



MINISTRY OF
EDUCATION AND CULTURE
FINLAND

Art, Culture and Diverse Finland

The Ministry of Education and Culture's action plan
to promote diversity in the field of arts and culture

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Maija Lummepero (ed.)

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Abstract

The Ministry of Education and Culture's action plan to promote diversity in the field of arts and culture is based on the final report of a working group appointed by the Ministry (2021). The action plan aims to take into account the increasing diversity of the Finnish population in the planning and decision-making procedures in arts and cultural policy. The action plan's cross-cutting principles are to promote the realisation of equity and equality, to recognise the diversity of cultural heritage and strengthen intercultural dialogue, and to provide everyone living in Finland with the opportunity to increase their knowledge and skills and to utilise them at work and in leisure activities.

The action plan contains six sets of measures that promote cultural diversity, equity and integration in cultural policy work (strategies, financing, performance and target guidance), in the agencies of the Ministry's branch of government, in the national art institutions, and in the cooperation carried out with cultural communities. Strengthening the knowledge base and carrying out measures within the Government are an important part of the action plan.

Indicators, studies and analyses are used to monitor the implementation of the action plan as part of the guidance and management processes in the Ministry's branch of government. The action plan will be updated based on needs arising from the Ministry's and the Government's strategy work and on the dialogues and development work with representatives of the cultural sector.

Keywords	cultural diversity, equality, integration (immigrants), multilingualism		
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Taide, kulttuuri ja moninainen Suomi
Opetus- ja kulttuuriministeriön toimenpideohjelma moninaisuuden
edistämiseksi taiteen ja kulttuurin alalla

Opetus- ja kulttuuriministeriön julkaisuja 2023:29		Teema	Kulttuuri
Julkaisija	Opetus- ja kulttuuriministeriö		
Toimittaja/t	Maija Lummepuro (toim.)		
Kieli	englanti	Sivumäärä	82
Tiivistelmä			
<p>Opetus- ja kulttuuriministeriön toimenpideohjelma moninaisuuden edistämiseksi taiteen ja kulttuurin alalla perustuu ministeriön asettaman työryhmän loppuraporttiin (2021). Ohjelman tavoitteena on huomioida Suomen väestön moninaistuminen kaikessa taide- ja kulttuuripoliittisessa suunnittelussa ja päätöksenteossa. Ohjelman läpileikkaavina periaatteina on edistää yhdenvertaisuuden ja tasa-arvon toteutumista, kulttuuriperinnön moninaisuuden tunnistamista ja kulttuurien välisen vuoropuhelun vahvistamista sekä kaikkien Suomessa asuvien mahdollisuutta kasvattaa tietojään ja taitojaan ja niiden hyödyntämistä työssä ja vapaa-ajalla.</p> <p>Ohjelmaan on koottu kuusi toimenpidekokonaisuutta, joilla edistetään kulttuurista moninaisuutta, yhdenvertaisuutta ja kotoutumista kulttuuripoliittisessa työssä (strategiat, rahoitus, tulos- ja tavoiteohjaus), hallinnonalan virastoissa ja kansallisissa taidelaitoksissa sekä yhteistyössä kulttuurialan yhteisöjen kanssa. Tietoperustan vahvistaminen ja valtioneuvoston piirissä tehtävät toimenpiteet ovat tärkeä osa ohjelmaa.</p> <p>Ohjelman toteutumista seurataan osana hallinnonalan ohjausta ja johtamista, hyödyntäen muun muassa indikaattoreita, tutkimuksia ja selvityksiä. Ohjelmaa päivitetään ministeriön ja valtioneuvoston strategiatyöstä nousevien tarpeiden sekä kulttuurin toimialan edustajien kanssa käytävän vuoropuhelun ja kehittämistyön pohjalta.</p>			
Asiasanat	kulttuurinen moninaisuus, yhdenvertaisuus, kotoutuminen (maahanmuuttajat), monikielisyys		
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Konst, kultur och ett mångfaldigt Finland

Undervisnings- och kulturministeriets åtgärdsprogram för att främja mångfald inom konst och kultur

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Undervisnings- och kulturministeriets åtgärdsprogram för att främja mångfald inom konst och kultur grundar sig på slutrapporten från en arbetsgrupp som tillsatts av ministeriet (2021). Målet med programmet är att beakta den ökande mångfalden bland befolkningen i Finland i all planering och allt beslutsfattande inom konst- och kulturpolitik. Programmets genomgående principer är att främja likabehandling och jämställdhet, identifiering av kulturarvets mångfald och stärkande av dialogen mellan olika kulturer. Med hjälp av programmet skall man även göra det möjligt för alla som bor i Finland att öka sina kunskaper och färdigheter och utnyttja dem i arbetet och på fritiden.

Programmet omfattar sex åtgärdsområden som främjar kulturell mångfald, likabehandling och integration i det kulturpolitiska arbetet (strategier, finansiering, resultat- och målstyrning), vid ämbetsverk inom förvaltningsområdet och nationella konstinstitutioner samt i samarbetet med sammanslutningar inom kulturbranschen. Stärkandet av kunskapsbasen och de åtgärder som vidtas inom statsrådet är en viktig del av programmet.

Genomförandet av programmet följs upp som en del av styrningen och ledningen av förvaltningsområdet med hjälp av bland annat indikatorer, undersökningar och utredningar. Programmet uppdateras utifrån de behov som uppstår i samband med ministeriets och statsrådets strategiarbete samt utifrån dialogen och utvecklingsarbetet med företrädare för kulturbranschen.

