



National Roma Policy 2018–2022

Steering and monitoring of implementation

National Roma Policy 2018–2022

Steering and monitoring of implementation

Marko Stenroos

Publication distribution

Institutional Repository
for the Government
of Finland Valto

julkaisut.valtioneuvosto.fi

Publication sale

Online bookstore
of the Finnish
Government

vnjulkaisumyynti.fi

Ministry of Social Affairs and Health

Tekijänoikeuslaki (404/1961) 9 § Tekijänoikeussuojaa vailla olevat teokset

ISBN pdf: 978-952-00-6867-7

ISSN pdf: 1797-9854

Layout: Government Administration Department, Publications

Helsinki 2023 Finland

Finland's National Roma Policy 2018-2022

Steering and monitoring of implementation

Reports and Memorandums of the Ministry of Social Affairs and Health 2023:10

Publisher Ministry of Social Affairs and Health

Author(s) Marko Stenroos

Editor(s) Janette Grönfors & Anneli Weiste

Group author Finnish Institute for Health and Welfare &
National Advisory Board on Romani Affairs

Language English

Pages

72

Abstract

The primary objective of Finland's National Roma Policy 2018-2022 was to support the inclusion of the Roma and the realisation of their linguistic, cultural and social rights. In line with the EU Roma strategic framework, the policy guidelines were reinforcing Roma people's access to education and training, employment and equal treatment and access to services in housing, healthcare and social welfare, non-discrimination, gender equality and wellbeing, strengthening the Romani language and culture, communication and international Roma policy. This report assesses the implementation of the policy by means of two surveys, which monitor the local-level implementation in municipalities and at the national level. The municipalities which have drawn up a local programme are most committed. Inclusive process for planning the policy was its strength. However, there is room for improvement in harmonizing with other national programmes and the EU framework. Measures must be taken to develop a more systematic approach to the funding and coordination of the policy implementation and to take better account of the diversity and participation of the Roma population. It is also necessary to strengthen both the use of research data, particularly when monitoring the policy implementation, and the knowledge-based approach to future programmes.

Keywords Romani, inclusion, equality, Policy on Roma

ISBN PDF 978-952-00-6867-7

ISSN PDF

1797-9854

URN address <https://urn.fi/URN:ISBN:978-952-00-6867-7>

Suomen Romanipoliittinen ohjelma 2018-2022 Toimeenpanon ohjaus ja seuranta

Sosiaali- ja terveysministeriön raportteja ja muistioita 2023:10

Julkaisija Sosiaali- ja terveysministeriö

Tekijä/t Marko Stenroos

Toimittaja/t Janette Grönfors & Anneli Weiste

Yhteisötekijä Terveyden ja hyvinvoinnin laitos &
Romaniasiaain neuvottelukunta

Kieli Englantii

Sivumäärä 72

Tiivistelmä

Suomen romanipoliittisen ohjelman 2018-2022 päätavoite oli tukea romanien osallisuutta sekä kielellisten, kulttuuristen ja sosiaalisten oikeuksien toteutumista. Toimintalinjat olivat EU:n romanistrategiaa myötäillen romanien koulutukseen osallistumisen vahvistaminen, työllisyyden edistäminen, yhdenvertaisen kohtelun ja palvelujen saavutettavuuden edistäminen asumisessa ja sosiaali- ja terveydenhuollossa, yhdenvertaisuuden, tasa-arvon ja hyvinvoinnin edistäminen sekä syrjinnän ehkäiseminen, romanikielen ja -kulttuurin vahvistaminen ja viestintä sekä kansainvälinen romanipolitiikka. Tämä raportti arvioi romanipoliittisen ohjelman toteutumista kahden kyselyn avulla, joilla on seurattu kunnissa toteutettua paikallisen tason sekä kansallisen tason romanityötä. Kunnat, joissa paikallinen Maaro-ohjelma on laadittu, ovat sitoutuneet parhaiten. Ohjelman vahvuus oli osallistava prosessi sen suunnittelussa. Parannettavaa on romanipolitiikan harmonisoinnissa kansallisiin ohjelmiin ja eurooppalaisen romanipolitiikan viitekehykseen. Toimeenpanon rahoituksen ja koordinaation systemaattisuutta sekä romaniväestön moninaisuuden ja osallistumisen huomioimista tulee kehittää. Tutkimustiedon hyödyntämistä erityisesti toimeenpanon seurannassa ja tulevien ohjelmien tietoperustaisuutta tulee vahvistaa.

Asiasanat romani, romanit, osallisuus, yhdenvertaisuus, romanipolitiikka

ISBN PDF 978-952-00-6867-7

ISSN PDF 1797-9854

Julkaisun osoite <https://urn.fi/URN:ISBN:978-952-00-6867-7>

Programmet för romsk politik in Finland Styrning och uppföljning av genomförandet

Social- och hälsovårdsministeriets rapporter och promemorior 2023:10

Utgivare Social- och hälsovårdsministeriet

Författare Marko Stenroos

Redigerare Janette Grönfors & Anneli Weiste

Utarbetad av Institutet för hälsa och välfärd &
Delegationen för romska ärenden

Språk Finska

Sidantal 72

Referat

Det huvudsakliga syftet med Finlands program för romsk politik 2018–2022 var att stödja integrationen av romer och utvecklingen av deras språkliga, kulturella och sociala rättigheter. I enlighet med EU:s strategiska ram för romer var programmets verksamhetslinjer att stärka romernas deltagande i utbildning, främja sysselsättning och likabehandling, främja tillgång till tjänster i fråga om boende och inom social- och hälsovården, främja jämställdhet, jämlikhet och välfärd, stärka romernas språk och kultur, kommunikation och internationell romsk politik samt att bekämpa diskriminering. I den här rapporten utvärderas genomförandet utifrån två enkäter, med vilka man följde upp den romska politiken i kommunerna och nationellt. Kommuner som har gjort upp ett lokalt program var mest engagerade. Programmets styrka var den delaktiggörande processen vid planeringen. Förbättringar behövs för harmonisering av den romska politiken med nationella program och den europeiska ramen för romsk politik. Finansieringen och systematiken i fråga om koordinering ska utvecklas och den romska befolkningens mångfald och delaktighet ska beaktas bättre. Forskningsresultaten ska utnyttjas i högre grad vid uppföljningen av genomförandet och kunskapsbasen för kommande program ska stärkas.

Nyckelord romer, delaktighet, likabehandling, romskpolitik

ISBN PDF 978-952-00-6867-7

ISSN PDF 1797-9854

URN-adress <https://urn.fi/URN:ISBN:978-952-00-6867-7>

Contents

National Roma Policy 2018–2022 Steering and monitoring of implementation ..	8
1 Introduction.....	10
1.1 Material used in the report	11
1.2 Impacts of Covid-19 on the implementation of Roma policy measures.....	12
2 Structures of Roma policy and work with the Roma.....	14
2.1 Financing of Roma policy measures	15
3 Rompo2 programme vision.....	18
3.1 Principled and guiding objectives for Rompo2	18
3.2 Regional implementation (MAARO)	19
3.3 Follow-up survey of the Finnish Institute for Health and Welfare on the implementation of the Rompo2 programme.....	21
4 Policy axes, performance and measures requiring further development.....	23
4.1 Reinforcing the participation of the Roma in education	24
4.1.1 Priority axis 1	24
4.1.2 Priority axis 1, incomplete or unimplemented measures	26
4.1.3 Results of the MAARO survey targeted at municipalities in terms of education:	27
4.1.4 Examples of measures specific to policy axes	28
4.2 Professional competence, employment and entrepreneurship.....	30
4.2.1 Priority axis 2	30
4.2.2 Priority axis 2, incomplete or unimplemented measures	31
4.2.3 Results of the MAARO survey targeted at municipalities in terms of employment:.....	32
4.2.4 Examples of measures specific to policy axes	33
4.3 Promoting the equal treatment of the Roma population and the use of services as well as their effectiveness in basic services and housing	33
4.3.1 Priority axis 3, incomplete or unimplemented measures	37
4.3.2 Equality of the Roma in housing	38
4.3.3 Results of the MAARO survey targeted at municipalities in terms of equality:	39
4.3.4 Examples of measures specific to policy axes	40
4.4 Supporting the preservation and development of the Romani language, art and culture	40
4.4.1 Examples of measures specific to policy axes	42

4.5	Empowering the Roma population and reinforcing inclusion.....	43
4.5.1	Examples of measures specific to policy axes	43
4.5.2	Results of the MAARO survey targeted at municipalities in terms of inclusion:	44
4.6	Information, communication and media as instruments for supporting inclusion	45
4.6.1	Priority axis 6	45
4.6.2	Priority axis 6, incomplete or unimplemented measures:	45
4.6.3	Examples of measures specific to policy axes	46
4.7	Measures to develop regional and local work with the Roma	46
4.7.1	Priority axis 7, incomplete or unimplemented measures:	47
4.7.2	Examples of measures specific to policy axes	48
4.8	International work with the Roma.....	48
4.8.1	Examples of measures specific to policy axes	49
4.8.2	Results of the MAARO survey targeted at municipalities in term of European work with the Roma:	50
5	The Advisory Board on Roma Affairs of the Church Council.....	51
6	Challenges in implementing the National Roma Policy	53
7	Conclusions and outlook for the forthcoming Roma policy period	55
	Appendices.....	57
	Appendix 1	57
	Appendix 2. Regional implementation of the MAARO programme in 2019–2020 (MAARO survey)	68
	Appendix 3. THL Follow-up survey 2021 (Webropol)	70
	Sources.....	71

NATIONAL ROMA POLICY 2018–2022 STEERING AND MONITORING OF IMPLEMENTATION

The main objective of Finland's National Roma Policy 2018–2022 (Rompo2) was to support Roma inclusion and the realisation of linguistic, cultural and social rights. Rompo2 contained 97 measures. In line with the EU Roma strategy, the programme's priority axes were intended to strengthen Roma participation in education, to promote employment, equal treatment and access to services in housing and social and health care, to promote parity, equality and well-being, to prevent discrimination, and to strengthen Romani language and culture, and communication and international work with the Roma. Empowering the Roma population and strengthening inclusion is a cross-cutting principle. The programme was developed through regional and thematic inclusive consultations.

While the first National Roma Policy 2009–2017 (Rompo1) focused on outlining the objectives of the policy on Roma at a national level, Rompo2 emphasised the implementation of the policy on Roma at a local and regional level. The municipalities are clearly defined as the parties responsible for the measures, and in addition to the Rompo2 programme, a MAARO plan was drawn up, which instructed the municipalities to prepare the local policy programmes on Roma. This report assesses the implementation of the Rompo2 programme through two surveys, one carried out by the National Advisory Board on Romani Affairs (RONK) in the Ministry of Social Affairs and Health and the other by the Finnish Institute for Health and Welfare (THL) in cooperation with the regional Advisory Boards on Romani Affairs in the Regional State Administrative Agencies (ARONK). The surveys map the local policy on Roma implemented in municipalities and the work carried out at the national level in organisations and various agencies.

The traffic light assessment used in the evaluation of the first National Roma Policy has already been used in this follow-up report. The meaning of the lights is: red (not implemented), yellow (in progress) and green (implemented). The traffic light assessment has been criticised in the citizen shadow reports of Roma organisations for not reflecting the implementation of measures at a regional and local level. Efforts have been made to address this deficiency by targeting the survey to all Finnish municipalities. The results indicate that the municipalities in which the local MAARO programme has been drawn up are best committed to implementing the policy on Roma. Based on the results of the follow-up survey carried out by the Finnish Institute for Health and Welfare (THL), the division along the priority axis indicates that the development of social inclusion, education and local work with the Roma will be at the forefront. The strengths of the

Rompo2 programme included an inclusive process in its planning stage, but there is still progress to be made in improving the inclusion of the Roma in its implementation and, in particular, in its monitoring.

There is also room for improvement in linking the policy on Roma with other national programmes, in the systematic funding and coordination of implementation, and in taking into account the diversity and inclusion of the Roma population. Effective equality, discrimination and antigypsyism must also be taken into account more effectively in the future. The position of Roma women should be improved. During the Rompo2 period, a large project package was implemented with the support of the European Social Fund. However, the project was not sufficiently linked to the implementation of the programme or its monitoring. The lack of use of human rights-based input and impact indicators defined in the Rompo1 monitoring report reflects the challenges of monitoring the policy on Roma: extensive research data has been collected during the Rompo2 period, but it should be used more efficiently, particularly in monitoring the effectiveness of Roma policy measures. In the planning of the new programming period, the knowledge base should be reinforced. The impact of the policy on Roma on the implementation of fundamental rights must be the primary target of assessment, and the future National Roma Policy must be linked as far as possible to the cross-cutting integration of the policy on Roma into work promoting fundamental rights.

Anneli Weiste
Senior Specialist (Secretary General)
Advisory Board on Romani Affairs

Jaska Siikavirta
Director (Chair)
Customers and Services Department

Ministry of Social Affairs and Health
November 2022

1 Introduction

The follow-up report covers Finland's National Roma Policy for 2018–2022 (Rompo2) (Huttu 2018)¹. The aim of the report is to examine the implementation of the measures proposed for the term of the policy by means of a traffic light assessment: green means the measure has been implemented, yellow means the measure is incomplete, and red indicates that the measure has not been implemented for some reason. The Rompo2 programme contains a total of 97 separate proposals for measures, which are indicated in a separate appendix (Appendix 1) along with the corresponding traffic light assessments. The text section of the follow-up report deals with measures that have been prioritised, i.e. considered the most important. The text section also takes into account incomplete or unimplemented measures. The measures implemented, indicated with a green light in the traffic light assessment, are not discussed in the text. In addition, the measures that have been implemented in practice have been raised for each priority axis through examples.

At the same time as the Rompo2 programme report, Finland's National Roma Policy for 2023–2030 is being planned in line with the EU Roma strategic framework for equality, inclusion and participation (European Council 2021)². The planning of the new policy on Roma (Rompo3) and the reporting of the previous policy (Rompo2) enable the transfer of incomplete measures to the next policy on Roma, if the measure has been considered necessary for the next period in cooperation with the actors.

In the National Roma Policy (2018–2022), the proposals for measures have been comprehensively justified and underpinned – the programme itself contains a comprehensive information package on the situation of the Roma in Finland. This report looks only at the performance. In terms of time (four years), the Rompo2 programme is considerably shorter than the previous Rompo1 programme (2009–2017)³ and the future Rompo3 programme (2023–2030). A short period combined with the global Covid-19 pandemic characterises and defines the implementation of the programme.

