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Plan for equality and equal treatment at  
Folkhälsan 2023–2024

# Plan for equality and equal treatment 2023–2024

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## 1. Introduction

In its strategy for 2021–2025, Folkhälsan emphasizes the value of being a responsible and sustainable employer. Working life has a significant impact on people's health, and an employer has a responsibility to both its employees and to consider its effect on social sustainability in general.

Folkhälsan's values of competence, engagement and care, in conjunction with diverse investments in staff well-being, are what will make Folkhälsan a unique and health-promoting workplace. In the description of the values of competence, engagement and care, care is described in the new strategy as follows:

*“Care implies that we respect the value of people and work for equality, equal treatment and diversity. We see people as holistic, approach everyone on an individual level and are accessible. “*

The plan for equality and equal treatment is not just a legal responsibility, but also an important tool for Folkhälsan with which goals and mechanisms of management are set up. The ambition is that principles of equality and equal treatment should pervade the operations of Folkhälsan.

This plan will describe the goals and measures for promotion of equality and equal treatment at Folkhälsan. Furthermore, the plan will describe how measures will be executed, implemented, what the distribution of responsibilities is, what resources that are available and how the communication of information as well as follow-up is conducted.

### 1.1 The law on equality between women and men

The purpose of the law on equality between women and men is to prevent discrimination on the basis of gender and promote equality between women and men. Furthermore, it aims to, in this regard, improve the status of women, specifically in the workplace.

The purpose of the law also aims to prevent discrimination due to gender identity or expression. Every employer should promote equality of gender in a manner that is goal-oriented and planned out.

For the promotion of equality in working life employers should, with regard to their resources and relevant circumstances:

1. Work to ensure that vacancies are pursued by both women and men,
2. Promote an equal distribution of women and men in different tasks as well as creating opportunities for women and men to advance,
3. Promote equality between women and men in the question of working conditions, especially pay,
4. Develop working conditions so that they suit both women and men,

5. Make it easier for women and men to connect family and working life, mainly by paying attention to working arrangements, as well as working to prevent discrimination on the basis of gender.

An employer which consistently has at least 30 employees should have a plan for the measures required to promote equality. The measures of promotion and their effectiveness in execution should be looked over in consultation with staff or their representatives.

## 1.2 The law on discrimination

In accordance with the law on discrimination, no one can be discriminated against based on age, origin, nationality, language, religion, conviction, opinion, political activity, union activity, familial relations, health state, disability, sexual orientation or some other condition that applies to the individual person.

An employer must assess how equality is achieved in the workplace and, considering the needs of the workplace, develop the working conditions and procedures related to the recruitment of personnel and decisions affecting personnel. These promotional measures must be effective, appropriate, and proportionate, considering the operating environment, resources and other circumstances.

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

The plan for gender equality and equal treatment is in effect for two years and is made for the time of 2023–2024. The working group for gender equality and equal treatment follows-up the goals and measures execution in the plan, as well as updates the plan every 2 years, before it is approved by the Folkhälsan Operational Management (FLG).

For the period 2022–2023 the working group consisted of the rapporteur Mikaela Wiik; expert in workplace well-being, Cecilia Ehrnrooth; head of HR, Niklas Talling; director of administration and member of the FLG, Åsa Rehn; head of HR, Eva Roos; senior researcher and special expert, Sara Sundell; expert in equality and gender equality, and Maria Stoor-Grenner; expert in bullying prevention.

The plan will be discussed in dialogue with employee representatives in the Folkhälsan collaboration delegation (SAD).

### 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 non-discrimination situation in the workplace. An account of the current situation can be based on statistical data, surveys or other information about the workplace. The report can emphasize different issues in different years. The issues to be surveyed depend, for example, on the gender structure of the organization and workplace-specific conditions. The report can also use other personnel reports

or personnel surveys, such as personnel accounts and the work community development plan.

If the key figures to be reported are designed to be gender-specific, they will also serve the purpose of reporting on the state of gender equality in the organization. In planning around equality and non-discrimination, personnel surveys can also be utilized, and questions can be added to them that are necessary for effective reporting of the state of equality and non-discrimination.

