

Guide for planning the regional and local
implementation of the Finnish Roma Integration strategy
(MAARO-plan)



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Finnish Roma Integration strategy

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Abstract	<p>The MAARO guide is intended for local and regional actors to support the local implementation of the National Roma Policy (ROMPO2) for 2018–2022. The national operational programme is supplemented by local and regional Roma operational programmes (MAARO programmes).</p> <p>The guide reviews the key phases of the development of the MAARO programme and measures containing regional and municipal level responsibilities. The measures included in the MAARO programme derive from ROMPO2, but they reflect the wishes and needs of the Roma population and the existing service structure in each area. The guide also presents the administration and key actors of Roma affairs. In the end, the project creation of the measures and possible financing sources are discussed.</p>		
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Tiivistelmä	<p>MAARO-opas on tarkoitettu alueellisille ja maakunnallisille toimijoille vuosien 2018–2022 romanipoliittisen ohjelman (ROMPO2) paikallisen toteuttamisen tueksi. Kansallista toimenpideohjelmaa täydentävät paikalliset ja maakunnalliset romaniasiain toimenpideohjelmat (nk. MAARO-ohjelmat). Oppaassa käydään läpi MAARO-ohjelman kehittämisen keskeisiä vaiheita ja alue- ja kuntatason vastuita sisältäviä toimenpiteitä. MAARO-ohjelmaan sisältyvät toimenpiteet johdetaan ROMPO2:sta, mutta ne heijastavat kuitenkin myös kunkin alueen romaniväestön toiveita ja tarpeita sekä olemassa olevaa palvelurakennetta. Lisäksi oppaassa esitellään romaniastian hallintoa ja keskeisiä toimijoita. Lopuksi kerrotaan toimenpiteiden hankkeistamisesta ja mahdollisista rahoituslähteistä.</p>		
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<p>Gustiba</p> <p>Maaro-sikjaris hin starkide thaanengiirengo ta them phuuajakiirengo tšeeribongiirenge bereňňengo 2018-2022 romano politikako programmosko (ROMPO2) lokaalo phedibosko ñaňtiboske. Folkuno pherdibosko programmos pherdavena lokaale ta phuujako thaanengo romano saakengo fram rikkibosko programmi (MAARO-programmi). Aro sikjaris džaha džeenom MAARO-programmosko fendjibosko maňkurne saaki ta staavibi ta aro phuujako ñleetibosko svaaribi, so ñunjuvena aro arrune tšeeribi. Aro MAARO-programmos, kai hin fram rikkibi doola aanena ROMPO2:sta, bi doola sikavena endo saaro phuujako kaalo folkengo haagibi ta hyövibi ta panna aaňňime tšenstibosko struktura. Butides aro sikjaris sikavena kaalengo saakako falliba ta maňkurne tšeeribongiiren. Hluutimes rakkavaha naal rikkibongo hankibonna ta vojime louvengo navarsiinenna.</p>			
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1 Introduction

This guide is intended for local and regional actors to support local implementation of the National Roma Policy (ROMPO2) for 2018–2022. The guide was prepared because more local and regional Roma operational programmes (MAARO programmes) are needed to supplement the national operational programme. The actions included in the MAARO programmes are derived from ROMPO2 but also reflect the wishes and needs of the Roma population and the existing service structure in each area. The preparation and implementation of MAARO programmes will reinforce consultation of Roma and pro-Roma organisations, and provide Roma with new local-level opportunities for access to influence on matters concerning them.

This guide also discusses projectisation, which is one possible way of implementing MAARO programme actions. Potential sources of funding are reviewed on page 38.

Permanent administrative structures such as regional county administration and Regional Advisory Boards on Romani Affairs, together with a well-functioning CSO field and various project actors, play a key role in the development of MAARO programmes. Their role is significant in the related information provision, implementation, monitoring and evaluations.

This guide aims to serve as a basis for joint discussion. The guide reviews the key aspects of the preparation and implementation of MAARO programmes. The matrix on pages 15–31 presents the ROMPO2 actions that entail responsibilities at the regional and municipal level. In the planning of a MAARO programme, the matrix may be used to outline each chosen action's main responsible actors, time of implementation, resources and monitoring.

Seeking to promote Roma equality

Finland's current legislation provides a good foundation for promoting the inclusion and equality of the Roma population. Equality requires all people to have the same fundamental rights regardless of gender, age, language, religion or beliefs, disability, opinions, health status, sexual orientation, ethnicity or national origin. Discrimination based on any of the aforementioned in employment, education or access to services, for example, is prohibited.

The Non-Discrimination Act (2015) requires the central and local government authorities as well as joint municipal authorities to prepare a plan to promote equality. The actions included in this plan should safeguard de facto equal access to all to the services provided by the various authorities, to education and to career advancement.

