

Gender segregation in education and the labour market

16.9.2022
Gender Journey
Göteborg



EQUALITA

Virve Savoila
Project worker and lecturer

EQUALITY

Equality means there is **no violation of psychological or physical integrity, discrimination, or other forms of unfair treatment in the school.** Also no intimidating, hostile, degrading, humiliating or offensive atmosphere. Inequality can be based on gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationship, state of health, disability sexual orientation tai other individual characteristics.

EQUITY

Equality is not always to be treated the same, but to be treated fairly.

GENDER EQUALITY

Gender Equality implies that everyone in the school, regardless of gender, gender identity or gender expression, **has the same rights, obligations and possibilities to succeed, and feels safe and valuable in the school environment and society.**

Grounds of discrimination according to Finnish Law



Gender, gender identity and gender expression



Age



Origin



Nationality



Language



Religion



Belief, Opinion



Political activity



Trade union activity



Family relationships



State of health



Disability



Sexual Orientation

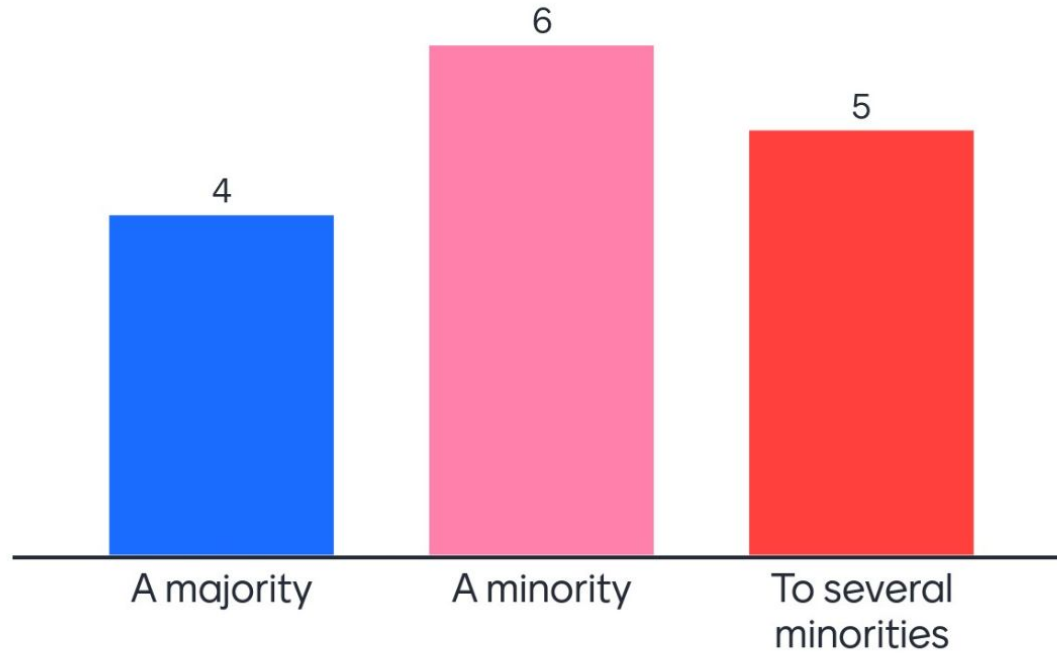


Other personal characteristics

Do I belong to a minority?

Go to www.menti.com and use the code **49 86 05 7**.

I belong to



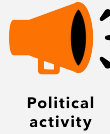
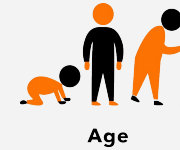
Teflon test

1. To which minority do you identify yourself?

2. How often have you found yourself in uncomfortable situations or been exposed to uncomfortable attention due to one of the listed identities or characteristics?

