



Finland's National Roma Policy (ROMPO) 2018-2022

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<p>Abstract</p> <p>The primary objective of Finland's National Roma Policy for 2018–2022 (ROMPO2) is to support the progress seen in the societal integration of Roma and positive development in Romalinguistic, cultural and social rights. The policy programme is based on the premise that Finland's current legislation and comprehensive service system provide a good foundation for the promotion of the equality of the Roma population. The mainstreamed actions and measures targeted specifically at the Roma population set out in the National Roma Policy will create further capacities for considerable improvements in the human rights and socioeconomic status of Roma. This must take place by increasing the level of activity, inclusion and access to influence among the Roma population and with respect for and by strengthening the Romani language and Roma culture and identity.</p> <p>On the basis of follow-up data on Finland's first National Policy on Roma, the strengthening of the societal integration of Roma calls for increases in the amount, effectiveness and planning of cooperation in Roma issues at the local and regional levels in particular. One way of reaching these objectives and monitoring progress made is to create county-specific Roma programmes (MAARO Programmes) that support the implementation of the Counties Act that is currently being drafted. In addition, the new policy programme seeks to take into account matters relating to information provision and the preservation of Roma cultural heritage. Along with the needs of Finland's traditional Roma population, the National Roma Policy also covers the needs of foreign and non-sedentary Roma living in Finland temporarily or on a long-term basis</p>			
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Tiivistelmä	<p>Suomen vuosien 2018-2022 romanipoliittisen ohjelman (ROMPO2) päätavoite on tukea romanien myönteisesti jatkunutta yhteiskunnallista integraatiota sekä kielellisten, kulttuuristen ja sosiaalisten oikeuksien myönteistä kehitystä. Ohjelman lähtökohtana on että nykyinen lainsäädäntö ja kattava palvelujärjestelmä luovat hyvän pohjan romaniväestön yhdenvertaisuuden edistämiseksi. Ohjelman valtavirtaistetuilla ja erikseen romaniväestölle kohdennetuilla toimenpiteillä luodaan jatkoedellytykset romanien ihmisoikeuksien ja sosioekonomisen aseman huomattavalle parantumiselle. Tämän tulee tapahtua romaniväestön omaa aktiivisuustasoa, osallisuutta ja vaikuttamismahdollisuuksia lisäämällä sekä romanikieltä, -kulttuuria ja identiteettiä kunnioittaen ja vahvistaen.</p> <p>Ensimmäisen romanipoliittisen ohjelman seurantatiedon perusteella romanien yhteiskunnallisen integraation vahvistaminen edellyttää etenkin paikallis- ja aluetason romaniasiainyhteistyön määrän, vaikuttavuuden ja suunnitelmallisuuden lisäämistä. Yksi keino näihin tavoitteisiin pääsemiseksi ja tapahtuvan kehityksen seuraamiseksi on valmistelussa olevan maakuntalain toteuttamista tukevien maakunnallisten romaniohjelmien luominen (nk. MAARO-ohjelmat). Tämän lisäksi uusi ohjelma pyrkii huomioimaan tiedotuskysymykset ja romanien kulttuuriperinnön suojelun. Suomen perinteisen romaniväestön tarpeiden ohella ohjelma huomioi myös Suomessa tilapäisesti tai pitkäkestoisesti asuvien ulkomaalaisten tai liikkuvien romanien tarpeet.</p>	
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Referat	<p>Det huvudsakliga målet med Programmet för romsk politik i Finland 2018–2022 (ROMPO 2) är att stödja den fortsatta positiva utvecklingen avseende romernas integration i samhället samt utvecklingen av deras språkliga, kulturella och sociala rättigheter. Programmet tar avstamp i att lagstiftningen och det omfattande servicesystemet i dagsläget skapar en god grund för att främja den romska befolkningens likabehandling. Programmets integrerade åtgärder som är särskilt riktade till den romska befolkningen ger fortsatta förutsättningar för en betydande förbättring när det gäller romernas mänskliga rättigheter och socioekonomiska ställning. Detta bör ske genom att den romska befolkningens egen aktivitetsnivå, delaktighet och inflytande ökas, på ett sätt som tar hänsyn till och stärker det romska språket, den romska kulturen och den romska identiteten.</p> <p>Utifrån uppföljningen av det första programmet för romsk politik förutsätter stärkandet av romernas integration i samhället att samarbetet kring romska frågor utökas och görs mer effektivt och systematiskt i synnerhet på lokal och regional nivå. Ett sätt att nå dessa mål och följa utvecklingen är att skapa program för romerna på landskapsnivå, s.k. MAARO-program, som stöder verkställandet av den landskapslag som är under beredning. Det nya programmet syftar dessutom till att beakta informationsfrågor och skyddet av romernas kulturarv. Utöver den traditionella romska befolkningen i Finland beaktar programmet också behoven hos utländska eller rörliga romer som är tillfälligt eller långvarigt bosatta i Finland.</p>		
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<p>Gustiba</p> <p>Finitiko bereňhengengo 2018-2022 romanopolitikako programmosko (ROMPO2) ĥeeruno faatiba hin te ĥaňtavaa kaalengo tšetano thanengo integraatios, so hin langĥtimes aaňtas tšihko ta panna tšimbako, kultturengo ta sosiaalengo horttibongo tšihko fendjiba. Programmosko faatiba hin, te aka tiijako laagako tšeeriba ta boňlo tšenstibosko stelliba luonavena tšihko botnos kaalo folkengo itveeribosko fendjiboske.</p> <p>Programmosko vollako strömmime ta froojimes kaalo folkenge tšerto tšeeribonna luonavaha langĥto naaljibi kaalengo komujengo horttibongo ta sosiaalo ekonomisko stedosko merknime fendjiba. Dauva mote fanuves jakkes, te kaalo folkengo iego aktiviteetosko ĥleetiba, dieliba ta angouvibosko vojibi mote buuttjaves ta kaalengo tšimb, -kulttuures ta identiteetos mote niin patjaven ta džoraven.</p> <p>Vaaguno romano politikako programmosko följibosko džaanibi sigavena douva, te kaalengo tšetano thanengo integraatiosko džorjiba puňhela lokaalo- ta thanengo ĥleetibosko kaalengo saakengo tšetano buttiako numresko, angouvibosko ta plaaneeribosko buuttjiba. Iek maneera sar te ĥleppuvaha aro daala faatibi ta fanime fendjibosko följiboske, so hin aro fäardibosko aaňhime phuujiako thanengo laagengo pherdiba sar vojuvaha te ĥaňtaven phuujiako thanengo romano programmengo luoniba (MAARO-programmi). Panna butide dauva nevo programmos roodela te hogaves oppenbaaribosko puňhibi ta kaalengo kulttuuresko traditionaalesko siiliba. Finitiko traditionaalo kaalo folkengo hyövibongo straal programmos hogila panna doola auriako themmengo elle vandrimo kaalengo hyövibi.</p>			
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1 Preface

Roma are a traditional linguistic and cultural minority in Finland and have lived in Finland for more than 500 years. The number of Roma in Finland is estimated to be around 10,000, but a few thousand members of the same Roma group also live in Sweden. Finnish Roma have made a strong contribution to building Finland as a nation and also to Finland's national defence during wars. Roma therefore have a strong sense of Finnish citizenship and a strong desire to be actively involved in Finnish society. Finland's Roma have full civil rights and obligations.

In recent years, members of other Roma groups of Eastern European origin, such as Bulgarian and Romanian Roma, have settled temporarily or permanently in the Helsinki Metropolitan Area and elsewhere in Finland. In most cases they come to Finland driven by poverty and discrimination prevailing in their country of origin but also in search of a better life. Fundamental rights and human rights also apply to these mobile EU citizens. This policy programme seeks to address the improvement of their rights and status too.

Finland's general welfare policies and specific measures targeted at Roma over the decades have helped improve and stabilise the living conditions of Roma. The greatest advances in recent decades concerning Roma have been seen in improved housing conditions, participation in early childhood education and care and preprimary education, as well as in basic education, and vocational education and training and university studies in the Romani language. This is largely due to positive interaction between Roma and the authorities and a result of national cooperation. Finland's strategies relating to Roma policy, such as the 1999 Strategies of the policy on Roma, the first National Policy on Roma for 2009–2017 (ROMPO 1) and Roma organisations' own ROMPO, formulated on the basis of the National Policy, as well as various cooperation projects reflect in many ways the deliberate choice made in Finland to take the path of constructive interaction and cooperation between the Roma and the main population as well as public officials.

The strong agency and close cooperation of Roma, their positive approach and increasing societal activity have been decisive for the changes taking place in policy on Roma. Consequently, Finland has progressed from previous negative assimilation tendencies towards an integrative and inclusive approach that values diversity and multiculturalism. This has also been reflected in Finland's current and upcoming legislation that, for its part, seeks to safeguard the enjoyment of fundamental rights among Roma and Roma access to influencing decision making at the national, regional and local levels. International and European human rights standards and the monitoring of their implementation have strengthened the rights of the Roma, too, and created conditions for reducing discrimination.

However, even the best of legislation or positive integration approach cannot alone, guarantee de facto equality. Based on the community-level data, the financial and social status of Roma is still on average lower compared to other Finns. In addition, Roma in Finland still face discrimination in contexts such as applying for housing and employment. According to the population's own experiences and several studies, everyday discrimination and hate speech against Roma have increased. The underlying causes of this include a general increase in xenophobia and the persistent economic recession but also various social problems such as the marginalisation development visible for a long period of time in the poorest section of the Roma population. Widespread discrimination destroys the basic conditions for integration. This is why Roma integration cannot be promoted without identifying discrimination and introducing anti-discrimination measures. The assistance systems for victims of discrimination must also be developed further. In addition to racism and external discrimination of the community, increased attention in future should also be paid to the community's internal discrimination and the general lack of mechanisms for democratic participation, influencing decision making and feedback.

Therefore the key objective of the new National Roma Policy is to include and activate Roma to advocate locally their own issues as well as to act at the regional and civil society organisation (CSO) levels. It is vital to reinforce consultation of Roma and pro-Roma organisations and to provide Roma with new local-level opportunities for access to influence on matters concerning them. Therefore a new policy guideline on community empowerment (Policy Guideline 3.5.) has been included in the National Roma Policy. Efforts have also been made to make the entire policy programme document visually attractive and easy to read and approach.

In order to increase its international, national, regional and, above all, local effectiveness, the National Roma Policy must have strong links with evaluations and development of education and training, employment, housing, health, social and basic services, and other inclusion activities at the various levels. Therefore, local and county-specific Roma action

programmes for action (MAARO Programmes) will be increasingly needed in order to supplement the national policy programme. Permanent administrative structures such as regional county administration and Regional Advisory Boards on Romani Affairs play a key role together with a well-functioning CSO field and various project actors in the development of these programmes. Their role is significant in the related information provision, implementation, monitoring and evaluations.

The National Roma Policy is based on the premise that Finland's current legislation provides a good foundation for the promotion of the inclusion and equality of the Roma population. However, to ensure the implementation of this policy in a variety of contexts, more specific interpretation of the current legal basis and measures will be required. The rights provided by legislation will only be a reality once realised in practice. This applies particularly to linguistic and cultural rights and equality and non-discrimination.

In addition to ensuring the implementation of legislation, the most important advocacy measures of the National Roma Policy are mainstreaming and developing practices that take the Roma population's conditions and service needs into account. Mainstreaming means that Roma perspectives are taken into account in decisions and services relating to Roma. This requires the assessment of the implications of any planned actions and decisions from the Roma and Roma community perspectives. The existing knowledge base will also need to be improved to serve as a foundation for development measures concerning the conditions of the Roma population. It will be particularly important to develop service coordination and authorities' recommendations and to model and disseminate identified good practices.

As regards programme implementation, efforts have been made to pay greater attention also to general matters of principle and ethical issues relating to the manner of implementation and also more broadly to work on Roma issues as well as to the principles of sustainable development. They play also a role in the extent of changes achieved through implementation in terms of scope and duration.

Tarja Filatov, Member of Parliament
Chairperson of the
Advisory Board on Roma Affairs

Väinö Lindberg,
Chair of Romano Missio Executive
Committee Vice Chair

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Secretary General, Ministerial Adviser

2 Objectives, policies, key actors, implementation methods and key principles of Finland's National Roma Policy

2.1 Objectives and policies of the National Roma Policy

The policy programme has the following objectives:

- Finland will in the coming years significantly increase the general vocational education, training level and employment rate among Roma by increasing the Roma population's own level of activity and by providing a variety of support measures.
- Finland will support the development and preservation of Roma culture by taking determined steps to improve the status of the Romani language and Roma art and culture. This will happen through formulating various separate development and revitalisation programmes and through programme monitoring.
- Finland will take visible action against anti-gypsyism, discrimination and hate speech by means of the active citizenship and democracy of Roma, high-quality factual information and communications as well as Roma culture's own strengths such as art and communality.
- Finland will utilise a diverse range of reporting and monitoring tools in the monitoring of the implementation of the National Roma Policy, combining both internal and external evaluation methods.
- Finland will actively participate in international work on Roma issues and the monitoring and evaluation of Roma integration programmes. Finland will support their development in accordance with the human rights-based approach and the principles of sustainable development – when aligned, the Finnish and European Roma policies will be mutually reinforcing.

The vision of the policy programme is as follows:

The level of integration and living conditions among Roma in Finland will improve through the population's own activity and through mainstreamed and targeted measures in several different spheres of life. The socioeconomic and regional differences between Roma and the rest of the population will be narrowed down as regards matters including education and training, employment, housing, discrimination, wellbeing and health.

Steps towards the objectives and the vision will be taken by targeting measures at the following Policy Guideline areas:

1. Reinforcing access to education and training in all forms and at all levels of education and training
2. Promoting occupational competences, employment, entrepreneurship and labour market integration
3. Promoting equal treatment as well as service use and effectiveness among the Roma population in basic services and housing
4. Supporting the preservation and development of the Romani language and Roma art and culture
5. Empowering and strengthening the inclusion of the Roma population
6. Promoting Roma integration through information provision, communications and the media
7. Developing regional and local work on Roma issues
8. Developing and maintaining international work on Roma issues

2.2 Administrative structures and key actors of the National Roma Policy

This section provides a brief introduction to Finland's most important national, regional and local Roma policy structures that form the key cooperation network for the implementation of the National Roma Policy.

Key Finnish administrative structures for Roma issues:

The National Advisory Board on Romani Affairs promotes the equal participation of the Roma population in Finnish society and their economic, social and cultural living conditions. The National Advisory Board serves as a cooperation and expert body between Roma and the authorities in Finland and operates in conjunction with the Ministry of Social Affairs and Health.

Regional Advisory Boards on Romani Affairs are cross-administrative cooperation bodies for the authorities and the Roma population. Their aim is to advance the status of Roma at the regional and local levels and to achieve Roma inclusion in decision making relating to them. The Regional Advisory Boards also seek to promote equality and combat discrimination against Roma. The activities and status of the Advisory Boards are based on Government Decrees (1019/2003 and 1350/2009).

Local Roma Working Groups are commissions appointed by the municipal local executive that work to increase the inclusion, activity, equality and non-discrimination of Roma and, consequently, improve opportunities among the local Roma population to participate in the improvement of their living conditions. The most important objectives of the working groups are eradicating prejudice and stereotypes faced by Roma and active provision of information about issues related to Roma.

The aim of Local Roma Working Groups is to promote intercultural interaction and generate new operating culture and partnerships at the local level. They work to raise the visibility of Roma issues so that matters related to Roma are taken into account in the various sectors of society.

The Roma Education Team of the Finnish National Agency for Education is responsible for developing the education and training of the Roma population at all levels of education and training and promoting the Romani language and culture.

The Romani Language Board of the Institute for the Languages of Finland is the national expert body concerning the Finnish Romani language. The Board gives recommendations concerning language usage (written language and standard spoken language). These recommendations are of a general nature but also work at a level of principles. The Board carries out lexicon development, considers grammar issues and provides guidelines on correct usage. It also supports the production of teaching and learning materials and stakeholder network responsible for them. Information about the Board's recommendations is provided online and in articles covering Romani language topics. Members of the Romani Language Board are appointed for three years at a time.

The Church Advisory Board on Roma Issues of the National Church Council maintains and develops cooperation in joint matters between Roma, the Evangelical Lutheran Church of Finland and other churches. The Advisory Board participates in discussions concerning Roma in international church contexts, supports Roma membership in parishes, participates in societal debate concerning Roma and maintains contacts with state and third-sector bodies relating to Roma issues.

The National Institute for Health and Welfare (THL) supports the Ministry of Social Affairs and Health and the National Advisory Board on Romani Affairs in the development, implementation, monitoring and evaluation of the National Roma Policy and is responsible for knowledge-based development on Roma.

Key actors among civil society organisations (CSOs) include the following nationwide Roma organisations and other actors:

The National Roma Forum of Finland. Established in 2007, the National Roma Forum of Finland (Fintiko Romano Forum, FRF) is an umbrella organisation for approximately 75 % of Finland's Roma organisations. FRF advocates the interests of its 26 member organisations and monitors the realisation of the fundamental rights and equality of Roma under Finnish law. The Forum's vision is also to develop and strengthen Roma organisations, provide them with important information and build cooperation between Roma organisations at the national and international levels.

Established in 1906, **Romano Missio** is Finland's oldest Roma organisation. Based on Christian values, it acts among the Roma population as a national service organisation in the fields of child welfare, social services, spiritual work and education and training. The organisation's most important forms of activity are child welfare, spiritual, social and diaconal work, training, publications and information provision, child and youth work, fostering Roma culture and the Romani language, and supporting young Roma in their studies. Romano Missio cooperates with the Evangelical Lutheran Church of Finland, Christian communities, the State, municipalities and CSOs operating among the Roma population.

