

Jos luet viestin mieluummin selaimella, klikkaa tästä

MiB MOTHERS IN BUSINESS

Towards an equal and family friendly working life.

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Parliamentary Elections 2023- MiB has own goals too!

MiB's goal for the 2023 election period is family-friendly and equal society. The realisation of an equal and diverse working life requires more effective ways than we currently have in use. The laws and regulations create the basis, but that alone is not enough, we also need a change in attitude.

In the upcoming election period, Mothers in Business expects bold investments towards a more family friendly society, continuous efforts for enabling the natural combination of work and family for everyone and taking necessary action for a more equal working life.

8 Changes MiB wants to see during the new reign:

1. **During the work day, there is no need to worry about the childcare or the well-being of the children at the childcare**
2. **Being pregnant does not leave you aside from work life**
3. **The child home care allowance should be increased and the duration reduced**
4. **Dads also want to use the family leave**
5. **Guided leisure activities for children help managing the everyday life - and reduce screen time**
6. **Confirming the Maternity Protection Convention supports breastfeeding at work**
7. **Wages are more transparent - you get the same pay from the same job**
8. **Parents cope better during the busy years with small children**

MiB is also collecting the names of MiB members who are running for a parliament in order to promote them on our channels. If you are or know someone who is and would like to be mentioned in MiB channels with our aims, let us know on hello@mib.fi

[Read more about elections in Finland!](#)



Today, 21st of March marks the official day of Anti-Racism week

On this day, just like every day of the year, MiB ry stands firmly behind treating everyone fairly, equally and as an individual, regardless of their language, background, beliefs or skin colour. In working life prejudices are already present in who is selected for job interviews and who has the chance to further their career. (Finnish Red Cross)

This was evident in the findings from MiB's survey (2022) as well. Many of the international talents reported that they had to give up on their career goals for the lack of Finnish skills.

With the support of the MiB International project we gathered some tips on how everyone can help undo discrimination in their community and create a more inclusive work culture:

- Invest in diverse backgrounds and focus in inclusivity in your recruitment process
- Think twice when recruiting: does this position really require fluent Finnish skills?
- Train leaders and employees about the importance of inclusivity
- Use inclusive language: ask what language your colleagues prefer to communicate in, don't make assumptions
- Speak up when you see or experience discrimination in your workplace or community

Mothers in Business International Project works towards Diversity, Equality and Inclusivity in Finnish working life. You can read more about our DEI actions as part of our International project, including events and employer DEI tools [here](#).

[Finnish Red Cross anti-racism resources](#)

Mothers in Business - MiB's goal is to have a society where work and family go hand in hand.

We want to share with you the three objectives which guide us in our advocacy work on our path leading to a more equal and enjoyable work and family life for all.

1: Family-friendly, diverse and equal working life must be instilled through ambitious legislation. Employers should create and apply guidelines that support work-family balance. Effective practices must be sought to end discrimination in the workplaces in relation to pregnancy, family leave, family status and gender.

2: High quality and accessible early childhood education is an investment in our children's future and a prerequisite for parents to stay in work. A sufficient number of out-of-school and holiday activities for children must be guaranteed.

3: The family leave model must be equal and flexibly support reconciling work and family life. A more equal distribution of family leave between parents will reflect attitudes towards the division of care work and increase overall equality.

MiB International Facebook group

MiB International Instagram

MiB ry LinkedIn



Save the Date!

We already have a date for our next DE&I (Diversity, equity, and inclusion) event, so mark it on your calendar already! On the 10th of May we will be at MiB Helsinki office talking about How organizations can design diversity and inclusion?

This event is aiming to spread the word, start a discussion about what is and can be done with some real life examples as well as a workshop session for the participants to share thoughts and ideas.

Place: MiB's office / SOSTE venue, Yliopistonkatu 5, Helsinki

Time 10.5. at 15:00-17:00

[Check out our previous DE&I material!](#)

Check out all the upcoming events -free and open to all!

You can see all upcoming MiB events in English from our website. You can register to the events through the events calendar.

We warmly welcome you to join all the events to develop yourself, grow your networks and meet other parents!

[MiB events calendar](#)



If MiB values resonate, join us in making a difference and become a MiB member!

By joining you can not only support the work we do here in MiB but also impact on how we do it.

Join us now and start enjoying all the great events we offer, connect with others and become a part of our nationwide network!

[Become a member](#)



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