1 Huttu, H. 2018 Suomen romanipoliittinen ohjelma (Rompo) [Finland's National Roma Policy (Rompo)] 2018–2022. Publications of the Ministry of Social Affairs and Health.

2 European Commission 2020. Roma strategic framework for equality, inclusion and participation.

3 Finland's National Roma Policy. 2009–2017. Working group proposal. Ministry of Social Affairs and Health.

There is no qualitative or quantitative assessment of the measures in this follow-up report – no quantitative indicators are defined in Rompo2. The follow-up report is supplemented by shadow reporting by the Finnish Roma Association for 2017–2020 (Center for Policy Studies CEU, n/d) commissioned by the European Commission and coordinated by the Central European University⁴. Three different reports deal with a) the administrative structures of the policy on Roma, discrimination and antigypsyism (Finnish Roma Association 2017)⁵, b) measures related to education, employment and housing (Finnish Roma Association 2019) and⁶ c) the identification of the shortcomings in inclusion measures (Finnish Roma Association 2020)⁷. All Member States of the European Union participated in the shadow reporting project coordinated by CEU, and Finland thus also increased international cooperation for the development of Roma affairs (Center for Policy Studies CEU 2020)⁸. A similar shadow reporting process will also be implemented in 2021–2025 by the same actors⁹. The CEU shadow reporting programme will also cover all EU Member States in the upcoming project. The aim is to determine which measures should be postponed to the future term (2023–2030). The results of the shadow reporting affect the restrictions and objectives of this report.

1.1 Material used in the report

The reporting of the Rompo2 programme consists of interviews with the responsible parties mentioned in the proposals for measures, a MAARO municipal survey sent to municipalities by the Ministry of Social Affairs and Health, and individual reports produced during the period, which cover national measures and measures implemented regionally. The Finnish Institute for Health and Welfare carried out a follow-up survey for the Rompo2 monitoring report on 12 October 2021 (subsequently the follow-up survey 2021). Information on the Finnish Institute for Health and Welfare follow-up survey was widely disseminated, e.g. through the THL newsletter and social media communications. Extensive communication aimed to reach out to actors working with the policy axes, covering as wide a sample as possible in geographical terms. However, the number of

4 Roma Civil Monitoring CEU: <https://cps.ceu.edu/roma-civil-monitor-reports>

5 First shadow report (2017) in Finnish.

6 Second shadow report (2018) in Finnish.

7 Third shadow report (2019/2020) in Finnish.

8 Blog article on reporting in Finland: <https://cps.ceu.edu/article/2020-03-26/roma-civil-society-finland-marks-60-years-roma-advocacy>

9 Roma Civil Monitoring project: <https://www.ceu.edu/project/roma-civil-monitor-2021-2025>

respondents to the follow-up survey remained low (n = 30). Despite the low number of responses, they include some indications on the implementation of the Rompo2 programme (questions in the follow-up survey 2021 ANNEX 3).

1.2 Impacts of Covid-19 on the implementation of Roma policy measures

The Covid-19 pandemic has also affected work with the Roma in the field, as meetings, hearings and gatherings have moved online. Although the impacts of the pandemic have been significant in the implementation of practical grassroots work, the overall impacts on the action level of the policy on Roma have been relatively small; several studies and proposals for measures have been made for each sector (e.g. in terms of inclusion, health and well-being, housing and employment). In Finland, the Roma population has quickly become accustomed to operating online just like others, and this has made progress easier. At the same time, it should be remembered that virtual meetings and other events have not been accessible to everyone, and older generations in particular have been left out partly due to the transition online. The pandemic has particularly affected the living conditions, livelihoods and mobility of the highly mobile Roma population.

As with the rest of the population, the impact of the Covid-19 pandemic and the related restrictions has also affected the Roma population¹⁰. In the Roma population, the general precise hygiene instructions may have supported protection against Covid-19, but, on the other hand, the misinformation spreading online may have decreased their trust in society. Statistical research data on the impacts of the Covid-19 pandemic on the Roma population has not been available during the writing of this report, and the ethnic background has not been recorded due to the prohibition of collecting sensitive data under the Personal Data Act.

However, it has been found that the pandemic and the related restrictive measures have undermined well-being and livelihoods of those who were already in various difficult social situations and economic situations before that. The need for food aid has increased. Studies have indicated that, for instance, psychological symptoms have increased during the pandemic, particularly among students and elderly people, and that social interaction has decreased and loneliness has increased. The need for basic social assistance has increased. Many were excluded from the services or no longer benefited from them when

10 RONK Covid-19 survey: <https://romani.fi/-/teimme-marraskuussa-2020-koronakyselyn-puhelimitse-romanitoimijoille>.

in-person services and group activities were restricted.¹¹ The Finnish Institute for Health and Welfare has also taken into account the increase in domestic violence during the Covid-19 pandemic.

The pandemic has hampered the situation of the most marginalised Roma, as it has done for other people in a particularly vulnerable position. In particular, Roma children, whose parents face many intersecting problems, such as challenges related to substance abuse, mental health and livelihood, were in a very vulnerable position during the Covid-19 pandemic.

11 Covid19-epidemian vaikutukset hyvinvointiin, palvelujärjestelmään ja kansantalouteen. [Impacts of the Covid-19 epidemic on well-being, the service system and the national economy.] 2020. Kestilä et al. THL. <https://urn.fi/URN:ISBN:978-952-343-578-0>

2 Structures of Roma policy and work with the Roma

The National Advisory Board on Romani Affairs (RONK) acts as a cooperation and expert body between the Roma and the authorities in Finland. The Advisory Board on Romani Affairs operates in connection with the Ministry of Social Affairs and Health. The Government appoints the Advisory Board for three years at a time¹². At the national level, the Secretary General of the Advisory Board on Romani Affairs is responsible for Roma policy at the Ministry of Social Affairs and Health. The task of the Advisory Board on Romani Affairs is to promote the equal participation of the Roma in Finnish society, improve the living conditions and socio-economic status of the Roma, and promote the Roma language and culture.

Regional Advisory Boards on Romani Affairs (ARONK) act as cross-administrative cooperation bodies between the authorities and the Roma population. Provisions on the activities of both the National Advisory Board and the Regional Advisory Boards are laid down in a Government decree.¹³ The Regional Advisory Boards on Romani Affairs (4 pcs) include planners working for the Regional State Administrative Agency, whose task is to implement the policy on Roma regionally and locally.

Local Roma Working Groups are also an important part of the administrative structure. The aim is to make the voice of local Roma heard through them. Local Roma Working Groups are committees appointed by the municipal board. The Finnish Institute for Health and Welfare (THL) supports the planning, implementation and monitoring of the policy on Roma and produces research data on the inclusion, well-being and health of the Roma as well as their socio-economic status. The Roma education group of the Finnish National Agency of Education supports and monitors the Roma policy related to Roma education and the revival of the Romani language and produces up-to-date publication and research data on Roma education.

12 Members and tasks of the National Advisory Board on Romani Affairs:
https://romani.fi/jasenet_ja_tehtavat

13 Government Decree on RONK and Regional ARONK:
<https://www.finlex.fi/fi/laki/alkup/2009/20091350>

Roma representatives of the national RONK are appointed from regional advisory boards and Roma organisations. Roma organisations play an important role both nationally and regionally in implementing Roma policy in the form of projects, partners and stakeholders. In addition, influencing work takes place in various official and informal networks¹⁴. There are national Roma organisations and several regional associations operating in Finland. The Finnish Roma Forum Romanifoorumi ry, which has 31 member organisations, serves as an umbrella organisation for small local Roma associations.¹⁵ Romano Missio ry is a national service organisation with Christian values for child welfare, social services, spiritual work and education among the Roma¹⁶. The Finnish Roma Association¹⁷ is a national independent Roma organisation whose aim is to promote the equality of the Roma population, increase the opportunities of the Roma to make a difference and involve them in social decision-making. Elämä ja Valo ry¹⁸ is a national NGO with Christian operating principles. Kromana ry is a national organisation for Roma women.

2.1 Financing of Roma policy measures

The report of the Working Group on the steering and monitoring of the implementation of the first National Roma Policy (2014)¹⁹ defined the funding model for Roma policy measures at three levels: measures implemented as part of the ministries' official duties and government subsidies, measures funded by the EU and the funding instruments of the Funding Centre for Social Welfare and Health Organisations (STEA)²⁰. The same funding mechanisms have also been in place during the term of the Rompo2 programme.

Several reports and studies have been made during the term of the Rompo2 programme, such as the Finnish Institute for Health and Welfare's Roma well-being study Roosa (Weiste-Paakkanen et al. 2018), the Ministry of the Environment's follow-up report on Roma housing equality (Törmä & Huotari 2018) and the Ministry of Economic Affairs and Employment report on Roma employment, entrepreneurship and integration into

14 On Finland's policy on Roma and administrative structure, see [Friman-Korpela \(2014\)](#) and [Stenroos \(2020\)](#).

15 Romanifoorumi ry member organisations: <https://www.romanifoorumi.fi/jasenet/jasenjarjestot/>

16 Romano Missio: <https://romanomissio.fi/>.

17 The Finnish Roma Association: <https://www.suomenromaniyhdistys.fi/>.

18 Elämä ja Valo ry: <https://elamajavallo.fi/>.

19 Ministry of Social Affairs and Health. 2014. Steering and monitoring of the implementation of the National Roma Policy: Working group report. Reports and memoranda of the Ministry of Social Affairs and Health 48.

20 The former Slot Machine Association.

working life (Jauhola et al. 2019). The National Agency for Education has published a report on Roma children in early childhood education and care and pre-primary education (Rajala & Schwartz 2020). The Police University College has published Poliisi ja romanit – yhdenvertaisuuden ja yhteistyön kysymyksiä [Police and Roma – issues of equality and cooperation] (Vanhanen 2021), and the office of the Ombudsman for Children has examined the well-being and rights of Roma children (Weckström et al. 2023). In addition to this, a separate expert group appointed by the National Agency for Education has been working on the Finnish Romani language revival programme. Programme for the Revival of the Finnish Romani language and proposals for measures Mo dživel romani tšimb! [Long live the Romani language!] (2022, National Agency for Education) will be completed in late 2022. These recommendations will be included in the new policy on Roma.

The above-mentioned reports are partly included in the first category of measures implemented by the ministries as part of their official duties. The reports have not been implemented as official work but rather in the form of procurements and outsourced services, but they can be partly categorised into level 1: measures implemented with government subsidies. The Roma wellbeing survey (Roosa), which mapped out Roma inclusion, living conditions, health, wellbeing, use of services, lifestyles and the functional ability, was carried out by the Finnish Institute for Health and Welfare (THL) during the term of the Rompo2 programme as part of the Nevo tiija project, as a measure funded by the European Social Fund (ESF) and by a self-financing contribution from the Finnish Institute for Health and Welfare. The Roosa study was a measure of the Rompo 1 programme, the purpose of which was to create a knowledge base for monitoring the well-being of the Roma population.²¹ Sustainable growth and work (the European Social Fund 2014–2020 programme) outlined the Roma as one of the target groups in the priority axis for the Promotion of social inclusion and combating poverty in the Finnish structural funds programme. In 2016–2018, an extensive national consortium project funded by the EU was implemented to improve the education, employment and inclusion of the Roma, the Tsetanes Naal project coordinated by Diaconia University of Applied Sciences and the Nevo Tiiija project entity.

For the ESF, an electronic information service for the structural funds is in use for retrieving information on implemented ESF projects for the period 2014–2020. The keyword ‘Roma’ produces eleven projects totalling approximately EUR 4.7 million for public funds. The largest projects included Nevo Tiiija’s two national projects (related total value of EUR 1.7 million in public funds) and Tšetanes naal (EUR 1.0 million). In addition, there were at least 14 other projects in which the Roma were mentioned as a sub-group among the other

21 Finland’s National Roma Policy. 2009–2017. Working group proposal. Ministry of Social Affairs and Health.

target groups. It is challenging to calculate the exact amount in EUR for Roma policy measures, because some projects also mention the Roma as a target group, although the project activities do not actually involve the Roma. STEA's direct contribution to Roma organisations is a significant financial instrument²².

²² In 2022, a total of EUR 1,049,612 was granted to Roma organisations: <https://avustukset.stea.fi/>.

3 Rompo2 programme vision

The vision of the programme is that the target level of the policy on Roma and practical measures supporting Roma integration will remain high in Finland, and Finland will maintain its pioneering position in Europe as a model for the equality and inclusion of the Roma population. This requires efficient implementation of the programme and careful monitoring and reporting of its progress.

In connection with the Ministry for Foreign Affairs report 'Suomalaisten romanien ja romanasioissa toimivien vaikutusmahdollisuudet alueelliseen ja eurooppalaiseen romanipolitiikkaan' ['Opportunities for Finnish Roma and Roma actors to influence regional and European policy on Roma'] (Stenroos et al. 2021), dialogue events were organised for actors in spring 2021. The discussion highlighted the need to liven up the Finnish Roma policy in order to achieve the Rompo2 programme vision. Finland's long-term experience of cooperation between the Roma population and the state administration (RONK) has provided a solid basis for cooperation, but participation and activity should be increased at all levels of implementation in order to keep up with European progress.

3.1 Principled and guiding objectives for Rompo2

The main objective of Finland's National Roma Policy (Rompo2) 2018–2022 is to support the positive social integration²³ of the Roma and the positive development of linguistic, cultural and social rights. The starting point for the programme is that the current legislation and service system create a good foundation for promoting the equality of the Roma population. The programme's mainstreamed measures that are separately targeted for the Roma population will create further conditions for a significant improvement in the human rights and socio-economic status of the Roma. This must be achieved by increasing the level of activity, inclusion and opportunities for influence for the Roma population.

23 The concept of integration has been excluded from the new EU framework programme, and the concept of inclusion is used instead. This is because integration is often seen as one-way and integration measures focused on the Roma population without taking into account the role of society in two-way integration.

The first strategy paper 'Romanipolitiikan strategiat' ['Strategies for the policy on Roma'], preceding the National Roma Policy was completed in Finland as early as in 1999 (Suonoja & Lindberg, 1999). This took place before the European Union launched the first strategic programme at the EU level to improve the position of the European Roma for 2011–2020 (NRIS)²⁴. This first EU-level strategy was preceded by the 12 countries' 'Decade of Roma Inclusion' initiative²⁵. The programmes indicate a process that has continued for decades and, on the other hand, the need to continue measures to improve equality.

