

# Finland

*Women, Business and the Law 2024* (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Helsinki). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Finland scores 97.5 out of 100.0**. The overall score for Finland is higher than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Finland - Scores for *Women, Business and the Law 2024*



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Finland gets a perfect score.

## Areas for Improvement

When it comes to laws affecting women's work after having children, Finland could consider reforms to improve legal equality for women.

For example, the lowest score for Finland is on the indicator measuring laws affecting women's work after having children (the WBL2024 Parenthood indicator). To improve on the Parenthood indicator, Finland may wish to consider making the government administer 100% of maternity leave benefits.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Finland are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/finland/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Ch. 1, Sec. 3; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Marriage Act, Sec. 2
	Does the law prohibit discrimination in employment based on gender?	Yes	Act on Equality Between Men and Women, Secs. 7 and 8
	Is there legislation on sexual harassment in employment?	Yes	Act on Equality between Women and Men, Secs. 7 and 8d
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Act on Equality between Women and Men, Secs. 8(d) and 14(a)(1); Criminal Code, Ch. 47, Sec. 3a <i>Civil:</i> Act on Equality between Women and Men, Sec. 11
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Act on Equality Between Men and Women, Secs. 1 and 8
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Marriage Act, Secs. 2 and 46
	Can a woman be head of household in the same way as a man?	Yes	Marriage Act, Sec. 2
	Is there legislation specifically addressing domestic violence?	Yes	Act on Restraining Orders, Sec. 2
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage Act, Secs. 25 and 26
	Does a woman have the same rights to remarry as a man?	Yes	Marriage Act, Sec. 48
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Health Insurance Act, Ch. 9, Sec. 2; Act 28/2022 amending the Health Insurance Act
	Does the government pay 100% of maternity leave benefits?	No	Health Insurance Act, Ch. 11, Sec. 1 and Ch. 18, Sec. 2; Collective Agreement for the Commercial Sector, Sec. 19
	Is paid leave available to fathers?	Yes	see parental leave
	Is there paid parental leave?	Yes	Health Insurance Act, Ch. 9, Secs. 6 and 7
	Is dismissal of pregnant workers prohibited?	Yes	Employment Contracts Act, Ch. 7, Sec. 9; Act on Equality Between Men and Women, Sec. 8(2)
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Act on Equality between Men and Women, Sec. 8e
	Can a woman sign a contract in the same way as a man?	Yes	Marriage Act, Sec. 33
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Marriage Act, Sec. 36
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code of Inheritance, Ch. 2, Sec. 1
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code of Inheritance, Ch. 3, Sec. 1
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Marriage Act, Sec. 36
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Act, Secs. 34, 35 and 103(b)
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Employee Pensions Act 2006, Sec. 11
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Employee Pensions Act 2006, Secs. 15, 16 and 82
	Is the mandatory retirement age for men and women the same?	Yes	Employment Contracts Act, Ch. 6, Sec. 1a
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Employee Pensions Act 2006, Secs. 2, 74, 75 and 77; National Pension Act of 5 May 2007, Sec. 23