Nyckelord

kulturell mångfald, likabehandling, integration (invandrare), flerspråkighet

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1 Introduction

The final report of the Ministry of Education and Culture's Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity and the preparation of the Ministry's action plan for the promotion of cultural diversity have shown that the cultural administration is better equipped than before to identify problems related to promoting diversity and integration related to immigration. Thanks to efforts by the working group, we are also better at understanding the areas that need to be developed in the administrative branch of art and culture. The working group's final report contains proposals for measures focusing on seven themes to increase inclusion and develop cultural services. In its eighth proposal, the working group proposes that the ministry prepare a programme of measures to promote diversity in arts and culture for the implementation of the proposed measures.

However, recent reports and studies in the cultural sector show that immigrants and those belonging to a visible minority still face many challenges in adapting to society in Finland. The challenges include society's capacity to receive immigrants, discriminatory societal structures, questions related to language learning, difficulty in finding employment and a lack of representation. Among other things, these factors slow down adaptation and two-way integration into Finnish society. The work of the working group also highlighted the need to obtain up-to-date and high-quality research knowledge, which would lay a foundation for both political and practice-oriented decision-making. The field of actors has also highlighted the need to develop the production of data on diversity and ethnic minorities.

Art, Culture and Diverse Finland Action Plan

The ministry utilises the "Art, culture and a diverse Finland" action plan to pursue cultural policy objectives in accordance with its strategy through performance-based, target-based and resource-based guidance in cooperation with government agencies, cultural institutions, municipalities and communities in different fields of art and culture.

Cross-administrative cooperation is also important, as ministries such as the Ministry of Justice have competence in equality. In issues related to the promotion of integration, cooperation with the Ministry of Economic Affairs and Employment and the Ministry of the Interior plays a key role in ensuring that the numerous issues related to the promotion

of integration are taken into account as comprehensively as possible also from the perspective of art and culture. Cooperation with the Ministry of Social Affairs and Health is also essential to ensure that cultural well-being perspectives related to integration are taken into consideration. Last but not least, it is important to highlight the dialogue on budget preparation with the Ministry of Finance in this context.

Finland has always been a culturally and linguistically diverse society that is in constant change. Societal solutions linked to changes require the identification of different phenomena and taking them into account more extensively than before. Open cooperation with different actors and skills such as religious literacy in matters related to religion and freedom of conscience promotes equality and social peace. Many cultural and linguistic groups have a long history in Finland's society, and diversity does not merely concern immigration that has occurred in recent decades. This action plan is primarily focused on the topics covered by the scope of the mandate of the "Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity".

The task of the "Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity" appointed by the Ministry of Education and Culture was to present guidelines and measures that would better enable the Finnish art and cultural policy to pay more attention to immigration-based cultural diversity and build a more equal and non-discriminatory field of arts and culture. A special task of the working group was to pay particular attention to using art and culture for strengthening the social inclusion and participation of people with a foreign background and promote integration and intercultural dialogue between different population groups with the means of arts and culture. The working group submitted its final report, "Art, Culture and Diverse Finland", on 20 January 2021.

The group proposed that the increasing diversity of the Finnish population needs to be mainstreamed into the planning and decision-making procedures in arts and cultural policy. The working group outlined three principles, and attention should be paid to their implementation in all work in the field of art and culture. First, it must be ensured that equality and non-discrimination are realised at the level of both principles as well as practice. Second, it is important to acknowledge that Finnish cultural heritage has always been diverse and evolved over time in an interaction between cultures. Capabilities for recognising and acknowledging diversity should be improved, and dialogue between cultures should be further strengthened. Third, the working group highlighted the importance of education and competence as the foundation for the success of Finnish society. Regardless of their background, everyone must have the opportunity to increase their knowledge and skills and to utilise them and their creativity in their work and leisure time.

The report proposes a total of forty measures concerning cultural policy, funding for culture, employment, professional development, cultural services, intercultural dialogue, and statistics and research.

In its final proposal, the working group proposes that the Ministry of Education and Culture prepare an action plan which incorporates the working group's policy guidelines and proposals for measures and which, through concrete measures, will promote cultural diversity in cultural policy and Finnish arts and cultural life. Indicators, studies and analyses should be used to monitor the implementation of the action plan as part of steering and management processes in the administrative branch.¹

The "Culture is always present" report of the Working group on the future of the cultural sector, appointed by the Ministry of Education and Culture² notes that all people living in Finland have the right to enjoy culture as a part of the implementation of fundamental educational rights. For this reason, it is also important to provide all Finns with equal opportunities to enjoy culture. The working group on the future proposes that the policy recommendations of the "Art, culture and a diverse Finland" final report should be implemented within the framework of an action plan prepared in the Ministry of Education and Culture.

This action plan has been drawn up in accordance with the above-mentioned reports. However, the concrete measures included in the plan aim to examine diversity more broadly, ensuring that population groups with a longer history in Finland's society are also taken into account. In addition, the proposed measures take into account development needs related to the promotion of religious freedom.