3.2 Regional implementation (MAARO)

In addition to the National Roma Policy, a MAARO plan (2019)²⁶ was also implemented as a guideline for the regional implementation of the National Roma Policy. The MAARO plan is intended for local, regional and municipal actors to support the local implementation of the National Roma Policy (Rompo2) 2018–2022, with a focus on measures which should be implemented at a regional and municipal level.

The Ministry of Social Affairs and Health conducted a survey on the regional implementation of regional action plans for Romani affairs (MAARO programmes) in 2019–2020. The survey was sent to 320 municipalities and cities in Finland and Åland. 57 municipalities responded to the survey, which means that the response rate was 18%. 4% of the municipalities that responded had prepared a MAARO programme. 79% of the municipalities participating in the survey replied that their municipality did not have a MAARO programme. 17% of the municipalities that responded stated that there was no Roma population living in their municipality. The MAARO survey, together with the Follow-up survey 2021 carried out by the Finnish Institute for Health and Welfare (see the next section), refers to the challenges of deployment and implementation at the regional and municipal level. The challenges at the regional and municipal level are not only related to the policy on Roma, but generally linked to promoting equality at the local level. Such challenges are indicated by features such as the need to develop and implement equality plans at the municipal level. So far, only 16 of the 309 municipalities in Finland have a local Roma working group.

24 EU Roma national integration strategies up to 2020.

25 Decade of Roma Inclusion 2005-2015.

26 MAAROpian:https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/161773/STM_24_19_MAARO-opas.pdf

The survey targeted at the regional and municipal level inquired about measures related to education, employment, equality, inclusion and Romani language and culture. The results of the MAARO survey have been discussed separately for the priority axes concerned. The MAARO programme itself aims to tackle the challenge of implementation at the regional level.

In order to support the implementation, the Sanoista tekoihin 2 [Words to Action 2] a Roma Platform project managed by the Ministry of Social Affairs and Health was scheduled during the term of the Rompo2 programme. The aim of the project was to promote awareness of the Rompo2 programme at the local and regional level. The project developed regional cooperation networks between the authorities and the Roma. The aim was to draw up regional Roma policy action plans based on a national programme. The Sanoista tekoihin 2 project paid special attention to developing young people's opportunities to participate and to gender equality work that was launched earlier. MAARO events were organised in Rovaniemi, Pori and Tampere. A total of 74 people participated in the events, including local Roma organisations and Roma activists, county, municipal and city authorities, and employees of the National and Regional Advisory Boards on Romani Affairs²⁷. As the results of the MAARO survey indicate, local embedding work is still ongoing. The challenges were also discussed in the feedback on the Follow-up survey 2021:

'Establishing a cooperation network is challenging. For example, we have sent a request to the local Roma contact person (association) to appoint their representative to the Joint Municipal Authority's Regional Working Group on the Promotion of Welfare and Health. We have not received any response from them, though the request has been officially sent by the joint municipal authority.' (Follow-up survey 2021).

The MAARO programme recommends the projectification of local measures. However, short-term operating models from one project to another have been found to be one of the pitfalls of Roma policy measures across Europe (Fresno et al. 2019)²⁸. The aim should be structurally embedded action in order to ensure the continuity of social structures. The social welfare, health care and rescue services reform has been prepared for a long time in Finland and will result in the operation of 21 new wellbeing services counties

27 Sanoista tekoihin2 project: <https://romani.fi/sanoista-tekoihin>

28 For the short-term nature of Roma policy measures, see Fresno et al. 2019. A meta-evaluation of interventions for Roma inclusion.

in early 2023, has been incomplete during the Rompo2 implementation period. During the Rompo2 period, the uncertainty of regional reform and the transition to the next Government term have made it more difficult to establish work with the Roma.

3.3 Follow-up survey of the Finnish Institute for Health and Welfare on the implementation of the Rompo2 programme

The Finnish Institute for Health and Welfare (THL) was commissioned by the Ministry of Social Affairs and Health to carry out the Rompo2 programme follow-up report and to implement the development work for the new policy on Roma (2023–2030)²⁹. Synergies were sought by producing the monitoring report and working on the new policy on Roma at the same time.

The geographical breakdown of respondents to the Follow-up survey 2021 was: National actors 27%, Southern Finland 23%, Western Finland 17%, Northern Finland 17% and Eastern Finland 16%. The share of Southern Finland is explained by the concentration of the Roma population, (as the concentration of the Finnish population as a whole) in Southern Finland, particularly in the Helsinki Metropolitan Area. For several decades, due to a lack of accurate data, Finland has been used to using indicative estimates of the number of Roma, which may be approximately 10,000 people, as well as some thousands of Finnish Roma living in Sweden. Several studies also rely on the assessment made by the Regional Advisory Boards on Romani Affairs, which indicates that the number of Roma in Finland is at least 9,200, approximately 4,500 of whom live in Southern Finland and 1,500 in Eastern Finland, 2,000 in Western Finland and 1,200 in Northern Finland.

Despite the low response rate, the division along the priority axis indicates that the development of social inclusion, education and local work with the Roma will be at the forefront. Particular attention has been paid to all three areas during the operating period. The period will include the national consortium project Nevo Tiija and Tsetanes Naal (2016–2018), funded by the ESF and focusing on Roma education, employment and inclusion³⁰.

29 Rompo2 and Rompo3 www.thl.fi/rompo.

30 Mäenpää, N., Perho, K. & Ärling, M. 2018. Take the leap! It's possible: Smooth paths to education and employment for the Romani: Final report of the projects Tsetanes naal and Nevo tiija. DIAK Speaks 15, Diaconia University of Applied Sciences.

Table 1. [Follow-up survey 2021] Key areas for development

	n	Percent
Reinforcing the inclusion of the Roma in education	16	55.2%
Professional competence, employment and entrepreneurship	9	31.0%
Romani language, art and culture	9	31.0%
Reinforcing social inclusion (empowerment)	21	72.4%
Information, communication and media as an instrument for supporting inclusion	7	24.1%
Measures to develop regional and local work with the Roma	16	55.2%
Inclusion in international policy on Roma	3	10.3%
Other, please specify	8	27.6%

In the 'Other' section, child welfare work, housing work and parish work with the Roma were reported. In addition, the promotion of equal treatment and the prevention of discrimination were mentioned. The follow-up survey also asked, 'How would you rate the success of the activities? Where have we succeeded, what has been challenging and which measures should be continued?' Plans for the forthcoming term of the policy on Roma were also requested. Replies to the aforementioned sections as well as extracts from the Follow-up survey 2021 are included for each priority axis.

4 Policy axes, performance and measures requiring further development

The Rompo2 programme's priority axes are divided into eight priorities: education, employment, Romani language, art and music, the development of regional and local work with the Roma and influencing international policy on Roma. The cross-cutting principle is the parity, equality and inclusion of the Roma. The objective of equality in the service system has been highlighted as a separate entity, particularly in social and health care services and housing. According to the report of the Non-Discrimination Ombudsman (2020)³¹, the discrimination faced by the Roma in housing is the largest single issue on which reports have been submitted to the office of the Non-Discrimination Ombudsman. Housing is a separate area in the section on the equality of services.

The Rompo2 programme can be divided into three categories: social and institutional equality in the service structure, inclusion and empowerment of the Roma, and the development of work with the Roma and policies on Roma. Categorisation and different policy axes serve to outline the areas and the entity, but there is a clear link between several policy axes and their subsections, and thus examining one priority axis does not provide an overall picture of the position of the Roma in Finnish society. The different levels of action – national, regional and local – pose another challenge for the implementation of the policy on Roma. The implementation and follow-up of the first policy on Roma published in 2014 – the report³² – is structured based on these levels. In this Rompo2 follow-up report, priority axes 6 and 7 examine the measures at these different levels.

Each priority axis has one or more measures that have been prioritised in the programme. This report pays particular attention to these priorities and the measures for which the Rompo2 programme has defined follow-up criteria.

31 [Annual Report of the Non-Discrimination Ombudsman 2020](#)

32 Ministry of Social Affairs and Health. 2014. Steering and monitoring of the implementation of the National Roma Policy: Working group report. Reports and memoranda of the Ministry of Social Affairs and Health 48.

4.1 Reinforcing the participation of the Roma in education

4.1.1 Priority axis 1

The National Agency for Education has an educational team for the Roma, whose main task is to strengthen the identity of Roma pupils and increase their awareness of their cultural and historical background. Over the years, the training team has produced several reports related to the education of the Roma. At present, the focus is on early childhood education and care, pre-primary education and basic education. The training team also publishes the *Latšo Diives* magazine, which discusses the education of the Roma extensively. Several measures in the priority axis are related to the field of the National Agency for Education, including upper secondary education as well as universities and universities of applied sciences.

There are four measures prioritised in the priority axis for Roma education. They cover the participation of Roma children in early childhood education and care, the development of guidance counselling and student welfare services for children and young people, the preservation of a Roma cultural instructor's qualification in the reform of the degree structure, and an initiative for universities and higher education institutions to develop the Opre mentoring system.

Priority measure 1

The National Agency for Education will prepare a national report and proposals for measures on the participation of Roma children in early childhood education and care and pre-primary education. The report will also examine the qualitative impacts of participation.

Result:

The National Agency for Education conducted a study on the participation of Roma children in early childhood education and care and pre-primary education in 2018–2019. As a measure of the Finnish National Roma Policy 2018–2022, the situation of Roma children under school age has been examined for the first time. Information has been collected from the guardians of children of early childhood education and care and pre-primary education age and from the early childhood education and care and pre-primary education staff in 2018 and 2019 (Rajala & Schwartz 2020, p. 74). The National Agency for Education has previously conducted two reviews on the situation of Roma pupils in basic education, the first in 2001–2002 and the second in 2010–2011 (Rajala & Blomerus 2015). Four out of five Roma children participate in early childhood education and care, but the report also highlights bullying, name-calling and discrimination experienced by children

(p. 76). Pre-primary education has been obligatory in Finland since 2015, and this is considered to level out study paths for students from different backgrounds. As a measure, the National Agency for Education proposes, for instance, family camps organised in cooperation with the Roma for discussing matters related to children.

Priority measure 2

The needs of Roma children and adolescents will be taken into account in the development of guidance counselling and student welfare services, and the pupils' personal guidance counselling in basic education will be enhanced.

Result:

The procedure is still in progress, and it is recommended that it be transferred to the future Rompo3 programme. On the other hand, raising the age limit of compulsory education to 18 is regarded as a good opportunity to develop vocational education and training for pupils with Romani background, but at the same time, particular attention should be paid to guidance counselling and support in basic education. The National Agency for Education is preparing a guide on enhanced guidance counselling. It is hoped that Roma pupils will also be taken into account in the guide. More attention should be paid to the position of old national minorities in the education system.

'It can currently be said that the Roma have become active in terms of education. However, there are too few people with a university of applied sciences education.' (Follow-up survey 2021).

Priority measure 3

In the reform of the degree structure in the humanities and the pedagogical sector, one of the competence areas of the vocational upper secondary qualification will be the previously independent vocational qualification/specialist vocational qualification of a Roma culture instructor.

Result:

The vocational and specialist vocational qualifications of Roma culture instructors have been included in the qualification structure. Qualifications can be obtained at the Church Training College, which is now called the STEP Education³³. However, the training has been regionally concentrated in Järvenpää, and it is hoped that the training would also be offered more extensively at the national level.

Priority measure 4

The Advisory Board on Romani Affairs suggests that universities and higher education institutions develop a Hungarian Roma Versitas or Portuguese Opre mentoring programme in Finland.

Result:

The proposal for action has not progressed. Bringing European models to Finland requires adaptation to local conditions and special features. University education among the Roma remains relatively rare, but a separate, locally developed mentoring and peer support model has been organised for those seeking university of applied sciences education. This model will also be developed during the term of the Rompo3 programme.

4.1.2 Priority axis 1, incomplete or unimplemented measures**Measure:**

Disseminating information on Romani language, history, culture and discrimination using learning materials for basic education, such as the www.romanit.fi portal and the www.edu.fi/romanikieli website established for Romani language learning materials for different levels of language skills.

Result:

The website of the National Agency for Education contains material related to the teaching of Romani language, but the policy of the National Agency of Education has changed in terms of distributing free teaching material, and this has made features such as the language teaching activities of Roma organisations more difficult, as the funds

33 Qualifications for Roma culture instructor: <https://www.diakoniaopistot.fi/00010036-romanikulttuurin-ohjaaja>.

available to organisations are often limited. The ongoing (2022) Romani language revival programme will lead to changes to measures and recommendations related to Romani language in the forthcoming Rompo3 programme.

Measure:

The content of the sections on the Roma in basic education and vocational education materials will be examined, and proposals for developing these contents will be made to the publishers of the material.

Result:

The examination has not been completed at the time of writing the report (2/2022), but it is possible to carry out a report similar to that completed for the Sámi language.

Measure:

The National Agency for Education will organise a series of briefings for the Roma on applying for and supporting basic education for adults in cooperation with adult basic education providers and various actors.

Result

As a measure, the National Agency for Education does not have the opportunity to implement this proposal. Instead, this proposal would be better implemented with actors in the organisation sector who are in direct contact with the Roma population at the grassroots level. The possible transfer of the measure to the future Rompo3 programme will be discussed with Roma organisations.

4.1.3 Results of the MAARO survey targeted at municipalities in terms of education:

41 municipalities responded to the survey. Many of the responses reiterated the fact that the municipality does not have separate targeted measures aimed at the Roma population, but, where necessary, educational support measures aimed at everyone will be taken. Many municipalities also stated that the equality and non-discrimination plans of schools take minorities into account.

Based on individual responses, a special needs assistant counsellor with a Roma background had been hired in a few municipalities. A Roma working group was set up in one municipality in 2020, and its key objective was to improve the educational and recreational opportunities for young Roma people. In a municipality, educational matters have been discussed jointly in the municipal Roma working group, which includes representatives of educational institutions and representatives from the TE Office and the One-Stop Guidance Center. Support measures for social services and child welfare have promoted children's school attendance.

An individual response mentions that there is a multiprofessional network of support for Roma pupils in the field of education and training. Its aim is to support the general well-being of Roma children and adolescents by improving opportunities for safe growth, reinforcing the inclusion and community cohesion for children and their parents, and securing the educational and employment path for children and young people. The network covers early childhood education and care up to the upper secondary level.