Established in 1967, **the Finnish Roma Association** is a religiously and politically impartial national Roma organisation. The Finnish Roma Association aims to promote the equality of the Roma population, increase access to influence among Roma and to include them in societal decision making. The association implements its objectives by maintaining a volunteer-based office, carrying out work among the elderly and young people through projects. The organisation publishes material also in Romani and promotes tolerance and dialogue. The Finnish Roma Association also takes part in public decision making in various working groups and advisory boards.

Elämä ja Valo ('Light and Life') is a national CSO established in 1964. It operates in Finland and Eastern Europe on the basis of Christian principles. Its aim is the comprehensive wellbeing of the Roma population. The organisation offers information about Roma culture and, together with its partners, organises various inclusive activities, such as spiritual events, for Roma. The organisation promotes social cohesion among the Roma population. It also conveys information about the situation of Roma living outside Finland, particularly in Eastern Europe, and, when possible, helps to organise humanitarian assistance for those in crisis situations.

Established in 2005, **Kromana** is a nationwide Roma women's organisation which aims at promoting Roma wellbeing and improving the status of women and families in the Roma community. In order to achieve its aim, Kromana organises events and training, provides advice and guidance in societal issues. Kromana also cooperates with various actors and networks working with Roma. The organisation also wants to be involved in supporting and strengthening the Roma culture and Romani language and developing international collaboration between Roma women's organisations.

Established in 1867, **Helsinki Deaconess Institute Foundation** is a non-profit foundation and an expert in societal problems and special groups. Helsinki Deaconess Foundation's mission is to ensure everyone has the chance to live in dignity. The Foundation's activities focus on the most vulnerable groups. Its broad range of services includes protection and advice for the mobile non-sedentary Roma population. Its activities support Roma access to employment and inclusion. For this purpose, it established the low-threshold Hirundo unit, which provides and develops social services in the Helsinki Metropolitan Area for non-sedentary and non-registered EU citizens and undocumented Roma.

2.3 National Roma Policy actions and implementation principles

In 2011, Finland determined, in line with the European Union, ten national basic principles for the implementation of the National Policy on Roma. These principles guide all national activities for the improvement of Roma inclusion and the socioeconomic situation of Roma. The purpose of compliance with these principles is to ensure the socially, culturally and economically sustainable development of the Roma population's living conditions. The principles can be summarised as follows:

1. Roma must be able to participate in and have de facto influence on the planning, implementation, evaluation and monitoring of all actions aiming to improve their status. The Roma population's participation in and commitment to matters relating to themselves is decisive for the success of development measures.
2. An essential condition for this is strengthening the operating capacities and competencies of Roma organisations and communities and their capacities for cooperation with the authorities. It is also important to increase cooperation between Roma organisations and other CSOs.
3. The aim is to mainstream the promotion of the Roma inclusion and equality into society's functions and widespread services. This requires that the conditions and needs of the Roma population are made visible, the obstacles to their equality are identified and measures to eliminate these obstacles are taken.
4. Specific measures and positive action targeted at Roma are needed in situations where Roma are disadvantaged compared with the rest of the population. Positive action means temporary measures targeted at persons or groups whose status is unequal. The aim of these measures is to achieve de facto equality or to prevent or remove disadvantages attributable to discrimination. The aim must be to achieve permanent improvements.
5. Roma do not alone constitute the most disadvantaged population group in Europe, but in many – particularly Eastern and Central European – countries, they account for the majority of this section of the population. When planning positive actions to improve Roma living conditions, it must be ensured that these do not exclude other vulnerable population groups.

6. Short-term project-based improvement of the socioeconomic status of Roma will not generate structural societal change, which is why individual projects should be based on broader comprehensive and concrete plans. Roma policy implementation must be closely linked to national development taking place across a variety of spheres of life.
7. Finland is prepared to share information about identified good practices and operating models developed in Finland in order to promote Roma equality and inclusion and to utilise lessons learned by other countries. This calls for mechanisms and forums that reinforce mutual interaction and learning. The capacities of governments and CSOs to share and adopt good practices must be developed.
8. In practice, fundamental rights, human rights and the societal integration of Roma are being realised at the local level. Therefore, it is important to ensure that regional and municipal authorities recognise the rights of Roma, perceive the benefits arising from the improved status of Roma over the long term, commit to them and receive the support they need. In order to strengthen interaction and inclusion, in particular local cooperation and operating structures need to be developed.
9. The most important factors determining social status in Roma communities are age and gender, and there are strong cultural customs and roles related to these. The life situations of Roma women, men, various age groups as well as minorities involve special characteristics that need to be identified when planning measures promoting equality and inclusion. Finland supports the promotion of gender equality and equality of minorities, including those of the Roma population, both in national and European cooperation.
10. High-level Roma policy declarations should be translated into concrete measures. Pragmatic measures for improving the status of Roma should be based on measures for improving on the needs of the Roma population.

These and other principles relating to encounters with Roma and constructive intercultural interaction are listed below to make it easy to get back to them when designing actions that support integration

Basic principles for high quality Roma work

- Interaction and inclusion
- Commitment
- Respect
- Compliance with principles of sustainable development
- Communality and cooperation
- Resource-based approach
- Needs-based approach
- Roma capacity-building
- Networking
- Self-motivation
- Planned approach and specific monitoring
- General-interest approach
- Democracy
- Positive action
- Equality
- Non-discrimination
- Cultural sensitivity
- Mainstreaming and specific targeting of actions
- Openness and transparency
- Correctly targeted and results-based monitoring

3 Policy guidelines and actions

The most important, high-priority measures have been marked with an orange sign in this document. ●

3.1 Reinforcing Roma access to all forms and levels of education and training

3.1.1 Early childhood education and care and pre-primary education

“Learning, joy and inclusion through early childhood education – integration begins from playing together”

“Sikjiba, loñiba ta iego dielosko liiben siigo barjibosta - integraatios byrjula kaana ame tseeraha pherjas it”

Early childhood education and care (ECEC) is part of the Finnish education system and an important stage on the child’s path of growing and learning. ECEC supplements and supports the parenting task of Roma homes and contributes towards children’s wellbeing in cooperation with Roma parents. The home, however, is primarily responsible for children’s upbringing. The purpose of national ECEC guidance is to create equal conditions for the holistic growth, development and learning of children participating in ECEC.

A particular objective concerning Roma children’s ECEC is to strengthen their positive identity development and awareness of their own history and culture and to increase their inclusion in society. This means that ECEC personnel support Roma children’s language development and reinforce the preservation of Roma language and cultural heritage. This happens in cooperation with Roma homes by providing, when possible, these children with opportunities to use and adopt the Romani language (Finnish National Agency

for Education, National Core Curriculum for Early Childhood Education and Care 2016, Regulations and guidelines 2015:17).

Bodies organising ECEC must ensure that municipal ECEC guidance documents take into account the status of Finland's Roma as an ethnic and cultural minority and Roma children's linguistic and cultural needs in accordance with new National Core Curriculum for Early Childhood Education and Care.

Action		Responsible actor(s)	Monitoring target
1.	Increasing information about the Roma minority for basic and continuing education of ECEC and pre-primary education staff	Ministry of Education and Culture, Finnish National Agency for Education, universities, universities of applied sciences, vocational educational establishments, those responsible for municipal continuing education	Roma education and training issues have been covered annually in basic and continuing education of ECEC and pre-primary education staff.
2.	Targeting information provision about existing forms of open ECEC at parents of Roma children not attending ECEC	Municipalities, open ECEC providers, prenatal and child health clinics, family centres, Mannerheim League for Child Welfare, Roma organisations	No monitoring target

Pre-primary education became compulsory in Finland on 1 August 2015 (Basic Education Act 1040/2014), which can be seen as supporting Roma children's positive development at the beginning of the learning path. The Basic Education Decree (section 23a) requires that persons who have custody of a child apply for a place in pre-primary education. The education provider must notify those who have custody of a child in advance of places of pre-primary education provision, of start and end dates of education and on how to apply for pre-primary education provided or acquired by it (section 9). Persons who have custody of a child may also decide not to apply for pre-primary education. In such cases, they must under section 26a of the Basic Education Act make sure their children participate in other activities that achieve the objectives of pre-primary education. According to several studies, a challenge concerning Roma children's ECEC and pre-primary education has been irregular attendance. It is important for Roma persons who have custody of a child to view the beginning of the learning path as a natural part of their child's growth and development. The ECEC stage helps create the foundation for the child's healthy self-esteem and preliminary skills required for skills such as literacy.

Action	Responsible actor(s)	Monitoring target
3. The Finnish National Agency for Education will conduct a national study and make relevant action proposals concerning Roma children's participation in ECEC and pre-primary education. The study will also cover the quality impacts of participation.	Finnish National Agency for Education	The Finnish National Agency for Education has completed a study on Roma children's participation in ECEC and pre-primary education and a start has been made on implementing the proposals for actions based on this study.

The vast majority of the Roma population still become independent and start a family at quite a young age. Therefore prenatal and child care clinics and family work play a key role in supporting parenting among young Roma families. The work carried out by prenatal and child care clinics and family workers is culturally sensitive and requires basic knowledge of the cultural differences between the Roma and mainstream cultures and the parenting roles and traditions of Roma culture.

Action	Responsible actor(s)	Monitoring target
4. Ensuring the development and efficient dissemination of material on Roma wellbeing and health targeted at prenatal and child health clinics in accordance with available resources.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, National Institute for Health and Welfare	Prenatal and child health clinics have been sent material on Roma wellbeing and health.

The foundation for well-functioning multiculturalism, positive attitudes towards minorities and good relations between population groups is built at a very early age. Therefore ECEC must also take into account the right of non-Roma children to receive factual information about Roma and gain positive experiences relating to Roma and Roma culture.

GOOD PRACTICE: STORY CARAVAN

Collaboration project between Helsinki City Library and ECEC strengthening the role of the library as a municipal ECEC actor. The project produces an operating model that supports children's language development and learning and multilingual library work. The project offers children library tour reading sessions supporting their adoption of the habit of reading in their own language. The same model could also be employed in ECEC for efficient Roma-related information provision and attitude-shaping work.

3.1.2 Basic education

The starting point of general education is to guarantee every child, pupil and student, irrespective of their origin, background or wealth, equal opportunities and the right to access high-quality education free of charge as well as capacities for full citizenship.

The Finnish National Agency for Education (formerly the Finnish National Board of Education) has monitored basic education completion rates among Roma pupils and their general school performance as well as the quality of cooperation between Roma homes and the school in the 2000s. The first study covers the situation in the academic year 2001/2002 (Finnish National Board of Education 2004) and the second in the academic year 2010/2011 (Reports and studies 2011:26). Both studies were conducted in close national cooperation with Roma.

Special discretionary government transfer resources were allocated for supporting Roma pupils' basic education from 2008 to 2015. Over that period, the Finnish National Board of Education granted 38 education providers transfers totalling around 2.5 million euros. According to the National Board's estimate, around 80% of Finland's Roma pupils in basic education were at least in some respect covered by the grants.

GOOD PRACTICE:

Municipalities participating in development activities supported by the Finnish National Board of Education/Finnish National Agency for Education have drawn up municipality-specific basic education development plans for Roma children and youth and carried out annual monitoring relating to the achievement of their objectives.

GOOD PRACTICE:

One of the most efficient ways of improving Roma pupils' learning outcomes and school motivation is to employ vocationally trained classroom assistants with a Roma background for primary and lower secondary schools. Some municipalities have also employed Roma to work as peripatetic classroom assistants if the number of Roma pupils is small in the municipality and they are scattered across a number of educational institutions. Some of the classroom assistants have also worked part time as teachers of the Romani language and Roma history and culture.

The purpose of the supported development activity has been to increase Roma pupils' commitment to school and reduce absenteeism, increase their basic education completion rate and steer Roma from basic education to further studies.

Action	Responsible actor(s)	Monitoring target
5. Taking the needs of Roma children and young people into account in the development of student advice and student welfare and increasing the efficiency of pupils' personal study guidance in basic education.	Ministry of Education and Culture, Finnish National Agency for Education, municipalities	Guidance counsellors are informed annually about diverse information material produced in Roma education, training and employment projects.

The National Core Curriculum for Basic Education aims for broad-based competencies and growth into active citizens. A foundation for pupils' growth into active citizens is created through an operating culture that promotes inclusion, realisation of human rights and a democratic operating culture. Identities, languages, religions and opinions coexist and interact in basic education.

The school community must understand the significance of pupils' own language and recognise the right to one's own language and culture as a fundamental right. (National Core Curriculum for Basic Education 2014, Regulations and guidelines 2014:96). This means that teaching staff providing basic education must on an annual basis, in co-operation with persons who have custody of Roma children, explore the opportunities to organise teaching of the Romani language and Roma culture and investigate the willingness among Roma children to study the language.

Action	Responsible actor(s)	Monitoring target
6. Disseminating information about basic education learning material in the Romani language, Roma history, culture and discrimination. These materials are available on, e.g. the www.romanit.fi portal and Romani language learning material for various proficiency levels available at the www.edu.fi/romanikieli website set up for the purpose.	Finnish National Agency for Education, municipalities	The Finnish National Agency for Education has disseminated information to basic education schools and teachers about the teaching use of the materials on the www.romanit.fi portal and at the www.edu.fi/romanikieli website.
7. Reviewing the contents of sections concerning Roma in basic and vocational education and training learning materials and providing publishers of learning materials with development proposals regarding these contents.	National Advisory Board on Romani Affairs	Contents of key learning materials covering Roma have been reviewed and publishers have been provided with development proposals regarding them.

Education providers and municipal and school-specific curriculum designers must, in accordance with the National Core Curriculum for Basic Education, take into account the status of Roma as an ethnic and cultural minority in the activities of their educational institutions and in their teaching. Teaching staff must, in cooperation with homes, strengthen Roma pupils' identity and awareness of their own history and language and cultural heritage while at the same time promoting their preservation.

Action	Responsible actor(s)	Monitoring target
8. The Finnish National Agency for Education will encourage providers of basic teacher and guidance counsellor training to incorporate information about Roma education and training issues and Roma culture in their teacher training programmes. The Finnish National Agency for Education will offer themes relating to Roma pupils' basic education and training completion and their guidance for entry into upper secondary education for teaching staff's continuing education.	Ministry of Education and Culture, Finnish National Agency for Education, providers of basic and continuing teacher training	The Finnish National Agency for Education has approached teacher education departments and providers of continuing teacher education around the country with relevant initiatives. Roma education and training issues are covered as part of the intercultural education contents of basic and continuing teacher training and education.
9. The Finnish National Agency for Education will produce digital learning material on Finland's Roma for teacher education and training.	Ministry of Education and Culture, Finnish National Agency for Education, providers of basic teacher training	The digital learning material has been completed and disseminated to teacher trainers.

Bullying based on Roma background still occurs in schools and must be addressed to ensure successful school attendance and learning. Bullying may have a negative impact on school performance, and it reduces school motivation and increases absenteeism. At worst it may even result in dropping out of school.

GOOD PRACTICE:

Applying the models developed in the national KiVa school programme to eradicate bullying in the prevention of and response to cases where Roma children and youth are bullied at school.

The purpose of the guidance system for adult basic education is to ensure equality and quality in education and to create good conditions for adult studies to complete basic education or raise former low grades. Adult basic education is intended for all those attending basic education after they have passed the age of compulsory education. Adult basic education comprises two phases: the introductory phase and the final phase. If necessary, the introductory phase also contains the literacy phase (or a part of it) if the student is illiterate or semilliterate. The provision of adult basic education is strongly based

on a personal study plan. The student's prior learning is credited in adult basic education (Natural Core Curriculum for Basic Education for Adults 2017, Finnish National Agency for Education, Regulations and guidelines 2017: 9a).

Action	Responsible actor(s)	Monitoring target
10. The Finnish National Agency for Education will organise a series of information events for Roma on how to seek access to adult basic education providers and various actors. They will also inform Roma on the support available for these studies.	Finnish National Agency for Education, adult basic education providers	The Finnish National Agency for Education has organised a series of information events for Roma concerning adult basic education between 2018 and 2022.

3.1.3 General upper secondary education, vocational education and training, higher education and liberal adult education

“Diverse education and training paths towards lifelong learning”

“Frooŋlaaga skoolibosko drommensa kajo dživibosko tiijako sikjiba”

In 2016, the National Board of Education published a report on the educational backgrounds of adult Roma (Reports and studies 2015:8) as one of the actions under the National Policy on Roma (2009–2017). The report describes the development of education among Roma. The report is based on personal accounts covering around 60 years and, as regards the academic year 2013/2014, from the perspective of educational institutions with adult students. In addition to Roma, the questionnaire respondents included staff from vocational institutions, general upper secondary schools for adults and liberal adult education institutions. The backgrounds of the Roma respondents (N=327 persons) were examined according to gender, six age groups and four geographic areas. On the basis of the results, the Finnish National Agency for Education provided its contributions for the education section of this National Roma Policy as regards action proposals to develop the education of adult Roma.

The Act on Vocational Education was reformed and the new Act entered into force on 1 January 2018. Previous legislation was consolidated into a single piece of legislation covering both young people and adults. In addition, the funding, steering, qualification structure, education and training provision forms and organiser structure were also reformed. The reform was prepared in close collaboration with the vocational education and training sector and stakeholders. The approach in the reform of the qualification structure was to respond to changes in working life and take individuals' differentiating careers and tasks into account in qualifications development. Further and specialist vocational qualifications have been combined to form broader modules. This improves

the opportunities of those taking qualifications for competence development with modules that match their specific employment and career plans. The qualification structure for Humanities and Education was reformed so that, for example, the Further Vocational Qualification in Education and Instruction contains the competencies from the Further Vocational Qualification in Learning Support and Morning and Afternoon Club Activity / Instruction at School, Further Qualification in Special Needs Instruction for Children and Young People, Further Qualification for Romany Culture Instructors, and Further Qualification for Child Minders. The Specialist Vocational Qualification in Education and Instruction contains the competences from the Specialist Qualification in Learning Support and Morning and Afternoon Club Activity / Instruction at School and the Specialist Qualification for Romany Culture Instructors (Publications of the Ministry of Education and Culture 2016:23).