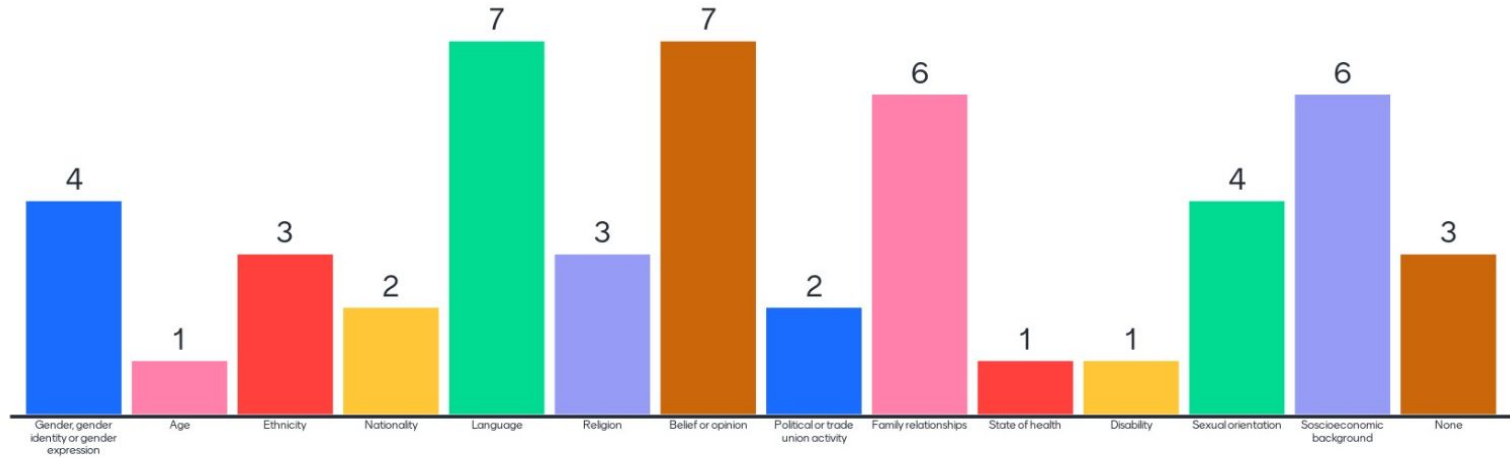


Often = 3p
Sometimes = 2p
Seldom = 1p
Never = 0p

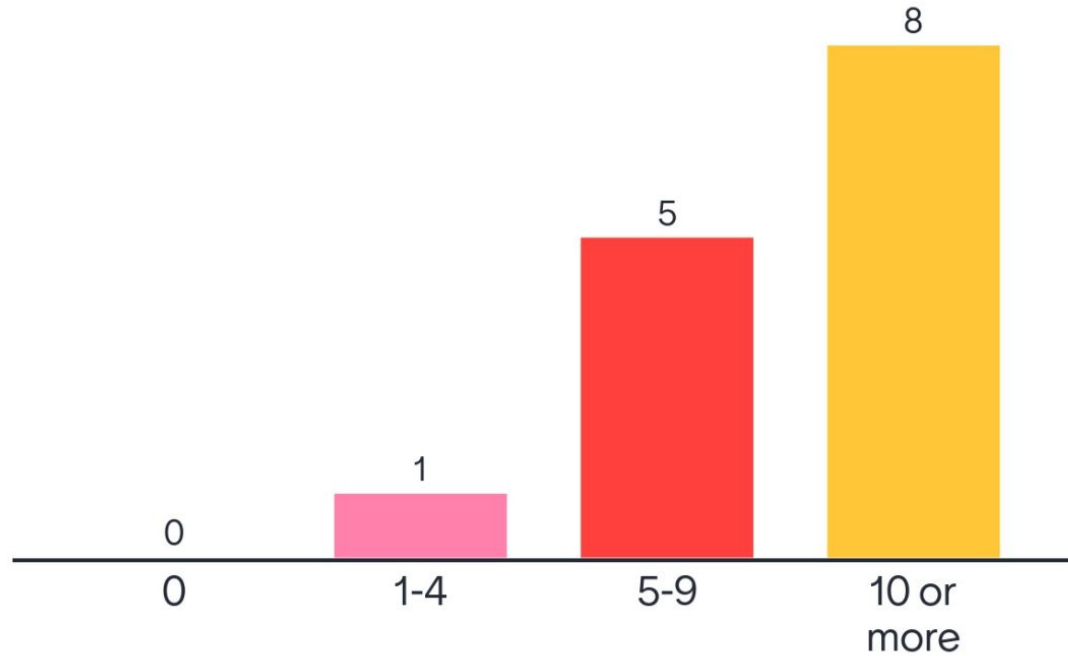


Go to www.menti.fi and use the code **49 86 05 7**.