Salary is a factor that should be addressed in a gender equality report. The report on the state of gender equality can also examine, for example, the application procedure, the division of labor between the genders, opportunities for career advancement, working conditions, staff training, participation in work groups, the connection of work and family life, such as the use of family leave and arrangements to support it, the working atmosphere, the incidence of sexual and gender-based harassment, attitudes towards equality and how management and occupational health and safety take these issues into account.

According to the EU guidelines on gender equality and equal treatment plans<sup>1</sup>, the process should include a clear publication 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 collected 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, e.g., training. According to the same EU Directive, the following areas should be included and considered in the plan

- Work-life balance and organizational 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 earlier plans and results from personnel surveys

The objectives and measures are based on the responses collected through a staff survey carried out in autumn 2022, the pay rate mapping and the survey on women's and men's positions in the organization carried out in spring 2023, as well as the report produced by the working group. In addition, previous plans and the results of other surveys such as a quarterly personnel survey

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<sup>1</sup> 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>

(Eletive) and a mapping that family-friendly workplace carried out in the spring of 2022 in collaboration with the Population Federation are considered.

In the report, which is freely available for personnel, there are suggestions for measures that are based on the working group's and the employees' own input (SAD / The Folkhälsan delegation for collaboration). The working group for equality and equal treatment has, based on these suggestions, created goals and measures for the following period of follow-up.

### 3.1 Personnel survey 2022 - summary

The gender equality and equal treatment survey consisted of 28 substantive questions and 8 background questions. The survey covered questions concerning perceived inequalities in the work environment and working conditions, workplace bullying, gender equality, equality and the grounds for discrimination, work-life balance and harassment, and sexual harassment. The background questions asked were about: employer, gender, age, education, employment conditions (full-time/part-time, permanent/temporary) and whether or not you have personnel responsibilities. The full report can be found on the Folkhälsan intranet. All questions were in regard to experiences in the last two years.

The survey had a response rate of 41% for the whole organization (an increase of 2% from the last survey). In total, 558 people responded to the survey. The response rate within the different legal entities varied between 29 and 77%. 78% (of 433 respondents) indicated that they are female, 15% (84 respondents) are male and 7% (41 respondents) identify themselves as other or did not wish to disclose their gender. Of the respondents, 98 people were in a managerial position (18%).

A clear majority of respondents (69%) perceive Folkhälsan as a gender-equal workplace. 11% perceive that Folkhälsan is not a gender-equal workplace and the rest do not know if Folkhälsan is gender-equal or not. To the statement "In our organization, gender equality is promoted in a targeted way by the highest leadership" 8% answered no, and a significant share (42%) answered "I don't know". Over 80% of managers believe that the highest leadership promotes equality and gender equality, while the proportion among other employees is just over 40%.

Perceived discrimination occurred among the responses, mainly regarding opinion, language and age, but could not be interpreted as a widespread phenomenon in Folkhälsan as very few responded "sometimes", "often" or "very often". Of all the respondents, 47% answered that they had experienced discrimination on one of the grounds of discrimination at some point. Of those who have experienced discrimination or unfavorable treatment, 17% reported the matter, of which just over half led to measures being taken.

A consistent problem is that not all cases are reported further (16% were reported). In the cases where the incident was reported, the majority felt that they had received good treatment (67%) and the same number felt that the process had led to action. The majority of respondents believe that Folkhälsan encourages work-life balance. Respondents also had the opportunity to answer open-ended questions on each theme, resulting in a total of 36 pages of text.

### 3.2 Gender-based pay rate and position mapping

Significantly more women than men work in the Folkhälsan group and the gender distribution at different levels differs to some extent based on job position. The share of men is 18% of total employees and 24% among managers. The gender distribution in the different legal entities varies and mainly mirrors the industry they are in, e.g., the leadership team for Folkhälsan Vårld is currently only made up of women. When considering the Folkhälsan Operational Management (FLG), which is a collection of directors of the different legal entities, the gender split is 60 – 40 in favor of men (see figure 1).