Action	Responsible actor(s)	Monitoring target
11. In the qualification structure reform of Humanities and Education, maintaining the previously independent Further and Specialist Qualifications for Romany Culture Instructors as one of the competence areas of vocational upper secondary qualifications.	Finnish National Agency for Education, Church Training College	Specialisation in work on Roma issues is possible through a separate specialisation within vocational qualifications in education and instruction.

Most of the post-basic education of Roma takes place at vocational institutions. More than one-third of adult Roma have a vocational qualification, whereas very few have completed general upper secondary education (National Board of Education, Reports and studies 2015:8). Lifelong learning is, however, enabled by the Finnish education system.

Action	Responsible actor(s)	Monitoring target
12. Upper secondary education institutions utilise the diverse information materials produced in Roma education, training and employment projects. This supports diversifying the occupational structure of the Roma population.	Education providers, guidance counsellors	No monitoring target

A large proportion of Roma in vocational studies still experience discrimination when looking for on-the-job learning positions. Therefore the providers of vocational education and training as well as employers should learn how to identify the impacts of Roma discrimination as a barrier to education, training and employment access. They should also increase the efficiency of their student support measures improving access to education and training-related on-the-job training, vocational learning taking place in the workplace and apprenticeship training positions.

The ratio of those who have completed a vocational qualification among those admitted to universities of applied sciences is approximately the same as that among the applicants. Students very often continue studies in the same field when proceeding from upper secondary education to a university of applied sciences. The parallel completion of a vocational qualification and the Finnish matriculation examination improves applicants' chances of being admitted to universities of applied sciences and universities. Transitions to further studies are speeded up by "path" studies available in the context of open university of applied sciences studies where those interested in further studies are offered studies preparing for higher education. Entrance examinations must treat those taking the vocational route equally to those taking the general upper secondary school route. In practice, this also means valuing vocational competence in admissions criteria. (Ministry of Education and Culture 2017:25. Ready for admissions II. From vocational education and training to higher education, 15–17).

Roma are still underrepresented in the higher education systems of most countries. Underprivileged and gifted Roma have therefore been supported through various scholarships, grants and mentoring programmes.

GOOD PRACTICE:

Romaversitas and Opré mentoring programmes providing students of universities of applied sciences and universities with support in studies and access to employment.

Action	Responsible actor(s)	Monitoring target
13. The National Advisory Board on Romani Affairs will submit an initiative to higher education institutions concerning the development of a Finnish mentoring programme of a similar type to the Hungarian Romaversitas or the Portuguese Opré.	National Advisory Board on Romani Affairs, higher education institutions	The initiative has been submitted to all Finnish universities and other higher education institutions.

It is necessary to build more favourable attitudes towards general upper secondary education among the Roma population. The most efficient way to influence attitudes is in cooperation with Roma organisations. In order to support information-based guidance, competent peer Roma speakers (of different ages) can be used at events organised for Roma by the Finnish National Agency for Education. In basic education study guidance, attention must also be paid to the underrepresentation of Roma students in general upper secondary education, which should be presented as a real study option for Roma pupils.

Action	Responsible actor(s)	Monitoring target
14. The Finnish National Agency for Education will produce an electronic and printed guide for Roma about general upper secondary education. The guide will also be distributed at continuing education events for teachers and guidance counsellors.	Finnish National Agency for Education	An electronic and a printed version of the general upper secondary education guide have been produced and distributed nationwide to guidance counsellors and Roma.

The role of liberal adult education, i.e. folk high schools, adult education centres, study centres, sport education and training centres (sport institutes), open universities and summer universities, in education, training and leisure activities among Roma must be developed. Based on the principle of lifelong learning, liberal adult education seeks to support the all-round development of the personalities of individuals and their capacities to act in the community and to promote, for example, the realisation of equality and diversity in Finnish society. One of the fundamental features of liberal adult education is that it is not geared towards qualifications or degrees, nor are its contents laid down in legislation. By nature, these are societal. They focus on general education and have aims relating to leisure activities or a vocation. Studies range from evening classes to full-time short courses or intensive courses. Some liberal adult education institutions have also provided labour policy education. Folk high schools concentrate on the education and training provision of studies most often not aiming at a qualification and in most cases lasting up to one academic year.

Action	Responsible actor(s)	Monitoring target
15. The Finnish National Agency for Education will provide Roma with information about opportunities for studies and leisure activities offered by liberal adult education institutions and basic education in arts.	Finnish National Agency for Education	Information events on liberal adult education and basic education in arts have been organised in cooperation with Roma and education institutions in the sector.

3.2 Promoting occupational competencies, employment, entrepreneurship and labour market integration of the Roma population

“Key issues for employment – vocational skills and a fair labour market”

“Butjakkiiribosko gliijako saaki – buttijako hajiba ta horttavitika buttijako markni”

Roma community highly values vocational education and training, employment and entrepreneurship. There has been a clear increase in willingness to seek education and training and to participate in upper secondary education, the open labour market and entrepreneurship. According to a study on capacities for integration into the labour market among the Roma population, the key barriers to employment among Roma were a low level of vocational education and training, lack of work experience, and discrimination (Publications of the Ministry of Employment and the Economy 22/2008).

Action	Responsible actor(s)	Monitoring target
16. Conducting a follow-up study of Roma employment to update the situation data of the 2008 study.	Ministry of Economic Affairs and Employment, TE Services, National Advisory Board on Romani Affairs	The follow-up study on Roma employment has been completed.

According to the national study of the educational backgrounds of adult Roma conducted by the National Board of Education, 39% of Roma respondents had a qualification from a vocational institution, with Roma students now studying in all major fields of education and training. This means the range of occupations is widening among Roma and the flow of young Roma into the labour market is increasing all the time. Nevertheless, Roma are still underrepresented as a group in many occupations and only few have a strong working life-related network promoting access to employment as soon as they complete their vocational studies. The rate of those entering further studies after their vocational qualification is also still relatively low. (National Board of Education 8/2015) Many Roma do not seek entry to vocational education and training and working life until

they are adults and have already started a family. Therefore, it is particularly important to strengthen the adult Roma population's vocational education and training.

GOOD PRACTICE:

Disseminating the YouTube short videos produced in the Nevo Tiija ESF project on the various education, training and employment paths of Roma: It's possible!

The competence-based and customer-driven vocational education and training (VET) reform and other changes in working life, including technological development, also affect Roma. Although competence development is particularly necessary for those with a low level of education and training and poor basic capacities or with their competences not matching labour market needs, the continuously changing needs of the labour market require capacities and efforts also as regards lifelong competence development, on-the-job learning and learning while in working life as well as further and continuing education. The significant increase in learning taking place in the workplace also provides an additional challenge for many Roma as it is often very difficult and laborious to find a job placement position due to prejudice and employment discrimination. In addition, challenges arising from changes in ways of accessing employment further emphasise the need to have capacities for entrepreneurship.

Action	Responsible actor(s)	Monitoring target
17. In growth services, taking Roma into account as potential entrepreneurs and developing entrepreneurship advice, training and support services targeted at them, utilising the Roma population's own forerunners in entrepreneurship.	Ministry of Economic Affairs and Employment, TE Services, Finnish Enterprise Agencies, Roma organisations, Roma entrepreneurs	Entrepreneurship among the Roma population has been raised as a theme in provision of information and advice about entrepreneurship.
18. Developing cooperation between Roma organisations and enterprises through entrepreneurs' organisations and Structural Fund project work and utilising the power of positive enterprise experiences in information provision and attitude-shaping activities.	Entrepreneurs' organisations, Roma organisations, municipalities	Organising a joint information and networking event for Roma organisations, Roma entrepreneurs, other entrepreneurs and ESF projects relating to education, training and employment.

Labour market services provide their customers with individual support through measures including organising labour policy education and supporting self-motivated education and work try-outs. The starting positions of Roma jobseekers vary a great deal as regards barriers to and capacities for access to employment. Some of those in the poorest labour market position require support particularly to improve their transferable skills and vocational competence, whereas educated and skilled Roma may need considerably fewer

or hardly any measures to support their access to employment. Nevertheless, also well-educated Roma often encounter negative attitudes and discrimination when attempting to step into working life or despite having already been employed for a long period of time. This can be changed by developing non-discriminating recruitment and working life practices as well as by drawing attention to employment discrimination experienced by Roma. The Non-Discrimination Act prohibits discrimination on the basis of characteristics including age, nationality, language or origin. The purpose of the Act is to promote equality and prevent discrimination. For example, an employer that regularly employs at least 30 people must have a plan for the necessary measures for the promotion of equality.

Action	Responsible actor(s)	Monitoring target
19. Targeting increased provision of information about the impacts of discrimination on access to employment among Roma, and about the ways in which employment discrimination can be addressed, at vocational education and training providers, TE Services experts, employers and labour market organisations.	Ministry of Economic Affairs and Employment, Ministry of Education and Culture, Ministry of Social Affairs and Health, Ministry of the Interior, Ministry of Justice, counties, Regional Advisory Boards on Romani Affairs, TE Services experts, labour protection authorities, trade unions	Provision of information about employment discrimination of Roma has been targeted at vocational education and training providers, TE Services experts, employers, labour market organisations and Roma organisations.

Significant individual support to Roma customers can be provided by increasing the efficiency of labour market services' standard support and guidance services and by identifying service needs. The efficiency of service needs assessments and the formulation of tailored employment plans needs to be increased by incorporating measures relevant as regards access to employment. In many places, project activities of Roma organisations and other CSOs as well as rehabilitating work activities play a major support role in boosting Roma employment and in encouraging and empowering customer work. Good practices created in project activities should be disseminated and rooted in ordinary activities. Lessons learned from good project outcomes should be utilised more extensively, with the aim being that the implementation of the necessary special services and measures cannot be based only on fixed-term projects. When Roma jobseekers use the services of several authorities, smooth cooperation between these is important for the promotion of employment.

Action	Responsible actor(s)	Monitoring target
20. Strengthening individual service needs assessment in customer work.	Ministry of Economic Affairs and Employment, TE Services, Regional Advisory Boards on Romani Affairs	No monitoring target
21. Strengthening CSOs' opportunities to act as labour policy service providers, employers of employment support persons and developers of employment access services.	Ministry of Economic Affairs and Employment, TE Services, Regional Advisory Boards on Romani Affairs, CSOs	Roma organisations have been provided with information about labour policy projects, their funding channels and practical project activities.
22. Increasing the Roma population's apprenticeship training in various occupational fields in the private as well as the public sector.	Ministry of Education and Culture, Ministry of Economic Affairs and Employment, municipalities, apprenticeship offices, education and training providers	The number of Roma who have completed apprenticeship training has increased.
23. Actively utilising opportunities provided by short-term coaching, workshops and rehabilitative work and studied rehabilitative work activities to support access to employment.	Ministry of Economic Affairs and Employment, Ministry of Social Affairs and Health, employment service centres, TE Services, providers of rehabilitating work activities, Local Roma Working Groups	No monitoring target

Municipalities, enterprises and CSOs play a major role as employers of young Roma. They also have a key role in the early stages of the employment history of young Roma as providers of opportunities such as summer jobs and on-the-job learning places.

Action	Responsible actor(s)	Monitoring target
24. Ensuring that young Roma will be taken into account in general summer job campaigns and related targeted information provision.	Municipalities, issuers of summer job vouchers, organisers of summer job campaigns, providers of summer jobs	Information provision in summer job campaigns has been targeted at young Roma and Roma organisations.

The proportion of men aged 20–24 who are not in employment, education or training (NEET) is high also in the Roma community. The number and geographical coverage of labour policy projects and ESF projects targeted specifically at them must be increased. The special circumstances of young Roma women must also similarly be taken into account if, for example, their education or training has been discontinued or postponed due to starting a family. There are currently areas in, for example, Northern and Eastern Finland that have long been excluded from project activities.

Action	Responsible actor(s)	Monitoring target
25. Increasing comprehensive and cross-sectoral education, training, employment access and rehabilitation solutions to improve education, training and labour market attachment among young Roma not in employment, education or training (NEET).	Education, training and employment services, municipalities, counties, Roma organisations, Kela	No monitoring target

Roma living temporarily in Finland and Roma immigrants are in a poorer labour market position than the rest of the population. Their functional work and capacities must be reinforced using methods similar to those utilised with asylum seekers temporarily in the country and with other immigrants. Such target groups can be taken into consideration in, for example, Structural Fund projects.

Action	Responsible actor(s)	Monitoring target
26. Reviewing the needs of mobile EU citizens and Roma immigrants as regards employment support and launching the preparation of a project supporting vocational education and training and access to employment targeted at them.	National Advisory Board on Romani Affairs, Helsinki Deaconess Institute Foundation/Hirundo, Ministry of Economic Affairs and Employment	The needs of mobile EU citizens and Roma immigrants as regards employment support have been reviewed and the preparation of a project supporting vocational education and training and access to employment targeted at them has been launched.

Project activities play an important role in the development of Roma education, training and employment. Activities under projects targeted at the entire Finnish population reach Roma to varying degrees and related targeted information provision and the number of Roma seeking access to project activities should be increased considerably.

Action	Responsible actor(s)	Monitoring target
27. In the Funding Centre for Social Welfare and Health Organisations (STEA) and Structural Fund reporting, paying annual attention to Roma being taken into account also in practical project activities in all such projects and Structural Fund projects where Roma are specified as a target group, partner or stakeholder group.	Project funding providers, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, country government administration, Roma organisations, municipalities	Project reporting and monitoring have been examined at the annual level and taking Roma into account in practical project activities have been promoted.

GOOD PRACTICE:

As regards clothing while at work, Roma comply with general health and safety regulations concerning workwear and take this into account in their choice of occupation. Practices discriminating against an employee or trainee on the basis of Roma clothing must not be allowed. Wearing Roma clothing in the workplace must also be enabled, unless there are justified health and safety grounds that prevent this.

3.3 Promoting equal treatment and access to services among Roma

“Quality of life, health and wellbeing from prevention of discrimination, sustainable housing solutions and equal basic services of high-quality.”

3.3.1 Promoting equal treatment and effective service use among the Roma population in basic services and housing

“From discrimination and hate speech towards equality, non-discrimination and good relations between the Roma and other population groups”

“Kajo itveeriba ta tšihka folkengo tšetibi - nikki iinibosko rakkiba ta rasismos”

Discrimination and multiple discrimination have been taken into account in the National Roma Policy as cross-cutting actions. This section contains a compilation of non-discrimination actors and measures for national work against discrimination and multiple discrimination.

The approach to the prevention of discrimination against Roma is ensuring high-quality human rights and citizenship education and developing general understanding about the significance of non-discrimination and equality planning for societal wellbeing and socially sustainable development.

Action	Responsible actor(s)	Monitoring target
28. Promoting equality planning that takes into account needs of the Roma.	Ministry of Justice, National Advisory Board on Romani Affairs, municipalities, bodies drafting and processing equality plans	Roma have been consulted and their inclusion guaranteed in the equality plan formulation process and plans contain concrete measures targeting Roma.

GOOD PRACTICE:

Disseminating information about high quality elements of equality plans and their implementation and monitoring from the Roma perspective.

According to surveys and Roma experience, the amount of hate speech and Romaphobia experienced by Roma in their everyday lives has increased considerably in recent years. Finland's Prosecutor General Raija Toiviainen has also drawn attention to this and stated that the protection of freedom of speech does not extend to hate speech violating the human dignity of any group. According to a report published by the Ministry of Justice in 2016, hate speech or harassment experienced by Roma usually constitutes verbal insults, harassment, humiliation or name-calling. A cause of particular concern in the Roma discrimination is its common occurrence in public spaces, service situations and in the presence of children. Discrimination is also common on different social media such as Facebook and public online discussion forums. However, the threshold for reporting discrimination is high as only a fraction of Roma report it. This may be due to the fact that various types of harassment and discrimination happen so often and/or due to the fact that confidence in the authorities may have suffered on the basis of previous negative experience and/or the long duration of the complaint process. The fact that suspected cases of discrimination do not always pass the pre-trial investigation threshold may also raise the threshold for reporting as police may discontinue pre-trial investigations on certain grounds. When discrimination is commonplace, victims become used to it and resigned to it. Both of these reactions to discrimination can be regarded as highly negative phenomena. These may manifest as, the avoidance of some service situations or the use of other everyday coping mechanisms.

Action	Responsible actor(s)	Monitoring target
29. Implementing national information campaigns targeted against anti-Roma prejudice as part of project work.	Ministry of Justice, Ministry of Social Affairs and Health, project actors, CSOs	Information campaigns have been implemented.

