both the results and the plan and can propose overall actions

Objective 3: Raising staff awareness of racism and anti-racism measures

The following actions are planned to achieve the objective:

1. Staff training on racism. Staff should watch the lecture available on the intranet. Managers have seen and are discussing the topic. Topics for discussion are created when needed.
2. Addition on racism in the "Folkhälsan directive on the prevention and management of inappropriate behaviour, harassment and bullying"
3. Information on racism on the intranet to be clarified
4. Folkhälsan participates in the Government's action plan against racism and creates an action plan within this framework.

Objective 4: Safety, family-friendliness and accessibility are considered in the work environment.

The following actions are planned to achieve the objective:

1. A checklist to promote accessibility is created and put on the intranet
2. Guidelines for a safer space are created and made available on the intranet. Actively used in connection with meetings, events and the like.
3. Folkhälsan is a family-friendly workplace and encourages work-life balance