



Diversity and Inclusion in Finnish Companies

Summary

Survey on the state of diversity and inclusion measures in Finnish companies

Regarding the survey

- Diversity and Inclusion in Finnish Companies surveyed the diversity and inclusion management (D&I) practices, challenges and prospects related to D&I in large Finnish companies.
- The survey was conducted for the first time and it is the most comprehensive survey on the status of companies' D&I activities in Finland.
- A total of 103 HR Managers, CEOs and others in charge of D&I responded to the survey. The survey was carried out by Innolink by means of telephone interviews and an e-mail questionnaire between 6 June and 30 September 2022.

Making use of the results

The survey provides useful information on the current state of D&I management for companies, business leaders, researchers and other interested parties. The results of the survey can be used, for example:

- to support companies' D&I management, strategic planning and operational development;
- in self-assessment of the current status of companies' diversity management and measures;
- in internal corporate responsibility training or as support for communications, sales and marketing
- to analyse the D&I activities, priorities and future trends of Finnish companies.

Key definitions used in the survey

- **Diversity**

Diversity in working life refers to the composition of a group; the fact that the group members differ based on their gender, age, health, sexual orientation, social class, disability, religion, citizenship and linguistic background, or some other factor. What increases diversity always depends on the organisational context. For example, in a male-dominated sector, the involvement of women increases diversity in the sector, and vice versa.

- **Inclusion**

Inclusion in working life means that every member of an organisation, regardless of their background, experiences a sense of belonging to the group, appreciation and respect, and opportunities to influence.

- **In this summary, for the sake of readability, the formulation of the questions “diversity and/or inclusion” is summarised as “diversity and inclusion” or the abbreviation “D&I”. The answers can therefore refer to both diversity and inclusion, or only one of these, unless otherwise stated.**

Diversity and Inclusion in Finnish Companies 2022

1

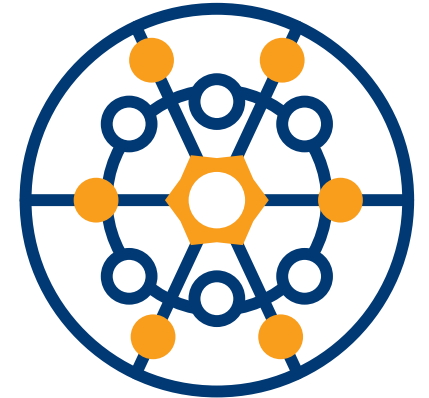
Currently, companies consider diversity and inclusion in particular to be **quite relevant topics**. Companies estimate that D&I will become even more important in the future.

2

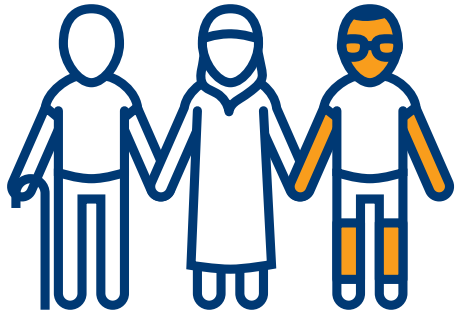
Individual diversity and inclusion **measures** have been introduced in most companies. **Systematic diversity management** is not yet as widespread.

3

Currently, companies consider the competence level of the personnel, the commitment of management and personnel and D&I communications to be the most important **challenges** related to promoting diversity and inclusion.



Inclusion is more relevant for companies than diversity



65%

Inclusion is a fairly relevant or very relevant factor for the majority of companies



54%

Diversity is a fairly relevant or very relevant factor for about half of companies

Some measures that support D&I are already widely used in companies

Some of the **staff-related** measures are widely used in companies.



71% have provided training for employees on how to address inappropriate behaviour

66% have taken accessibility into account in their premises

63% have surveyed and removed inexplicable pay differences

In terms of **recruitment**, some measures are used commonly, while some are much more rare.

