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Finnish universities' gender equality measures in academic careers
by Nordic comparison

Although women and men have completed doctoral degrees at Finnish universities in similar numbers for a long time already, women remain a minority in the highest academic positions, such as professorships. In this article, I analyse what institutional gender equality measures universities have taken to promote gender equality in academic careers. In addition to this, I analyse the challenges in promoting gender equality. I use an analytical categorisation that orders universities' equality policies into four classes. In the analysis, I compare the gender equality measures applied by Finnish universities from 2000 to 2018 with the measures applied by Swedish and Norwegian universities. The survey-based data have been collected through interviews at universities, the main respondents being representatives of human resource services. Based on the findings, Finnish universities have used fewer equality measures than those in Sweden and Norway. The most common equality measures at Finnish universities have been equality and diversity committees, grievance procedures, and equality and diversity training. The universities have hardly used more radical or politically controversial equality measures, such as preferential treatment in recruitment or measures targeted at women only. Based on the analysis, the gender-neutral approach to gender equality narrows Finnish universities' range of measures when promoting women's academic careers.