Besides ensuring the implementation of legislation, one of the most important advocacy measures is mainstreaming, which means that Roma perspectives are taken into account in decisions and services relating to them. This requires an assessment of the implications of any planned actions and decisions from the Roma and Roma community perspectives. Targeted practices that cater for the circumstances and service needs of the Roma population in particular must also be developed and strengthened.

Like any group or minority, the Roma population is heterogeneous. If equality and inclusion within the group are to be guaranteed, the points of view held by, for example, the young, female, male or elderly Roma and Roma from different localities must be taken into account.

Many of the sources of funding for projects, such as the Structural Funds and the Funding Centre for Social Welfare and Health Organisations (STEA), also emphasise the principles of equality, which means that no group may be discriminated against in preparation, decision-making, project selection and implementation, monitoring, reporting or evaluation. This being the case, the fundamental premise for planning, implementation and evaluation is that the quality of activities is enhanced when human diversity is taken into account.

2 Administration and actors in Roma affairs

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 for 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 Finnish 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.

3 MAARO programme creation path

The creation of MAARO programmes starts with the establishment of a cooperation network. Regional Advisory Boards on Romani Affairs identify the relevant local actors (city, municipality and/or county authorities, local CSOs, projects, Local Roma Working Groups and other parties to be included). Cooperation with neighbouring areas, between municipalities and/or counties and with national projects should also be taken into account.

The next step is to gather regional background information on the status of the Roma population. In this context, background information refers to information relating to the progress, reporting and monitoring of ROMPO2 and its implementation. It also covers the experiences of the Roma population in using the various services as well as the assessments of the professionals working with them as to the required measures to enhance equality. The gathering of background information also makes use of knowledge and good practices accumulated from earlier projects. The local Roma population are consulted in order to learn their wishes and needs. If the actions in a MAARO programme are projectised, the background information will be beneficial in justifying the need for project activities to the sources of funding.

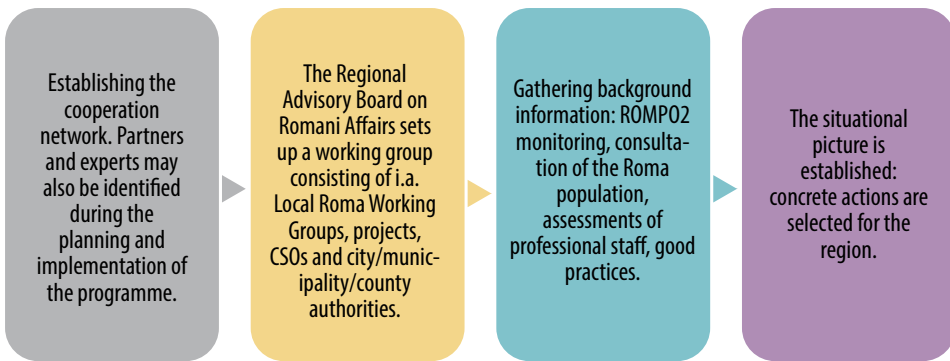


Figure 1. Steps in creating a MAARO programme

The preparatory group is set up by the Regional Advisory Board on Romani Affairs and it may then decide internally on the assignment of roles and responsibilities for the implementation of each of the policy guidelines within the programme. The situational picture is formed on the basis of the background information and the consultations, and it serves as the basis for the objectives, i.e. the concrete actions for the region. Where more than one Local Roma Working Group is active in the region, objectives for each group may be recorded individually in the joint MAARO programme. Attention should be paid to division of labour and scheduling when formulating actions: Who does what and when? The number of actions need not be high – quality and efficient implementation make up for quantity. The monitoring of implementation needs to be planned alongside the formulation of the MAARO programme: how will achievement of the desired objective be determined?



Figure 2. Roles and responsibilities in the MAARO programme working group

Once the contents of the MAARO programme as well as the progression of its annual monitoring and the responsibilities within the programme have been finalised, implementation of the programme may commence. As implementation progresses, changes may take place in the associated needs, and these may serve as the foundation for adjusting the continuation plans for the programme. Regular progress reports on the implementation of a MAARO programme shall be submitted to the National Advisory Board on Romani Affairs.