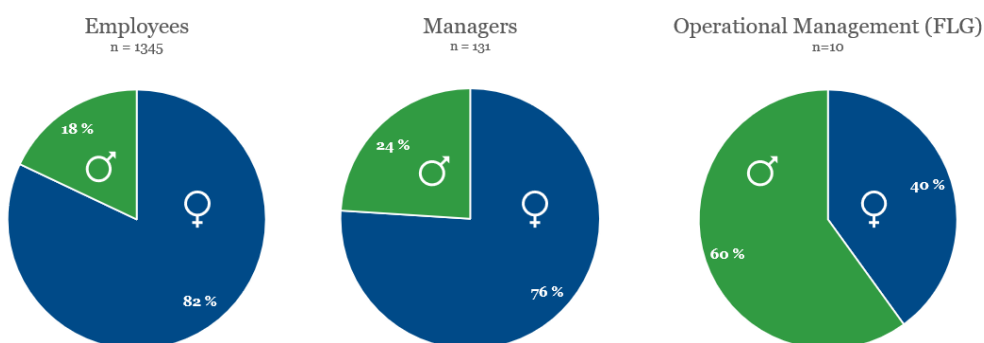


Figure 1: Gender distribution based on job position at Folkhälsan

#### 3.2.1 Pay rate mapping

According to the Act on Equality between Women and Men, a pay mapping must be carried out every two years to ensure that there are no unjustified pay differences between women and men. The pay mapping is completed by an external consultant during the spring (2023) and a report and action plan are attached separately and posted on the intranet after it has been presented to the FLG.

## 4. An equal and gender equal workplace

Folkhälsan strives to improve the position of women in the workplace and promote an equal distribution of women and men in different tasks as well as create equal opportunities for advancement regardless of gender. Folkhälsan also promotes equality between women and men in terms of employment conditions, especially pay. Folkhälsan endeavors to have a work community free of discrimination, sexual harassment, gender-based harassment, unfair treatment, or exclusion. Communication that is norm-conscious and emphasizes diversity will be promoted within the organization.

### The vision for Folkhälsan's work to promote equality and gender equality in the workplace:

1. Folkhälsan is an inclusive and safe place of work.

2. We treat each other with respect and take responsibility for each other's well-being in the workplace.
3. Everyone receives equal pay for the same work and equal opportunities for advancement regardless of gender or other personal characteristics.
4. We prevent and intervene in discrimination, differential treatment, inappropriate behavior, sexual harassment and harassment based on gender.

#### 4.1 Goals for 2023 - 2024 with the work for an equal and gender equal workplace

The overall and long-term goal is for Folkhälsan to be an equal and equitable workplace where staff are included and where diversity is seen as a resource. Employees at Folkhälsan need to know what respectful treatment means. Respectful treatment should be emphasized and behaviors that encourage it should be confirmed by both managers and employees.

Inappropriate treatment and disrespectful behavior should lead to appropriate consequences. Employees also need to know what harassment (sexual and gender-based) means, that we have zero tolerance for harassment at Folkhälsan and how and when to report or deal with harassment.

Employees must be offered training on what discrimination, special treatment and exclusion mean and how to prevent them. Promotional and preventive measures should be prioritized and implemented in everyday life through, for example, common rules, policies, guidelines, etc. but also in daily routines and in the treatment of each other. Efforts to promote employees' wellbeing at work are an important part of the work towards a more equal and gender-equal workplace.

##### **Sub-targets to achieve the overall goal:**

1. Increased staff knowledge on how to act and deal with harassment and bullying.
2. The equality and gender equality perspective appear in central steering documents.
3. Increased knowledge and awareness of equality and gender equality among staff.
4. The gender perspective is followed up in future personnel surveys.
5. Increased commitment and well-being among staff.

#### 4.2 Measures, timeline, and follow-up of measures

An annual report on the gender equality situation in the workplace, including a breakdown of the distribution of women and men in different tasks, and a survey of the classification, pay, and pay differences of women's and men's tasks is also carried out every two years. Every two years, measures necessary to promote gender equality and achieve equal pay must be initiated or implemented.

In addition, an evaluation of how previous measures included in the equality plan have been implemented and what results have been achieved. The working group meets quarterly.