Alongside the Roma working group, one municipality had also supported the school attendance of young Roma people with the 'Elämää varten' ['For Life'] project. There had been cooperation with educational institutions, and as a concrete measure, for example, young Roma people had been supported and assisted in their remote studies during the Covid-19 pandemic in spring 2020.

One of the responses highlighted the fact that the mobility of Roma pupils made it challenging to organise support for teaching and to secure a continuous school path. According to the answer, moving house frequently is usually reflected in the learning outcomes and the student's progress. For pupils moving between different countries, language learning is supported in the municipality, and individual arrangements are made with regard to the language background of the teaching process.

4.1.4 Examples of measures specific to policy axes

The Roma population still enrolls in general upper secondary education relatively rarely. To support general upper secondary education, the National Agency for Education published the document 'Minustako ylioppilas?' ['Could I graduate from high school?'] General upper secondary school guide for the Roma in 2018³⁴. The National Agency for Education has previously conducted two reviews on the situation of Roma pupils in basic education,

34 General upper secondary school guide for Roma 2018: https://www.oph.fi/sites/default/files/documents/191560_oph-esite-minustako-ylioppilas-2018_0.pdf.

the first in 2001–2002 and the second in 2010–2011. A report on Roma children in early childhood education and care and pre-primary education³⁵ was published for the first time in 2020. The report states that four out of five Roma children participate in early childhood education and care. Early childhood education and care plays a major role particularly in ensuring success in later studies. The National Agency for Education's digital learning material also covers Romani culture lessons (3×45min)³⁶ The digital learning material available on the National Agency for Education's website is intended for use in later classes in basic education and general upper secondary education.

The follow-up period also covers two national projects funded by the European Social Fund, coordinated by the Diaconia University of Applied Sciences, Nevo Tiija and Tsetanes Naal, which developed structures to support the study and employment paths of the Roma. The Roma have also been the target group in the Diaconia University of Applied Sciences project 'Opin portailla' ['On the steps of learning']. The objective of the Opin portailla project is to streamline study paths³⁷. Similarly, the Romako project (2021–2024) will be implemented as a Diaconia University of Applied Sciences project. Its purpose is to support adult Roma people in the Helsinki Metropolitan Area in completing a vocational qualification and in obtaining jobs and traineeships³⁸.

The Marta project (2021–2022)³⁹, funded by the Ministry of Education and Culture and implemented by Otavia, was also carried out with the Roma living in the region of South Savo. It took into account the need to support the employment of the Roma and the competence required for vocational studies.

In 2018–2021, there was also an R3 project for Roma youth in the Helsinki Metropolitan Area. The project supported the community cohesion, educational opportunities and workplace inclusion for young Roma aged 18 to 34.

35 Report 2020: <https://www.oph.fi/fi/tilastot-ja-julkaisut/julkaisut/romanilapset-varhaiskasvatuksessa-ja-esiopetuksessa>.

36

37 Opin portailla: <https://opinportailla.diak.fi/>.

38 The Romako project: <https://romako.diak.fi/>.

39 The Marta project: <https://www.edusuunta.fi/marta>.

4.2 Professional competence, employment and entrepreneurship

4.2.1 Priority axis 2

The priority axis covers the promotion of Roma professional skills, employment, entrepreneurship and integration into the labour market. In 2016–2018, the Diaconia University of Applied Sciences coordinated the extensive national project Nevo Tiija and Tsetanes Naal, which consisted of two separate project entities and several partially implemented sub-projects. The aim of the project was to promote the education, employment, well-being and inclusion of the Roma. The project ended in 2018, but the planning was based on the first policy on Roma for 2009–2017. The project funded by the ESF was significant in terms of both the costs in euros and the number of staff, and during the project, the challenges related to the employment of the Roma received considerable national attention. In connection with the ESF projects, a doctoral dissertation (2020)⁴⁰ examining the implementation of Roma policy measures ethnographically was published, as well as the first extensive well-being study that applied population research methods to the Roma population and also examined employment. The Roosa study was a measure in the first policy on Roma.⁴¹

Priority measure 1

A follow-up report on Roma employment will be carried out to update the status information of the 2008 report.

Result:

The Ministry of Economic Affairs and Employment carried out the report to update the 2008 report. The report was published in 2019⁴². The report states that Roma people find employment more easily than before, though there is still discrimination in the labour

40 Stenroos, M. 2020: <https://helda.helsinki.fi/handle/10138/320182>.

41 Weiste-Paakkanen, A., Lämsä, R. & Kuusio, H. 2018. Suomen romaniväestön osallisuus ja hyvinvointi. Romanien hyvinvointitutkimus Roosan perustulokset 2017–2018. [Inclusion and well-being of the Finnish Roma population. Basic results of the Roma Wellbeing Study Roosa 2017–2018.] THL 2018.

42 Ministry of Employment and the Economy: [Employment, entrepreneurship and labour market integration of the Roma](#)

market. The report considers that the rise in the level of education and the positive attitude towards education have had a positive impact on the employment situation of the Roma⁴³.

Priority measure 2

In the annual reporting and monitoring for STEA and structural fund projects, attention is paid to the fact that the Roma are also taken into account in practical project activities in all projects promoting employment and structural fund projects in which the Roma are mentioned as one target group, partner or stakeholder.

Result:

As a rule, the objective of the measure has been achieved well, covering the inclusion of the Roma in planning, implementing and evaluating projects. Roma actors, as well as parties coordinating the projects, are aware that, in order for the projects to succeed, the Roma should be involved in the projects at all stages. The principle also covers other policy axes, not only employment projects.

4.2.2 Priority axis 2, incomplete or unimplemented measures

Measure:

Apprenticeship training is increased for the Roma population in different professions in both the private and public sectors.

Result:

The implementation of the measure is ongoing, and it is difficult to monitor the implementation. In the future, attention should also be paid to increasing the number of apprenticeships and traineeships for students and jobseekers with a Roma background. The extension of compulsory education to 18 years of age⁴⁴, so that every student who has completed basic education is transferred to upper secondary education, is also considered to improve vocational education and training for the Roma.

43 Employment: <https://tem.fi/en/-/romanit-tyollistyyvat-aiempaa-paremmiin-vaikka-syrjintaa-on-edelleen>

44 Compulsory education: <https://okm.fi/oppivelvollisuuden-laajentaminen>

Priority axis 2 covers a total of eight proposals for measures that can be considered completed according to traffic light monitoring (see Appendix 1). However, a report by the Ministry of Economic Affairs and Employment (Jauhola et al. 2019) indicates that 'Unemployment continues to be higher among the Roma than among the majority population. Obstacles to employment typically include a low level of education, lack of work experience, cultural factors and discrimination in the labour market.'⁴⁵

4.2.3 Results of the MAARO survey targeted at municipalities in terms of employment:

37 municipalities responded to the survey. Most of the responses mentioned the fact that employment support measures targeting all municipal residents in general were in place, and no special measures have been taken.

Positive special measures had been taken in one city for young people: they had been sought for work through networks instead of recruitment advertisements. In another municipality, the Roma working group particularly aims to promote the education and employment of young people: a TE Office employee and the city employment counsellor will be included in the working group. In this municipality, the adult education centre has also applied for a grant for a course where the aim is to improve the digital competence of Roma women, which promotes employment. In one city, the services provided by TYP (a cross-sectoral joint service promoting employment) for adults engage in network cooperation with Romano Mission. Staff members received training on equality related to the Roma in autumn 2020, thus increasing their awareness of improving the efficiency of providing employment for people with Romani background.

One city reported that employment services were transferred to the joint municipal authority for education, with a service manager of employment services with a Roma background, a special youth worker and a supervisor in charge of vehicles. In another city, the Roma working group has taken the objectives into account in its action plan. Discussions have been opened with the local entrepreneur organisation. Support for Roma employment is included in the objectives and measures of the Vast vastensa project (ESF 2020–2022) managed by the city.

45 TEM: <https://tem.fi/-/romanit-tyollistyyvat-aiempaa-paremmmin-vaikka-syrjintaa-on-edelleen>

4.2.4 Examples of measures specific to policy axes

In addition to large, national projects, local and smaller projects to support the education and employment of the Roma have been implemented in different parts of Finland. For example, the Romano tseer project of the Lahden Romanit ry association and the Elämä ja Valo ry association focused on promoting employment and education. The Länsi-Suomen romanit ry Association project Saste Aven was operating in the following area: Kankaanpää, Pori, Rauma and Ulvila. The project was active during the period 2019–2021 (STEA funding), and its aim was to support young Roma people so that an increasing number of them would make progress in learning and professional careers⁴⁶. Lahti and Pori have been highlighted here as an example of locally functional and smaller scale projects. Regional projects play an important role in reaching out to local Roma people, and national projects and/or projects with a large budget make it easier to attract attention in society and thus influence the educational and employment situation of the Roma population.

‘Paikka auki’ [‘Open vacancy’] was an employment assistance programme for people with partial work ability and adolescents 2018–2022 (Ministry of Social Affairs and Health). The programme has been used by, for example, the Suomen Romanifoorumi ry, which, with the aid of the programme, has recruited Roma young people for various organisational tasks.

4.3 Promoting the equal treatment of the Roma population and the use of services as well as their effectiveness in basic services and housing

Priority axis 3 covers questions on the accessibility of basic services for the Roma population. This includes social and health care services, issues related to housing and the general implementation of equality in the service structure. Several measures in the priority axis have been at the core of the National Roma Policy for a few decades. Thus, the proposals for measures are largely continuous and cannot therefore be defined as implemented.

⁴⁶ The Saste Aven project: <https://lansisuomenromanit.romanifoorumi.fi/saste-aven-hanke/>.

Priority measure 1

The inclusion of Roma in equality planning will be promoted. According to the Non-discrimination Act, authorities, education providers and employers must assess and promote equality in their own activities⁴⁷.

Result:

Work is still ongoing on the draft measure, and it is thus incomplete. There are major regional differences in the consideration of Roma in equality planning, and it is not easy to find a structural solution to regional equality when taking the Roma into account. A key challenge in the implementation of the National Roma Policy is how the programme is implemented at the municipal and regional level. However, the challenge in implementing the municipal and regional level does not only concern Finland, but similar challenges can also be observed in other Nordic countries and in the Baltic countries⁴⁸.

'The Advisory Board on Non-Discrimination'⁴⁹ includes representatives of Roma youth.'
(Follow-up survey 2021).

Priority measure 2

The number of reports of hate crimes against the Roma and the nature of the offences will be monitored on an annual basis.

Result:

The measure has been implemented. Monitoring has indicated that the hate crimes encountered by the Roma have increased. A harsher attitude towards not only the Roma but also other ethnic minorities in Finland is regarded as one reason for this. Based on the National Roma Policy (2018–2022), these are monitored in the annual hate crime report of the Police University College (Vanhanen 2021, 17)⁵⁰.

47 Equality planning: <https://yhdenvertaisuus.fi/en/equality-planning>

48 A report commissioned by the Ministry for Foreign Affairs: [Opportunities for Finnish Roma and Roma actors to influence regional and European policy on Roma](#)

49 The Advisory Board for Non-Discrimination Affairs: <https://syrjinta.fi/en/advisory-board-for-non-discrimination>

50 Vanhanen 2021: [Poliisi ja romanit – yhdenvertaisuuden ja yhteistyön kysymyksiä](#) [Police and Roma – issues of equality and cooperation]

Priority measure 3

A national implementation plan for the Phenjalipe strategy for Roma women's inclusion, equality and gender equality has been prepared, and its implementation and annual monitoring have been launched.

Result:

The Strategy on the Advancement of Romani Women and Girls (2014–2020)⁵¹ has been translated into Finnish, but in practice no actual strategy has been prepared for Finland. Even though the strategy has not been implemented in the form of a proposal for measures, the Sanoista tekoihin² project examines some of the themes in the strategy⁵².

Priority measure 4

Under the leadership of the Center of Excellence on Social Welfare in Central Finland (Koske), centre of excellence activities across regional boundaries are planned and implemented in the social and health care sector as part of the reformed social welfare, health care and regional structures.

Result:

The measure was not implemented. The failure to implement the measure is to some extent due to the incompleteness of the regional reform of social welfare, health care and rescue services during the implementation of the Rompo² programme. The health care, social services and regional reform became a reform of healthcare, social welfare and rescue services (21 wellbeing services counties).

Priority measure 5

In the 2016–2018 reform of child and family services (LAPE key project), the needs of Roma children, adolescents and families will be taken into account according to the recommendations for measures in a study focusing particularly on this issue.

51 [Phenjalipe strategia suomeksi](#) [Phenjalipe strategy in Finnish]

52 Meeting of Roma women in Jyväskylä in 2019, with themes including health and well-being, social influencing and inclusion.

Result:

As regards child and family services, the measure has not been completed. The needs of Roma children, adolescents and families were examined in 2017⁵³, but the measures proposed in this report have not been (fully) implemented. As part of the LAPE activities, a change programme on family centre development has been launched. It will be implemented as part of the Tulevaisuuden sosiaali- ja terveystakeskus [Future Social and Health Centre] programme in 2020–2022⁵⁴. The needs of the Roma population should also be taken into account in the development of family centre activities.

A new study on the well-being of Roma children and adolescents and the implementation of their rights was launched in early 2022 as part of the National Child Strategy⁵⁵. The results of the report will be used from early 2023 onwards, and the results will be used in the forthcoming term of the Rompo3 programme.

‘The Roma family work project found that Roma families benefit from Roma-oriented family work, where employees had a Roma background. The similar culture promoted mutual understanding, the need for support was quickly reciprocated with the support provided, and it was possible to prevent the accumulation of problems.’ (Follow-up survey 2021).

Priority measure 6

The human rights and humanitarian assistance for the Roma travelling as EU citizens will be secured through various low-threshold services, such as health services and social and crisis emergency services. In particular, the Helsinki Deaconess Foundation works with Roma from Eastern Europe to provide services such as emergency accommodation for the mobile Roma population. On an organisational level, there is also cooperation between the Roma in Finland and, for example, the Roma in Romania.

Result:

The measure is pending and should be monitored in the future, and there is still room for improvement in the status of the mobile Roma population. The mobile Roma population will also be clearly included in the next policy on Roma. The issues of the mobile Roma population are handled in particular by

53 KOSKE report 2017: [Roma as part of the LAPE change programme](#).

54 [Developing and establishing family centres in future wellbeing services counties](#)

55 Press release on launching work on the report: <https://romani.fi/-/uusi-selvitys-romanilasten-ja-nuorten-hyvinvoinnista-ja-oikeuksien-toteutumisesta>

'We engage in youth work in the Helsinki Metropolitan Area among young Roma aged 13 to 29.' (Follow-up survey 2021).