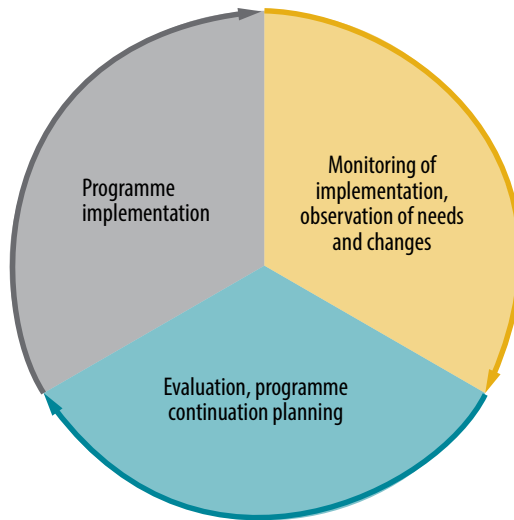


Figure 3. Monitoring and evaluation of the implementation of a MAARO programme

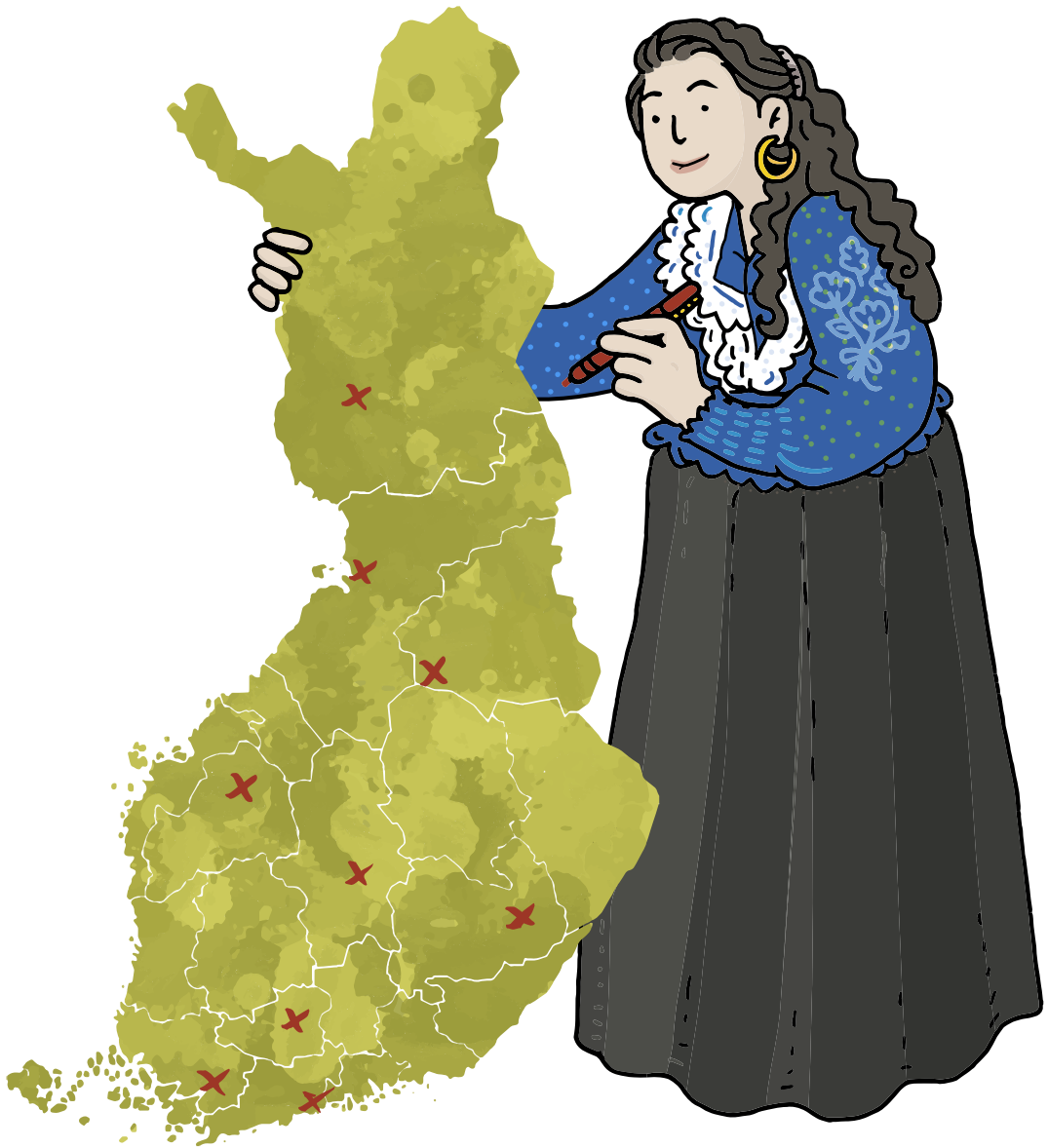


Illustration: Katarina Hirvonen

4 Actions within the National Roma Policy for 2018–2022 involving responsibilities at the regional and municipal level

The following matrix contains a number of proposals for actions at the regional and local level. These may be **supplemented and adapted** on the basis of initiatives and needs expressed by the local Roma population and experts. Responsible actors have also been proposed for each action, but these may vary by region and locality depending on the service structure. The time of implementation shall be recorded in years. The section on resources may include the euro figure allocated to the action or the number of volunteers taking part, for example. Regional Advisory Boards on Romani Affairs may also use the action matrix as a basic tool for MAARO programme monitoring.

The Monitoring field has been deliberately left blank in respect of actions that may be subject to different kinds of monitoring in different regions, thus allowing the independent determination of the manner of monitoring.

