



Equality and non-discrimination plan

Valid until 31 December 2024

Introduction

The Equality Act ([609/1986](#)) obliges any employer with at least 30 employees to draw up an equality plan. The aim of the plan, compiled by Amos Rex's gender equality working group, is to develop the work community by making versatile use of employees' different abilities and skills, creating space for discussion and change, improving the atmosphere at the workplace and facilitating the balance between work and family life. Promoting equality in working life means that employees are treated equally and without discrimination in all situations of working life, regardless of gender.

The plan has been drawn up in cooperation with the personnel and includes a report on the equality situation at the workplace, based on an employee survey.

The Equality Act prohibits discrimination on the basis of gender in all societal activities and areas of life. Sexual harassment and harassment on the basis of gender as well as orders or instructions to discriminate on the basis of gender are also considered discrimination. **In accordance with the Non-Discrimination Act (Act on the Implementation of Non-Discrimination Legislation [1325/2014](#)), the equality plan also takes into account equality based on non-gender factors.** The Non-Discrimination Act prohibits discrimination on the basis of age, ethnic or national origin, citizenship, language, religion, belief, opinion, health status, disability, sexual orientation or other personal characteristics. Both direct and indirect discrimination is prohibited. As a rule, the Act applies to all public and private activities.

Key themes and measures needed to promote equality are listed in a planning chart. The equality plan is updated every two years, including an assessment of how the previously defined measures have been implemented. This equality plan is valid until 31 December 2024. The next survey will be carried out in 2023-24.

Assessment of the implementation of previously defined measures

According to the assessment of the gender equality working group (2022–23), the previously defined measures have mainly been implemented in accordance with the recommendations of the previous gender equality working group (2019–21). For 2022–23, the working group has requested a salary survey from Amos Rex COO Henrik Johansson, who submitted it in early 2023.

In accordance with the recommendations of the previous gender equality working group (2019–2021), the following training was carried out in 2022:

- Workshop on safer space principles (entire museum staff)
- Culture for All training (units responsible for museum content + management)

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- Clear Expectations training guidelines for working with trans, non-binary and gender-diverse artists (supervisors and management)

Measures for 2023-24

A gender equality survey conducted in December 2022, with 29 employees responding. The survey was based on the 2020 report by the gender equality working group. The aim was to only update the survey lightly, in order to maintain the comparability of the surveys.

Based on the results of the gender equality survey, the following measures are recommended to be implemented during 2023-24:

- Better integration of the company responsible for cleaning at Amos Rex into the work community.
- Immediate introduction of an anonymous feedback box, managed by occupational safety and health. Implemented by labour protection staff.
- Training supervisors in intervening in and preventing inappropriate use of language. Implemented in supervisor meetings led by the Aava Medical Centre.
- Joint updating of the 'golden rules' in workshops in autumn 2023 as a response to inappropriate language.
- Display of Safer Space Guidelines signs in an accessible, visible way in the museum's public and staff areas, as well as on the website. Partially implemented.
- An examination and report on whether Amos Rex receives applicants of different ages from different genders, different linguistic and cultural backgrounds and minorities in its recruitment processes.
- Piloting of anonymisation of Amos Rex's recruitment processes for applicants and adding the following sentence (or equivalent) to job advertisements: "Amos Rex welcomes applicants of different ages from diverse genders, linguistic and cultural backgrounds and minorities".
- An open salary programme and a pay survey, including a report on various benefits in addition to salaries.
- A standardised appraisal form and schedule for all employees throughout the organisation, so that everyone has the same opportunity to influence the development of their own work.
- A standardised salary discussion form and schedule for all employees throughout the organisation, so that everyone has the same opportunity to negotiate their own salary.

New working group

The new working group will be selected through an open call in the autumn of 2023. The working group always consists of a workplace representative, a shop steward and a representative of the occupational safety and health committee.