4.3.1 Priority axis 3, incomplete or unimplemented measures

Measure:

The results of the Roosa study will be used in the national, regional and local promotion of well-being and health (so-called hyte), and its recommendations for measures will be implemented.

Result:

The measure is incomplete due to the ongoing social welfare, healthcare and rescue services reform (health and social services reform).

Measure:

Communication on the health and well-being of the Roma targeted at social welfare and health care will be modernised, using the current tools of the Finnish Institute for Health and Welfare, such as the Tiedä ja toimi [Know and act] cards, instead of the old guide format.

Result:

The measure is still under way, i.e. communication targeted at social welfare and health care professionals will be continued, and the aim is also to exert strategic influence through network activities in the future.

Measure:

There will be increased inclusion of the Roma population as users of various recreational and leisure services that promote exercise and physical activity as well as comprehensive well-being.

Result:

Procedure in progress, transferred to the future Rompo3 programme.

Measure:

Support measures related to domestic and intimate partner violence directed at the Roma population will continue as part of general service provision.

Result:

Procedure in progress, transferred to the future Rompo3 programme.

Measure:

Substance abuse, mental health and prison work with the Roma will be developed in accordance with models previously piloted in Romano Mission prison work projects.

Result:

The measure is ongoing, and the development of various substance abuse and mental health services, particularly in prison work, will continue during the term of the forthcoming Rompo3 programme. The work of Roma organisations and actors highlights clients with criminal symptoms and multiple problems and supporting their life changes but also improving the accessibility of services.

'The aim is to strengthen the life management, resources and inclusion of Roma with a criminal background in order to support the breaking of their cycle of crime and to halt the development of exclusion.' (Follow-up survey 2021).

4.3.2 Equality of the Roma in housing

Issues and challenges related to housing are part of priority axis 3. According to the Non-Discrimination Ombudsman, the challenges related to housing (obtaining housing, continued residence) are the main area in which the Roma themselves contact the Non-Discrimination Ombudsman and submit a discrimination report⁵⁶. Equality in housing is also a key part of the preparation and implementation of equality plans. For this reason, special attention will be paid to housing in the future Rompo3 programme.

⁵⁶ Törmä, S. & Huotari, K. 2018. Follow-up report on equality of the Roma in housing. Reports of the Ministry of the Environment 6/2018

Measure:

Implementation of the Ministry of the Environment's development proposals for Roma housing reports.

Result:

The follow-up report is comprehensive, but its proposals for measures have not been implemented in practice during the term of the Rompo2 programme. Discrimination against the Roma, especially in matters related to housing, remains a problem for which concrete measures are needed. The situation of young Roma is a separate issue that should be addressed.

4.3.3 Results of the MAARO survey targeted at municipalities in terms of equality:

In most of the responses, it was emphasised that no separate measures have been taken and that equal treatment of municipal residents is the starting point for all services.

One city stated that Romani affairs had been transferred from the Multicultural Advisory Board to the Equality and Non-Discrimination Committee and that Romani issues had been transferred to the Group administration. An extensive survey of minority groups had also been carried out in the city.

In another city, training has been organised by sectors and in service packages to increase Roma sensitivity in personnel competence. The city's social welfare and health care sector carries out work with Roma families, supporting daily life management, parenthood and children and adolescents' school attendance. Roma family workers also help the families manage practical matters in different sectors. Roma family workers organise training on Romani culture and customer work with Roma families.

An attempt has also been made to influence attitudes at the municipal level: a city reported that the Romani Affairs Committee has discussed ways of facilitating and positively influencing attitudes towards obtaining rental housing for Roma and housing in general.

4.3.4 Examples of measures specific to policy axes

In 2017–2021, Romano Missio will manage the Eväitä arkeen Roma family work project. The project developed culturally sensitive family work with Roma families to support everyday coping and promote well-being. The target group of the project included Roma families in need of support and professionals encountering Roma families in their work. The training increased awareness among social and health care sector operators. In 2021, Romano Missio ry launched the Arvokas elämä⁵⁷ project, which will last until 2024. Romano Missio is Finland's largest Roma organisation, and it operates particularly in the field of priority axis 3, i.e. developing the accessibility of social and health services for the Roma population. Romano Missio ry, for example, operates in a support service for women with a criminal background (Women's Kulma), carries out youth work in the Helsinki Metropolitan Area (Terne Apre) and has a prison project for work with men.

Criminal symptoms have become a challenge even in the Roma community. Since 2018, the Finnish Roma Forum Romanifoorumi has also worked with Roma people displaying criminal symptoms. A three-year D7 project focusing on mental health and substance abuse work and prison work was launched in 2022⁵⁸. The D7 project is developing a model for substance abuse, mental health and prison work with men in particular.

The Finnish Roma Association has worked particularly with the ageing Roma population. Bahtalo phuuriba – A happy old age⁵⁹ is a project for work with elderly people in term of housing, loneliness and social exclusion.

4.4 Supporting the preservation and development of the Romani language, art and culture

Priority axis 4 covers the preservation and development of the Romani language, art and culture. With regard to the Romani language, a Romani language revival programme, which is under preparation (to be completed by the end of 2022), has resulted in several unimplemented or incomplete proposals for measures related to the Romani language. The Romani language revival programme is being prepared by an expert group which is also in charge of preparing proposals for measures related to the Romani language. The priority axis 4 is likely the area most affected by the Covid-19 pandemic, as it has been impossible to implement measures related to language, culture and art (see Appendix 1).

57 The Arvokas elämä project: <https://arvokastaelamaa.fi/>.

58 Romanifoorumi: <https://www.romanifoorumi.fi/>.

59 A happy old age: <https://www.suomenromaniyhdistys.fi/vanhusty/>.

The support and revival of the Romani language is based on the European Charter for Regional or Minority Languages⁶⁰. The status of minority languages is regularly monitored based on the charter⁶¹. Some Roma actors hope that the Romani language will have the status of a regional minority language. The Romani Language Board has suggested opening the European Charter for Regional or Minority Languages (ECRLM) for a new broader review. In its initiative, the Romani Language Board has also prepared proposals for measures for the forthcoming language policy programme.

Priority measure 1

A national action plan will be drawn up for the revival of the Romani language.

Result:

The action plan will be completed by the end of 2022. The recommendations of the action plan and the objectives of the National Roma Policy 2023–2030 will be synchronised.

Priority measure 2

A national development programme for Romani art and culture will be drawn up.

Result:

The measure has not been implemented and it will be transferred to the future policy on Roma.

Results of the MAARO survey targeted at municipalities related to the Romani language and culture:

33 municipalities responded to the survey. The majority of the responses emphasised that insufficient measures have been taken to revive and preserve the Romani language.

However, some municipalities had provided instruction in the Romani language to comprehensive school pupils or offered municipal facilities for teaching the Romani language. One municipality had organised teaching of the Romani language as a club activity where necessary. A municipality responded that a teaching group has been established for the native speakers of the Romani language, and if there are not enough

60 Charter: https://www.finlex.fi/fi/sopimukset/sopsteksti/1998/19980023/19980023_2.

61 Follow-up report: <https://rm.coe.int/finlandevaliria5-fi-pdf/1680a0cf36>

pupils, an effort is made to familiarise Roma children with the Romani language through club activities (language nest club). One municipality reported that the Roma working group has regularly discussed measures to support the preservation of the Romani language, but unfortunately there are insufficient resources for these activities in the municipality. In connection with Romani culture and art, it was stated that no special measures have been taken. As part of the Finland 100 programme celebrated in 2017, for instance many events and exhibitions related to Romani culture and art were organised in cooperation between the consortium projects managed by the Arts Promotion Centre Finland and the Diaconia University of Applied Sciences.

4.4.1 Examples of measures specific to policy axes

The measure 'Piloting the processing of hate speech and racism encountered by the Roma and the promotion of human rights by means of art' (Rompo2, p. 55) was launched in 2022 through the RomForum cooperation between the Kajaani City Theatre, the Kainuu Folk High School and the Roma Working Group in Kajaani, which deals with prejudice and discrimination against the Roma. Piloting was delayed due to the pandemic.

In 2021, a workshop on the intangible cultural heritage of the Roma was organised in cooperation with the Finnish Heritage Agency, the Advisory Board on Romani Affairs and the Finnish Roma Association. Roma horse skills have been highlighted as part of living cultural heritage in Finland⁶². The cultural heritage of the Roma was also highlighted at the seminar for the Finnish Heritage Agency 'Kulttuurikaikille [Culture for all] event with the Kenen kulttuuriperintö [Whose cultural heritage] theme⁶³.

The Finnish Literature Society's 'Cultural Heritage of the Roma people: Archiving, Valuation and Research' project also partly covers the follow-up period (2016–2018)⁶⁴. The project saved the cultural heritage of the Finnish Roma in the form of archives and personal archives for associations.

62 Horse skills, living cultural heritage: https://wiki.aineetonkulttuuriperinto.fi/wiki/Romanien_hevostaidot.

63 The Kenen kulttuuriperintö seminar: <https://www.youtube.com/watch?v=rq8LxmSAwic>.

64 Cultural Heritage of the Roma people: Archiving, Valuation and Research.

'The Nurmes Museum is a museum that stores Roma culture in the national division of museum collections. In addition to recording, our museum promotes Roma culture through exhibitions and events. The museum cooperation has been close since 2017, for instance with the Helinä Rautavaara Museum and the National Museum.' (Two different responses, Follow-up survey 2021).

In connection with the measure 'Making initiatives for the organisation of Roma music and art camps and courses through the Regional Advisory Boards on Romani Affairs for municipalities in different Roma centres', the number of initiatives is unknown, and the organisation of music and art camps has been limited. Based on the experience in a few organised camps, the concept of music and art camps probably must be developed further.

4.5 Empowering the Roma population and reinforcing inclusion

Priority axis 5 does not include priority measures. The measures of the priority axis (4 pcs, incl. the inclusion of young people and organisation days) have mainly been implemented, with the exception of increasing influence in the party political field; among other things, Roma have been nominated for municipal elections, and in some municipalities, there are also Roma people holding the position of shop stewards, albeit in small numbers.

The pandemic and the transition to the web have also brought about positive change. The measure related to organising annual events for children and young people has also been successful online, and the online environment has enabled more extensive participation. Live chat on social media channels organised by the City of Helsinki's youth work for Roma, and hearings and festivities for young Roma people serve as examples of this. The activities of the national network of Roma youth have also been further reinforced during the pandemic. The National organisation days of Romanifoorumi ry have also been held despite the pandemic.

4.5.1 Examples of measures specific to policy axes

This report also includes anti-racism, hate crime and the reinforcement of well-functioning demographic relations. The objective of the Ministry of Justice's Against Hate project (2017–2019) was to develop work against hate crime and hate speech. The project focuses on developing the reporting on hate crime and reinforcing the capacity of the authorities,

particularly the police, the prosecutor and judges to act against hate crimes and hate speech, as well as developing support measures for victims of hate crime. The injustice experienced by the Roma is also highlighted in the report on the Ministry of the Interior's Internal Security Strategy⁶⁵ (2019). The statements of the Ministry of the Interior were based on the results of the aforementioned Roosa study on Roma inclusion and wellbeing (Finnish Institute for Health and Welfare, 2018). The Ministry of Justice has developed the theory and policy for good demographic relations, and tools related to demographic relations⁶⁶ will be used in the forthcoming Rompo3 programme.

During the term of the Rompo2 programme, the Au Mensa projects have been part of the youth work of the Finnish Roma Association. The aim of youth work has been to develop and nationalise the operating model for the social inclusion of Roma youth. A network of Finnish Roma youth has also been established in this context. There has also been interest in developing a European policy on Roma and cooperating with international organisations engaged in youth work⁶⁷.

Jyväskylä's Roma Youth Association (JyväRoma)⁶⁸ operates in Jyväskylä and works among local young people to reinforce the identity of young Roma people and opportunities for their participation. JyväRoma also cooperates closely with Suomen Romanifoorumi ry and Länsi-Uudenmaan Romanit ry for youth work.

4.5.2 Results of the MAARO survey targeted at municipalities in terms of inclusion:

37 municipalities responded to the survey. A large number of responses stated that no special measures have been taken and that the structures of children and young people's inclusion are based on the activities of pupil and student unions and youth councils in schools and educational institutions. Consequently, all children and young people have an equal opportunity to be heard and involved. However, offering the same services to all on an equal footing does not promote equality, especially in services addressed to young people, and within the scope of youth services, it has been found that the same services for all, or universalism, is not a functional approach (Kivijärvi 2015)⁶⁹.

65 Ministry of the Interior 2019: [Words Are Actions](#)

66 Ministry of Justice, good demographic relations: <https://oikeusministerio.fi/hyvat-vaestosuhteet>.

67 Au Mensa youth work: <https://www.suomenromaniyhdistys.fi/aumensa/>.

68 JyväRoma: <https://jyvasroma.fi/>.

69 Antti Kivijärvi, 2015: [The significance of ethnicity in youth peer relationships](#).

4.6 Information, communication and media as instruments for supporting inclusion

4.6.1 Priority axis 6

Priority measure 1:

On the basis of Yle's latest strategy, new objectives will be drawn up for Roma services, and the status of the Romano Mirits radio programme will be secured in them.

Result:

The status of the Romano Mirits radio programme has been safeguarded and will continue for the time being with a weekly programme covering a wide range of issues concerning the Roma population. The radio programme also includes news in the Romani language. There are no new objectives for Roma services. The new objectives will be examined during the next National Roma Policy in connection with the implementation recommendations for the Romani language revival programme.

4.6.2 Priority axis 6, incomplete or unimplemented measures:

The aim is to make Yle programmes for children and young people part of high-quality Roma content and to increase the number and visibility of Roma participants in the programmes (representation).

Result:

The visibility of Roma is considered important especially in contexts that are not only related to Roma or Roma culture. The development of positive impressions – the Roma as part of Finnish society – and media content will continue in the forthcoming terms of the policy on Roma.

Nordic cooperation and programme exchange on Roma topics will be increased.

Result:

The action is in progress, and the proposed action will be transferred to the next programme.