4.1 Policy guideline 1: Reinforcing Roma access to all forms and levels of education and training

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A1 Increasing information about the Roma minority for basic and continuing education of ECEC and pre-primary education staff	Bodies responsible regionally and municipally for the provision of continuing education to ECEC and pre-primary education staff			The Roma population has been taken into account in continuing education provision.
A2 Targeting information provision about existing forms of open ECEC at parents of Roma children	Bodies responsible for provision of information on ECEC services			Information provision has been targeted at Roma families.
A3 Disseminating information about the findings of the national ECEC and pre-primary education study conducted by the Finnish National Agency for Education ¹ .	Bodies responsible regionally and municipally for the development of ECEC and pre-primary education			ECEC and pre-primary education staff have been informed of the findings of the study and have contemplated the issues of Roma children as a part of their work.
A5 Intensifying the personal study guidance of Roma pupils in basic education (and in respect of adults as necessary e.g. as a part of employment services counselling)	Bodies responsible for the development of guidance counselling in basic education (e.g. municipalities, employment services)			Guidance counsellors and employment services staff have sufficient knowledge regarding the guidance of Roma pupils
A6 Disseminating information about learning materials concerning the Roma population	Regional Advisory Boards on Romani Affairs, municipal education departments			Basic and vocational education teachers have knowledge about existing learning materials concerning the Roma population.

¹ Preliminary study (2019) https://minedu.fi/artikkeli/-/asset_publisher/opetushallituksen-selvitys-kaksivuotinen-esiopetus-vahvistaisi-yhdenvertaisuutta

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A8 Taking Roma education issues into account in the continuing education of staff in teaching and education	Bodies responsible for regional and municipal continuing education of staff in teaching and education			Roma education issues have been taken into account in the continuing education of staff in teaching and education.
A10 Informing the Roma population as necessary about seeking access to adult basic education and supporting such access seeking	Bodies that regionally and municipally steer and provide adult basic education			Roma who lack a basic education certificate have been steered to adult basic education in a manner consistent with their needs.
A12 Promoting the diversification of the occupational structure of the Roma population by extending on-the-job learning opportunities to several different fields	Bodies responsible regionally and municipally for matching the occupational structure of the population with the labour needs of the job market			
A14 Targeting information about general upper secondary education to the Roma population in the form of the guide produced by the Finnish National Agency for Education (2018) ²	Bodies steering to general upper secondary education, and general upper secondary education providers			The general upper secondary education guide of the Finnish National Agency for Education has been distributed.
A15 Providing the local Roma with information about opportunities for studies and leisure activities offered by liberal adult education institutions and basic education in arts	Bodies responsible regionally and municipally for the provision of information and services in liberal adult education and basic education in arts, i.a. educational institutions maintained by municipalities and joint municipal authorities (folk high schools, adult education centres, study centres, sport education and training centres and summer universities)			Information events have been organised in cooperation with Roma and education institutions in the sector

²General upper secondary education guide for Roma <https://www.oph.fi/fi/tilastot-ja-julkaisut/julkaisut/minustako-ylioppilas-lukio-opas-romaneille>

4.2 Policy guideline 2: Promoting occupational competencies, employment, entrepreneurship and labour market integration

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A16 Informing employment services staff of the findings of the 2019 study by the Ministry of Employment and the Economy on employment and entrepreneurship of Roma and adopting this knowledge as the starting point for development efforts aimed at improving the employment and entrepreneurship status of Roma	Bodies responsible regionally for employment services development and parties responsible for employment activities and information provision in municipalities			The findings of the 2019 study by the Ministry of Employment and the Economy have been communicated to the regional and municipal employment services staff and the actions proposed in the study are being implemented regionally and in municipalities.
A17 Targeting entrepreneurship advice, training and support services at the Roma population	Bodies responsible regionally and municipally for entrepreneurship advice, training and support services			Entrepreneurship advice, training and support services consistent with their needs have been targeted at the Roma population.
A18 Improving cooperation between Roma organisations and entrepreneurs	Entrepreneurs and entrepreneurs' organisations, Roma organisations, municipalities			Joint meetings, information provision and networking activities between entrepreneurs' organisations and Roma organisations have been implemented.

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A19 Targeting 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.	Regional administrative authorities, TE Services experts, labour protection authorities, trade unions			Provision of information about the impacts of discrimination and ways in which discrimination can be addressed has been targeted at vocational education and training providers, TE Services experts, employers and labour market organisations and Roma organisations.
A20 Strengthening individual and comprehensive service needs assessment in customer work.	TE Services, possibly also Regional Advisory Boards on Romani Affairs in the capacity of party consulted			Individual customer plans are prepared for Roma customers and the plans are regularly updated.
A21 Strengthening CSOs' opportunities to act as labour policy service providers, employers of employment support persons and developers of employment access services.	TE Services, Regional Advisory Boards on Romani Affairs and CSOs			Roma organisations are familiar with the opportunities at the regional and municipal level to provide and develop labour policy services.
A22 Increasing the Roma population's apprenticeship training in various occupational/vocational? fields in the private as well as the public sector and eliminating any obstacles to making use of apprenticeship training	Apprenticeship offices, training and education providers, public and private sector enterprises that provide apprenticeship training			The number of Roma enrolled in apprenticeship training in various occupational/vocational? fields has increased.