Policies and Programmes in 2003–2019

The Ministry of Education and Culture published immigration policies in 2003 and 2009 as well as its working group's final report on the promotion of the accessibility of art and culture in 2014. Due to the influx of refugees and migrants that resulted from the Syrian civil war in the autumn of 2015 and the changed operating environment, the Ministry published three publications on the integration of immigrants from the perspective of education, culture, youth work and physical activity in the period 2016–2019. In 2016, the Ministry prepared a separate action plan titled *Meaningful in Finland*, which specified

1 [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021

2 [Culture is always present. Working group proposals for the government term beginning in 2023](#). Publications of the Ministry of Education and Culture 2022:23

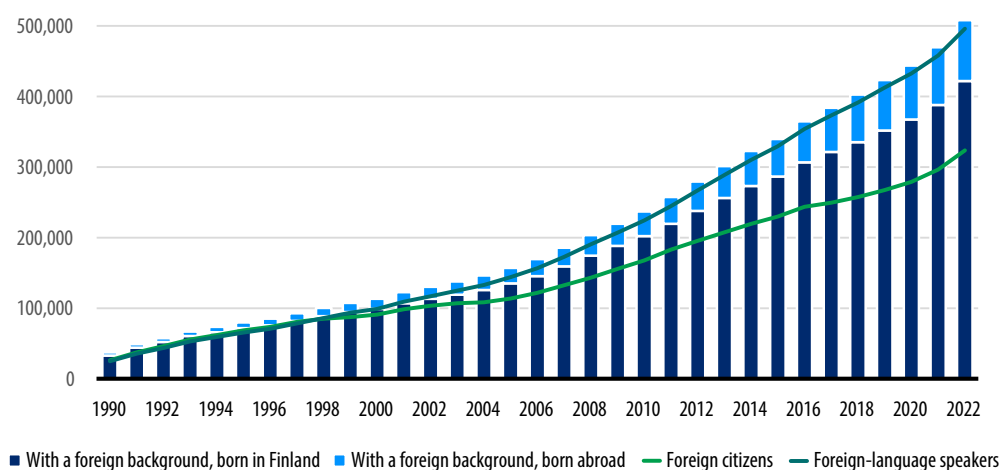
measures for promoting inclusion and equity as well as for combating hate speech and racism as part of the daily work carried out in the ministry's various administrative branches. (Ministry of Education and Culture publications 2021:2. Art, culture and a diverse Finland, p. 36)

2 Immigration to Finland and formation of minorities in Finland

International migration has changed Finland's demographic structures significantly over the last three decades. Figure 1 shows this change broken down by origin, mother tongue and nationality. At the end of 2021, Finland's immigrant population amounted to around 470,000 people. The number of foreign-language speakers was somewhat lower than this. Some people of foreign birth have registered Finnish or Swedish as their mother tongue, and some Finnish and Swedish speakers in Finland have a foreign background. The number of foreign citizens is the lowest, as most of those who have migrated to Finland acquire Finnish citizenship over time.

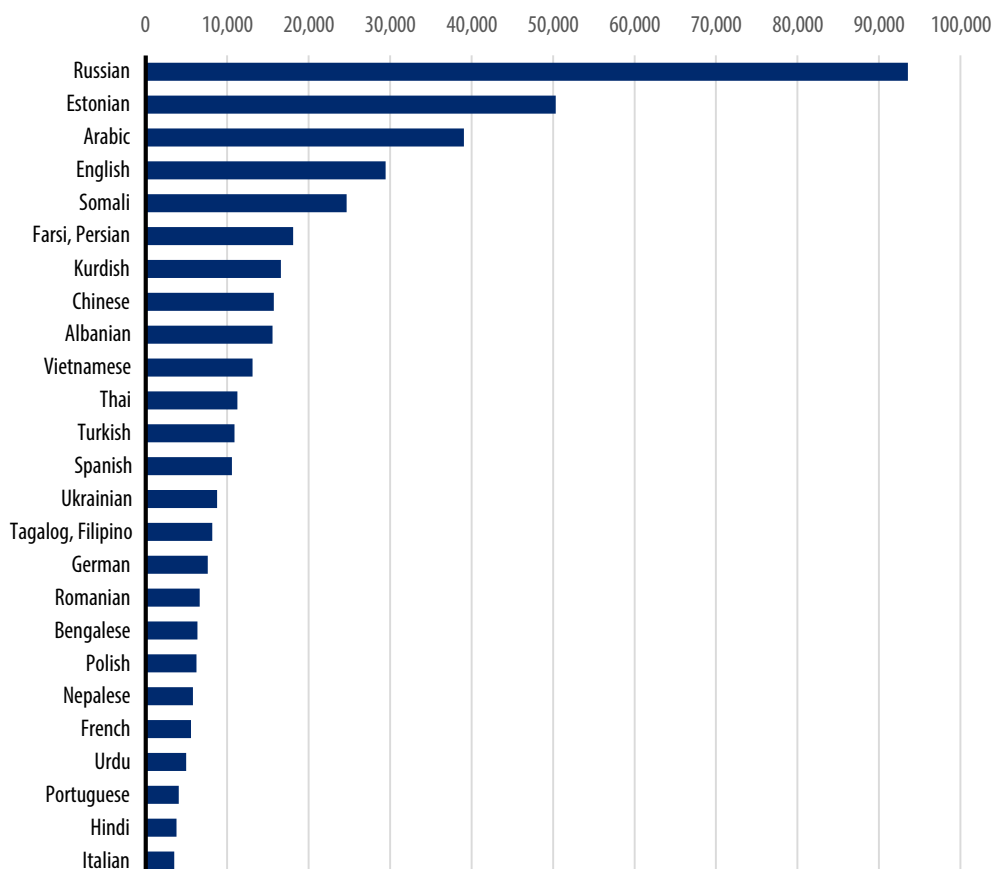
While people with a foreign background are found in different parts of Finland, most of them live in the largest cities. Around one out of four foreigners in Finland live in Helsinki, and around one half of this group lives in the Helsinki Metropolitan Area, totalling around 233,000 people. Most people who have migrated to Finland are of working age, whereas the majority of people with a foreign background who were born in Finland are children and young people. However, at the end of 2021, 12,500 of those belonging to this second generation of immigrants were over 20 years old, 7,224 (58%) of them living in the Helsinki Metropolitan Area. The numbers of men and women are more or less equal, but men or women are a clear majority in some groups that have moved to Finland categorised by their background countries.