4.6.3 Examples of measures specific to policy axes

The communication plan of the Advisory Board on Romani Affairs (RONK)

) was updated in 2020. As mentioned in Rompo2, communication is an integral part of the activities of the Advisory Boards on Romani Affairs, local Roma working groups, Roma organisations, functioning civil society and international networks for the management of Roma affairs. However, a report to the Ministry for Foreign Affairs (Stenroos et al. 2021)⁷⁰ highlighted the challenges faced by the organisation field in obtaining information on European events and meetings related to the policy on Roma, particularly in situations where the presence of Finnish Roma was desired. Information sharing is also a key part of the development of the policy on Roma.

4.7 Measures to develop regional and local work with the Roma

Priority axis 7 covers the critical point of the policy on Roma on the implementation of the National Roma Policy at a regional and municipal level. According to the diagram included in the introduction, the implementation is made more concrete by the Regional Advisory Boards on Romani Affairs and the local Roma working groups. In practice, it is challenging for the local Roma population to notice the impacts of the policy on Roma if the measures do not reach their everyday lives, such as housing issues. During the Rompo2 programme, an effort has been made to respond to the challenge of implementation by designing the MAARO programme presented above, and by establishing the Rompo organisation to support organisational actors (2014). The fact that the implementation of the National Roma Policy is one of the cornerstones of the policy on Roma is not only a challenge for Finland, but also for several Nordic and Baltic countries. Social sustainable development solutions in Roma affairs cannot be implemented without embedding them in (local and national) structures.

Progress is slow, because we rely largely on projects. Systematic research and monitoring as well as measures directed at structures or reforms are lacking. For example, we have the LAPE reform [change programme for the child and family services], but the empowerment and support for Roma families is very scarce in the reform. (Follow-up survey 2021).

70 Stenroos, M., Jääskeläinen, K. & Attias, M. 2021. Suomalaisten romanien ja romani-asioissa toimivien vaikutusmahdollisuudet alueelliseen ja eurooppalaiseen romanipolitiikkaan [Opportunities for Finnish Roma and Roma actors to influence regional and European policy on Roma].

Priority measure

Based on the Rompo2 programme, regional MAARO action plans will be drawn up by county or by their cooperation area, and their planning, development and monitoring will be supported by the Regional Advisory Boards on Romani Affairs.

Result:

The national MAARO plan has been put into practice, but there are major regional and locality-specific differences in its implementation. The MAARO programme as part of comprehensive municipal activities has not progressed as expected everywhere.

4.7.1 Priority axis 7, incomplete or unimplemented measures:

The monitoring of the development of Roma affairs will be mainstreamed, as applicable, as part of the regional and municipal forecasting and subsequent evaluation (e.g. the Evaus procedure), well-being reports as well as parity and equality planning (the Suvaus procedure).

Result:

The measure is in progress, and the monitoring and effectiveness of the development of Roma affairs should be developed during the next operating period, particularly in relation to future monitoring indicators.

Local Roma Working Group activities will be modelled, and the best practices associated with them will be compiled into an online publication presenting the activities and their importance.

Result:

The measure is in progress. During the forthcoming term of the programme, working group work will be developed and modelled at a regional and municipal level.

'We have launched a Roma working group with the aim of reinforcing the inclusion and community cohesion of the Roma population in the region.' (Follow-up survey 2021).

Results of the MAARO survey targeted at municipalities in terms of the development of local work with the Roma:

34 municipalities responded to the survey. Several municipalities responded that they had a local Roma working group. Several municipalities also reported that they take International Roma Day into account each year by organising different activities and events in different service packages and by putting out a flag on International Roma Day.

'In Pirkkala, a festive event will be organised/visibility will be given to Roma culture on International Roma Day.' (Follow-up survey 2021).

4.7.2 Examples of measures specific to policy axes

In connection with the inclusion of the Roma, the measure 'The Regional Advisory Board on Romani Affairs supports, for example, research and development activities that are important for the Roma as a consultative partner, and the planning and steering groups of STEA and structural fund projects as well as labour market policy projects whose target groups include the Roma' has helped to involve Roma actors in project planning and implementation. The 'nothing about us without us' principle has also been adopted relatively extensively in the development of work with the Roma.

4.8 International work with the Roma

Priority axis 8 covers the international policy on Roma and the participation of Finnish Roma and various actors in the development of the international policy on Roma. Finland's policy on Roma focuses on influencing work in European institutions. The channels for Finnish actors to influence European policy on Roma include the Council of Europe, the Organisation for Security and Cooperation in Europe (OSCE) and the European Union.

Priority 1. Removing barriers to Roma employment

Priority 2. Reforming instruments in the European policy on Roma, making use of digitalisation and technology as well as social innovations to increase Roma inclusion

Priority 3. Reinforcing the policy on Roma and the empowerment of the Roma in European organisations

The European Union (EU), the Council of Europe and the Organisation for Security and Cooperation in Europe (OSCE) each have their own strategies for the Roma and related project activities. A more effective policy on Roma requires close cooperation between European organisations, drawing on their own strengths.

Finland annually allocates funds to the Council of Europe's action plan. The rights of the Roma are a long-term target of voluntary funding for Finland in the Council of Europe, but the pandemic in particular has made it difficult for the Council of Europe to implement certain projects. For this reason, voluntary funding for Roma projects has also had to be reallocated. The Ministry for Foreign Affairs is in charge of developing work with the Roma in the direction aimed at by the Council of Europe (human rights organisation), while the Ministry of Social Affairs and Health is in charge of work with the Roma in the European Union. One important part of the support provided by the Ministry for Foreign Affairs is the posting of an employee to the Roma team of the OSCE office in Warsaw⁷¹. The OSCE has its own Roma Action Plan, which was developed in 2003 and is regularly updated and monitored⁷². The Council of Europe also has its own action plan⁷³. The Youth Department of the Council of Europe has been in charge of implementing the Roma Youth Action Plan in cooperation with networks of Roma youth and Roma organisations⁷⁴. The Rompo2 programme's proposals for measures are institution-oriented and do not pay attention to features such as networking with European Roma actors and organisations.⁷⁵

4.8.1 Examples of measures specific to policy axes

Priority 3 of Finland's European policy on Roma: 'Finland highlights the opportunities of Roma organisations and other organisations promoting Roma affairs to make a difference in intergovernmental organisations' is directly linked to the Rompo2 programme's proposal for increasing Nordic cooperation. The possibilities of different forms of cooperation were examined to support this objective.

71 Measure: 84. Supporting the European involvement and expert work of representatives of Roma organisations and experts.

72 Follow-up report (English): <https://www.osce.org/files/f/documents/6/8/406127.pdf>. Information on the action plan <https://www.osce.org/odihr/17554>.

73 EN action plan (English): <https://rm.coe.int/1680684b5e>

74 Roma Youth Action Plan CoE: <https://www.coe.int/en/web/youth-roma/home>

75 For instance, Roma Youth Empowerment for Active Citizenship <http://ternype.eu/about-ternype>

Result:

On the commission of the Ministry for Foreign Affairs, a follow-up report was prepared on the opportunities of Finnish Roma and Roma actors to influence the regional and European policy on Roma⁷⁶. The report examined possible forms of influence and cooperation in the Nordic and Baltic countries. According to the report, there has been little cooperation between the Nordic countries, and no desirable progress has been made during the operating period. The report also contains proposals for measures that it is hoped the Ministry for Foreign Affairs will implement in the next term of the Rompo3 programme.

'TernYpe ja Phirenan mensa 2018 (romaninuorten osallisuus). Osallistuminen ja oppiminen holokaustista. Teemme eurooppalaista nuorisoyhteistyötä: vaikuttaminen ja nuorten koulutus vihapuheesta ja romanivastaisuudesta [TernYpe and Phirena mensa 2018 (inclusion of Roma youth). Participation and learning from the Holocaust. We engage in European youth cooperation: exerting influence and training young people on hate speech and antigypsyism].' (Follow-up survey 2021).

4.8.2 Results of the MAARO survey targeted at municipalities in term of European work with the Roma:

33 municipalities responded to the survey. Most replies indicated that no specific measures had been taken. The City of Oulu states that the voice of the Roma will also be heard in the upcoming European Capital of Culture 2026 equality workshops.

One of the responses considered that in medium-sized and small municipalities, municipal cooperation is not the best way to promote Roma affairs. The proportion of Roma in the population is often relatively small. For this reason, guidance for municipal and regional cooperation should be reinforced in all respects.

76 Stenroos, M., Jääskeläinen, K. & Attias, M. 2021. Suomalaisten romanien ja romani-asioissa toimivien vaikutusmahdollisuudet alueelliseen ja eurooppalaiseen romanipolitiikkaan [Opportunities for Finnish Roma and Roma actors to influence regional and European policy on Roma].

5 The Advisory Board on Roma Affairs of the Church Council

The Advisory Board on the Roma and the Church (Romaseele ta khangari -rakkiboskothaan) operates in the Church Council to manage the connections between the Roma and the Church. The Advisory Board on the Roma and the Church is an expert body in charge of maintaining and developing the common issues for the Roma and the Evangelical Lutheran Church of Finland and participating in the debate on issues concerning the Roma in the international context of churches. Half of the members of the Advisory Board are Roma.

The Advisory Board maintains and develops cooperation in the joint issues for the Roma, the Evangelical Lutheran Church and other churches. In spring 2021, a survey was sent to the parishes to map out their work with the Roma population. The survey was sent to employees who were known to work with the Roma and to contact persons for multicultural work. A total of 82 responses to the survey were received, and due to the Covid-19 pandemic, respondents were asked to assess their work with the Roma during the previous two years. The survey was also distributed through social media.

A survey conducted by the National Advisory Board on Roma Affairs of the Church Council highlighted a number of essential questions that are, in fact, more broadly related to the social question of Roma inclusion. The activities of the Evangelical Lutheran Church involve surprisingly few Roma, very few young people and hardly any children at all. The doors were found to be open to everyone, but in practice it is not enough to guarantee accessibility. Instead, attention should also be paid to invisible and structural standards that may exclude part of the population from the activities. The report also mentions the importance of history: a respondent considered that past injustices towards the Roma still persist today. It is not possible to atone for them until they have been recognised. In many Lutheran parishes, the Roma are encountered mainly through the social work of the church, which results in one-sided contact with the Roma population.

‘The social work of the church creates an image of a marginalised, excluded population group with its own cultural habits. An image is created of the Roma as people in need of help rather than as actors who would like and could take responsibility in the parish. In parishes with more extensive contacts with the population or where work is carried out in cooperation with free denominations, very different Roma are encountered. Most parishes

seem to base their activities on the idea that the parish is open to everyone. As such, it is a good idea, because that is how it should be. However, there may be obstacles in structures and attitudes to the Roma finding their way to the joint activities of the congregation. It may be difficult for a minority that was previously considered impure by the Lutheran Church to build natural relationships with the Lutheran Church. Traditionally, however, it is known that many Roma are members of the Lutheran church, even though they receive their spiritual guidance in free denominations. Would it be possible to develop Roma inclusion in cooperation between congregations in an ecumenical/joint-Christian manner?' (Summary of the questionnaire of the National Advisory Board on Romani Affairs of the Church Council 2021).

The Advisory Board report also states that the spiritual home of many Roma is in free denominations. Work with the in the free Christian dominations is also not included in the official National Roma Policy or its reporting, but it should be noted that the Roma engage in extensive activities in these congregations.

'Our task is to monitor Roma affairs nationally so that cooperation is made possible internationally, particularly in churches and Christian organisations working with the Roma. We also cooperate with other churches.' (Follow-up survey, 2021).

6 Challenges in implementing the National Roma Policy

The follow-up survey (2021) asked those working in the field with the Roma about the successes and challenges of working with the Roma. A few comments have been selected below to illustrate what the situation looks like from the perspective of the actors.

'Progress is slow, as we largely rely on projects. Systematic research and monitoring as well as measures directed at structures or reforms are lacking.'

Roma inclusion has increased in different sectors and regions.

'I still find it challenging that, in the field of employment, the Roma population is not taken into account as it should. It is still awkward that training is designed with the Roma population as the [single] target group. I would like you to take into account that in this sector, as far as work with the Roma is concerned, we are still at a stage where short training sessions have a positive impact on the Roma. Education providers do not consider it necessary to take the Roma population into account when planning training. Another problem I also see in employment services is that the Roma population is too easily directed to services such as rehabilitation activities.'

'We have trained dozens of Roma alongside work (upper secondary and university of applied sciences degrees). The authorities trust and appreciate us as an expert party on the Roma. The challenge is the great need for support and assistance in the field. Our resources are not sufficient. Family and youth work in particular needs support. Young families should be trained in parenthood, relationship care, raising children and supporting school attendance and civic skills.'

'We believe that the activities have been successful, and we have gained the involvement of the local Roma population. Challenging issues include the attitudes of individual office holders, which slows the progress down. On the other hand, the positive attitude of a mayor, for example, has led to positive results. Challenging tasks also include issues related to the education and life of local Roma youth.'

'We have managed to find the best way to support the level of completion of basic education for Roma pupils. It has been very difficult to find tools to support the school attendance of Roma pupils who are excluded or at risk of exclusion.'

The comments highlight resource vulnerability, which means that the activities depend on project funding and, on the other hand, on finding skilled and professional employees. The inclusion of the Roma is also seen as challenging, but the problem is not similar everywhere. Instead, the situations are regional and personal. This poses challenges to harmonised and equal activities regardless of where in Finland the Roma live. Another issue brought up is the national development and harmonisation of the Roma field and work with the Roma. The MAARO survey for municipal actors included questions on regional activities and the wishes of the Regional State Administrative Agency for the planners of work with the Roma in order to develop cooperation. The wishes highlighted the training needs for municipal actors in terms of the inclusion, equality and employment of the Roma as well as the development of cooperation from the perspective of local work with the Roma in general.

International studies indicate that the greatest challenges in the implementation of the policy on Roma in most European Union Member States are related to the practical implementation at a regional and local level⁷⁷. Finland's long history of cooperation between the state and the Roma population has allowed for the organisation and structure of working with the Roma at a national level. However, this structure should be examined in relation to the implementation of Rompo3 (the EU Roma strategic framework for equality, inclusion and participation 2030)⁷⁸.

77 . Fresno, J., Lajcakova J, Szira J, Macakova S, Karoly M, Rossi M. (2019) A meta-evaluation of interventions for Roma inclusion, EUR 29847

78 [EU Roma Strategic Framework for equality, inclusion and participation 2030](#).