To which minorities do you identify yourself?



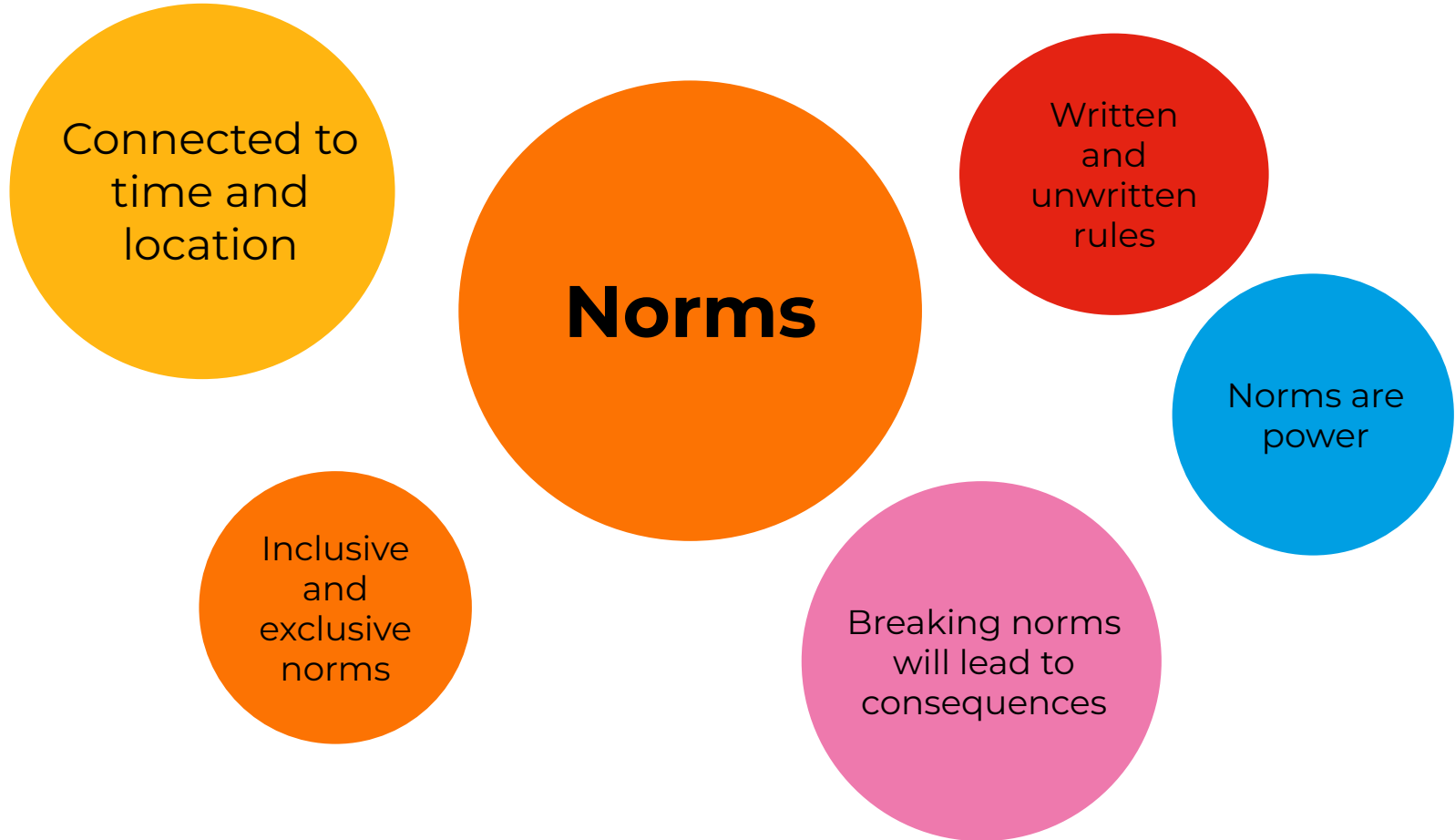
How many points did you get?