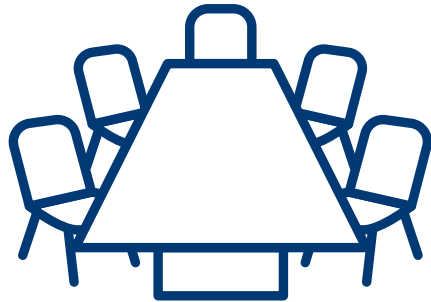


61% apply critical judgement when specifying the language requirements of a job

59% use diverse recruiting channels

7% have used anonymous recruitment

Systematic D&I management is not yet mainstream in companies



Every other company uses some of the **D&I management practices.**

53% regularly discuss D&I in the management team

52% monitor the progress of D&I management

50% have included D&I in their strategy



D&I is still rarely reflected in the **incentive system** of companies or in the targets for the **management team composition.**

7% have included performance in D&I targets in the management's incentive and bonus system

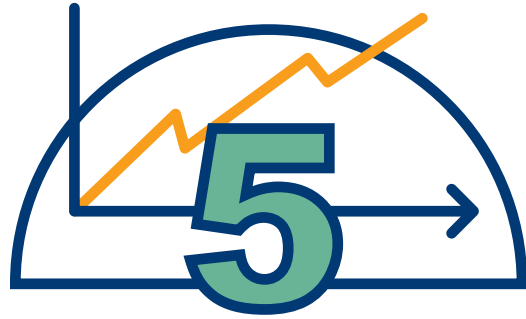
18% have set diversity targets for the composition of the management team

The main challenges of promoting diversity and inclusion are related to competence, commitment and communications



D&I challenges that at least 40% of companies want to address over the next six months:

- Skills and training of staff
- Commitment of personnel to D&I
- Commitment of top management to D&I
- Communication about D&I



The **importance** of D&I is expected to increase further in the next five years.

71% estimate that the importance of diversity will increase somewhat or greatly

64% estimate that the importance of inclusion will increase somewhat or greatly



However, **resources** allocated to D&I are not expected to increase at the same rate.

63% estimate that the resources available for D&I will remain unchanged over the next five years.

Sample size and data collection 1/2

Target group

- The 1,000 largest enterprises in Finland in terms of turnover were the target group of the survey.
- In addition, the target group included other significant actors, such as cooperatives and mutual companies. Companies with a modest turnover but a significant balance sheet (such as pension insurance companies) were also included.

Sample

- The survey is based on 103 responses. 70% of the respondents were limited liability companies, 17% listed companies and 13% other. Persons responsible for organisational diversity and/or inclusion issues, such as HR managers and directors, CEOs, or managers in charge of corporate responsibility, were accepted as respondents. Only one respondent per respondent organisation was included in the materials.
- The data collected from the target group gives a reasonably good overall picture of the phenomena being studied. In addition, the responses represent well the comprehensive registration sample of the target group in terms of background variables.
- When examining the differences between the groups, it should be noted that the differences are primarily representative of the differences between the companies participating in the survey.

Sample size and data collection 2/2

Contacting respondents and data collection

- The survey was conducted as a telephone and e-mail survey in Finnish. It was also possible to reply to the survey in English.
- The primary aim was to collect data through telephone interviews. If a respondent did not have time to reply by telephone, they were offered the opportunity to reply by means of an electronic survey form. The companies in the target group were also informed about the survey through FIBS marketing channels and by sharing a link to the reply form.
- 93% of the respondents were contacted by phone while 4% responded via the electronic form.
- The interviews were conducted from 6 June to 30 September 2022.

Other

- The survey's margin of error is +/-9.2% with a 95% confidence interval.
- This abstract only contains the key results of the survey. The results of the survey are further elaborated in the main survey report. FIBS members can download the report from the FIBS website: fibsry.fi > uutishuone
- Innolink was responsible for the practical implementation of the survey.
- In the analysis of research results, FIBS was supported by Includia Leadership



The survey was carried out by FIBS, the largest corporate responsibility network in the Nordic countries



412

members (10/2022)



78%
Enterprises
22%
Other

We offer the best means to develop responsible and sustainable business

- ✓ Stay up to date
- ✓ Deepen competence
- ✓ Discover peer support
- ✓ Connect



Our purpose is to accelerate responsibility changemakers towards a more sustainable world

Learn more: fibsry.fi

Follow us: [LinkedIn](#) | [Twitter](#)

By using the Diversity and Inclusion Self-Assessment tool, you can get started and move forward in your D&I activities



- ✓ You will get an overview of what is included in diversity management
- ✓ You can assess the level of your diversity activities and identify areas for improvement that are relevant to your organisation
- ✓ You can plan and lead diversity and inclusion strategically, even in the long term
- ✓ The free-of-charge tool is suitable for all companies, regardless of their size and sector

Learn more and find the tool at:
monimuotoisuusarviointi.fi/en/



**Do you have questions about
the survey?**

Contact us: fibs@fibsry.fi