Figure 1. Foreign citizens, foreign-language speakers and those with a foreign background in Finland in 1990–2022. Source: Statistics Finland.



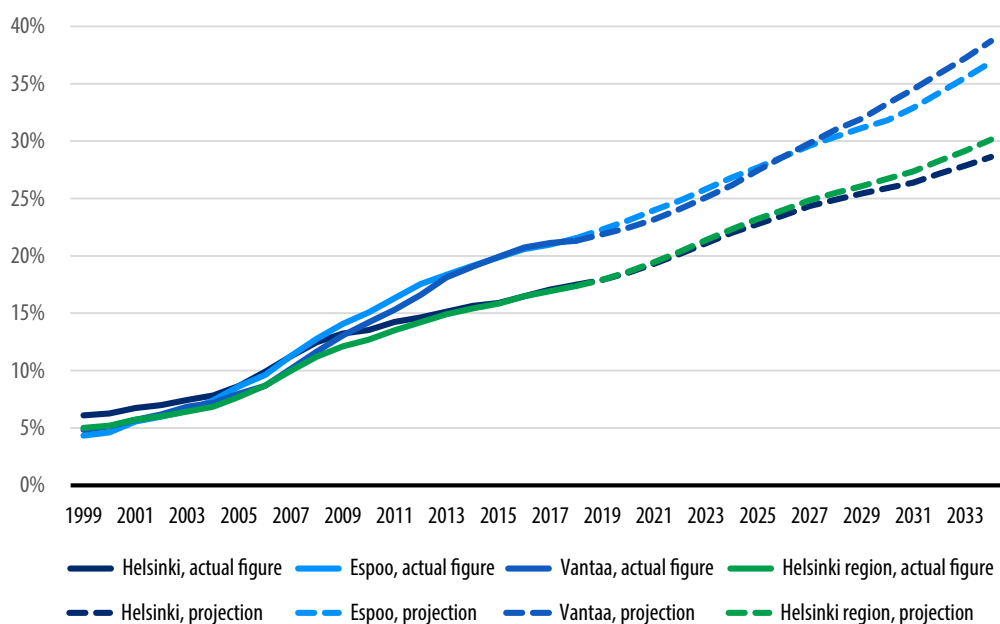
While people have moved to Finland from all parts of the world, the most significant countries of origin have been the Soviet Union, Russia and Estonia. Many of those who have migrated from Sweden are returnees with a Finnish background, and those who have moved from the Soviet Union/Russia include many Ingrian Finnish returnees and their families. Larger numbers of people have additionally moved to Finland from such countries as Iraq, Somalia, Thailand and China. Examined by language, Russian speakers are clearly the largest group with around 93,500 people at the end of 2022 (Figure 2). In that year, Estonian speakers numbered around 50,000 and Arabic speakers around 39,000. Approximately 29,000 people are English speakers and 24,500 are Somali speakers. The majority of the English speakers are from countries other than English-speaking Western nations.

Figure 2. Largest groups of foreign-language speakers in Finland in 2022. Source: Statistics Finland.



Despite interruptions and changes caused by the coronavirus pandemic and the war in Ukraine, international migration to Finland has continued to increase. As there is a commonly-held belief in Finnish society that work-based immigration should be further increased, the share of immigrants in Finland is likely to continue to increase. In young age groups, the proportion of people with a foreign background will in any case increase rapidly in the next few years, especially in the Helsinki Metropolitan Area and other major cities (Figure 3). An increasing share of them will be persons with a foreign background born in Finland, in other words, second-generation immigrants. The data of the population projection for foreign-language speakers in Figure 3 are not available for the entire country.

Figure 3. Proportion of foreign-language speakers aged from 20 to 29 of this age group in Helsinki region in 2000–2018 and projection until 2035. Source: Projection of foreign-language population in Helsinki region in 2018–2035, Statistics Finland data.



3 Cross-cutting guidelines for the promotion of diversity in arts and culture

The Ministry of Education and Culture bases its action plan on the three cross-cutting guidelines presented by the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity (Publications of the Ministry of Education and Culture 2021:2, p. 15), which must be reflected in all work carried out to promote equality and cultural diversity.

1. In Finnish cultural policy and artistic and cultural life, equity and equality must be ensured not only at the level of principles but also at the level of practice. No one in Finland may be subject to discrimination on the basis of factors such as origin, skin colour, citizenship or nationality, language or religion, or any other reason associated with the person. Apart from direct discriminatory treatment, attention must also be paid to structural and intersectional discrimination and racism.
2. The diverse Finnish cultural heritage has evolved over time in an interaction between cultures. A rich artistic and cultural life requires respect for the tangible and intangible cultural heritage and a desire and capacity for renewal, as well as wide-ranging inclusion and participation. Capabilities for recognising diversity should be improved, and dialogue between cultures should be strengthened. Everyone in Finland has the right to their own language and culture, as well as a right to draw diversely on the possibilities offered by art and culture.
3. Education and competence have always been the foundation for the success of the Finnish nation. Finland has people who create art and thirst for art from many different cultures and civilizations in the world. All people living in Finland must have the opportunity, as active citizens, to increase their knowledge and skills, to utilise their competence and creativity in their daily lives, and to enjoy diverse cultural services. Motivation to become an artist or a professional in the cultural sector should be increased and supported.