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A23 Utilising opportunities provided by short-term coaching, workshops and rehabilitative work and studied rehabilitative work activities to support access to employment.	TE Services, municipalities, providers of rehabilitative work activities			Information provision about these services and enrolment in them has reached the Roma population in a targeted manner.
A24 Targeting information provision on summer job opportunities and guidance in applying for summer jobs at young Roma	Bodies responsible for providing access to summer jobs and for related forms of support, young Roma, Roma organisations			Information provision about applying for summer jobs has been targeted at young Roma and young Roma make use of the various forms of support for summer jobs.
A25 Improving the attachment of young Roma not in employment, education or training (NEET ³) to the various forms of vocational education and training directed at the as well as employment services and rehabilitation opportunities	Regional and municipal bodies responsible for vocational education and training, employment and rehabilitation services for NEET youth			Roma have been taken into account as a target group in services targeted at NEET youth.
A26 Taking mobile EU citizens and Roma immigrants into account as a target group for education, employment and integration services and related projects in areas and municipalities with such populations	Bodies responsible for services to promote the vocational education and training and employment of the mobile Roma population and Roma immigrants			The mobile EU citizens in the region or municipalities and Roma immigrants who have established in the region have been taken into account as one of the customer groups for relevant education, employment and integration services and projects.
A27 Ensuring at the regional and municipal level that the Roma population is taken into account as a partner and stakeholder in those STEA and Structural Fund projects where Roma are mentioned as a target group	Implementers of STEA and Structural Fund projects relevant to the Roma population, operating at the regional and municipal level			The needs of the Roma population have been taken into account in the context of STEA and Structural Fund projects and Roma play a role as project partner and/or stakeholder.

³ NEET refers to young persons between the ages of 16 and 29 who are not in employment, education or training.

4.3 Policy guideline 3: Promoting equal treatment and effective service use among the Roma population in basic services and housing

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A28 Promoting regional and municipal non-discrimination and equality planning that takes into account needs of the Roma.	Bodies responsible for drafting non-discrimination and equality plans, Regional Advisory Boards on Romani Affairs			Roma have been taken into account in non-discrimination and equality plans and their implementation, monitoring and evaluation.
A32 Monitoring the national study on hate crimes against Roma conducted at the Police University College of Finland ⁴ (number of crimes reported and nature of offences)	Regional Advisory Boards on Romani Affairs, municipalities, police departments, the Police University College of Finland			If the study reveals hate crimes in the area concerned, further action is taken inasmuch possible by means of e.g. information and training provision.
A33 Through local and regional 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, Ministry of the Environment, Ministry of Education and Culture, municipalities, National Advisory Board on Romani Affairs, Regional Advisory Boards on Romani Affairs, Local Roma Working Groups, CSOs			Roma organisations, Local Roma Working Groups and CSOs have been provided with non-discrimination and equality training to prevent and address discrimination, multiple discrimination and internal discrimination.

⁴ Hate crimes reported to the police in Finland in 2017 <https://www.theseus.fi/handle/10024/154780>

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A35 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.
A36 Taking gender equality and potential gender impacts into account in the drafting of MAARO programmes	Ministry of Social Affairs and Health, Finnish Institute for Health and Welfare, National Advisory Board on Romani Affairs, Council for Gender Equality, regional equality experts			The gender impacts of the MAARO programme have been taken into account at the planning phase.
A37 Utilising the knowhow of the region's centres of excellence on social welfare in the development, monitoring and evaluation of MAARO programmes	Ministry of Social Affairs and Health, National Advisory Board on Romani Affairs, Centre of Excellence on Social Welfare in Central Finland, counties, Finnish Institute for Health and Welfare			The region's centres of excellence on social welfare have taken part in the development, monitoring and evaluation of the MAARO programme.
A38 Utilising the results of the Roma Health and Wellbeing Study (Roosa project) ⁵ 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, Finnish Institute for Health and Welfare			Objectives and actions concerning Roma are included in regional and local health and wellbeing promotion plans.

⁵ Inclusion and wellbeing among Finland's Roma population: Basic findings of the Roma Wellbeing Study 2017–2018 <http://www.julkari.fi/handle/10024/137276>

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A39 Updating information provision relating to Roma health and culture aimed at health and social services, utilising the current tools of the Finnish Institute for Health and Welfare, such as the Know and Act cards, instead of the old guide format, and distributing these tools on a regional basis	Finnish Institute for Health and Welfare/MONET Multiculturalism Expert Group, 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 (Know and Act cards, etc.).
A40 Increasing the Roma population's inclusion as users of various sports, hobby and recreational services promoting physical activity and holistic wellbeing.	Municipal child, youth and cultural work and sports services professionals, counties, CSOs, Local Roma Working Groups, parishes			Information about sports, hobby and recreational services has been provided to the Roma population in a targeted manner through CSOs and Local Roma Working Groups.
A41 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 ⁶	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, Finnish 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.

