

Improving equity and non-discrimination in education and training 2025-2027

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** FINLAND

Timeline

2025 Approved/Agreed**ID number 49666**

Background

Everyone has the right to equity, equality and non-discrimination in education and training. Education providers have a responsibility to create a safe learning environment to all learners, regardless of their background or characteristics. In Finland, education and the labour market are strongly segregated by gender, which is reflected in individuals' education and career choices. For example, in 2024, 75% of students in the fields of engineering and 74% in information and communication technologies (ICT) 74% were men, while women were most represented in the fields of health and welfare (83% of all students) and education (82% of all students) (Statistics Finland, 2025).

Education paths and attainment of Finnish VET students vary based on their origin and ethnic background. Students belonging to ethnic minorities often underperform and experience bullying at school (Finnish Government, 2025).

Objectives

The national programme 'Improving equity and non-discrimination in education and training 2025-2027' was launched in 2025. The objective of the programme is to promote equity and non-discrimination across the whole education system, strengthen competences in advocating equity and non-discrimination, and help combat racism, responding to the challenges and development areas identified in the field. While the programme covers all levels of education, in VET specifically it aims to:

- (a) eliminate gender segregation;
- (b) reinforce staff competence in equity and non-discrimination through continuing professional development;
- (c) improve knowledge and wellbeing among young people through awareness activities;
- (d) create new tools for dismantling gender stereotypes and intervening in harassment;
- (e) explore children's and young people's experiences of equity and non-discrimination.

In addition, the programme aims to disseminate good practices and produce materials for the young and their parents with a migrant background to help discuss themes related to equity, non-discrimination and anti-racism.

Description

To make sure that equity and non-discriminatory practices are implemented at all levels of education, the Ministry of Education and Culture launched a programme for equity and non-discrimination in education and training for 2025-2027. The programme is part of the larger Government Statement 2023 (*valtionuuvoston tiedonanto*) on promoting equality, gender equality and non-discrimination in the Finnish society.

The programme covers the entire Finnish education system and takes into account the objectives of promoting equality, gender equality and non-discrimination presented in the Government Statement.

The measures will be implemented in 2025-2026. The final report that assesses the implementation and impacts of the development programme, is to be prepared in 2027.

2025 Approved/Agreed

The programme was launched and its actions and content planned partly in collaboration between the Ministry of Education and Culture and the Finnish National Agency for Education (EDUFI).

The programme's term began in April 2025. The kick-off seminar was held in August 2025. The event was aimed at all those interested in equitable and equal education and upbringing, including teaching staff, education providers, education administration representatives, elected officials, municipal decision-makers, stakeholders, and researchers.

Bodies responsible

- Ministry of Education and Culture
- Finnish National Agency for Education (EDUFI)

Target group

Learners

Learners in upper secondary, including apprentices

Education professionals

Teachers
Trainers
School leaders
Adult educators
Guidance practitioners

Entities providing VET

VET providers (all kinds)

Thematic categories

Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET promoting equality of opportunities

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Subsystem

IVET CVET

Further reading

Ministry of Education and Culture. (2025). Programme for equity and non-discrimination in education and training.

Finland. Government Statement. (2023). On promoting equality, gender equality and non-discrimination in the Finnish society.

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Improving equity and non-discrimination in education and training 2025-2027: Finland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/49666>