4 Measures to promote diversity in the Ministry of Education and Culture's strategy work and funding of culture

The Strategy for Cultural Policy of the Ministry of Education and Culture was completed in 2017 and extends until 2025. The strategy has identified the increasingly diverse population and growth in the share of the population with a foreign background in Finland. When the strategy is updated for the next time, the impact of this development on the cultural policy should be examined in a more versatile manner.

In its report completed in 2022, a working group on the future challenges and development needs of the cultural sector proposes that during the government term starting in 2023, the Government should submit to Parliament a cultural policy report that covers a wide range of issues concerning the cultural and creative sectors, also across administrative borders. The Ministry of Education and Culture agrees with this proposal in its objectives recorded for the government programme. The cultural diversity of society must be one of the starting points for the report and the factors affecting the guidelines and measures of the report.

4.1 Government Resolution for the Cultural Heritage Strategy 2023–2030

In the strategy process, cultural heritage is perceived as a resource for a sustainable future and a comprehensive part of people's lives. Everyone must have the right to enjoy cultural heritage and participate in its enrichment. In a pluralistic society, cultural heritage actors play a key role in identifying and recognising the cultural needs of individuals and groups with different backgrounds, in creating equal opportunities in relation to cultural heritage, and in strengthening the dialogue with different stakeholders and audiences. In 2023, the Ministry of Education and Culture will prepare a plan for implementing the Cultural Heritage Strategy in cooperation with groups representing different cultural backgrounds. One of the cross-cutting areas of strategy implementation is cultural diversity and equality, which is promoted through the following measures:

- Strengthening a dialogue with young people on cultural heritage and diversity in cooperation with the Ministry of Education and Culture, the Finnish Heritage Agency, the Association of Cultural Heritage Education in Finland and the Culture for All service. The measure may consist of surveys, seminars, workshops, videos uploaded to social media and other material implemented on young people's terms that could also be used in schools.
- Strengthening the role of local heritage work and opportunities to support cultural diversity in our society. In the period 2019–2020, the Finnish Local Heritage Federation prepared an online guide on culturally diverse local heritage work.³ This work will be further advanced and refined.
- Promoting the inclusion and integration of immigrants by making use of the new "Mestarit & Kisällit" ("Masters and apprentices") project of the Finnish Local Heritage Federation. In the project, children, young people and older people from different cultural backgrounds meet each other, learning and gathering experiences of their own and shared cultural heritage and familiarising themselves with their local area.⁴

3 Finnish Local Heritage Federation: [Online guide: Kulttuurisesti moninainen kotiseututyö \[Culturally diverse local heritage work\]](#). 2022.

4 Finnish Local Heritage Federation: [Mestarit & Kisällit -sukupolvihanke \[Masters and apprentices generational project\]](#). 2022.

4.2 Central government transfers to museum services and performing arts

The Ministry of Education and Culture has reformed the principles of funding granted to museums and theatres. Central government funding for performing arts was renewed at the beginning of 2022, and the Museums Act was reformed in 2019. One of the main objectives of the Museums Act and the new Act on the Performing Arts is to promote cultural diversity and diversity in art.

In addition to promoting cultural diversity, the objectives of the Museums Act include promoting communality and continuity. The Act is also used to strengthen the role of museums as mediators of culture and services promoting cultural diversity. To implement the objectives of the Museums Act, the following measures are planned:

- Carrying out projects promoting and supporting the integration of immigrants.
- Increasing skills in cultural diversity and equality among staff.
- Museums organise online exhibitions on multiculturalism on the Opi museossa ("Learn at the museum") website: [Opimuseossa.fi](https://opimuseossa.fi) – Multiculturalism.
- The Helsinki City Museum has launched a cultural environment programme. One of the programme's main areas is cultural diversity. In 2021, the Finnish Heritage Agency granted discretionary grants to the Helsinki City Museum for the project *Afro-suomalaiset Helsingissä kulttuuriympäristön tulkitsijoina ja muokkaajina* ("Afro-Finns as interpreters and shapers of the cultural environment in Helsinki"). The aim is to examine the relationship between new Helsinki residents and the cultural environment in Helsinki and to promote interest and enthusiasm for the use, care and appreciation for the tangible and intangible cultural heritage of one's neighbourhood and Helsinki as a whole. It is important to find new ways of cooperating in multi-identity communities.
- In accordance with the Museums Act, the Finnish Heritage Agency engaged in negotiations in 2022 with regional responsible museums concerning the management of their regional task and a regional plan for the period 2023–2026. The regional work plans of the regional museums include:

- Cultural diversity and special groups must be taken into consideration in art museum activities, especially in Uusimaa. The Helsinki City Museum organisation is multilingual and its experts serve customers equally in different languages. HAM Helsinki Art Museum has a responsibility working group consisting of personnel members. The aim of the group is to ensure an ecologically, economically and socially sustainable and inclusive art museum. The working group aims to implement and share good practices, organise staff training and ensure the implementation of the prepared agendas. (HAM Helsinki Art Museum, regional work plan 2023–2026).
- The accessibility, diversity and equality of visual arts are also promoted by a survey of artists with an immigrant background working in the Pirkanmaa region, artists in need of special support, artists belonging to language and cultural minorities, and artists belonging to other minorities and their working opportunities. Cooperation opportunities are explored, advisory assistance is provided and opportunities for supporting artistic work are examined (for example, creating a touring exhibition concept together) based on the principle of positive action. (Tampere Art Museum, regional work plan 2023–2026).