For several years, the Office of the Non-Discrimination Ombudsman and the Ministry of the Environment have been paying attention to the fact that there is a clear emphasis in complaints filed by Roma. Roma file mainly complaints concerning housing problems. Complaints usually deal with the housing application process, access to housing and problems occurring during the residence. Problems exist both in the interest-subsidised (non-profit and low cost) as well as non-subsidised (market price) housing markets. According to the Finnish League for Human Rights 2012 report dealing with discrimination of Roma and immigrants in housing applications, Roma responded that they had experienced ethnic discrimination in around 16% of housing application situations. Therefore, increased attention must be paid to anti-discrimination efforts since several research findings prove that the socioeconomic status of vulnerable groups is a significant impact factor to discrimination. Research findings also clearly indicate the weakness of victim studies arising from the subjective definition of 'discrimination' by the subjects. (Finnish League for Human Rights 4/2012)

Action	Responsible actor(s)	Monitoring target
30. Developing monitoring indicators for discrimination experienced by the Roma as part of the development of overall monitoring of discrimination.	Ministry of Justice/Discrimination Monitoring Group, Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs	The Roma population has been taken into account in work concerning monitoring indicators for discrimination.
31. Increasing information and training against ethnic profiling.	Ministry of Justice, National Police Board	Information and training against ethnic profiling has been available as part of the vocational education and training of police officers, security guards and other key sectors.
32. Monitoring at the annual level the number of reported racist hate crimes against Roma and the nature of the acts.	National Police Board, Police University College	Roma have been taken into consideration as a target group in hate crime reports and studies concerning reports on offences.

GOOD PRACTICE:

Increasing news coverage of cases involving discrimination of Roma and the visibility of the related judgments and decisions.

Particularly alarming housing-relating discrimination cases are those in which other residents make a joint effort to “smoke out” a Roma resident from the housing company or the neighbourhood on the basis of false grounds or when efforts are made to unofficially prevent Roma from moving into the municipality either by other municipal residents, the authorities or other Roma. In such cases, methods such as mediation or community mediation could be utilised more often in order to improve ethnic relations or address internal discrimination within the Roma community. At worst, housing-related discrimination situations result in problems such as homelessness as well as financial and social problems and poorer housing conditions than those of the rest of the population.

Suspected discrimination or suspicions of the fairness of conduct arise particularly in situations where the general duty to provide customer guidance and advice is neglected. Sometimes this is due to not providing sufficient and understandable grounds for a decision concerning an individual or due to the decision-making procedure not being open. A typical situation like this is the recruitment procedure where non-selected applicants are only notified that they were not selected.

Multiple discrimination

Multiple discrimination is part of the everyday lives of many Roma. This means being discriminated against on the basis of more than one ground. For example, a Roma woman may experience discrimination on the grounds of her gender and her disability or her Roma origin and her sexual orientation. According to a report published by the Non-Discrimination Ombudsman in 2014, Roma women experience clearly more discrimination in their everyday lives than Roma men in both housing and employment.

Action	Responsible actor(s)
33. Through non-discrimination and equality training, increasing awareness among the Roma population of the various types of discrimination, particularly multiple discrimination and internal discrimination, and related legislation and help available for victims.	Ministry of Justice, Ministry of the Interior, Ministry of Economic Affairs and Employment, Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Ministry of the Environment, Ministry of Education and Culture, municipalities, Local Roma Working Groups, CSOs

GOOD PRACTICE:

Training voluntary Roma mediators for crime, dispute and discrimination situations in the operating areas of the various mediation offices and particularly in municipalities with high concentrations of Roma.

Reformed in 2015, the objectives of the Equality Act (Act on Equality between Women and Men 609/1986) are to prevent discrimination based on gender, to promote equality between women and men, and thus to improve the status of women, particularly in working life. Furthermore, it is the objective of the Act to prevent discrimination based on gender identity or gender expression. As a general rule, the Equality Act applies to all societal activities and in all spheres of life. The Act does not apply to relationships between family members or other relationships in private life or to activities associated with religious practices.

The Advisory Boards on Romani Affairs and Roma organisations have made a commitment to the promotion of equality between women and men in their activities. The principle of mainstreaming a gender perspective must be applied in all of their activities and in the design, preparation, decision making, implementation and impact assessment of any planned action and policies. Gender mainstreaming requires that public officials, project actors and Roma know how to incorporate relevant information and views into their own activities, expertise and professional practices. In order to strengthen equality competencies, Roma organisations should deepen their cooperation with equality CSOs and municipality-level actors, participate in general societal debate on equality and carry out equality debates within their own community, providing information about issues, practices and opportunities for influence relating to equality in the Roma community. The approaches, methods and practices of administration and projects relating to Roma issues should also be developed so that activities promote gender equality.

Action	Responsible actor(s)	Monitoring target
34. Drawing up a national implementation plan for the Phenjalipe Strategy on the advancement of Romani women and girls and launching its implementation and annual monitoring as part of the other yearly monitoring exercises.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, municipalities, CSOs	The national implementation plan of the Phenjalipe strategy has been drawn up and its implementation and monitoring launched.
35. Mainstreaming gender perspective into Finland's Structural Funds programme projects in which Roma are either the main or the sub-target group and utilising related gender-disaggregated data in project development activities.	Ministry of Economic Affairs and Employment, Ministry of Social Affairs and Health, Ministry of Education and Culture, Ministry of Justice, research institutions, municipalities	A gender perspective has been mainstreamed into Finland's Structural Funds programme projects and they have gender-disaggregated data to support development activities.
36. Setting monitoring targets relating to equality for the implementation and monitoring of the National Roma Policy for 2018–2022 and conducting a gender impact assessment on it.	Ministry of Social Affairs and Health, National Institute for Health and Welfare, National Advisory Board on Romani Affairs, Council for Gender Equality	The monitoring of equality and gender impact assessment have been carried out.

All of the responsible actors implementing the National Roma Policy will cooperate with the relevant authorities and CSOs as regards their actions relating to combating discrimination and promoting equality. These include the Non-Discrimination Ombudsman, the Ombudsman for Equality, the National Police Board and the Ombudsman for Children.

3.3.2 Promoting the wellbeing of the Roma population and increasing the efficiency of health and social services at the Roma population

The needs of the Roma population as customers of various basic services are largely consistent with the service needs of the rest of the population. The earlier differences in wellbeing and health between the non-Roma and Roma population are in some respects levelling off. The development of societal polarisation in general has, however, already resulted in part of the Roma population experiencing deeper disadvantage and intergenerational transmission of disadvantage.

Compared with many other minorities and special groups, the situation of the Roma population as users of health and social services is comparatively unexplored in research. The number and scope of various development, education and training projects relating to Roma have also remained relatively small. Therefore at the beginning of 2018 the Ministry of Social Affairs and Health launched an experimental development project preparing the establishment of a cross-regional health and social services-sector centre of excellence focusing on Roma issues. This, however, is a long-term development project interlinked with the development of the competency areas of the centres of excellence as well as the health, social services and regional government reforms currently underway.

Action	Responsible actor(s)	Monitoring target
37. Designing and implementing cross-regional centre of excellence activities on health and social services focusing on Roma issues as part of the reformed health and social services and county government structures under the leadership of the Centre of Excellence on Social Welfare in Central Finland.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Centre of Excellence on Social Welfare in Central Finland, counties, National Institute for Health and Welfare	The plan concerning centre of excellence activities on Roma issues has been completed and activities have been piloted.

In some service situations, ensuring consistent service quality may require that professionals in the various service sectors have more specific knowledge of Roma culture and the living conditions of the Roma community, a culture-sensitive working approach and, at times, customer-driven service design. In addition to education, training and employment services, such services include prenatal and child clinic and family services, health, social and therapy services, mental health and substance abuse services, housing services and youth work. The situation among elderly Roma and Roma with disabilities in

services replacing traditional home care, such as nursing homes and sheltered housing can also be regarded as a major current challenge.

GOOD PRACTICE:

The service activity model of the Finnish Roma Association supplementing and increasing the efficiency of public services for older people.

In recent years, various basic service developers and service providers, vocational and higher education institutions, and entrepreneurs have started to identify Roma as a new service user group. There is a major need among them for information concerning the situation of Roma and the special characteristics of Roma culture to supplement their respective professional expertise. They need information specific to their professional sector particularly about customer situations requiring a culture-sensitive approach, equality, specific measures increasing the efficiency of general services, and good practices.

Action	Responsible actor(s)	Monitoring target
38. Utilising the results of the Roma Health and Wellbeing Study (Roosa project) and implementing its action proposals in national, regional and local health and wellbeing promotion work.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, counties, municipalities, National Institute for Health and Welfare	Including objectives and actions concerning Roma in national, regional and local health and wellbeing promotion plans.
39. Updating information provision relating to Roma health and culture aimed at health and social services, utilising the current tools of the National Institute for Health and Welfare (such as the Know and Act cards, instead of the old guide format).	National Institute for Welfare and Health, National Advisory Board on Romani Affairs, health and social services centres	Basic and specialised health services have been provided with information concerning the Roma population's health and wellbeing and Roma culture.
40. Increasing the Roma population's inclusion as users of various hobby and leisuretime services promoting physical activity and holistic wellbeing.	Municipal child, youth and cultural work and sporting services professionals, counties, CSOs, parishes	No monitoring target
41. Taking into account the needs of Roma children, youth and families in the reform of child and family services (Government key project for 2016–2018), in accordance with the action recommendations of the specific Roma report.	Ministry of Social Affairs and Health, Ministry of Education and Culture, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, counties, municipalities, service providers, National Institute for Health and Welfare	The action recommendations of the Roma-specific report of the LAPE-programme to reform child and family services have been taken into account at the Local Roma Working Group and county levels.
42. Continuing the support measures directed against domestic violence and violence in close relationships aimed at the Roma population as part of general service provision.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, National Institute for Welfare and Health, mother and child homes and shelters, Women's Line, Lyömätön linja support for non-violence, counties, health and social services centres	Support measures directed against domestic violence and violence in close relationships, such as training of employees and volunteer support persons and phone services, have been maintained at the 2017 level.

The realisation of de facto equality may also require positive action. This means that applicants underrepresented in a service or profession can be favoured if certain conditions are met. According to EU case law, however, such positive action is only permitted when its target and the other applicants have an equal need for help from the service or are equally or almost equally competent in a recruitment situation. Favouring may not, however, be automatic. Instead, positive action is a specific measure based on the Non-Discrimination Act to promote ethnic equality or, for example, de facto gender equality.

At best, members of the Roma population play a role as developers of basic services in their place of residence and region. This, however, calls for constructive cooperation between the Roma population and those responsible for service quality and development. There are several information provision, cooperation, cultural interpretation, feedback, evaluation and appeal methods that can be utilised in this. Full utilisation of various early intervention models and non-institutional care support measures before taking heavier and more expensive measures requires that Roma know the service system and have confidence in it. The various service sectors can build this confidence actively by, for example, providing information about their activities and desires for cooperation development directly to the Roma community via Regional Advisory Boards on Romani Affairs, local pro-Roma activities and CSO cooperation.

GOOD PRACTICE:

The City of Jyväskylä service coordination model for Roma customers.

GOOD PRACTICE:

The preventive, corrective and change-oriented Roma family work carried out by Roma background social counsellors within the area covered by the family centres of the City of Helsinki.

Action	Responsible actor(s)	Monitoring target
43. Developing support of Roma suffering from substance abuse, mental health and for Roma prisoners in accordance with the models piloted previously in Romano Missio's prison work projects.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Romano Missio, substance abuse and mental health services, Criminal Sanctions Agency	Information provision concerning the models piloted in Romano Missio's prison work projects has been targeted at the services in question and work meetings for experts have been organised around Finland.

GOOD PRACTICE:

The Gang Youth Support Project (2012-2015) implemented in CSO cooperation by the after-care organisation Krits. The project managed to include a lot of young experts by experience in its activities and provided a broad range of cooperation partners with training.

The situation of mobile EU citizen Roma is difficult in Finland because they are staying temporarily in the country and do not speak the local languages. Like other undocumented persons, they easily fall outside the scope of various service systems, and there have been cases in Finland, too, where they have been denied access to necessary and urgently required basic services. Safeguarding the human rights of this particularly vulnerable and discriminated group calls for cooperation between several different administrative branches, municipalities and CSO actors.

Action	Responsible actor(s)	Monitoring target
44. Safeguarding the human rights and humanitarian assistance of mobile Roma with EU citizenship status through various low-threshold services as regards services including health services and social and 24-hour crisis services.	Ministry of Social Affairs and Health, Ministry of the Interior, Ministry of Justice, municipalities, Helsinki Deaconess Institute Foundation/Hirundo, CSOs	Humanitarian assistance for mobile Roma EU citizens has been available through various low-threshold services.

3.3.3 Safeguarding the equality of Roma in housing and reducing insecurity

“Good everyday life starts with housing”

“Tšiňko dziviba byrjula buuribosta”

The housing conditions of the Roma population have improved partly because of the previous specific measures taken by the State. The standard of housing among the majority of Roma corresponds to the average Finnish standard. The extent of housing

problems among Roma is, however, encountered on a daily basis in the work of the Advisory Boards on Romani Affairs, the Non-Discrimination Ombudsman and Roma organisations. The majority of complaints made by Roma to an Advisory Board and the Office of the Non-Discrimination Ombudsman relate specifically to housing. Roma mainly live in state-subsidised rental homes as it is difficult for them to access housing in the private rental market due to their poor financial status and prejudices against them. Although a small minority of Roma are owner-occupiers, for the majority of low-income Roma buying their own home is prevented by difficulties relating to access to financing.

The Ministry of the Environment reviewed the housing-related problems and housing situation of the Roma population on two occasions in 2012 and 2017. According to these reports, the Roma population's housing situation involves a variety of tensions and discrimination experiences as well as features caused by poverty and marginalisation and some Roma community's internal practices relating to the obligation to stay out of the way of certain Roma. In addition, stricter practices not always in accordance with general guidelines have emerged in some rental housing companies. Problems still arise in housing applications, resident selection and related information provision, housing swaps, solutions to housing-related problems and taking Roma customs into account in housing arrangements. In many cases, housing-related problems and actual homelessness are also linked to other difficult life situations, such as unemployment, financial problems and life-management issues. A difficult housing situation is reflected in the wellbeing of children in particular, resulting in issues including adversely affecting or preventing their school attendance. Therefore solving housing-related problems is crucial for the prevention of marginalisation starting at an early age. Another special Roma group as regards housing is older people, whose assisted living accommodation and long-term residential care are becoming more common in the Roma community.

To solve problems concerning the Roma population's housing and housing conditions, there is a need to increase the efficiency of cooperation and exchange of information between housing authorities, various municipal areas of responsibility, real estate companies and Regional Advisory Boards on Romani Affairs. Roma housing conditions can be improved by strengthening cross-administrative cooperation, increasing the provision of housing-related advice for the Roma population and ensuring non-discriminating practices relating to housing applications and housing. At times this also requires increased transparency in practices and development of information provision regarding housing applications and related guidance, decision making and complaint processes. Measures preventing the segregation of residential areas on the basis of residents' ethnicity, social status and income, employment or education levels must also be promoted in housing and in urban and regional planning.

Action	Responsible actor(s)	Monitoring target
45. Implementing the development proposals of the 2012 and 2018 Roma housing reports of the Ministry of the Environment.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Ministry of the Environment, National Institute for Health and Welfare, Housing Finance and Development Centre of Finland, Roma organisations, municipalities	Monitoring of development proposals implemented

GOOD PRACTICE:

Taking the Roma population into account as one of the customer groups of housing advice services, financial advice and social housing management.

In many municipalities, measures promoting internal non-discrimination and equality as regards the choice of place of residence in the Roma population are also required. Some old practices of the Roma community, such as the absolute requirement to request for a moving permission and requirements relating to the obligation to stay out of the way of certain Roma are partly in conflict with fundamental and human rights legislation.

Action	Responsible actor(s)	Monitoring target
46. Providing information about resident selection and housing advice practice that are in compliance with legislation and good governance and take cultural characteristics into account.	Ministry of the Environment, Housing Finance and Development Centre of Finland, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, municipalities, housing authorities, Local Roma Working Groups, Roma organisations	No monitoring target

According to the National Youth Work and Youth Policy Programme (2017–2019), young people in Finland become independent at quite an early age and a rental home is the most typical form of housing among them. The income available to Roma youth looking for housing is also on average low, and their success rate is low in the intense competition for rental homes, particularly in the Helsinki Metropolitan Area and other growth centres. Young Roma persons' risk of homelessness increases if their transition into independent housing takes place too early, too quickly or without them having reached the skills required for independent living. The risk of homelessness is higher among youth in substance abuse or mental health rehabilitation services transitioning into independent housing and among child protection after-care customers. Young people's opportunities for independence and commitment to studies and working life are restricted significantly by uncertainties relating to housing and income and by homelessness. It is therefore important to improve young people's housing and everyday life management skills and, if

necessary, provide some young people with support services to safeguard the success of their independent housing. One option is to strengthen individual housing guidance for Roma youth at low-threshold service points such as in the Ohjaamo model. Roma youth taking part in vocational education or training should be guided more extensively towards also applying for more affordable, interest-subsidised youth and student housing.

Homelessness is common in Finland among mobile EU Roma citizens staying temporarily in the country and not speaking the local languages. In this target group, there is a year-round need for crisis and emergency accommodation services and for day centre services ensuring their personal hygiene, temporary health services, advice and access to basic income. These activities are currently centralised and limited to the Helsinki Metropolitan Area, and largely dependent on CSOs and other community help.

Action	Responsible actor(s)	Monitoring target
47. Ensuring crisis and emergency accommodation for homeless Roma and mobile Roma EU citizens.	Ministry of Social Affairs and Health, municipalities, CSOs, Helsinki Deaconess Institute Foundation	The crisis and emergency accommodation capacity has met the needs.

