Finland's Equal Pay Programme (2006–2015) — Independent Evaluation Finds the Gap Narrowed Too Slowly

Gender Equality · Good practice · Finland

Quality score: 41/100

Evidence strength: Moderate

Summary

Tripartite programme aiming to cut Finland's pay gap by 5 points by 2015. An independent 2011 assessment found only a 1-point narrowing in 2007–2010, too slow to meet the target.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-06

Ministry of Social Affairs and Health (with central labour-market organisations) — accessed 2026-11-06

STM overall assessment 2007–2010 (Salonius, 2011) — accessed 2026-11-06

ETLA: Changes in the gender pay gap in Finland — accessed 2026-11-06

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