

Ministry of Social Affairs and Health  
15 November 2021

Press release 343/2021

The working group preparing pay transparency legislation proposes that the Act on Equality between Women and Men (Equality Act) should be amended to provide employees, employee representatives and employees suspecting pay discrimination better access to information regarding pay.

The working group submitted its report to Thomas Blomqvist, Minister for Nordic Cooperation and Equality, on Monday 15 November. The working group was not unanimous.

The main objective of the proposal is to prevent gender-based pay discrimination and to promote equal pay. The proposal is related to entries regarding pay transparency under the objective of labour market equality in Prime Minister Sanna Marin's Government Programme.

The working group proposes the amendment of the Act on Equality between Women and men, the Equality Act.

According to the proposal, employers would be obliged to report their pay system and its application to their employees every year. Employees should also have easy access to equality plans and pay surveys at the workplace.

According to the proposal, employee representatives would be entitled, when preparing a pay survey, to access the pay information of individual employees in order to ensure a comprehensive pay survey or to establish the reasons for the pay differences.

The implementation of the prohibition of pay discrimination would be enhanced so that an employee suspecting gender-based pay discrimination would have the right to obtain information regarding another employee's pay directly from the employer to establish potential discrimination. The employee would be obliged to keep the information received confidential.

The working group's report forms the basis for further political discussion. A decision on further measures will be made at a later stage.

On 21 August 2020, the Ministry of Social Affairs and Health appointed a tripartite working group to prepare amendments to the Equality Act based on entries regarding pay transparency included in Prime Minister Sanna Marin's Government Programme. The working group was appointed until 31 March 2021. Its term was extended until 31 August 2021.