3.4 Supporting the preservation and development of the Romani language and Roma art and culture

3.4.1 Strengthening the Romani language

“Strength from language, art and culture”

“Džoor tšimbata, artosta ta kulttuuresta”

The Northern Romani dialect (Finnish Kalo) spoken in Finland is a severely endangered language and urgent actions are required for its revitalisation. According to a review conducted by the Ministry of Justice as part of Finland’s first National Action Plan on Fundamental and Human Rights (2013), safeguarding the linguistic rights of Roma through legislation and its implementation is seriously flawed (Ministry of Justice 2014). The language is threatened by death unless several simultaneous language revitalisation measures are initiated immediately as both the number of speakers and their language proficiency have deteriorated further in recent years. Only a minority of Finland’s Roma speak the Romani language and the majority only speak it passably. According to Hedman’s field study, only a third of Roma know the language well and two thirds no longer use the language (Hedman 2009).

Action	Responsible actor(s)	Monitoring target
48. Drawing up a national action programme for the revitalisation the Finnish Romani language.	Ministry of Education and Culture, University of Helsinki, Ministry of Justice	The national Finnish Romani language revitalisation programme has been completed during the policy programme period.

The national action programme for Finnish Romani language revitalisation must take into account issues including needs relating to the various dialect areas, age groups, education levels and language teaching forms, literalisation, language planning and the various domains of the language.

Under section 17, subsection 3 of the Constitution of Finland, Roma have the right to maintain and develop their own language and culture. In recent years, the Roma population has actively discussed safeguarding the status of their language with separate language legislation similar to the Sámi Language Act and through the ratification of some parts of Part III of the European Charter for Regional or Minority Languages. A decision was made, however, to refrain from advocating these in this policy programme. The reason for this is that the obstacles to Romani language use and teaching cannot be eliminated primarily by legislative means. Instead, the obstacles are related to other matters such as actual implementation of legislation, training and employment of Romani language teachers, the population's language attitudes and expansion of Romani language domains. However, if necessary, the matter of enacting a separate language act maybe revisited in the next national Roma policy.

The Committee of Ministers of the Council of Europe also recommended in March 2012 that Finnish authorities develop and implement strategies for the training of Romani teachers, extend the production of teaching materials in Romani and increase the provision of teaching of Romani. The number of pupils receiving teaching in Romani rose slightly in 2010 and 2011 and has now dropped to a total of 165 in 2016. The use of Finnish Romani was considerably increased by Romani language nest activities, but only a few municipalities have managed to establish the activities since the end of the discretionary government transfer project of the Finnish National Agency for Education.

The most significant and permanent step forward in recent years has been the commencement of university-level teaching in Romani and Roma culture as this enables the future supply of qualified Romani language teachers. Safeguarding the continuity and status of the subject will, however, require measures that increase the number of students, secure research activities and expand studies available under the subject.

Action	Responsible actor(s)	Monitoring target
49. Expanding the university study programme in Romani to cover not only basic and intermediate studies but also advanced studies in the subject, paying special attention to language revitalisation issues in contents of the study modules.	University of Helsinki	It is possible to complete advanced studies in Romani at the University of Helsinki either as a degree student or via Open University.

The majority of Roma children still do not receive teaching of the Romani language, and there are large regional differences in teaching. This is why the Finnish National Agency for Education and municipalities that have provided language teaching as well as Roma organisations must together disseminate their experiences concerning language teaching in schools, clubs, language nests and camps. The biggest hindrance to teaching Romani is the lack of qualified language teachers and written learning materials targeted at various age groups. Therefore, merely providing information about the right to study the language and the financial support available from the Finnish National Agency for Education is not automatically enough to help municipalities. This is because many municipalities are struggling due to the shortage of Romani teachers, learning materials and the small number of Roma students. Even just a fixed-term learning materials project could produce Romani language learning materials in working groups and at the same time train producers of learning materials in accordance with, for example, the QualiRom project.

It takes time to formulate an extensive revitalisation programme and, alongside that, the urgent needs for Romani teachers and learning material production must be responded to immediately.

Action	Responsible actor(s)	Monitoring target
50. Producing a variety of learning materials for Romani language teaching and for the various language proficiency levels, taking into account in particular the need for digital materials, language learning games, audio resources and video materials.	Finnish National Agency for Education, Roma organisations, publishers	New Romani language learning materials for various language proficiency levels have been published during the programme period.
51. Providing continuing education for Romani language teachers and instructors relating to language and language pedagogy.	Finnish National Agency for Education, University of Helsinki, providers of continuing education	Romani language teachers and instructors have been provided with continuing education in Romani language and language pedagogy.
52. Creating Romani language teaching models utilising remote connections in cooperation with the University of Helsinki to extend Romani teaching also to schools where it is otherwise not possible as they do not have a Romani language teacher.	Ministry of Education and Culture, Finnish National Agency for Education, University of Helsinki	Models for Romani language teaching utilising remote connections have been created and tried out.

The Language Policy Programme for Romani drawn up by the Romani Language Board of the Institute for the Languages of Finland (2009) also presents a broad range of recommended actions that, if implemented systematically and extensively enough, could still prevent the death of the language. These actions concerning Finnish Romani should be taken into account in the formulation of each aspect of the national language strategy and the development of the language reserve referred to in the Government Programme.

Action	Responsible actor(s)	Monitoring target
53. Increasing language policy advocacy work relating to the status of minority languages by organising, on an annual basis, events on language training and language policy issues in cooperation with the Roma population, various stakeholders and representatives of other minority languages and related advocacy groups.	Ministry of Education and Culture, Ministry of Justice, National Advisory Board on Romani Affairs, Romani Language Board of the Institute for the Languages of Finland, Jyväskylä University Centre for Applied Language Studies	Events on language training and language policy issues have been organised in cooperation with the Roma population and various stakeholders and representatives of other minority languages.
54. Participating in reporting and activities of international cooperation networks advancing the status of the Romani language, for example the work of the Committee of Experts of the European Charter for Regional or Minority Languages.	Romani Language Board of the Institute for the Languages of Finland, National Advisory Board on Romani Affairs, University of Helsinki	The activities of international networks on language issues are presented annually at the meetings of the National Advisory Board on Romani Affairs. The reporting obligation has been fulfilled every year.

GOOD PRACTICE:

Romani language club and language nest activities organised by municipalities or Roma organisations.

GOOD PRACTICE:

Incorporating Romanilanguage content into leisure time camp activities, cultural events and parish life for Roma families, children, youth and older people.

3.4.2 Reinforcing Roma art and culture

“Culture is our greatest wealth”

“Kaalengo kulttuures hin amengo koni baride barvilba”

Regardless of where they live, all of Finland’s Roma have the right to their cultural heritage, right to develop their art and culture, and to maintain these together with relevant experts. The Roma have the right to choose their own culture, to participate in the planning and implementation of cultural policies and services and the right to protect their community’s tangible and intangible cultural heritage. These rights create an obligation for producers of art and cultural services and for decision makers to take the needs of Roma into account when planning, developing and resourcing their activities.

Action	Responsible actor(s)	Monitoring target
55. Drawing up a national programme for the promotion of Roma art and culture.	Ministry of Education and Culture, Arts Promotion Centre Finland, representatives of the Roma population, Roma artists, experts from various sectors of arts and culture	The national programme for the promotion of Roma art and culture has been drawn up.
56. Setting up a national expert group to prepare the establishment of a Roma art, culture, museum and multiple services centre in Finland.	Roma organisations, Advisory Boards on Romani Affairs, Ministry of Education and Culture, Arts Promotion Centre Finland	The national expert group has been set up and started its work.

In addition to the above-mentioned long-term priorities, supporting Roma children’s culture is designated as a high-priority short-term project.

Action	Responsible actor(s)	Monitoring target
57. Utilising the existing network of children’s cultural centres and their events to create nationwide coverage for Roma children’s mobile cultural services.	Ministry of Education and Culture, Arts Promotion Centre Finland, National Advisory Board on Romani Affairs, Roma artists providing mobile children’s cultural services	Art and cultural contents produced by Roma professionals for children is available annually throughout Finland and Roma children’s participation in cultural production has increased.

The proposals for action concerning Roma art and culture are primarily based on the idea of ensuring availability and accessibility of and inclusion in art and cultural services among the ordinary Roma population. According to the results of a survey conducted by the Finnish League for Human Rights on Roma inclusion and participation in cultural activities in Finland (2012), Roma hope in particular to see art and culture produced and performed by Roma themselves. Roma would also like to present Roma culture to other population groups at various art and cultural institutions. Therefore opportunities for art and cultural leisure activities must be improved and artistically talented Roma children and youth must be supported and encouraged in contexts such as basic education in arts.

Action	Responsible actor(s)	Monitoring target
58. Providing Roma families with information about the opportunities for basic education in arts available for children and young people at music institutes, conservatoires, visual arts institutions and other educational institutions supporting goal-oriented studies.	Ministry of Education and Culture, Finnish National Agency for Education, municipalities and other providers of basic education in arts	Information provision concerning basic education in arts has been targeted at Roma families.

GOOD PRACTICE:

The Finnish National Theatre's musical and multicultural modern theatre production Caravan 2017. The project involved an extensive journey of deployment and workshops over a year and a half in which professional artists, students and non-professionals of different ages worked together. In this process, the different ideas, opinions, languages, generations and ways of producing art created completely new theatre. The work culminated in a joint production featuring 100 performers on the Main Stage of the Finnish National Theatre.

Roma access to general art and cultural services must be promoted using a variety of means. In particular, the production of contents aimed specifically at Roma must be increased and the art and cultural richness of Roma must be introduced to a broader audience. This calls for increased knowledge of Roma art among art and cultural institutions and other providers of art and cultural services and a new understanding of interests and barriers to participation among Roma. Various art institutions, art education institutions, regional art administration and municipal cultural administration should review their practices to make sure diversity, multiculturalism, multilingualism and accessibility of art and culture are genuinely realised. In practice, this will not materialise until the number of events and courses targeted at Roma and those interested in the Romani language and Roma art and culture increases in public art and cultural services. This will also be reflected in the visibility of Roma art and culture increasing clearly when they are mainstreamed systematically into national and local events. One option is to integrate Roma art and culture into multicultural events and productions.

Action	Responsible actor(s)	Monitoring target
59. Submitting initiatives via Regional Advisory Boards on Romani Affairs, to municipalities with Roma in order to organise and art camps and courses on Roma music.	Regional Advisory Boards on Romani Affairs, municipal cultural services	Municipal initiatives for Roma music and art camps and courses have been made.
60. Increasing documentation of local Roma history.	Yle, municipalities, Local and Regional Museums, research institutions, universities, Finnish Literature Society, National Archives of Finland, National Museum of Finland, Institute for the Languages of Finland	Documentation of Roma local history has increased.
61. Piloting the addressing of hate speech and racism experienced by Roma and the promotion of human rights through the means of art.	CSOs, art organisations, Arts Promotion Centre Finland	Piloting has taken place.
62. Strengthening the status of Roma and Roma art and culture, and of Roma youth work in particular, through international cooperation with, for example, Nordic and European art and cultural institutions.	Ministry of Education and Culture, Nordic and European art and cultural institutions	Roma participants take part in the various functions of Nordic and European art and cultural institutions.

Roma art and culture are rather unexplored in research in Finland. Perhaps the only exception to this is Roma folk music. For example, the story of Roma visual arts and aesthetics has not been incorporated into our national art history in the same way as other research-based art history. This can also be seen in the scarcity of Roma art exhibitions and the low occurrence of depictions of Roma and Roma life in art. Therefore the development of Roma art and increasing its appreciation will in future require significant contributions also to research into the various forms of Roma art.

Action	Responsible actor(s)	Monitoring target
63. Drawing up an initiative for the leading national actors in art research for increases in research into Roma art and in the number of Roma art exhibitions.	Universities and higher education institutions in arts	The initiative for increased research into Roma art has been submitted.
64. Ensuring the digitalisation, restoration, appropriate archiving, preservation and exhibit, for example, temporary exhibitions and historically significant works, artefacts, documents, biographies, films, audio recordings and other material.	Archival and museum services	The digitisation, restoration, appropriate archiving, preservation and exhibition of historically significant works, artefacts, documents, biographies, films, audio recordings and other material have been ensured.

GOOD PRACTICE:

The multidisciplinary Roma art event produced by the Nevo Tiija and Tsetanes naal projects and Arts Promotion Centre Finland where visitors are provided with a diverse look at the cultural richness of the Roma community through visual and photographic art, music, achievements in equestrian culture, artist and expert lectures, Finnish Literature Society and National Archives collections and the Wiki-inventory for Living Heritage of the Finnish Heritage Agency.

3.5 Empowering and strengthening the inclusion of the Roma population

“Strength for CSO service provision from cooperation”

“Tšetano buttiatta džoor aro angouviba ta tšetibongo tšenstibosko buttijatta”

Empowering means activities aiming to achieve Roma empowerment both at the individual and community level. Societal empowerment is manifested in active citizenship and participation of Roma of various ages in general-interest activities benefitting the entire society, such as CSO work. Empowerment can also be seen as a strong and sustained commitment to advancing matters relating to one's own community and societal advocacy through means including civic engagement or politics.

Roma community's particular challenge is to increase the level of activity among children and young people and having their voices heard. The establishment of the Roma Youth Council in the Helsinki Metropolitan Area in 2015 was an important step in the right direction. Target-oriented empowerment and advocacy must be extended in Roma child and youth work in order to achieve nationwide coverage of youth integration measures.

Another important special group within the Roma community is the elderly. However, the provision of recreational, cultural and inclusion activities, and other Roma elderly-targeted support measures that increase the efficiency of the service system is still comparatively low.

Action	Responsible actor(s)	Monitoring target
65. Empowering young Roma influencers to become societally active at an earlier age through a separate programme for empowerment and advocacy formulated by child and youth work professionals.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Ministry of Education and Culture, Roma Youth Council, Roma organisations, youth organisations, municipal youth councils, county-level councils, parishes	A cross-administrative programme for empowerment and advocacy formulated in cooperation between Roma youth and child and youth work professionals and national experts has been completed.
66. Organising an annual national event for Roma children and youth in conjunction with, for example, the celebration of Finland's Independence Day or International Roma Day on 8 April.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Ministry of Education and Culture, Arts Promotion Centre Finland, Roma Youth Council, Roma organisations, youth organisations, municipal youth services	Annual events for youth and children have been organised.

Until the beginning of the 21st century, the number of Finnish Roma organisations was quite small and, with few exceptions, they were mainly based and functioning in the Helsinki Metropolitan Area. However, during 2005-2015, the amount of CSO activities increased among Roma and, in addition to national organisations, more and more local and regional Roma organisations were established across Finland.

Major resources can be derived from CSO activities for the promotion of Roma integration and wellbeing as well as active citizenship. In addition to mutual cooperation between Roma organisations, the majority of Roma organisations engage in valuable work in joint cooperation with municipalities and other third-sector actors. These CSOs play a highly important role in the practical implementation of specific measures and positive action increasing the efficiency of the general basic services system. The general-interest activities, service production and project activities of Roma organisations enable a large number of employment, study and on-the-job learning positions for Roma and non-Roma alike. The most important providers of funding for the general-interest activities of Finland's Roma organisations have been the former Finland's Slot Machine Association (RAY) currently called the Funding Centre for Social Welfare and Health Organisations (STEA), various ministries, authorities supporting labour policy projects, municipalities, private foundations, funds and the Evangelical Lutheran Parishes of Finland.

Both domestic and international needs can be identified in Roma organisations' work for empowerment. The membership of Finnish organisations, cooperation between Roma organisations and other CSOs and general development of CSO work must be increased. Internationally, there is a need to build on cooperation to increase societal activity and political influencing among Roma women and youth in particular. A strong determination to achieve the empowerment of the ordinary Roma population is reflected in many ways in the service activities and working methods of the organisations. The degree of Roma integration is also reflected in a broad participation in the activities of CSOs and in the regional bodies such as the Advisory Boards for Ethnic Relations.

Action	Responsible actor(s)	Monitoring target
67. The Roma Forum of Finland will organise annually national Roma organisation cooperation days with Roma organisations and other actors involved in work on Roma issues. The events will empower Roma for local advocacy, provide information about current issues relating to CSO activities and funding, develop the quality and transparency of CSO activities, involve interactive debates about the key principles and working methods employed in work on Roma issues and strengthen the mutual cooperation and networking of actors involved in work on Roma issues.	The Roma Forum of Finland, Roma organisations, other CSOs, CSO funding providers and developers of CSO activities, Regional Advisory Boards on Romani Affairs, Local Roma Working Groups	Roma organisation cooperation days have been organised annually, their participant number is increasing and the participants' representation basis is diversifying.
68. Expanding Roma inclusion in various forms of societal advocacy and inclusion activities, such as influencing through political parties and umbrella organisations of CSOs.	Political parties and their youth sections, Roma organisations, youth organisations, umbrella organisations	Roma representatives have been appointed to various bodies of local inclusion activities and Roma are heard in decision making. The number of Roma among election candidates and in party-political influencing and in various umbrella organisations of CSOs will increase.

GOOD PRACTICE:

Funded by the Funding Centre for Social Welfare and Health Organisations (STEA), the grant programme supporting access to employment among youth under 29 years old enabled apprenticeship-based employment with CSOs for up to two years.

GOOD PRACTICE:

Utilising the already existing inclusive methods for service design for improved Roma inclusion with CSOs and other local work on Roma issues. Such methods include employing experts by experience, TuRom bidirectional integration training, Puimala peer learning method as well as Diversity and Dialogue (MOD) activities.

3.6 Promoting Roma integration through information provision, communications and media

“The media has plenty of opportunities to build positive images of Roma and dismantle negative stereotypes”

Communications form a key element of the activities of Advisory Boards on Romani Affairs, Local Roma Working Groups, Roma organisations, a well-functioning civil society and international networks on Roma issues. Diverse, systematic, goal-oriented and balanced communications can increase the efficiency of the operations of pro-Roma cooperation networks and have a positive impact on ethnic relations and bias relating to Roma. Well-designed and implemented communications will increase awareness of work on Roma issues and raise the profile of Roma actors, create new partnerships and bring together various cooperation partners.