⁶ Roma children, youth and families as a part of the LAPE programme to reform child and family services, study http://koskeverkko.fi/wp-content/uploads/2013/11/LAPE_Romaniselvitys_VALMIS_31.1.2017.pdf

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A42 Continuing the support measures directed against domestic violence and violence in close relationships aimed at the Roma population as part of general service provision ⁷	SM, RONK, THL, ensi- ja turvakodit, Naisten Linja, Lyömätön linja, maakunnat, kuntien sosiaali- ja terveysterveystoimet			Lähi- ja perhesuhdeväkivaltaan liittyvät tukitoimet, kuten työntekijöiden ja vapaaehtoisten tukihenkilöiden koulutus sekä puhelinpalvelut on säilytetty vuoden 2018 tasolla.
A43 Developing support for 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.
A44 Guaranteeing assistance through various low-threshold services, including health services and social and 24-hour crisis services, for mobile EU citizens and immigrant Roma in regions and municipalities with such populations.	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.
A45 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, Finnish Institute for Health and Welfare, Housing Finance and Development Centre of Finland, Roma organisations, municipalities			Monitoring of development proposals implemented

⁷ More information about support measures <https://www.naistenlinja.fi/en/>

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A46 Providing information about resident selection and housing advice practice that are in compliance with legislation and good governance and take cultural characteristics ⁸ 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			
A47 Ensuring crisis and emergency accommodation for homeless Roma and mobile Roma EU citizens (see also A44)	Ministry of Social Affairs and Health, municipalities, CSOs, Helsinki Deaconess Institute Foundation			The crisis and emergency accommodation capacity has met the needs.

⁸ See National Roma Policy 2018–2022, p. 48: equality in choice of place of residence

4.4 Policy guideline 4: Supporting the preservation and development of the Romani language and Roma art and culture

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A48 Reviewing the national action programme for the revitalisation the Finnish Romani language upon its completion and implementing the responsibilities that concern municipalities	Municipal education departments			The revitalisation programme has been reviewed and relevant items have been included in the MAARO programme.
A51 Ensuring that continuing education is provided for Romani language teachers or that Romani language teachers in the region may attend continuing education provided by third parties	Municipal education departments			Romani language instructors in the region have been provided with continuing education or with the opportunity to attend continuing education elsewhere.
A52 Exploring the potential for utilising remote teaching connections in municipalities that are unable to organise contact teaching in the Romani language	Municipal education departments			Municipalities are aware of the opportunities for Romani language teaching utilising remote connections.
A53 Taking the Romani language into account along with other minority languages in regional and municipal equality planning and language instruction provision, and taking part in national language policy advocacy work.	Regional and municipal bodies taking part in language equality and language policy development (e.g. municipal department of education, liberal adult education)			Issues relating to Romani language revitalisation and teaching have been mainstreamed into regional and municipality-level programmes relevant to language planning.

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A58 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.	Municipalities and other regional providers of basic education in arts			Information provision concerning basic education in arts has been targeted at Roma families.
A59 Submitting initiatives to municipalities in order to organise camps and courses on Roma art and music	Regional Advisory Boards on Romani Affairs, municipal cultural services, parishes			Municipal initiatives for Roma music and art camps and courses have been made.
A60 Increasing documentation of local Roma history.	Municipalities, local and regional museums, parishes			Documentation of Roma local history has increased.
A64 Ensuring the digitalisation, restoration, appropriate archiving, preservation and display, for example in temporary exhibitions, of historically significant works, crafts, artefacts, documents, biographies, films, audio recordings and other materials concerning Roma	Municipal and city archival and museum services, parishes			The digitalisation, restoration, appropriate archiving, preservation and exhibition of historically significant works, artefacts, documents, biographies, films, audio recordings and other materials concerning Roma have been ensured.

4.5 Policy guideline 5: Empowering and strengthening the inclusion of the Roma population

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A65 Empowering young Roma influencers in the region to become societally active at an earlier age by including them in the preparation of a separate programme for empowerment and advocacy formulated by child and youth work professionals	Regional Advisory Board on Romani Affairs, municipal and regional youth councils and equivalent actors, parishes			Roma youth in the region have taken part in the preparation of the cross-administrative empowerment and advocacy programme for Roma youth and child and youth work.
A66 Ensuring that regional and local Roma events (e.g. concerts, seminars, Roma festivals, public events, exhibitions, project events) include programming items targeted specifically at children and young people. This may take place in conjunction with, for example, the celebration of Finland's Independence Day, national seminars of the Advisory Boards on Romani Affairs, or International Roma Day on 8 April.	Regional Advisory Boards on Romani Affairs, municipal youth services			Programming items have specifically been targeted at children and young persons as a part of Roma events.
A68 Expanding Roma inclusion in various forms of societal advocacy and inclusion activities, such as election panels, candidacies, involvement with umbrella organisations of CSOs and participation in their activities, and participation in resident activities.	Political parties and their youth sections, Roma organisations, youth organisations, umbrella organisations of CSOs			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 increases.