7 Conclusions and outlook for the forthcoming Roma policy period

During the term of the Rompo2 programme, several studies have been carried out on the status of the Roma, including the housing, inclusion, health and well-being, employment, education and Roma participation in the policy on Roma at both national and European level. The objective is to concretise and implement the proposals for measures contained in the reports during the term of the forthcoming policy on Roma. In line with the new EU Strategic Framework, the measures for the next period should be as concrete and measurable as possible (Council of the European Union recommendation on Roma equality, inclusion and participation 2021/C 93/01).

Measurability is also a challenge in the National Roma Policy, as there are legislative restrictions on the collection of data that prevent the collection of data based on ethnicity. However, the Roma organisations have a direct link with the Roma population, and this will allow the collection of data to be developed in line with the recommendations of the European Union Agency for Fundamental Rights (FRA). The implementation of fundamental rights must be the key content of the monitoring. Sharing knowledge and expertise for the common good will also be one of the challenges for the future period. At a national level, more attention should be paid to the agency of the Roma in promoting matters that concern them. The policy on Roma should be integrated into extensive national and EU development programmes.

The inclusion and consideration of the Roma in the service system has been clearly highlighted when reporting on the Rompo2 programme and when planning the Rompo3 programme. This involves both seeking and receiving services, and there is room for improvement in both.

'Empowering organisations and Roma actors and increasing understanding of legal awareness at the regional level, we hope to continue the regional ARONK training tour, which became no more than a single national webinar due to Covid-19. It is also necessary to increase trust in the activities of the authorities. This involves the obligation of the authorities, education providers and employers to promote equality. In particular, the above-mentioned training tour was related to municipalities and to raising the municipalities' awareness of the obligation to promote equality.' (Follow-up survey 2021).

Reports and studies carried out during the operating period promote the mainstreaming of Roma policy measures. In the context of the policy on Roma, mainstreaming refers to taking the Roma into account in national action plans and strategies across government terms, such as the National Programme on Ageing until 2030 and the plans for implementing the Child Strategy, the anti-racism programme and the working life diversity programme.

The approach to the inclusion of municipalities and regions (MAARO), which was launched during the Rompo2 programme in 2018–2022, seems to have served as a good foundation for developing regional and municipal work and cooperation between the Roma population, but the approach should be implemented more effectively at the level of municipalities and the wellbeing services counties, and it should also be possible to achieve a more extensive reach at the level of the wellbeing services counties, mainly in the practical work with the Roma carried out in family services and basic services. In the National Roma Policy for 2023–2030, more attention should be paid to regional implementation and the concrete implementation of the proposals for measures.

Appendices

Appendix 1

Priority axis 1

Reinforcing the participation of the Roma in all forms and at all levels of education

Early childhood education and care and pre-primary education

Action	Implementation rate
1. Information on the Roma minority will be increased in the basic and continuing training of early childhood education and care and pre-primary education personnel.	Implemented
2. The National Agency for Education will prepare a national report and proposals for measures on the participation of Roma children in early childhood education and care and pre-primary education. The report will also examine the qualitative impacts of participation.	Implemented
3. The development and effective distribution of material on the well-being and health of Roma targeted at child health clinic activities will be ensured according to existing resources.	In progress

Basic education

Action	Implementation rate
4. Taking the needs of Roma children and adolescents into account in developing guidance counselling and student welfare and improving personal guidance counselling for students in basic education.	In progress

5. Disseminating information on Romani language, history, culture and discrimination using learning materials for basic education, such as the www.romanit.fi website and the www.edu.fi/romanikieli website established for Romani language learning materials for different levels of language skills.	In progress
6. The content of the sections on the Roma in basic education and vocational education materials will be examined, and proposals for developing these contents will be made to the publishers of the material.	Not implemented
7. The National Agency for Education encourages the providers of basic training for teachers and student counsellors to include information on Roma educational issues and Romani culture in teacher education. The National Agency for Education provides the continuing education for teaching staff with themes for completing basic education for Roma pupils and steering them towards upper secondary education.	In progress
8. The National Agency for Education prepares the digital learning material on Finnish Roma to be used in teacher education.	Implemented
9. The National Agency for Education will organise a series of briefings for the Roma on applying for and supporting basic education for adults in cooperation with adult basic education providers and various actors.	Not implemented

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

Action	Implementation rate
10. In the reform of the degree structure in the humanities and the pedagogical sector, one of the competence areas of the vocational upper secondary qualification will be the previously independent vocational qualification and the specialist vocational qualification of a Roma culture instructor.	Implemented
11. The Advisory Board on Romani Affairs suggests that universities and higher education institutions develop a Hungarian Roma Versitas or Portuguese Opre mentoring programme in Finland.	Not implemented

12. The National Agency for Education will produce an electronic and printed guide on general upper secondary education for the Roma. The guide is also distributed in continuing education for teachers and guidance counsellors.	Implemented
13. In its briefings aimed at the Roma, the National Agency for Education provides information on study and recreational opportunities offered by liberal adult education institutions and basic education in the arts.	In progress

Priority axis 2

Promoting the professional skills, employment, entrepreneurship and labour market integration of the Roma population

Action	Implementation rate
14. A follow-up report on Roma employment will be carried out to update the status information of the 2008 report.	Implemented
15. Cooperation between Roma organisations and companies will be developed through entrepreneur organisations and work with structural fund projects, and the power of positive business experiences will be used in communication and activities influencing attitudes.	Implemented
16. More information will be targeted at vocational education and training providers, employment service experts, employers and labour market organisations on the impacts of discrimination on the employment of the Roma and on various ways of intervening in discrimination at work.	Implemented
17. The opportunities of organisations to act as labour market service providers, employers to employment support persons and develop employment services will be reinforced.	Implemented
18. Apprenticeship training is increased for the Roma population in different professions in both the private and public sectors.	In progress
19. It is ensured that young Roma people are taken into account in general summer work campaigns and related targeted information.	Implemented

20. The support needs for the employment of mobile EU citizens and Roma immigrants will be examined, and the preparation of a project to support vocational training and employment targeted at them will be launched.	Implemented
21. In the annual reporting and monitoring for STEA and structural fund projects, attention is paid to the fact that the Roma are also taken into account in practical project activities in all projects promoting employment and structural fund projects in which the Roma are mentioned as one target group, partner or stakeholder.	Implemented

Priority axis 3

Promoting the equal treatment of the Roma population and the use of services as well as their effectiveness in basic services and housing

Action	Implementation rate
22. The inclusion of Roma in equality planning will be promoted.	In progress
23. National information campaigns aimed at dismantling prejudice against the Roma will be implemented as part of the project work.	Implemented
24. Indicators for monitoring discrimination encountered by the Roma population will be developed in connection with the development of the overall monitoring of discrimination.	Implemented
25. Increasing knowledge and education against ethnic profiling.	Implemented
26. The number of reports of hate crimes against the Roma and the nature of the offences will be monitored on an annual basis.	Implemented
27. Parity and gender equality training will increase the Roma population's awareness of different forms of discrimination, particularly multiple discrimination and internal discrimination as well as related legislation and assistance for victims.	Implemented
28. A national implementation plan for the Phenjalipe strategy for Roma women's inclusion, equality and gender equality will be prepared, and its implementation and annual monitoring will be launched.	Not implemented
29. The gender perspective will be mainstreamed in the Finnish structural funds programme projects in which the Roma are either the main or partial target group, and the related gender-disaggregated information will be used in project development activities.	Implemented
30. Monitoring targets concerning equality will be set for the implementation and monitoring of the National Roma Policy 2018–2022, and gender impact assessments will be carried out.	In progress

Priority axis 4

Promoting the welfare of the Roma population and enhancing the allocation of social welfare and health services to the Roma

Action	Implementation rate
31. Under the leadership of the Center of Excellence on Social Welfare in Central Finland (Koske), centre of excellence activities across regional boundaries are planned and implemented in the social and health care sector as part of the reformed social welfare, health care and regional structures.	Not implemented
32. The results of the Roosa study on Roma inclusion and wellbeing will be used in the national, regional and local promotion of well-being and health (so-called hyte), and its recommendations for measures will be implemented.	In progress
33. Communication on the health and well-being of the Roma targeted at social welfare and health care will be modernised, using the current tools of the Finnish Institute for Health and Welfare, such as the Tiedä ja toimi [Know and act] cards, instead of the old guide format.	In progress
34. There will be increased inclusion of the Roma population as users of various recreational and leisure services that promote exercise and physical activity as well as comprehensive well-being.	In progress
35. In the 2016–2018 reform of child and family services (LAPE key project), the needs of Roma children, adolescents and families will be taken into account according to the recommendations for measures in a study focusing particularly on this issue.	In progress
36. Support measures related to domestic and intimate partner violence directed at the Roma population will continue as part of general service provision.	In progress
37. Substance abuse, mental health and prison work with the Roma will be developed in accordance with models previously piloted in Romano Mission prison work projects.	In progress
38. The human rights and humanitarian assistance for the Roma travelling as EU citizens will be secured through various low-threshold services, such as health services and social and crisis emergency services.	In progress

Ensuring the equality of the Roma in housing and reducing feelings of insecurity

Action	Implementation rate
39. Implementation of the Ministry of the Environment's development proposals for housing reports for the Roma in 2012 and 2018.	In progress
40. Information will be provided on procedures that comply with legislation and good governance practices and take cultural features into account in resident choices and housing counselling.	Implemented
41. The crisis and emergency accommodation for homeless Roma and Roma travelling as EU citizens will be secured.	Implemented

Priority axis 5

Supporting the preservation and development of the Romani language, art and culture

Reinforcing the Romani language

Action	Implementation rate
42. A national action plan will be drawn up for the revival of the Romani language.	Implemented
43. Different learning materials that correspond to different levels of language proficiency are produced for teaching the Romani language, paying particular attention to the need for digital materials, language learning games, recordings and video materials.	Not implemented
44. Models for teaching the Romani language using remote connections will be created in cooperation with the University of Helsinki, so that the Romani language will also be taught in schools where this is otherwise not possible due to the lack of a language teacher.	Not implemented
45. Efforts made to influence language policy in terms of the status of minority languages will be increased by organising annual events on language training and language policy issues in cooperation with the Roma population, different stakeholders and other representatives of minority languages and parties promoting their interests.	In progress
46. Participation in the reporting and activities of international cooperation networks promoting the status of the Romani language, for instance in the work of the Committee of Experts on the European Charter for Regional or Minority languages.	Implemented

Strengthening Romani art and culture

Action	Implementation rate
47. A national programme for promoting Romani art and culture will be drawn up.	Not implemented
48. Piloting the processing of hate speech and racism encountered by the Roma and the promotion of human rights by means of art.	Not implemented
49. Digitalisation, restoration, appropriate archiving and storage of historically important Romani works, handicrafts and artifacts, documents, biographies, films, audio tapes and other materials will be ensured, as will their exhibition, for instance as ad hoc exhibitions.	Implemented

Priority axis 6

Reinforcing the inclusion of the Roma

Action	Implementation rate
50. Young Roma influencers will be empowered to become socially active at an earlier stage through a separate empowerment and influencing programme prepared by young Roma people and professionals in child and youth work.	In progress
51. A national event for Roma children and young people will be organised annually, for example in connection with the Independence Day, or the national advisory days for Romani affairs or International Roma Day on 8 April.	Implemented
52. Each year, the Finnish Roma Forum Suomen romanifoorumi organises national organisation days in cooperation with Roma organisations and other actors engaged in work with the Roma. The organisation Days empower Roma people to exert influence locally, they are informed of current issues related to association activities, the quality and transparency of association activities are developed, the key principles and working methods of work with the Roma are discussed interactively, and cooperation and networking between actors working with the Roma are reinforced.	Implemented
53. The inclusion of the Roma is extended in different forms of social influence and inclusion activities, such as party political influence and umbrella organisations in the organisational field.	In progress

Priority axis 7

Information, communication and media as promoters of Roma integration

Action	Implementation rate
54. On the basis of Finnish National Broadcasting Company's latest strategy, new objectives will be drawn up for Roma services, and the status of the Romano Mirits radio programme will be secured in them.	Not implemented
55. Programme contents that diversely examine the different styles of Romani culture and art, cultural uniqueness and new fusion is increased and disseminated through multiple channels, particularly online.	In progress
56. The aim is to make Yle programmes for children and young people part of high-quality Roma content and to increase the number of Roma participants.	Not implemented
57. Nordic cooperation and programme exchange on Roma topics will be increased.	Not implemented

Priority axis 8

Development of regional and local work with the Roma

Action	Implementation rate
58. Regional Advisory Boards on Romani Affairs take the initiative in setting up local Roma municipal working groups and support their work.	In progress
59. For example, the Regional Advisory Board on Romani Affairs supports research and development activities that are important for the Roma as a consultative partner, and the planning and steering groups of STEA, structural fund projects and labour policy projects targeting Roma.	In progress
60. Based on the Rompo2 programme, regional MAARO action plans will be drawn up by county or by their cooperation area, and their planning, development and monitoring will be supported by the Regional Advisory Boards on Romani Affairs.	In progress
61. The inclusion of the Roma is supported by ensuring the appointment of Roma representatives to general provincial, local and other representative bodies, such as councils for elderly people and youth councils, as well as hearings in the region.	In progress

62. The monitoring of the development of Roma affairs will be mainstreamed, as applicable, as part of the regional and municipal forecasting and subsequent evaluation, well-being reports as well as parity and equality planning.	In progress
63. Local Roma working groups prepare action plans for each operating period and monitor their implementation annually.	In progress
64. Local Roma Working Group activities will be modelled, and the best practices associated with them will be compiled into an online publication presenting the activities and their importance.	Not implemented

Priority axis 9

International work with the Roma

Priority 1. Removing barriers to Roma employment

Priority 2. Reforming instruments in the European policy on Roma, making use of digitalisation and technology as well as social innovations to increase Roma inclusion

Priority 3. Reinforcing the policy on Roma and the empowerment of the Roma in European organisations

Action	Implementation rate
65. Finland actively supports the development and implementation of the Roma strategies of European intergovernmental organisations.	Implemented
66. Finland highlights the influencing opportunities of Roma organisations and other organisations promoting Roma affairs in intergovernmental organisations.	Implemented
67. Finnish representation will liaise with Roma organisations and the authorities, drawing on Finland's own experiences and good practices.	Implemented
68. Raising awareness of the content of UN and European conventions reinforcing the rights of the Roma and the recommendations received by Finland.	In progress
69. Supporting the European involvement and expert work of representatives of Roma organisations and experts.	In progress