Various services maintained by the media and the Finnish Broadcasting Company Yle in particular can be regarded as society’s basic services which, in accordance with multiculturalism entries of the latest strategy, must also respond to the communication needs of the Roma community. Currently Yle is the only programme provider that has been producing Roma content on a regular basis. Therefore, Yle’s diverse role regarding communications relating to the Roma community should be examined carefully and its content production should be analysed and developed in a target-oriented manner to achieve increased diversity and a multichannel approach. The many opportunities provided by outlets such as Yle Areena should be utilised better.

Action	Responsible actor(s)	Monitoring target
69. On the basis of the most recent Yle strategy, formulating new objectives for Roma services and in these safeguarding the status of the Romano Mirits radio programme.	Yle in cooperation with various regional and local editorial offices	New objectives for Yle Roma services for 2018–2022 have been formulated. The weekly airtime of the Romano Mirits radio programme has remained unchanged and its contents also cover events outside the Helsinki Metropolitan Area more extensively.
70. Increasing programme contents that cover the various styles of Roma culture and art, distinctive cultural identity and new fusions, and disseminating these through multiple channels and particularly online.	Yle, local radio stations and papers, music and art festivals, national art institutions and museums	The amount of the aforementioned programme content covering Roma culture and art themes has increased.

Yle's regional editorial offices, local radio stations and newspapers have a target-oriented role as cooperation partners and implementers of the regional Roma integration strategy. The overall editorial policy should be that Roma are included in local and regional news items in the context of everyday and ordinary events and, for example, at newsdesks and when reporting on celebrations and not only in the context of specific topics relating to Roma culture or community. To create positive relations between population groups, there should be an increase particularly in such media contents that cover positive relations between Roma and non-Roma, Roma entrepreneurship and professional activities, neighbourly relations, partnerships, and Roma roles in local history.

Communications play a dual role: firstly, they should serve as a good tool in internal provision of information within the Roma community, communicating in a timely and factual manner about issues and events that are topical for the Roma community and societally significant. In addition to providing information, editorial work should involve analysing the current situation of Roma and related trends. Secondly, the mass media is tasked with providing the non-Roma population with facts about Roma, present Roma culture, art and history, contributing to positive societal attitudes towards Roma and making visible the work of the various actors in Roma issues. Efforts should be made to achieve this by systematically increasing the coverage of Roma topics and the inclusion and visibility of Roma on TV and the radio, in newspapers and on social media. One way of doing this is news coverage and careful documentation of significant Roma events. These actions will help increase the number of Roma appearing in the mass media and the depictions of Roma created this way will better reflect the diversity of the Roma community.

Action	Responsible actor(s)	Monitoring targets
71. Seeking to include quality Roma contents in Yle's programmes for children and youth and increasing the number of Roma participants.	Yle	Roma have received new and positive visibility in age-specific programmes for children and youth such as Pikku Kakkonen and Uutisluokka.
72. Increasing Nordic cooperation and programme exchange relating to coverage of Roma topics.	Yle, Swedish, Norwegian and Danish national broadcasters	Broadcasting of programme content featuring Roma topics produced in other Nordic countries is increasing in Finland.

GOOD PRACTICE:

Developing opportunities for pre- and post-broadcast commenting on programme content relating to Roma.

GOOD PRACTICE:

Surveying the service needs and programme requests of Roma children and youth, adults and older Roma and collecting programme feedback via customer surveys or customer panel work targeted specifically at Roma.

3.7 Developing regional and local work on Roma issues

“Each region, city and municipality is different – work on Roma issues is about tailoring”

“Sakko stedos ta thaan hin froo ħlaagakiiro – romanengo butti hin skrendaresko butti”

Regional Advisory Boards on Romani Affairs

Regional Advisory Boards on Romani Affairs are cross-administrative cooperation bodies for the authorities and the Roma population. Their aim is to develop the status of Roma at the regional and local levels and to achieve their inclusion in decision making relating to them. Regional Advisory Boards also seek to promote equality and combat discrimination against Roma. The activities and status of the Advisory Boards are based on Government Decrees (1019/2003 and 1350/2009) and the new Counties Act.

In the same way as with the National Advisory Board on Romani Affairs, the purpose of Regional Advisory Boards is to promote opportunities for societal participation and financial, social and cultural living conditions among the Roma population. In practice, this takes place by monitoring developments in the Roma population’s societal participation opportunities and living conditions, promoting the equality and non-discrimination of Roma and providing the authorities with statements on these matters. Regional Advisory Boards also submit initiatives and proposals for the improvement of the Roma population’s financial, educational, linguistic, cultural and social living conditions as well as to promote access to employment among the Roma population and elimination of discrimination against the Roma population. To support their activities, the Advisory Boards draw up periodic and annual action plans and are responsible for their implementation, monitoring and annual reporting to the National Advisory Board on Romani Affairs. Regional Advisory Boards on Romani Affairs also take part in Nordic, European and other international cooperation for the promotion of Roma rights and the improvement of the conditions of Roma.

Action	Responsible actor(s)	Monitoring targets
73. The Regional Advisory Boards on Romani Affairs will take the initiative in the establishment of municipal Local Roma Working Groups and support their work.	Regional Advisory Boards on Romani Affairs	Regional Advisory Boards on Romani Affairs have drawn up initiatives for municipalities for the establishment of Local Roma Working Group activities, monitored their work and participated in their activities.
74. Regional Advisory Boards support, for example as a consulting partner, research and development activities that are significant to Roma. They will also support planning and steering groups of those projects of Funding Centre for Social Welfare and Health Organisations (STEA), European structural and investment funds and employment policy that have Roma as the target group	Regional Advisory Boards on Romani Affairs, research and development projects, Funding Centre for Social Welfare and Health Organisations (STEA), actors of European structural and investment funds, Ministry of Economic Affairs and Employment	Regional planners on Romani Affairs have participated in supporting the project work in their respective regions, for example as members of steering groups.
75. On the basis of ROMPO 2, county-specific Roma programmes for action (MAARO Programmes) for each county or counties' collaborative catchment area will be formulated, with their design, development and implementation monitoring supported by the Regional Advisory Boards on Romani Affairs.	Regional administration, Regional Advisory Boards on Romani Affairs	County-specific Roma programmes have been formulated in cooperation with Regional Advisory Boards on Romani Affairs.

As laid down in legislation, the respective responsible counties of the Regional Advisory Boards on Romani Affairs will allocate the Advisory Boards with human resources, appropriations for activities and other necessary resources enabling officials' regular and advisory board duties across several counties.

County-specific attendance to Roma issues (MAARO)

Finland's new Counties Act pertaining to 18 counties lays down Roma issues as one of the 28 duties transferred to the counties. Each county must have a designated official responsible for dealing with Roma issues, who must have the opportunities and capacities for work across sectoral and municipal borders in the various administrative branches. Strong knowledge of the local situation of Roma lies at the core of attendance to county-specific Roma issues. This also requires the opportunity to focus on municipality-specific work together with the planning official of the Regional Advisory Board on Romani Affairs.

In practice, Regional Advisory Boards on Romani Affairs will operate in their respective area covering several counties as enablers of mutual dialogue between the various counties, municipalities, Local Roma Working Groups and Roma organisations as developers and as sharers of good practices. The counties will, however, be independently

responsible for the general development of education, training, employment, wellbeing, health, equality and living conditions of Roma in their respective areas.

The aim of each county will be to draw up their separate county-specific Roma policy programme (MAARO Programme) on the basis of the National Roma Policy. The programmes will contain concrete measures related to Roma education, training, employment, housing and living environment, promotion of health and wellbeing, basic services, discrimination and multiple discrimination, equality planning and monitoring, inclusion activities empowering the Roma community and CSO cooperation. The MAARO Programmes will concretise the regional needs of the Roma population and the development targets specific to the counties' varying operating environments. These development targets can be used, for example, as starting points for Structural Fund project planning and in mainstreaming the measures into other projects. The new service structures formed in the health and social services reform, the interfaces between counties and municipalities and the central role of municipalities as providers of education, training and cultural and other services will also be taken into account when MAARO Programmes are formulated.

Action	Responsible actor(s)	Monitoring targets
76. Promoting the inclusion of the Roma population by ensuring the appointment of Roma representatives to general county, local and other representative bodies, such as councils for the elderly and youth councils as well as consultation events organised in the area.	Counties, municipalities, Regional Advisory Boards on Romani Affairs	Roma are represented in general county, regional, local and other representative bodies.

The aim is to set for each MAARO Programme, as part of general indicator-based monitoring, county- and/or municipality-specific monitoring indicators on the basis of which programme implementation is monitored. This monitoring data will also be utilised in the annual country reporting on Roma integration to the European Commission.

Action	Responsible actor(s)	Monitoring targets
77. As applicable, mainstreaming the monitoring of development in Roma issues into county- and municipality-specific ex ante and ex post assessments and evaluations, wellbeing reviews and non-discrimination and gender equality planning (gender impact assessment procedure).	Ministry of Social Affairs and Health, regional administration, municipalities	The monitoring of attendance to and developments in Roma issues has been mainstreamed into regional and municipal ex ante and ex post assessments and evaluations, wellbeing reviews and non-discrimination and equality planning.

Local work on Roma issues (Local Roma Working Groups)

Strong knowledge of the local Roma community lies at the core of the work of Regional Advisory Boards on Romani Affairs. This calls for good cooperation networks and outreach work. If necessary, planning officials act as cultural mediators and a bridge between other authorities and Roma.

In many localities, well-established cooperation relating to local work on Roma issues has already taken place for decades between the Roma population and the authorities. Typical cooperation contexts have included organising various events and taking Roma into account in regional development projects. Official Local Roma Working Groups appointed by a Regional Advisory Board on Romani Affairs or on the basis of local resident's initiatives have operated around the country since 2002. At the moment there are working groups in around 20 places, and some of these have also had paid employees. The number of Roma in municipalities or joint municipal authorities with a Local Roma Working Group ranges between 60 and 1,000. Because Roma issues apply to several authorities, it is particularly important that all key actors, including health and social services, education and cultural services, employment authorities and parishes, are represented in these groups. The local Roma select around 2–4 representatives from their community, of which some may be municipal or city employees or represent CSOs working on Roma issues.

The starting point for local work on Roma issues is that it is practically oriented and meaningful for the local Roma population and that it develops their participation opportunities as developers of their own living conditions. Important principles for the activities of Local Roma Working Groups are inclusion, activity, equality and non-discrimination as well as dialogue and mutually determined priorities. Active provision of information and continuous dialogue between the authorities and Roma aimed at eliminating prejudices and stereotypes is particularly important. The objective of the activities is mainstreaming Roma issues into other local and regional development activities and services intended for the entire population. This usually requires creating a new operating culture and partnerships at the local level. The financial resources for local work on Roma issues consist of municipal appropriations, special funding under national, regional and municipal development projects and CSO resources and other appropriations and grants applied for separately.

Action	Responsible actor(s)	Monitoring target
78. Local Roma Working Groups will draw up periodic action plans and monitor their implementation on an annual basis.	Local Roma Working Groups, municipalities	Local Roma Working Groups have drawn up action plans and monitored their implementation.
79. Modelling Local Roma Working Group activities and compiling related good practices into an online publication presenting the activities and their significance.	National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, Local Roma Working Groups, municipalities	The various implementation forms of Local Roma Working Group activities have been modelled and a related online publication is available at www.romani.fi .

3.8 International work on Roma issues

“Finnish and European Roma polices are mutually reinforcing”

“Tšeeresko themmesko ta Europako romanengo politikos džorjalvena ona”

Finland’s European policy on Roma

Roma are one of the largest population groups experiencing discrimination in Europe. The majority of Roma live on the poverty line and hate speech and violence against Roma have increased. It is very difficult for educated Roma to find employment due to strong prejudices. Barriers to employment erode the progress made in raising the education level of Roma and their confidence in inclusion measures. The social status and discrimination of Roma have been overshadowed in public debates by immigration themes. Access to political advocacy among Roma via national decision-making bodies is often very poor in various countries, emphasising the importance of advocacy work at the European level.

Finland’s policy on Roma focuses on advocacy work in European institutions. In addition, Roma rights are promoted through the UN human rights system and the human rights recommendations received by Finland from the UN. Finland is one of the leading political and financial supporters of the European policy on Roma. Finland’s international Roma policy emphasises both the improvement of social conditions and the equal rights and inclusion of Roma. Finland has supported in particular the improvement of the status and rights of Roma women in Europe. Finland’s guiding principle and message has been that Roma and Roma organisations must be consulted with regard to European organisations’ policies on Roma. Finland’s activities have been guided by the Government resolution on the basis of which Finland’s Handbook on the European Policy on Roma was published in 2011. The starting points and principles of the handbook are still topical.

The focal areas of Finland's European policy on Roma are:

1. eliminating barriers to access to employment among Roma;
2. updating the means for European policy on Roma and utilising digitalisation, technology and social innovations for increased inclusion of Roma;
3. strengthening European organisations' policy on Roma and access to influence among Roma;
4. empowering Roma women and supporting self-motivated activities at all levels;
5. strengthening the fundamental and human rights perspective as part of European policy on Roma.

1 THE OBJECTIVES OF FINLAND FOR ADVANCING THE EUROPEAN POLICY ON ROMA Finland's Handbook on the European Policy on Roma Working Group Report 24 March 2011 https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwjBt7qH_cbaAhVIOJoKHTJLBR8QFgggMAA&url=http%3A%2F%2Ffor-min.finland.fi%2Fpublic%2Fdownload.aspx%3FID%3D89746%26GUID%3D%257B9A577E7C-5DC2-475F-834B-46F3872D30FE%257D&usg=AOvVaw06VDBNuphUkvd9YHSrEn1b

Focal area 1. Eliminating barriers to access to employment among Roma

In national and European Union policy on Roma, the focus must be on prerequisites for employment among the educated Roma population. National Roma strategies have concentrated on improving the education level of Roma, and positive results have been obtained in Finland and Europe. Access to employment is, however, a bottleneck for Roma that erodes trust in education and training and in increased inclusion of Roma. Access to employment is affected, above all, by strong prejudices against Roma. Removing barriers to employment among the Roma population, influencing attitudes and building new models of cooperation with employers and entrepreneurs is decisive for de facto improvement of Roma inclusion and the effectiveness of other actions.

Focal area 2. Updating the means for European policy on Roma and utilising digitalisation, technology and social innovations for increased inclusion of Roma

The European Union is preparing new policies for the post-2020 phase of the Member States' national Roma strategies. Finland must actively promote the utilisation of means adopted in other policy areas also in the promotion of Roma inclusion. Finland must, for example, explore opportunities for the utilisation of technology and digitalisation in several fields of Roma policy action. Developing and disseminating social innovations may result in speedy and effective de facto improvements in the living conditions of Roma at the local level.

Focal area 3. Strengthening European organisations' policy on Roma and access to influence among Roma

The European Union (EU), the Council of Europe (CoE) and the Organization for Security and Co-operation in Europe (OSCE) each have their Roma strategy and related project activities. To increase the efficiency of Roma policies, European organisations will need to cooperate and, in doing so, utilise their respective strengths. Finland promotes the attainment of this objective.

The EU Framework supplements the EU legislation and policies on non-discrimination and fundamental rights and has been used as a basis by Member States when formulating their national Roma integration strategies, the implementation of which is assessed by the European Commission. The Council Conclusions of December 2016 (14294/16) on Accelerating the Process of Roma Integration were confirmed by commitments made by Member States and called for a mid-term evaluation of the EU Framework. Finland will continue to support the Commission's continuous and active measures in the monitoring of Member States' national Roma strategies and support for effective implementation and dialogue between Member States. The EU provides financial support to Roma integration particularly through its Structural Funds.

The European Union Agency for Fundamental Rights (FRA) collects research data about the status and rights of Roma, and this can be drawn upon at the national as well as European level.

The Council of Europe is tasked with the promotion of human rights and democracy. Finland has emphasised the rights-based approach of its Roma policy and the importance of strengthening Roma organisations' national and international access to influence. Finland underlines the significance of the European Convention on Human Rights (ECHR) and the rest of the ECHR System in the implementation and reinforcement of the human rights of Roma. Finland is involved actively in the activities of the Council's Ad Hoc Committee of Experts on Roma and Traveller Issues (CAHROM) and utilises the observations and recommendations of the European Commission against Racism and Intolerance (ECRI) and other expert bodies.

In addition to project activities improving the Roma population's living conditions and opportunities to influence, it is important to conduct policy debates between the Council Member States and with Roma organisations on the prevention of discrimination against Roma. The rights of Roma and access to influence of Roma will be taken into account while Finland is Chair of the Committee of Ministers of the Council of Europe from 21 November 2018 to 17 May 2019.

Operating in conjunction with the OSCE Office for Democratic Institutions and Human Rights, the OSCE Contact Point for Roma and Sinti Issues produces information and education projects to support Roma policy, while Finland provides financial support for its' expert resources and projects. Finland emphasises the rights-based approach and Roma organisations' increased opportunities to access to influence in the OSCE's Roma functions.