4.6 Policy guideline 6: Promoting Roma integration through information provision, communications and media

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A70 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	Local and regional YLE editorial offices, Roma media productions, local radio stations and newspapers, music and art festivals, national art institutions and museums			The amount of locally and regionally produced media content covering Roma culture and art has increased.

4.7 Policy guideline 7: Developing regional and local work on Roma issues

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A73 The Regional Advisory Boards on Romani Affairs will take the initiative in the establishment of municipal Local Roma Working Groups and support their work and the utilisation of regional cooperation networks in work on Roma issues.	Regional Advisory Board on Romani Affairs, municipalities, CSOs, Roma organisations, parishes			The number of active Local Roma Working Groups, initiatives and action plans prepared, increased cooperation between the municipality, the various service sectors, the Local Roma Working Group and CSO actors
A74 Regional Advisory Boards support, for example as a consulting partner, the planning and steering of research and development activities, projects of the Funding Centre for Social Welfare and Health Organisations (STEA) as well as labour policy and other projects that are significant to Roma.	Regional Advisory Board on Romani Affairs, employees in research and development projects and STEA projects			The Regional Advisory Board on Romani Affairs has taken part in the support and planning of project work as well as the monitoring and evaluation of project implementation.
A76 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 Board on Romani Affairs			Roma as municipal residents and citizens have broad-based representation ⁹ on general county, regional, local and other representative bodies as well as equivalent bodies that are important to Roma issues.

⁹ The representation of the various age groups of the Roma population shall be ensured so that the young, women, men, the elderly and the various localities and regions are equally represented.

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A77 As applicable, mainstreaming the monitoring of development in Roma issues into regional and 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)	Ministries, Finnish Institute for Health and Welfare, regional administration, municipalities Ministries, Finnish Institute for Health and Welfare, 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.
A78 Preparing periodic action plans to steer the activities of Local Roma Working Groups in those municipalities where one is active, and monitoring their implementation on an annual or periodic basis.	Local Roma Working Groups, Regional Advisory Board on Romani Affairs, municipalities			The Local Roma Working Groups have prepared action plans and monitored their implementation.
A79 Where there is a Local Roma Working Group active in the municipality, it takes part in the national modelling of activities. The related good practices and outcomes will be compiled into an online publication.	National Advisory Board on Romani Affairs, Regional Advisory Board on Romani Affairs, Local Roma Working Groups, municipalities			The various implementation forms of Local Roma Working Group activities across Finland have been modelled and a related online publication is available on the website https://romani.fi/en/front-page .

4.8 Policy guideline 8: International work on Roma issues

Action	Proposed responsible actors	Municipality and time of implementation	Resources	Monitoring
A88 Strengthening the implementation of Roma inclusion strategies (ROMPO) in the context of international cooperation between authorities in the region. Such arenas include, for example, activities of the European Committee of the Regions (CoR), the Council of Europe and the European Commission, OSCE, cooperation with neighbouring regions, and Finnish embassy cooperation	Regional and local authorities, CoR, Association of Finnish Local and Regional Authorities, Ministry of the Interior, Regional Advisory Board on Romani Affairs			Consultations, themed events, online questionnaires

Work in Roma issues should as much as possible be linked to other development activities and their resourcing at the regional and municipal level. However, in such a case the objectives concerning Roma and promoting the inclusion of Roma must be agreed jointly with the Roma population. Overlapping programme entries should be avoided wherever possible.

<i>Actions mainstreamed into the activities of regions, counties and municipalities</i>	Proposed responsible actors	Municipality and time of implementation	Resources to be applied for /allocated	Monitoring
Child and family services				
Promotion of health and wellbeing				
Non-discrimination and equality planning				
Inclusion				
Other measures, please specify				

In respect of some policy guidelines, cooperation between different regions, counties and municipalities should also be considered. Arrangements for teaching the Romani language are one such area, as the job description of the language teachers may require cooperation at the regional and municipal level.

<i>Actions to be implemented in cooperation between regions, counties and municipalities</i>	Proposed responsible actors	Municipality and time of implementation	Resources to be applied for / allocated	Monitoring
Romani language, for example				
Promotion of health and wellbeing				

5 Projectisation of actions and funding

The actions selected for a MAARO programme may be implemented by means of projectisation, which involves the determination of the need(s), objectives, timetable, resources and outcomes for the activity.