70. To improve the position of EU citizens with a Roma background arriving in Finland, Finland cooperates with the authorities of their countries of origin, and with Roma organisations and various actors in development cooperation.	In progress
71. Finland will reinforce the Nordic cooperation in the field of work with the Roma.	In progress
72. A brochure on Finland's European policy on Roma is published in Finnish, Swedish, English and the Romani language.	In progress
73. The responsibility of European regional and local authorities for implementing Roma inclusion strategies is reinforced by increasing cooperation between them, for instance through the activities of the European Committee of the Regions.	Not implemented
74. Awareness of the UN's Sustainable Development Goals SDG is raised. The implementation of a corresponding national Agenda 2030 action plan and the functioning of related monitoring and accountability mechanisms is promoted.	Not implemented

Priority 4. Empowering Roma women and supporting independent activities at all levels

Action	Implementation rate
75. Participation in and support of the implementation of the Council of Europe Strategy on the Advancement of Romani Women and Girls continues, and the development of mutual cooperation between European Roma women's organisations is supported. This includes the Phenjalipe strategy in terms of country-specific implementation.	In progress
76. In the operation of the Secretariat of the Council of Europe and CAHROM (ADI- ROM), consideration of the rights of Roma women and children is emphasised.	Implemented
77. Issues related to the rights and status of Roma women are included in events organised by Finland in the EU, the Council of Europe and the OSCE at country level.	Implemented
78. Monitoring the implementation of recommendations made to Finland by UN and UN bodies monitoring the Convention on Human Rights and other bodies monitoring human rights.	Implemented
79. Disseminating and making use of research on the situation of Roma women produced by the European Union Agency for Fundamental Rights and other expert bodies.	Implemented

Priority 5. Reinforcing the fundamental and human rights perspective as part of the EU's policy on Roma

Action	Implementation rate
80. Disseminating and making use of research on the discrimination faced by the Roma produced by the European Union Agency for Fundamental Rights and other bodies.	Implemented
81. Aiming to reinforce the anti-discrimination and PIO perspective in the EU policy on Roma (funding programmes, networks and working groups).	Implemented
82. Aiming to make use of the EU funding to identify and dismantle discriminatory structures (e.g. Sanoista tekoihin 2 project, Wise Moves from Discrimination application/REC programme).	In progress

Appendix 2. Regional implementation of the MAARO programme in 2019–2020 (MAARO survey)

Total number of respondents: N = 57

The answers are open-ended, and their content has been used in this report.

1. Does your municipality/city have a MAARO programme? If you like, you can give a more detailed answer.
2. What measures have been taken in your region/municipality to promote the participation of the Roma in education in 2019–2020?
 - a) in early childhood education and care and pre-primary education
 - b) in upper secondary education
3. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency?
4. What measures have been taken in your municipality/region to support Roma employment in 2019–2020?
 - a) support for employment
 - b) support for entrepreneurship
 - c) promotion of integration into the labour market
5. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency in terms of employment?
6. What measures have been taken in your municipality/region to promote the equal treatment of Roma and the use of services in 2019–2020? In housing?
7. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency in matters related to equality and housing?
8. What measures have been taken in your municipality/region to revive and preserve the Romani language in 2019–2020?
9. What measures have been taken in your municipality/region to support Romani culture and art in 2019–2020?
10. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency in matters related to the Romani language, culture and art?
11. How have measures been taken in your municipality/region to take into account the inclusion of Roma children and adolescents in 2019–2020?
12. What measures have been taken in your municipality/region to support the social inclusion of the Roma population in society in 2019–2020?

13. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency in matters related to inclusion?
14. What measures have been taken in regional media to increase programme contents on Roma and Roma culture in 2019–2020?
15. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency in media matters?
16. What measures have been taken in your municipality/region to develop local work with the Roma in 2019–2020? (E.g. Roma working group, joint seminars, taking International Roma day into account)
17. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency to develop local work with the Roma?
18. What measures have been taken in your municipality/region to reinforce international cooperation between the authorities in Roma affairs in 2019–2020? (e.g. projects, events, media)
19. What kind of support and cooperation would you like to receive from your local Roma affairs planner working at the Regional State Administrative Agency to develop international work?

Appendix 3. THL Follow-up survey 2021 (Webropol)

Total number of respondents: N = 30

The answers are open-ended, and their content has been used in this report.

1. Background information
2. Location of activities (regional/national)
3. Which Rompo2 package of measures includes your activities? Select 1–3
4. What is the objective of your action? What are you doing in practice? Can you give a more detailed description of the target group?
5. What is the time period of your activity? For which years will your activities be targeted? When did the activity begin, and when will it end?
6. How would you rate your activities? What has been a success and what have been the challenges? In your opinion, what activities should be continued?
7. What about the financing for your activities? How do you finance the activities?
8. What are your plans for 2022 and beyond?

SOURCES

- Central European University CEU. Development of country monitoring reports by local NGOs. Country-specific shadow reports. Address: <https://cps.ceu.edu/roma-civil-monitor-reports> (retrieved on 30 November 2022).
- European Commission 2020. Roma strategic framework for equality, inclusion and participation. Address: [https://eur-lex.europa.eu/legal-content/FI/TXT/PDF/?uri=CELEX:32021H0319\(01\)&from=EN](https://eur-lex.europa.eu/legal-content/FI/TXT/PDF/?uri=CELEX:32021H0319(01)&from=EN). (retrieved on 11 November 2022).
- Fresno, J., Lajcakova J, Szira J, Macakova S, Karoly M, Rossi M. (2019) A meta-evaluation of interventions for Roma inclusion, EUR 29847 EN, Publications Office of the European Union, Luxembourg, ISBN 978-92-76-11047-7, doi:10.2760/641471, JRC117901 Osoitteessa <https://publications.jrc.ec.europa.eu/repository/handle/JRC117901> (retrieved on 28 November 2022)
- Friman-Korpela, S. 2014. Romanipolitiikasta romanien politiikkaan. Poliittisen asialistan ja toimijakonseptin muutos 1900-luvun jälkipuoliskon Suomessa [From a policy on Roma to the policy of the Roma. Change in the political agenda and the concept of actors in Finland in the second half of the 20th century], doctoral dissertation, University of Jyväskylä. Faculty of Social Sciences. Address: <http://urn.fi/URN:ISBN:978-951-39-6012-4> (retrieved on 31 November 2022).
- Huttu, H. 2018 Finland's National Roma Policy for (Rompo) 2018–2022. Publications of the Ministry of Social Affairs and Health 3, Grano: Helsinki. Address: <http://urn.fi/URN:ISBN:978-952-00-3916-5>. (Retrieved on 31 November 2022).
- Jauhola, L., Ärling, M., Karinen, R., Luukkonen, T. & Oosi, O. 2019. Employment, entrepreneurship and labour market integration of the Roma. Publications of the Ministry of Economic Affairs and Employment 2019:58. Address: <http://urn.fi/URN:ISBN:978-952-327-469-3>. (Retrieved on 1 November 2022)
- Kestilä, L., Härmä, V., & Rissanen, P. 2020. Covid19-epidemian vaikutukset hyvinvointiin, palvelujärjestelmään ja kansantalouteen. Asiantuntija-arvio. [Impacts of the Covid-19 epidemic on well-being, the service system and the national economy. Expert assessment.] Report 14 / 2020. Finnish Institute for Health and Welfare (THL). Address: <https://urn.fi/URN:ISBN:978-952-343-578-0>
- Mäenpää, N., Perho, K. & Ärling, M. 2018. Take the leap! It's possible: Smooth paths to education and employment for the Romani: Final report of the projects Tsetanes naal and Nevo tiija. DIAK Speaks 15, Diaconia University of Applied Sciences. Address: <https://urn.fi/URN:ISBN:978-952-493-316-2>. (Retrieved on 15 November 2022)
- National Agency for Education. 2022. Expert group on the Programme for the Revival of the Romani Language. Programme for the Revival of the Finnish Romani language and proposals for measures Mo ddiivel romani töimbi! [Long live the Romani language!] Publications 2022:6. Address https://www.oph.fi/sites/default/files/documents/Suomen_romanikielen_elvytysohjelma_toimenpide-esityksineen.pdf (retrieved on 1 December 2022)
- Rajala, S. & Blomerus, S. 2015. A review of the educational backgrounds of adult Roma. Publications 2015:8. Address: https://www.oph.fi/sites/default/files/documents/175254_katsaus_aikuisten_romanien_koulutustaustoihin_0.pdf. (retrieved on 11 November 2022).
- Rajala, S. & Schwartz, M. 2020. Roma children in early childhood education and care and pre-primary education. Publications 2020:26. Address: <https://www.oph.fi/fi/tilastot-ja-julkaisut/julkaisut/romanilapset-varhaiskasvatuksessa-ja-esiopetuksessa>. (retrieved on 11 November 2022).
- Ministry of Social Affairs and Health. 2014. Steering and monitoring of the implementation of the National Roma Policy: Working group report. Reports and memoranda of the Ministry of Social Affairs and Health 48. Address: <http://urn.fi/URN:ISBN:978-952-00-3464-1>. Helsinki. (Retrieved on 31 November 2022).
- Ministry of Social Affairs and Health. 2019. The MAARO plan. Guide for planning the regional and local implementation of the Finnish Roma integration strategy. Ministry of Social Affairs and Health publications 2019:24. Address https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/161773/STM_24_19_MAARO-opas.pdf. (Retrieved on 31 November 2022).
- Stenroos, M. 2020. Social orders, tensions and saviourism: An ethnography of Finnish Roma policy implementation, doctoral dissertation, University of Helsinki. Faculty of Social Sciences Address: <http://urn.fi/URN:ISBN:978-951-51-6677-7>. (Retrieved on 31 November 2022).

- Stenroos, M., Jääskeläinen, K. & Attias, M. 2021. Suomalaisten romanien ja romanasioissa toimivien vaikutusmahdollisuudet alueelliseen ja eurooppalaiseen romanipolitiikkaan. [Opportunities for Finnish Roma and Roma actors to influence regional and European policy on Roma.] Address: <https://um.fi/documents/35732/0/UM+selvitysraportti+7.7.2021.pdf/d0e52081-cc0e-92b1-cc16-9128a731e2a6?t=1641210643929>. (retrieved on 11 November 2022).
- The Finnish Roma Association. 2017. Varjoraportti Suomen romanipoliittisen ohjelman toimeenpanosta: Strategian menestyksellisen toteuttamisen rakenteelliset ja horisontaaliset edellytykset, Varjoraportti 1, Roma Civil Monitor. [Shadow report on the implementation of the Finnish National Roma Policy: Structural and horizontal prerequisites for successful implementation of the strategy, Shadow Report 1, Roma Civil Monitor.] Address: <https://cps.ceu.edu/sites/cps.ceu.edu/files/attachment/basicpage/3034/rcm-civil-society-monitoring-report-1-finland-2017-eprint-fi-2.pdf>. (Retrieved on 31 November 2022).
- The Finnish Roma Association. 2019. Varjoraportti Suomen romanipoliittisen ohjelman toimeenpanosta: Neljän toimintalinjan edistymisen arviointi, Varjoraportti 2, Roma Civil Monitor. [Shadow report on the implementation of the Finnish National Roma Policy: Assessment of the progress of four priority axes, Shadow Report 2, Roma Civil Monitor.] Address: <https://cps.ceu.edu/sites/cps.ceu.edu/files/attachment/basicpage/3034/rcm-civil-society-monitoring-report-2-finland-2018-eprint-fi.pdf>. (Retrieved on 31 November 2022).
- The Finnish Roma Association. 2020. Kansalaisyhteiskunnan seurantaraportti kansallisen romanipoliittisen ohjelman toimeenpanosta Suomessa: Osallisuustoimenpiteiden puutteiden tunnistaminen, Varjoraportti 3, Roma Civil Monitor. [Civil society follow-up report on the implementation of the National Roma Policy in Finland: Identification of shortcomings in inclusion measures, Shadow Report 3, Roma Civil Monitor.] Address: <https://cps.ceu.edu/sites/cps.ceu.edu/files/attachment/basicpage/3034/rcm-civil-society-monitoring-report-3-finland-2019-eprint-fi.pdf>. (Retrieved on 31 November 2022).
- Suonoja, K. & Lindberg, V. 1999. Strategies of the policy on Roma. Ministry of Social Affairs and Health reports 9. Address: <http://urn.fi/URN:NBN:fi-fe201504224875>. (Retrieved on 31 November 2022).
- Törmä, S. & Huotari, K. 2018. Follow-up report on equality of the Roma in housing. Ministry of the Environment Reports 6/2018. Address: <http://urn.fi/URN:ISBN:978-952-11-4783-8>. (Retrieved on 11 November 2022)
- Government Decree on the National Advisory Board on Romani Affairs and Regional Advisory Boards on Romani Affairs 1350/2003. Finlex. Address: <https://www.finlex.fi/fi/laki/alkup/2003/20031019>. (Retrieved on 31 November 2022).
- Government Decree amending Section 7 of the Government Decree on the National Advisory Board on Romani Affairs and Regional Advisory Boards on Romani Affairs 1350/2009. Finlex. Address: <https://www.finlex.fi/fi/laki/alkup/2009/20091350>. (Retrieved on 31 November 2022).
- Vanhanen, S. 2021. Poliisi ja romanit - yhdenvertaisuuden ja yhteistyön kysymyksiä. [Police and Roma – issues of equality and cooperation.] Police University College. Address <https://urn.fi/URN:ISBN:978-951-815-389-7>. (Retrieved on 13 November 2022)
- Weckström, E., Kekkonen, K. & Kekkonen, O. 2023. Selvitys romanilasten ja -nuorten hyvinvoinnista ja oikeuksien toteutumisesta Suomessa. [A report on the well-being of Roma children and young people and the realisation of their rights in Finland.] Publications of the Office of the Ombudsman for Children 2023 / Published in 2023.
- Weiste-Paakkanen, A., Lämsä, R. & Kuusio, H. 2018. Suomen romaniväestön osallisuus ja hyvinvointi. Romanien hyvinvointitutkimus Roosan perustulokset 2017–2018. [Inclusion and well-being of the Finnish Roma population. Basic results of the Roma Wellbeing Study Roosa 2017–2018.] Finnish Institute for Health and Welfare (THL). Address <https://urn.fi/URN:ISBN:978-952-343-246-8>. (Retrieved on 15 November 2022)



Internet: stm.fi/en/publications

Publication sales:
julkaisutilaukset.valtioneuvosto.fi

ISSN PDF 1797-9854

ISBN PDF 978-952-00-6867-7