Action	Responsible actor(s)	Monitoring target
80. Finland will actively support the development and implementation of the Roma strategies of European intergovernmental organisations.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health, other authorities	Participation of Finnish representatives in intergovernmental working meetings promoting the development and implementation of Roma strategies.
81. Finland will promote opportunities to influence among Roma organisations and other pro-Roma CSOs in intergovernmental organisations.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health, Ministry of Justice, other authorities in their respective administrative branch	Advocacy at meetings, events, CSO support
82. Finland's missions abroad will maintain contacts with Roma organisations and authorities, drawing on Finland's own experiences and good practices.	Ministry for Foreign Affairs/missions abroad, Ministry of the Social Affairs and Health	Contacts, events, reports on national Roma policies
83. Increasing awareness of the contents of UN and European agreements strengthening Roma rights and recommendations received by Finland.	Ministry for Foreign Affairs, Ministry of Justice, ministries for their respective areas of responsibility	Events, datasets, monitoring report data
84. Supporting the European participation and expert work of Roma organisations' representatives and experts.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health, Ministry of Education and Culture, Ministry of Justice, Ministry of the Interior, Ministry of the Environment, Ministry of Economic Affairs and Employment	Level of support provided, number of persons supported, effectiveness assessments included in reports
85. Finland will cooperate to improve the status of EU citizens with a Roma background entering Finland together with the authorities of the countries of origin, Roma organisations and various development cooperation actors.	Ministry of Social Affairs and Health, Ministry of the Interior, Ministry for Foreign Affairs	Cooperation with authorities of countries of origin and Finnish authorities has been achieved in Finland and in the form of events in countries of origin.
86. Finland will strengthen Nordic cooperation in Roma issues.	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs	The Ministry of Social Affairs and Health/National Advisory Board on Romani Affairs has organised or participated in a Nordic cooperation conference on Roma issues in a Nordic country.
87. Publishing a brochure in Finnish, Swedish, English and Romani about Finland's European Roma policy.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health	Producing the brochure and feedback received on it
88. Strengthening the responsibility of European regional and local authorities as regards the implementation of Roma inclusion strategies by increasing cooperation between them through, for example, the activities of the European Committee of the Regions (CoR).	Regional and local authorities, CoR, Association of Finnish Local and Regional Authorities, Ministry of the Interior	Consultations, themed events, online questionnaires

Action	Responsible actor(s)	Monitoring target
89. Increasing information about the UN Sustainable Development Goals (SDG) and targets. Promoting the implementation of the national 2030 Agenda based on the SDGs and targets and the functioning of the related monitoring and responsibility mechanisms.	Ministry of Social Affairs and Health	Roma have been taken into account in the implementation of the national 2030 Agenda.

Focal area 4. Empowering Roma women and supporting self-motivated activities at all levels

The social status of Roma women is clearly weaker than that of women on average and often weaker than that of Roma men. Their threshold for employment is higher and health situation poorer. A positive trend is the increase in Roma women's literacy, education and training levels. The poor financial situation of Roma families, starting a family before reaching adulthood, violence against women and lack of access to influence also weaken the status of Roma women.

Women's rights and the rights of the most disadvantaged population groups experiencing multiple discrimination are the focal areas of Finland's human rights activities. Finland's European policy on Roma has focused increasingly on improving the status and rights of Roma women, and these efforts will be strengthened further. Organised in Finland in 2013, the Fourth International Roma Women's Conference advanced the development of the European Strategy on the Advancement of Roma Women and Girls. Finland has supported the follow-up work to the strategy and the activities of the Roma Division of the Council of Europe to advance the status of Roma women. Ministries have provided support for the participation of Finnish Roma women in European meetings and speaking engagements. Finnish Roma actors played a central role in the foundation of the International Roma Women Network (IRWN) Phenjalipe.

Action	Responsible actor(s)	Monitoring target
90. Continuing participation in and support for the implementation of the European Roma Women's Phenjalipe Strategy and supporting the development of mutual collaboration between European Roma women's organisations, for example in the context of the country-specific implementation of the Phenjalipe Strategy.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health	Participation in conferences, various types of support and information provision
91. Emphasising taking Roma women's and children's rights into account in the activities of the CoE Secretariat and CAHRM.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health	Participation at meetings, events
92. Including issues relating to the rights and status of Roma women in events organised by Finland in the EU, CoE and OSCE at country level.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health, Finland's missions abroad	Number of events and supported Roma experts/speakers; impact assessments of follow-up reports
93. Monitoring recommendations received by Finland from the UN and CoE monitoring bodies on human rights conventions and other bodies for human rights monitoring.	Ministry for Foreign Affairs, Ministry of Justice, National Advisory Board on Romani Affairs, ministries for their respective areas of responsibility	Information contained in periodic and follow-up reports and other responses by the Government
94. Increasing awareness of and utilising research data produced on the status of Roma women by the EU Agency for Fundamental Rights and other expert bodies.	National Advisory Board on Romani Affairs, Ministry of Social Affairs and Health, Ministry for Foreign Affairs, Ministry of Justice	No monitoring target

Focal area 5. Strengthening the fundamental and human rights perspective as part of EU policy on Roma

Finland has traditionally been an active defender of human rights in its foreign policy and other international activities. In Roma policy, the fundamental and human rights perspective has been highlighted by Roma organisations and activists and, increasingly, by the European Commission. It is natural as part of Finland's international policy on Roma for Finland to also actively support human rights-based initiatives and actions.

Legislation prohibiting discrimination in EU Member States also applies to Roma, but its implementation is highly varied and incomplete at the European level. In 2017, a report comparing legislation and its application in EU Member States was produced for the European Commission. According to the assessment, shortcomings were found in legislation and its implementation in all Member States despite the fact that anti-discrimination law also applies to Roma. The report stated that, in practice, national Roma communities in Europe constitute one of the most discriminated-against groups

and substantial further action by the various actors against discrimination is required. Discrimination takes place in education, housing, living conditions and employment and is visible in patterns of segregation and unequal opportunities.

Plenty of data on discrimination experienced by Roma has been collected at the European level by, for example, the EU Agency for Fundamental Rights (FRA) and in Member States. It is important to utilise the data collected as a tool in knowledge-based decision making as this enables the correct and effective targeting of actions.

Action	Responsible actor(s)	Monitoring target
95. Increasing awareness of and utilising research data produced by the EU Agency for Fundamental Rights (FRA) and others on the discrimination experienced by Roma.	National Advisory Board on Romani Affairs, Ministry of Social Affairs and Health, Ministry for Foreign Affairs, Ministry of Justice, FRA	No monitoring target
96. Seeking to strengthen the focus on discrimination and fundamental and human rights in EU's policy on Roma (funding programmes, networks and working groups).	National Advisory Board on Romani Affairs, Ministry of Social Affairs and Health, Ministry for Foreign Affairs, Ministry of Justice	Projects relating to the topic at the EU level
97. Seeking to utilise EU funding for the identification and eradication of discriminatory structures (e.g. Upscaling Roma Platform (<i>Sanoista tekoihin 2</i>) project, Wise Moves from Discrimination application/REC programme).	National Advisory Board on Romani Affairs, Ministry of Justice	Projects have been planned by ministries and project actors and EU funding has been applied for them.

4 Policy programme implementation and monitoring plan

4.1 Policy programme implementation and monitoring plan

The realisation of the objectives of the policy programme will depend crucially on political intent and willingness to implement the development measures. In addition, the concurrent implementation of the development measures, the choice of funding instruments, the amount of funding provided for implementation and funding allocation between the various branches and levels of administration are also significant. The most important guarantees for quality and successful implementation are, however, the active approach and commitment of the Roma population and the various organisations and authorities, as well as the creation of various collaboration structures between these actors. The results and their sustainability are linked to the efficiency of mainstreaming actions, the effectiveness of fixed-term and targeted development measures and the success of measures to establish them. On the other hand, the success of the policy programme will also be affected by other reforms underway, such as the health, social services and country government reforms, the general vocational education and training reform, development of support for new entrepreneurs, the activation model for unemployment security and the social assistance reform as well as the coming housing allowance reform.

A separate communications plan will be drawn up for the National Roma Policy and, in conjunction with the launch of the policy programme, information events will be organised for regional and local authorities, Roma organisations and the Roma population in cooperation with Regional Advisory Boards on Romani Affairs.

Programme monitoring will be divided into three parts: five annual monitorings, mid-term monitoring and Key Performance Indicator monitoring (scoreboard model). In addition, the possible projectisation of indicator-based monitoring should also be considered in

the future, to enable the monitoring of Roma integration to approach the general level of monitoring and evaluation of goal orientation and overall efficiency.





1. Annual monitorings of the policy programme

The National Advisory Board on Romani Affairs will act as the annual monitoring group of the policy programme. The annual national report submitted to the European Commission online will be utilised in monitoring. Finland already piloted the reporting method for 2015 and expanded the 2016 report to cover all thematic areas. The National Roma Policy for 2018–2022 was diversified as regards content, and the Policy Guidelines were adapted to better match the monitoring tool. In the future, the online system for reporting will be developed to provide more qualitative as well as quantitative and comparable data on the targeting of the various countries' integration actions, utilisation of the various types of funding, the volume of actions and the results achieved. In addition to internal monitoring, this type of monitoring also has elements of external evaluation as the Commission analyses the reports it receives and provides each country with individual feedback and overall analyses of the Europe-wide situation. How country reporting corresponds to reality will also be monitored through dialogue meetings aimed at CSOs, shadow reports commissioned by the Council of Europe, studies of the EU Agency for Fundamental Rights (FRA) and several other supplementing assessment forms.

2. Mid-term monitoring of the policy programme

The monitoring tool developed by the National Institute for Welfare and Health that was used in the mid-term monitoring of Finland's first National Policy on Roma in 2014 will also be used in the mid-term assessment of the new National Roma Policy in 2020. This monitoring is based on the nationally applied human rights indicator model developed by the Office of the United Nations High Commissioner for Human Rights (OHCHR). This "traffic lights" model illustrates the stage of implementation of entire Policy Guideline areas and individual measures and the realisation of the overall responsibilities of responsible actors. The following is an example of a section of the monitoring table:

Policy Guideline: Increasing Roma children's participation in early childhood education and care

Action		Responsible actor(s)	Level of implementation
98.	Taking Roma children into account in ECEC plans and in ECEC core curriculum reform.	Ministry of Education and Culture: ECEC planning and core curriculum reform	
99.	Increasing information about Roma culture in basic and continuing education of ECEC staff.	Ministry of Education and Culture	
100.	Supporting the parenting and rights to one's own language and culture of children in foster care.	Ministry of Social Affairs and Health	
101.	Strengthening knowledge of the Romani language and Roma culture and Roma children's capacities by encouraging municipalities to hire ECEC staff and Roma culture instructors with a Roma background for child daycare centres and launching language nest activities.	Ministry of Education and Culture: Achieved as regards language nest activities in some municipalities but activities have ended in most as separate funding finished. The number of Roma staff with a permanent employment contract is still too low in ECEC.	

3. Key Performance Indicator (scoreboard) monitoring by Policy Guideline

As far as possible, the Key Performance Indicators (KPI) concerning the Roma population's situation, integration and integration capacities will be monitored throughout the policy programme period. Setting such quantitative indicators is, however, very challenging in the Finnish context as any registration relating to ethnic background is avoided for security reasons. Some KPIs can, however, be found and monitored. These have been compiled in the below scoreboard by Policy Guideline area. This monitoring method provides indications of changes relating to the indicators and development over the time windows selected for review.

Indicator for Policy Guideline area	Monitoring targets	Data source	Monitoring time point and value 1	Monitoring time point and value 2	Change
Education: Number of municipalities where a Roma basic education development plan and its monitoring have been put in place on the basis of project activities or as part of other development activities	plan implementation monitoring	municipalities			
Employment: Number of Roma who have participated in Structural Fund projects (male/female/age groups)	gender-disaggregated age-disaggregated	Ministry of Economic Affairs and Employment			
Employment: Implementation of a follow-up survey or study on the study commissioned by the Ministry of Economic Affairs and Employment, "The Roma and Their Long Journey to the Market of Labour". (Publications of the Ministry of Employment and the Economy 22/2008).	selected monitoring targets	Ministry of Economic Affairs and Employment			
Employment: Number, age distribution, gender and ethnic background of those working in Roma organisations and Roma projects	Roma organisations	Project actors			
Romani language: Number of those studying the Romani language in basic education		Finnish National Agency for Education			
Romani language: Amount of Romani language learning materials published		Finnish National Agency for Education			
Roma art: Development in the number of Roma art productions, exhibitions and concerts		Ministry of Education and Culture, Arts Promotion Centre Finland			
Equality: Rate of Roma women, men and under-30s among members of executive committees and employees of Roma organisations and public officials responsible for Roma affairs	percentage rate	Roma organisations, responsible actors for Roma issues			

Indicator for Policy Guideline area	Monitoring targets	Data source	Monitoring time point and value 1	Monitoring time point and value 2	Change
Discrimination: Number of complaints submitted by Roma to the Office of the Non-Discrimination Ombudsman by type of matter	number of complaints	Office of the Non-Discrimination Ombudsman			
Discrimination: Bullying-related monitoring data from the School Health Promotion Study among pupils in basic education age	number of Roma respondents who have experienced bullying	National Institute for Health and Welfare			
Discrimination: Roma-related data in the Ministry of Justice's national monitoring system concerning discrimination		Ministry of Justice			
Discrimination: The National Police Board report on the number of reports of offence involving Roma discrimination and their rate of referral from pre-trial investigations to consideration of charges	number of offences reported number of cases dismissed during pre-trial investigations number of cases entering consideration of charges	National Police Board			
Empowerment: Number of Roma representatives in youth councils, councils for the elderly, Advisory Boards for Ethnic Relations, county advisory boards, etc.	development in the number of Roma representatives				
Empowerment: Development in the number of Roma-background candidates in municipal and parliamentary elections and the number of votes received by them	development in the number of Roma candidates and votes received by them				
Regional and local work: Development in the number and geographical distribution of Local Roma Working Groups	number and geographical distribution of Local Roma Working Groups	Regional Advisory Boards on Romani Affairs			

Indicator for Policy Guideline area	Monitoring targets	Data source	Monitoring time point and value 1	Monitoring time point and value 2	Change
Regional and local work: Number and municipal coverage of county-specific Roma programmes for action (MAARO programmes)	formulated being implemented monitoring	Counties, Regional Advisory Boards on Romani Affairs			
Information provision, communications and the media: Development in the amount of Roma content in general programming and Yle Areena	regular broadcasting slot and the amount and diversity of contents available otherwise	Yle			
International work on Roma issues: Finland's financial support to activities supporting European Roma rights and integration	amount of support and monitoring of targeting	Ministry for Foreign Affairs, Ministry of Justice, Ministry of Social Affairs and Health, Ministry of Education and Culture, Ministry of the Environment, Ministry of the Interior			
Number of experts and Roma actors supported by Finland that have participated in international work on Roma issues	experts Roma actors	Ministry for Foreign Affairs, Ministry of Justice, Ministry of Social Affairs and Health, Ministry of Education and Culture, Ministry of the Environment, Ministry of the Interior			

Studies based on self-identification and voluntary participation are important for the collection of user data regarding services. Instead of large database studies and collection of ethnic registration data, Roma favour such targeted studies and their number should therefore be increased.

4. Possible projectisation of indicator monitoring

Participating in any international or Finnish indicator monitoring development projects launched during the policy programme period concerning the living conditions, education and employment of the various populations is one way of increasing the accuracy and diversity of monitoring.

APPENDIX 1 Descriptions of the 'Good practices' mentioned in the policy

The National Roma Policy raises certain good practices developed in the interests of promoting Roma wellbeing, equality and inclusion. Proven operating models have been developed in various projects with EU co-financing as well as funding from the Funding Centre for Social Welfare and Health Organisations STEA/ the Finnish Slot Machine Association. For the models to become established as part of the ordinary procedures of various service systems requires information on the models developed, learning from the experiences obtained, and active application and migration into different operating environments of the models already in place. Rather than extensive financial outlays, many of the models put forward rely on a strategic approach and the strategic intent to enhance current services and to develop practices and forms of cooperation that transcend sectoral boundaries. Up-to-date additional information on the practices presented is mainly available from those responsible for their development.

Early childhood education and care (ECEC)

Story Caravan (2017–2018)

The City of Helsinki Story Caravan project designs and creates a concept to support reading and cooperation between the city library and ECEC. A concrete action in the project is the Story Caravan tour implemented in the various native languages of immigrants to support the language development, learning and reading habits of children. All told, the tour reaches a direct audience of around 900 children, plus indirectly also their families.

The project produces a set of online guides and articles for the support of daycare facilities, libraries and parents, designed to communicate to them the importance of reading for a child's development, as well as the tools and methods available to this end to families and library and ECEC staff. One of the tools employed is the Story Diploma, which children can earn on the basis of their independent reading or listening. The diploma brings together daycare staff and families to support children's reading together with the library.

The project pedagogy caters for not only the engagement of the parents and for the children's language development but also for enrichment of the imagination through story-telling and story-crafting. Further attention is paid to the development of self-regulation and the children's different worlds of experiences and play and the maintenance of these. The project arranges reading session tours at libraries, learning materials are translated into English, Somali, Arabic and Kurdish, and online materials to implement the operating model are also produced.

Basic education

Municipality-specific plans for the development of basic education for Roma children and annual plan monitoring

Like plans to develop education for other cultural minorities and immigrant education, a separate development plan may be drawn up to support the basic education of Roma children. This plan determines the municipality-specific education development objectives and the practical measures for the achievement of those objectives. The plan may pay particular attention to such topics as enhancing the Roma knowhow of education staff, issues of education in the Romani language and culture, human rights and minority rights education, and educational partnership cooperation with Roma families and the wider Roma community.

Models of the KiVa school programme and their application

KiVa is an anti-bullying programme developed at the University of Turku. More information: www.kivakoulu.fi. Besides Finland, it has been rolled out in many other countries as well. Please see www.kivaprogram.net/. Studies have shown KiVa to be highly effective in preventing bullying. More than 900 schools in Finland have registered with the programme. Further development of the programme is carried out on the basis of feedback received from participating schools, one example of such being the remake of the short films designed for classroom support. Going forward, KiVa schools will also be supplied with additional materials, programme implementation consultation, webinars and international twinned school activities.