The Act on the Promotion of Performing Arts 1082/2020 aims to promote not only cultural diversity but also the national and regional availability of performing arts services and the accessibility of art to different population groups. The achievement of the objectives of the Act will be ensured in the implementation of the central government transfer system by the following planned measures:

- All institutions within the scope of the central government transfers system will be encouraged to accept their responsibility for promoting diversity. For the next time, operators will be approved for central government transfers covering the period 2025–2027. The call for applications starts at the beginning of 2024.
- The institutions within the scope of the central government transfers system and the performing arts communities outside the system will be encouraged to cooperate to put culturally diverse content representing different cultural traditions on the stage.

4.3 Basic education in the arts

The legislative basis for basic education in the arts mainly dates back to the 1990s. The need to develop it has been recognised in documents such as the Education Policy Report of the Finnish Government (2021) and the Futures review of the ministries (2022), in which the following has been recorded regarding the direction of the decision on basic education in the arts: The structures, legislation and funding of basic education in the arts will be developed. In addition to the aforementioned documents, the direction of the development of basic education in the arts is related to promoting equal access and accessibility and strengthening the knowledge base of the sector. To promote the above needs, the Ministry of Education and Culture will take into account the perspectives of promoting cultural diversity in the comprehensive development of basic education in the arts. (2023–2027)

4.4 Increasing education in Finnish and Swedish at higher education institutions

Artists and cultural professionals who have moved to Finland already have much knowledge and skills when they arrive in the country. However, to be able to operate fully and equitably in the Finnish field of art and culture, many of them need to develop their language skills and other competencies.

More teaching of Finnish and Swedish as well as education about structures and employment opportunities in Finnish arts and cultural life will be provided at educational institutions in the field of art and culture.⁵

In the agreements between the Ministry of Education and Culture and higher education institutions for the contracting period 2021–2024, it has been agreed that, annually, EUR 3.8 million in strategic funding will be allocated to the development and expansion of the provision of the national languages in higher education institutions. The funding is allocated to the University of Helsinki, Aalto University, Metropolia University of Applied Sciences, Haaga-Helia and Laurea. The aim is that in addition to the educational institutions covered by the project, the opening and expansion of the available education will bring benefits to the field of higher education as a whole. [Kielibuusti – Language boost for international professionals in Finland’s national languages](#).

5 [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021, p. 22

4.5 Cultural and library services in municipalities

Municipalities take into account the needs of cultural and other forms of diversity and the promotion of equality when organising their cultural and library activities as well as their services. The national and regional development tasks referred to in section 6 of the Act on Cultural Activities in Local Government may also be used for this purpose.⁶ Under section 2 of the Act on Cultural Activities in Local Government, the implementation of the objectives of the Act is based on cultural diversity and dialogue, among other factors, and under section 3, the municipality's tasks include promoting cultural interaction.

The Ministry of Education and Culture funds the national task of municipalities to develop cultural activities to promote cultural diversity and equality in municipal cultural services. The ministry also monitors the implementation of the development tasks that have received discretionary government transfers and their impacts in the period 2022–2024.

Cultural services play a key role in promoting integration in culture and interactions in the municipalities and as a resource for integration training. Integration training and other forms of integration should increasingly involve the utilisation of the contents and services of public libraries, municipal cultural activities, museums and other art and cultural institutions.

The development tasks of public libraries laid down in the Public Libraries Act and national and regional development tasks set out in the Act on Cultural Activities in Local Government can also be used for this purpose. The competence in diversity and intercultural interactions of the library staff will be strengthened by allocating discretionary government transfers to these activities.⁷

Based on the objectives laid down in [section 2 of the Public Libraries Act](#), the activities of public libraries safeguard many of the goals of a diverse society, such as equal opportunities for everyone to access education and culture, active citizenship, democracy and freedom of speech. The implementation of these objectives is based on a sense of community, pluralism and cultural diversity.

6 [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021, p. 18

7 [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021, p. 18

To implement the objectives of the Act, the following measures are planned:

- The multilingual library coordinates the Satakielikuukausi language theme month, during which events related to multilingualism are organised around Finland, such as school events related to the theme. (21 February –21 March annually)
- Financing is provided to continuing education that increases the diversity competence among library staff as a part of the regional administration of library services and the central government funding provided to libraries responsible for their regional development task. The number and regional coverage of continuing education events will be monitored. (ongoing)
- Libraries will receive aid intended for purchasing high-quality literature with a limited circulation for the procurement of easy-read literature. Each year, the Finnish Centre for Easy Language provides a list of books in easy language covered by the purchase aid. (ongoing)
- The Finnish Centre for Easy Language and LL-Center will continue to provide information and advice on easy-read books. (ongoing)
- Libraries provide their staff with an opportunity to participate in training organised by the Finnish Centre for Easy Language and LL-Center on easy-read literature and the use of easy language in customer service situations. (ongoing)
- If appropriate funding is obtained, knowledge of easy-read literature in libraries can be improved by an information campaign, which may be supported by operators such as the Finnish Centre for Easy Language and the LL-Center with partners.
- Libraries can utilise the information kit on promoting easy-read literature compiled by the Finnish Centre for Easy Language for libraries. (ongoing)

Public libraries, cultural activities at municipalities, museums and other art and cultural institutions actively communicate about international art events and projects by artists with foreign backgrounds. A need to increase the visibility of projects by independent artists with a foreign background and international art events in the municipal communication channels emerged in the Ministry of Education and Culture's immigration dialogue that enabled professionals in arts and culture to talk about immigration from the perspectives of the art and cultural sector. (<https://intermin.fi/maahanmuuttodialogit>) The following measures are planned to promote the above needs:

- Municipalities will offer more visibility to art projects by artists with a foreign background, such as independent artists, and to international and culturally diverse art events in their communication channels. (ongoing)
- Municipalities will increase communication about these art events in different languages to make sure that they will also reach culturally and linguistically diverse audiences. (ongoing)

The linguistic and cultural diversity of personnel working in expert and managerial positions in art and cultural organisations will be increased. To promote this objective, the new provisions of the Public Libraries Act (1492/2016) on the eligibility of employees should be actively applied in libraries.⁸ To implement the objectives of the Act, the following measures are planned:

- The progress of the linguistic and cultural diversity of the staff working as experts and managers in libraries will be monitored. The monitoring of the number of experts and managers representing different linguistic and cultural backgrounds will be developed in cooperation with the Regional State Administrative Agency. (2023–2027)
- The way libraries and their facilities are used and their role as a place for diverse encounters will be examined as a part of the library's objective of promoting active citizenship, democracy and the freedom of expression. (ongoing)

8 [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021, p. 20–21

4.6 Discretionary government grants

Agencies and other organisations (including the Finnish Film Foundation) that distribute discretionary government grants to actors in the field of art and culture will, in consultation with the actors, develop their practices of granting aid, ensuring that cultural diversity and equity are addressed better in the activities of the government grant recipients.⁹ The Ministry of Education and Culture's Department for Art and Cultural Policy promotes cultural diversity and non-discrimination through the following measures:

- The Ministry participates in the development of the government grant project under the leadership of the Ministry of Finance. Broad co-development is used to create uniform practices and concepts for discretionary government grants that increase the transparency, trust and equality of operations. The relative increase in applicants speaking languages other than Finnish and Swedish will be taken into account in these development efforts to enable applicants to also apply for grants in English in addition to Finnish and Swedish in the future. The aim is to build a more effective operating model that has broader impacts and is more capable of renewal. (2023–2027)
- In its general grant decision, the ministry notes that grant recipients must promote equality and non-discrimination in their activities and comply with any employer's obligations concerning them. When submitting a report on the use of discretionary government grants, grant recipients must report on the implementation and monitoring of the equality and non-discrimination plan or on other ways in which equality and equity have been promoted in their activities. The Ministry is developing criteria that support responsible activities, which will be used to promote and monitor the implementation of good governance, equality and non-discrimination, cultural diversity as well as sustainable development in the activities of communities. (2023–2027)
- In the context of the Ministry of Education and Culture's grants for children's culture, the Ministry will support measures that promote the opportunities for all children and young people to foster and bring up their language and culture and their equal opportunities to participate in art and culture. (2023–)

⁹ [Art, Culture and a Diverse Finland](#). Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021, p. 18

- The Ministry continues to distribute discretionary grants to promote dialogue between religions. The purpose of the grants is to promote good relations between different religious groups. Through this dialogue, religious communities publicly demonstrate their support and appreciation for the peaceful encounter between different religions. (ongoing)
- The Ministry will prepare a report on how the equality of religious and philosophical communities could be promoted in the granting of discretionary government transfers. (2024–2025)
- The Finnish Film Foundation has supported an equality and non-discrimination tool developed by Women in Film and Television Finland (WIFT), which the foundation will adopt together with other funding providers in the film industry. The tool provides guidance on taking diversity into account when preparing productions. (ongoing)
- The personnel of the Finnish Film Foundation will be further trained to take diversity and equality into account in customer service. Information sessions and content is also available in English for the foundation's support customers. (ongoing)
- The Finnish Centre for Easy Language will continue to distribute to easy-read authors a discretionary government grant for easy-read literature delegated to it by the Ministry of Education and Culture. (ongoing)
- Those working in the arts and cultural sector can make use of the text and education services of the Finnish Centre for Easy Language in their communication projects: The national easy language check service of the Finnish Centre for Easy Language is free of charge and can be requested by anyone involved in publishing easy language materials. The Finnish Centre for Easy Language also offers a paid easy-read text assessment service and training on easy language. The Finnish Centre for Easy Language also provides information about professionals adapting texts to easy language. The LL-Center provides text and training services related to easy Swedish. (ongoing)

5 Measures to promote diversity in the Ministry of Education and Culture and the agencies under its administrative branch

The role of the Ministry of Education is to take care of legislation, the administrative structure and practices, financing, strategic steering and other general prerequisites and their development. The field of cultural policy comprises the different sectors of arts and culture, museums, cultural heritage, libraries, cultural exports and creative work.

Five agencies operate in the administrative branch of art and cultural policy of the Ministry of Education and Culture: Arts Promotion Centre Finland (Taike), Finnish Heritage Agency, National Audiovisual Institute (KAVI), Accessibility Library Celia and the Governing Body of Suomenlinna. In the field of education policy, the Finnish National Agency for Education is the responsible agency. The Finnish National Agency for Education's measures related to the principles of recognition of qualifications and competence in the field of arts and culture have been included in the action plan.

Cultural diversity and the promotion of integration are taken into account in the basic operations of all the agencies. The priorities for cultural diversity and equality, practical measures and their monitoring will be agreed upon performance target negotiations between the ministry and agencies for the performance agreement period 2024–2027. Special attention should be paid to the following measures:

- Promoting anti-racism and equality.
- Constantly increasing competence in equality and cultural diversity among the agency's staff and developing diversity management.
- Involving people with a foreign background or culturally diverse background in the agency's work through recruitment and external expert work in a goal-oriented manner, for example by using the diversity agents of the Culture for All service or other diversity educators.