What does the result mean?



- A low amount of points means you are seldom discriminated against based on these ten qualities. This also means that you are privileged in many ways.
- If you have some or a lot of privileges, it does not mean you are a bad person or you haven't faced any hardships in your life. It just means that your hardships do not stem from e.g. your gender or nationality.
- For people with a lot of privileges, can be difficult to notice instances of discrimination, restrictive norms and excluding practices in everyday life.
- To be able to see discrimination, we need to **actively learn** to see it.



Amisbarometri 2017 & 2019

Survey carried out in vocational schools in Finland

2019
Women 43,4 %

2019
Men 47,1 %

2019
Other 2,2 %

2019
**No mention of
gender 7,3 %**

Amisbarometri 2017 & 2019

I feel safe in my school

Results for “fully disagree”, “strongly disagree”, or “disagree”

2017 Men 3,6 %
2019 Men 4,2 %

2017 Women 5,7 %
2019 Women 3,9 %

2017 Other 12,8 %

**2019 Other 17,9 %
(5,8 % fully
disagree)**

Amisbarometri 2017 & 2019

I will find a job that I like

Results for **1**, **2** and **3**. Scale was 1-7, where 1 = very unlikely and 7 = very likely

2017 Men 7,4 %
2019 Men 8,1 %

2017 Women 10,1 %
2019 Women 7,5 %

2017 Other 13,3 %

2019 Other 22 %

Segregation is easing very slowly

During 30 years (1987-2017) those who have completed a degree

- men within health and wellness sector: **11 % → 16 %**
- women within the tech sector: **16 % → 20 %**
- women within information and communications technology (ICT): **37 % → 16 %**

- For example, the education fields of medicine and law have **changed** from male-dominated to female-dominated fields

Source: Keski-Petäjä and Witting, 2018,

<https://www.stat.fi/tietotrendit/artikkelit/2018/alle-viidennes-opiskelijoista-opinnoissa-joissa-tasaisesti-naisia-ja-miehia-koulutusalojen-eriytyminen-jatkuu/>

Gender segregation on the labour market

According to Statistics Finland's Labor Force Survey, the most female-dominated industries in 2019 were

- health and social work services, women 86 %
- education, women 68 %
- accommodation and food service activities, women 68 %.



The most male-dominated industries in 2019 were

- construction, men 91%
- transport and storage, men 80%
- industry and electricity, gas, steam and air conditioning supply, men and women 75%.



Source: Centre for Gender Equality Information in Finland

Equal Pay

Women's earnings are, on average, 16 percent lower than men's.

In 2018, women earned an average of 84 percent of men's earnings in the entire labor market. Within different sectors, the difference in earnings between women and men is smaller:

- in the state, women earn on average 88% of men's earnings
- in the municipal sector 87%
- in the private sector 86%.



Source: Centre for Gender Equality Information in Finland

Image: Tasa-arvoasiain neuvottelukunta

87 % of young people want to work in an environment where all people are valued and treated equally

TAT, Nuorten tulevaisuusraportti 2022

https://tat.fi/wp-content/uploads/2022/05/TAT_Nuorten-tulevaisuusraportti_2022.pdf



The Gender Equality program of Sanna Marin government

An program with six themes:

- Gender equality in working life and improvement of gender equality in decision-making
- Work and family life balance and a more even distribution of care responsibilities
- Promoting gender equality in early childhood education and education
- Reduction of violence against women and violence in close relationships
- Improving the status of those belonging to gender minorities
- Promoting gender equality in relevant reforms and gender mainstreaming



