



***“Trade unions’ actions addressing gender equality issues
linked to wider societal issues”***

**Case OAJ:
1) Parental leaves
2) “Equality road map”**

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OAJ – who are we?



- OAJ is the only labor market organization in Finland that protects the interests of education, training and research sector professionals from early childhood education to adult education and training.
- OAJ is a professional advocate for its members and a key influencer of education policy.
 - In education policy we try to influence to policy makers
 - In working life issues and labor market policies we influence more through Akava
- We have around 120 000 members, 120 employees

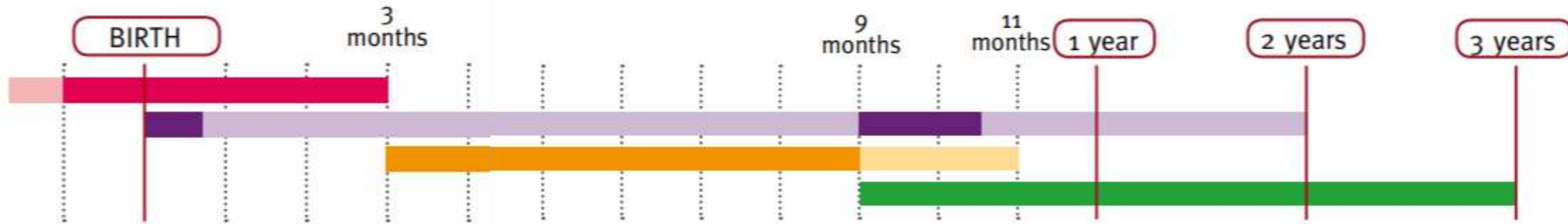


Case 1: Parental leaves

- Teachers use long parental leaves
- There is a long tradition for that
- Teachers stand for equality in working life and in parentage
- What kind of model of parental leaves would be good for our members?



Parental leaves in Finland



- Maternity allowance
- Maternity allowance paid from an earlier date *
- Paternity allowance (9 weeks in total) **
- Period within which entitlement to paternity allowance may be used
- Parental allowance
- Extension of parental allowance for twin birth
- Home care assistance / flexible care allowance

34 % of fathers use paternity allowance after parental allowance.

Only 1-3 % of fathers use parental allowance

Mothers use 97 % of home care assistance



How we try to influence

- We have influenced in Akavas goals and also done our own lobbying
- The last year governments parental leave reform failed, propably the next government will start a new reform.
- We want
 - Qoutas
 - Longer allowances and shorter home care assistance
 - More children to early childhood education
- Childrens right for quality early childhood education is a thing that none of the other organisations would have brought to discussion than us. Now it is an obvious part of the "package".



Case 2 – Equality road map

- We launched our goals for more equal education in spring 2016
- We dispatched "equality baton" to other stake holders
 - We got 9 organisations involved
 - In last month we handed the baton to political parties
 - Idea of "National plan for equal education".
- What we got?
 - Wider discussion, new cooperation partners (like LGBTI Rights org.)
 - Co-operation with research makers – good for our image!
 - 2 good seminars, policy makers, reseachers and other organisations and media talking and writing about our agenda
 - New ideas to policy makers – free early childhood education
 - Maybe the National Plan for Equal Education and some resources for that



Thank you!

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