Actions in a MAARO programme may be based on wider studies conducted in conjunction with the development of ROMPO2. Projects must respond to an identified need or issue that has been mapped on the basis of studies or the results of earlier projects, for example. The actions in a MAARO programme may thus arise from the needs of the locality or region (even if they are not mentioned in the national ROMPO2). Some situations may also warrant considering cooperation with other ethnic and language minorities, such as the Sámi and immigrants.

The objectives of the project describe the change that the project seeks to bring about. An objective describing a broader change, such as an action in the MAARO programme, may be broken down into sub-objectives on the basis of implementation and timetable. The concrete activities required to achieve an objective shall be determined by establishing the answers to Who, What, How, When, and For Whom. Project partners and/or major stakeholders may be identified by determining the regional responsible actors mentioned in the matrix on pages 5–15. The costs of the project (such as employees, materials, travel expenses) as well as potential sources of funding may be outlined under Resources to be applied for/allocated.

The project plan shall moreover describe the concrete and measurable outcomes that the project seeks to accomplish. It is highly desirable for projects to innovate new approaches and procedures and to disseminate proven models.

The target group of the project includes the parties at whom development activities are directed and who are primarily the target of the actions in the project. Roma may be included as a target group in both a mainstreamed and targeted manner. For example, Roma may be mainstreamed into a project having non-discrimination in housing as its objective, in which case the viewpoints of Roma are incorporated into every phase of the project from planning through to implementation and reporting. Likewise, the gender perspective, for example, shall be integrated into the preparation, implementation, monitoring, reporting and evaluation of development themes and actions.

In a targeted project, the Roma perspective may be adopted as the starting point for the development of all project activities. Employment or education among Roma may be promoted by means of targeted specific actions, for example.

6 Sources of funding

This section presents the two most important sources of project funding. The application guidelines, project selection criteria and thematic focuses of the funding sources may vary, as may also the guidelines and requirements for the determination of outcomes and indicators. Please consult the websites mentioned below for further information.

Funding Centre for Social Welfare and Health Organisations (STEA)

The Funding Centre for Social Welfare and Health Organisations (STEA) is an independent government grant authority operating in conjunction with the Ministry of Social Affairs and Health. It is responsible for contributing to the allocation of the gaming revenue of Veikkaus Oy to effective activities by CSOs. STEA manages the funding granted for projects which are non-profit by nature and promote health and wellbeing. The grant decisions are taken by the Ministry of Social Affairs and Health. The activities of STEA are governed by the Act on Discretionary Government Transfers, its own strategy and annually selected areas of emphasis.

Applications for grants may only be submitted in specific application periods and only online at asiointi.stea.fi. For more information about grant applications, uses and reporting, please consult the STEA website <https://www.stea.fi/web/en/front-page>.

Financing from the European Regional Development Fund (ERDF) and the European Social Fund (ESF)

Part of the financing from the Structural Fund programmes is earmarked for the implementation of so-called horizontal themes. The horizontal theme of inclusion encompasses supporting the social inclusion of marginalised and disadvantaged groups of people. Such development work also supports the implementation of national action plans, ROMPO2 included.

The Structural Funds operate on both national and regional application periods. The financing authorities (Centres for Economic Development, Transport and the Environment, regional councils and the Ministry of Social Affairs and Health) initiate open calls for specific themes and publish announcements on the calls. The website rakennerahastot.fi has a news section and the financing authorities also publish other information on the site. Detailed emphases in calls for grants are also presented in the sections on individual regions. Those eligible to apply for financing include education institutions, CSOs, research institutions, municipalities, enterprises and other bodies with legal capacity. Applications are to be filed electronically in the EURA2014 system.

Funding is also available from various foundations and the various ministries. For example, the Ministry of Education and Culture offers grants to support projects in the fields of education, science, culture and language, sports and youth work. Other field-specific grants are available from the Ministry of the Interior, the Ministry of Justice, the Ministry of the Environment and the Ministry for Foreign Affairs. Arts Promotion Centre Finland TAIKE makes grants and subsidies to promote the arts and culture. Foundations that provide grants include the Finnish Cultural Foundation, the Kone Foundation and the funds operating under the People's Cultural Foundation. The website kansalaisyhteiskunta.fi may provide guidance if you have an idea for a project but are unsure where to turn for funding. The search function on the website allows you to look up suitable funding sources on the basis of name, classification and/or keywords: <https://www.kansalaisyhteiskunta.fi/rahoitushakemisto>

Annex 1: Nationwide Roma organisations and other actors

Municipalities may both work together with and consult the nationwide Roma organisations, which also provide information on local and regional Roma actors. The organisations moreover have experience with project activities in cooperation with the Roma population.

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

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, and promotes social cohesion among the Roma population.

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.

Established in 1867, Helsinki Deaconess Institute Foundation is a non-profit foundation and an expert in societal problems and special groups. 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.

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