Source: <https://stm.fi/en/action-plan-for-equality>

Inclusion

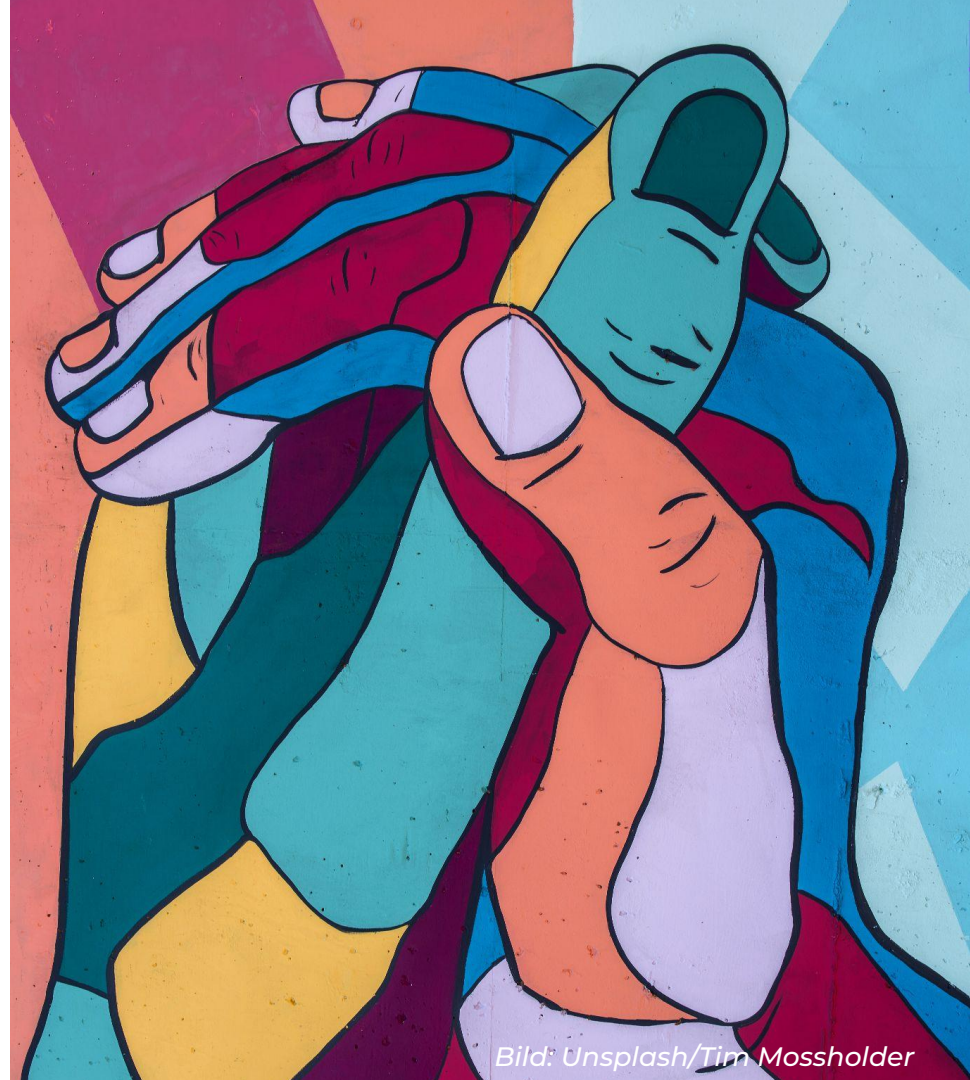
Inclusion is **actions** to make students feel safe, respected and confirmed as individuals.

Inclusion is about **all** students, not only those who fit in the boxes of women, men or other characteristics.



POWER AND RESPONSIBILITY

**Be aware of
your power
status**





**Thank
you!**

Virve Savoila
virve.savoila@ekvalita.fi