General upper secondary education, vocational education, higher education and liberal adult education

Romaversitas and Opré mentoring programmes

The mentoring programmes Romaversitas of Hungary and Opré of Portugal, as well as the somewhat similar Finnish mentoring model developed in the Opin portaille project of Diaconia University of Applied Sciences (DIAK) are among the first programmes designed to support higher and vocational education students. The said programmes aim to support Roma students in their studies through peer counselling and activities such as courses and training to enhance study skills. In many European countries, the mentoring programmes have become popular among non-Roma students as well. In countries with underdeveloped or limited student financial aid schemes, the Romaversitas programme also provides access to scholarships and grants. Several studies show that these mentoring programmes have improved learning outcomes, school enjoyment, secondary and tertiary education graduation rates, and employment among students. More information: www.romaeducationfund.org

Employment

'It's possible' videos in the project Nevo tiija

The twelve 'It's possible' videos produced in the Nevo tiija ESF project are available on Youtube (www.youtube.com, search 'nevo tiija it's possible') and can thus easily be utilised in counselling and information provision relating to the creation of individual education and employment paths for Roma youth and adults. These thought-provoking two-minute videos of high production values profile the educational experiences and employment of Roma who have taken degrees at different levels in numerous fields.

Combating discrimination and promoting equality

Equality planning of high standard

Under the Non-Discrimination Act, authorities, education providers and employers are required to assess and promote equality in their activities. In implementing the duty to promote, account shall be taken of origin, age, disability, sexual orientation, religion and the other grounds for discrimination prohibited under the Act. The purpose of the measures taken to promote equality is to safeguard the de facto equal access of everyone to the services of the authorities, to education and to career advancement. More information on equality planning: <http://yhdenvertaisuus.fi/yhdenvertaisuussuunnittelu/>

Training of Roma volunteer mediators in civil and criminal cases

Mediation provides the parties to civil and criminal cases with the opportunity to come face to face with each other and to make up for the harm caused by the crime or dispute. Mediation can only be undertaken between parties who have personally expressed their consent to mediation and who can understand the significance of mediation and of any mediation settlement. Mediation is not the same as a trial, and it does not determine criminal culpability.

Mediation is a voluntary, impartial, confidential and equitable process free of charge and it is governed by the Act on Conciliation in Criminal and Certain Civil Cases (1015/2005). The mediation service is directed, steered and supervised nationwide by the Ministry of Social Affairs and Health, while the Finnish Institute for Health and Welfare THL is responsible for organising, steering and supervising the service as well as for coordinating research and development in mediation and for mediation statistics and monitoring.

Mediation may be used in cases involving criminal damage, vandalism, assault, theft, robbery, crimes against property, unauthorised use and stealing of motor vehicles for temporary use, invasion of domestic premises and defamation as well as in civil disputes. Mediation is also available for crimes committed by persons under the age of 15. Under law, mediation is an option for all crimes except crimes against a minor victim who is in particular need of protection.

Mediators are trained by the mediation office, which also provides them with assistance and support in the mediation. Mediators are reimbursed for their expenses in mediation cases. More information: <https://www.poliisi.fi/rikkokset/sovittelu>

Targeting social and healthcare services at the Roma population

Service activity model of the Finnish Roma Association supplementing and increasing the efficiency of public services for older people

Initiated in 2005, the project activities of the Finnish Roma Association to enhance the services for elderly Roma remains ongoing. Three projects in services for the elderly have been implemented through the association before the current Bahtalo phuuriba project: Vanhat ('The Elderly'), Phurane kaale – Vanhat romanit ('Elderly Roma') and Fintiko phurane kaale – Suomen vanhat romanit ('Elderly Roma in Finland'). The projects examined the capacity of elderly Roma to continue to reside in their homes, maintain their ability to

function and cope independently. The project objectives were achieved by conducting interviews with elderly Roma living in Uusimaa. The interviews concerned the housing, living conditions, health and quality of life of the elderly Roma interviewees. The services received by the elderly were studied as a part of the project and information was compiled on services with which they were not provided or felt they needed. The family carers of the elderly were also interviewed. In keeping with Roma tradition, the service needs assessment was carried out by interviewing the elderly and their family members in their homes.

Interviews were also conducted with professionals on a small scale in cooperation with the University of Helsinki Department of Social and Cultural Anthropology, The purpose of these interviews was to determine the multicultural expertise and needs of persons working with the elderly. The project outcomes include a review of services for elderly Roma and a plain-language guidebook for Roma family carers. More information: http://suomenromaniyhdistys.fi/?page_id=114

City of Jyväskylä service coordination model for Roma customers

The City of Jyväskylä set up a Roma working group in 2003. In 2004–2007, the City managed and implemented an Equal development partnership project *Romanit työelämään* ('Employment for Roma'). The project outcomes included development of the bidirectional integration training model *TuRom* and the cultural mediator model. The positive outcomes of the project and the useful experiences with service coordination provided the basis for the City of Jyväskylä's Roma services function that employs coordinators of Roma background. The activities are based in the unit for adult social services and basic social security services, and the coordinators are employed by the City. The coordinators are tasked with providing support to Roma customers on their training and education and employment paths, providing support to 9th-grade school pupils and strengthening school/home cooperation, providing support to children and families, and substance abuse prevention work. The remit of the coordinators further encompasses work to prevent marginalisation, in which work the coordinators, with their own Roma background, have an easier time of reaching and gaining the trust of their Roma customers. The coordinators provide support for customers and put together the necessary suite of services. The aim is to support the capacity of customers to function and their initiative in seeking out training, education or employment, and to help customers access the services they require. When necessary, the coordinators accompany their customers to meetings at TE Services offices, labour services centres, social services offices and other contacts with the authorities. Despite the primary role of the coordinator being that of support person, the role of neutral mediator becomes highlighted in their duties. The benefits of the activities accrue from the coordinator having a confluence of expertise in the procedures of the authorities and the needs of the customers. In Jyväskylä, the activities go by the name of 'services interpretation'.

The City of Jyväskylä continued to develop the services coordination model in 2015–2018 in the Rainer project co-implemented by Jyväskylä University of Applied Sciences and the Centre of Excellence in Social Services of Central Finland. The project receives funding from the European Social Fund and the Centre for Economic Development, Transport and the Environment of Central Finland. The actions in the project promote the progress of Roma living in central Finland towards employment, and the aim of the project is to improve their educational level. Project actions also generate value added for existing services and promote the utilisation of multisectoral services. The project has the objective of supporting the Roma in seeking education, learning an occupation, finding employment and succeeding in the world of work. The project dismantles obstacles to seeking out training and education and graduating with a degree through activities such as support persons, family work and coaching tailored for students. A higher level of education will strengthen access to the job market.

Preventive, corrective and change-oriented Roma family work by Roma background social counsellors employed by the City of Helsinki

The City of Helsinki's Roma family work was initiated as a regional project of the Social Services Department in 2001–2004 and in 2005 it became an established practice in services for families with children in all areas served by Helsinki's Family Centres. The Roma family work staff are social counsellors of Roma background, and the objectives of the work are the prevention of families' and children's problems, corrective care and change, and the provision of comprehensive support for families. The methods employed are service coordination and cultural interpretation for the authorities and Roma families in various contacts with the authorities, along with multiprofessional networked work, family clubs, home visits and intensive customer work involving support for everyday life management, counselling and motivational support. The Roma family work has delivered positive outcomes and it has proven to be an important tool, for example in preventing the marginalisation of Roma youth living in the eastern districts of Helsinki in particular. More information is available from the City of Helsinki Family Centres.

Anticrime project among gang youths (2012–2015)

Implemented by the Finnish Foundation for Supporting Ex-Offenders and their partner organisations, underlying this project was the concern felt by stakeholders for youths acting out through crime. These groups of young persons were culturally diverse and also included non-minority youths. A shared characteristic of the young persons within the target group was long-running marginalisation that in many cases had started at a very early age.

The main objective of the project was to create an outreach model aimed at reaching culturally diverse gang youths, Roma and Somali in particular, and gaining their commitment to the services they required. A further sub-objective was to provide training to social and youth services as well as child welfare in engaging cultural diverse gang youths and responding to their service needs. A second sub-objective was to extend the outreach work also to the families of marginalised young persons by providing them with information about the developmental stages of children and young persons and the role of the parent at the various stages. Besides a project manager and project employee, the project also employed experts by experience on a part-time basis.

Housing advice services, financial and debt counselling and social housing management

Housing advice services are services provided by cities and landlords which aim to resolve various problems related to housing and to prevent housing-related indebtedness and homelessness. The activities also seek to address housing-related social issues, such as conflicts with neighbours. The goal is to ensure continuity in housing. Housing advice services are available to all municipal residents. It is important to tackle housing-related problems as early as possible.

Housing advisers work together with their clients to comprehensively review their situation and locate solutions to their various problems, such as trouble paying rent or obtaining the assistance required for housing. With housing advisers, customers may, for example, look into their possibilities to set up a payment plan, learn about the services and forms of support available for their particular situation, and receive advice on how to apply for housing.

Social housing management refers to a service geared to people who, for one reason or another, struggle with life management issues. It is a support service provided to customers at home. The service seeks to investigate and prevent problems related to normal rental housing. The issues may arise from untreated psychosomatic ailments or substance abuse, and typically involve unpaid rent, causing disturbance or issues related to poor housekeeping. Social housing management is always initiated by the finding of social services or another authority that a customer cannot manage a situation or problem without support. Social housing management is intended, for example, to help customers hold on to their homes when threatened with eviction.

Social housing management seeks to support independent living in rental housing and is therefore not intended for supported housing customers. However, the service may prove beneficial when a customer is transitioning from supported housing to independent living.

Financial and debt counselling is a statutory service provided primarily by municipalities free of charge to all customers. Several municipalities may share a counsellor who advises and assists customers with planning and managing their finances, handling their debts and investigating and applying for various forms of debt restructuring.

Romani language

Romani language club and language nest activities

Romani language club and language nest activities have been implemented in a wide variety of forms with funding from the Finnish National Agency for Education, projects and municipalities. Some of the language nests have been active on 1–2 days weekly in the context of daycare and ECEC, with children between the ages of three and seven attending the same session. Some of the groups are geared to both children and adults, and these have met in the evenings on the premises of Roma organisations under the leadership of organisation staff. Additionally, some localities have provided language club activities at weekends with participants ranging from infants to elders.

Roma art and culture

Caravan 2017 was a modern theatre production interspersed with live musical performances that explored the interfaces of childhood and maturity through prose, poetry, circus and music. The production rhythmically alternated between its themes of bubbly joie de vivre and the more provocative and arresting themes of loneliness, acceptance of diversity and the importance of home. The Caravan production brought together a medley of professionals and amateurs from all parts of Finland to take part in a cascade of impressive encounters, touching observations and delightful energy.

The creative process that culminated in the production kicked off in early 2016 with workshops to provide the participants with basic education in the arts. The ensembles based at different locations were gradually introduced into the production to allow all performers and other contributors to get to know each other. An aspect of particular importance was for everyone to rally behind a common cause and to have trust in the team.

Running over a period of 18 months, the workshops had the aim of including and supporting every performer, bringing out their particular strengths and stepping out into unfamiliar territory hand in hand. A further vital consideration was to encourage the

participants from many backgrounds to preserve their own roots and heritage, to pass on their skills and knowledge, and also to learn new skills and develop new traditions while at the same time creating ways to allow different cultures diversely to come together.

Empowerment

Utilisation of the grant programme Paikka auki II funded by the Funding Centre for Social Welfare and Health Organisations (STEA)

Funded by the Funding Centre for Social Welfare and Health Organisations (STEA) in 2018–2021, Paikka auki II is a grant programme for young people under the age of 30 who are not in employment and for persons of all ages with only partial capacity to work. The programme is designed to promote access to fixed-term employment and shared employment among those difficult to place in employment by offering them opportunities to work in social and healthcare CSOs. The young people employed through the grant programme need not have much work experience, they must be under the age of 30 and unemployed at the start of employment, and they may not be full-time students. The employment contracts concluded with grant funding shall be at least 12 months in duration.

More information: <http://www.stea.fi/avustusten-haku/avustusohjelmat>

Experts by experience

According to the Family Federation of Finland (Väestöliitto), experts by experience are people whose skills have developed through lengthy personal experience and internalised knowledge. Experts by experience have the desire and the capacity to leverage their experiences for the benefit of others in various contexts. Experts by experience always serve on a volunteer basis: no one can be obligated or forced to become one.

Immigrants may be experts in integration or in how immigrants may make use of services. However, they may also serve as experts by experience in topics other than ones relating to immigration or refugeeism, such as issues of mental health, disability or substance abuse.

Experts by experience may speak at events or appear on the media, for example on television or radio, or give interviews to the media. Experts by experience may serve as expert members on steering groups and committees. They may be consulted by the authorities or decision makers. Experts by experience may also give lectures and provide training.

All forms of expertise by experience are based on communication and interaction. It is typical for an expert by experience to receive feedback on their contributions, either immediately on site or at a later date through the media or in person. Source and more information on experts by experience:

<http://www.vaestoliitto.fi/monikulttuurisuus/mita-teemme/kokemusasantuntijat/mita-on-kokemusasantun-tijuus/>

TuRom training

Integrative bridge and peer support training allows Roma and people in the population at large to get to know each other in groups and to cross the bridge connecting the two cultures. The guiding principle in the activities is to support and strengthen the individual and cultural identity of persons through tolerant interaction. The training seeks to close the social gap between Roma and the population at large that manifests, for example, when Roma seek training and education, employment and participation in society.

The vital actors in TuRom training are the inspirational instructors, who are experts in their field. Instructors should ideally have experience in the provision of training to people from different cultural backgrounds. When TuRom training is targeted at Roma, the instructor must have adequate knowledge of Roma culture and an open attitude to the Roma. Preferably there should be both male and female instructors drawn from both the Roma population and the population at large. The instructors furthermore should also be taking part in the learning experience, i.e. be a part of the TuRom group, to avoid excessive rigidity in the training setting. The initial survey in TuRom training consists of the selection of the TuRom group, which is performed by the parties who commission and implement the training. In this selection process, a Roma expert and an agent of the commissioning party compile a suitable TuRom training group consisting of motivated individuals. The party which commissions the training has a great deal of responsibility in forming the group. The purpose and aim of the bridge group is to establish a connection between the population at large and the Roma in a way that facilitates the networking and more active civic participation of the person concerned. The bridge group consists of persons from the Roma population and the population at large who are taking part in the TuRom training and who, through education or training and multicultural experience, have come to know each other and become motivated, either individually or collectively

as a group, to serve as ‘bridge builders’ and cultural interpreters within their own everyday life work. The bridge builders seek to dismantle any possible prejudicial barriers between the Roma population and the population at large. For example, they may support, steer and familiarise an individual in training, new employment or other civic activity. Bridge builders or bridge groups also serve as models and examples for Roma and non-Roma alike. A bridge builder may set up a TuRom peer support group in which people may review TuRom training with the help of a manual (Florin 2007) or become a peer counsellor and get involved in local volunteer sponsor activities. More information on TuRom training: <https://www.innokyla.fi/documents/206421/222a8678-5023-4bbd-8f4e-16d73e4ef93a>

Puimala method

Developed by the team consisting of Robert Arnkil, Pekka Ihanainen, Esa Jokinen, Tiina Rinne and Timo Spangar, the Puimala method seeks to reinforce peer learning and to disseminate the outcomes of development efforts in a multi-perspective manner. The Puimala method is a form of dialogue in which examination focuses on the ‘principle owner’ of the given theme, i.e. the party with key responsibility, which may be a service centre responsible for a certain activity, a branch of government or a unit therein, a development project or an ongoing practice. The order in which the voices of the various parties concerned are to be heard should be considered before start of the Puimala process because in dialogue, those speaking first and last generally tend to be assigned more weight. The initial speaker can thus control the substance of the dialogue, while the final speaker may determine, through summarisation, the important and significant aspects of the dialogue undertaken.

A successful Puimala process requires comprehensive advance planning. To this end, a Puimala process script should be prepared. The script lays out what is believed to be taking place prior to the process. The organiser of the Puimala process then undertakes discussions with the participating parties and voices or their representatives as to the manner of implementation of the process. If the process includes preparatory measures taken online, the preparations and responsibilities in the online activities must be integrated into the script. More information about the Puimala process: <https://www.innokyla.fi/web/malli109763>

Diversity and Dialogue (MOD activities)

Diversity and Dialogue (MOD) activities and training seeks to promote equality, spark insights and enhance the capacity of participants to embrace diversity in everyday life. The introductory course is an examination of one’s personal identity and the manner in which prejudice arises. The aim is to shine a light on ‘us vs. them’ thinking and to expose

norms. Themes also include the manner in which prejudice may turn into discrimination, and the concepts of human dignity and culture. The MOD introductory course provides participants with a set of tools for promoting and supporting equality and non-discrimination.

In the advanced course, participants review the various forms of discrimination and racism as well as the power structures of society. The course examines changes in society and us as an element of change. The course seeks out means for influencing and contemplates how we may support the achievement of equality now and in the future.

MOD training makes use of inclusive methods. It largely relies on dialogue and exercises in dialoguing. Working methods include discussions, brainstorming, roleplay and interactive assignments. The training also utilises images, stories and short films.

The training is founded on the principles of respect for diversity, non-discrimination, human rights, equality and cultural diversity. MOD is a group process that addresses the thoughts, feelings, ideas and insights of group members relative to the themes of diversity. More information: <https://www.mod-koulutus.fi/mika-mod>



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