- Strengthening competence in equality and diversity and developing working life practices by organising dialogue card workshops on cultural diversity and sustainable development. (2023–2027)
- Increasing competence related to easy language by training staff so that the agencies will be able to identify the need for material available in easy language and produce easy-read materials.
- Organising training on taking cultural diversity and equality into account in recruitment processes and on the use of positive action to actively promote equal treatment. (2023–2027)
 - [THL, diversity in recruitment](#)
 - [Non-Discrimination Ombudsman, positive action](#)
- Critically assessing the language proficiency requirements required by work tasks in a recruitment context and promoting language awareness in work communities, for example, by using several working languages side by side at meetings. [THL, Working with language awareness](#)

Cultural diversity and equality are promoted in the activities of the agencies through measures taken by the agencies and formulated in cooperation with the Ministry of Education and Culture described below.

5.1 Ministry of Education and Culture

The Ministry of Education and Culture considers it important that the ethnic, linguistic and cultural diversity of the population is mainstreamed in all art and cultural policy planning and decision-making. Digital content and environments, which are playing an increasingly significant role, offer an opportunity for creative expression and intercultural interaction, thus strengthening the building of digital education. Cultural wellbeing services that promote wellbeing and health play a major role in promoting diversity, strengthening the participation of different population groups and promoting the availability and accessibility of cultural services. Research has shown that culture and art promote wellbeing and that they can be used to respond to the needs and challenges of an increasingly diverse society. The ministry is developing its practices as well as those of its administrative branches and national art institutions to make sure that they reflect Finland's diverse population structures.

Religious events have traditionally been part of Finnish customs and have been strongly linked to the Christian heritage of Finland's culture and society. However, the number of people belonging to a church has been declining year by year; at the same time, the number of people not belonging to religious groups and the number of registered religious communities has increased. The increase in the number of registered religious communities is mainly due to reasons related to immigration and the formation of sub-groups within the religious communities that have been operating in Finland for a longer time. According to studies, religiousness has decreased among younger generations. More and more young people consider themselves spiritual, but not religious. As a result of these developments, societal issues related to religion and worldviews are going to be increasingly diverse in the future.

The Ministry of Education and Culture's Department for Art and Cultural Policy promotes cultural diversity and non-discrimination through the following measures:

- In the work to prepare the central government budget, the ministry will take into account the growing societal significance of cultural diversity and pay particular attention to equality aspects. (ongoing)
- In preparing its cultural policy, the Ministry takes into account the connection between new phenomena and the promotion of cultural diversity, such as measures related to the development of digital environments. (2023–2027)
- In its activities, the ministry draws attention to an opportunity for positive action and making separate decisions in contexts such as personnel recruitment if these can promote the achievement of the objectives of equality and cultural diversity. (ongoing)
- The ministry strengthens competence in equality and diversity and develops working life practices in the organisation by organising dialogue card workshops on cultural diversity and sustainable development. (2023–2027)

Photo 1. #maahanmuuttodialogit (“immigration dialogues”) discussion on the diversification and inclusion of the available cultural services in the Ministry of Education and Culture in November 2022. Photo: Kati Järvinen/Ministry of Education and Culture.



5.2 Arts Promotion Centre Finland (Taike)

The Arts Promotion Centre Finland (Taike) provides funding to artistic activities and strengthens the impact of art in society. Taike employs around 75 people: approximately 2/3 of them are public officials and 1/3 are fixed-term art experts, artist experts and regional artists. Taike’s main office is in Helsinki, and it also has regional offices. The Arts Promotion Centre Finland promotes cultural diversity and equality and supports dialogue between different population groups, taking into account all groups underrepresented in art regardless of their origin, skin colour, language, religion, state of health, disability and sexual orientation. The Arts Promotion Centre Finland promotes cultural diversity and equality through the following measures:

- Taike is launching an assessment of the impact of government grants for cultural diversity and anti-racism activities. (2023–2025)
- In its work to develop funding systems, calls for applications and advisory services in the arts and cultural sector, Taike takes the needs of non-Finnish and Swedish speakers into account, shares information and organises training and information events for immigrants and persons belonging to minority groups. (2023–2025)

- Taike utilises the opportunities offered by [the dialogue card tool](#) promoting cultural diversity and sustainable development in updating the agency's practices and promoting cultural diversity and equality in training events and in the development of practical working life. (2023–2027)
- Taike trains diversity agents and educators in using the dialogue card method and implements its use as a part of the development of practices and personnel in organisations in the field of art and culture. (2023–2025)
- Taike introduces anonymous recruitment as one form of recruitment. (2022–)
- Taike has launched a “BIPOC (Black, Indigenous, People of Color)” steering group and maps related activities in its organisation and in the agency's elected bodies.
- Taike supports a dialogue between population groups in the arts and culture sector and promotes the working conditions of artists representing minorities in Finland. (2022–2027)
- Taike offers diversity expert services to municipalities, art communities and organisations as well as artists. (ongoing)
- Taike takes need related to multilingualism into account in its events and also promotes themes related to cultural diversity in its contents. (2023–)

Photo 2. Dialogue cards. A tool for cultural diversity and sustainable development. Card 9. Peace, justice and good governance. Steller Jay (2022). Illustration by: Inês Wellenkamp de Mesquita Mendes Jaless.



5.3 Finnish Heritage Agency

Finnish Heritage Agency is an expert body in cultural heritage, a service provider, a developer of its sector and an authority. Its tasks include accumulating, managing and presenting cultural-historical national property and storing, producing and disseminating information. Together with other authorities and museum institutes, the Finnish Heritage Agency is responsible for protecting a culturally valuable environment, archaeological cultural heritage and architectural heritage as well as cultural property. The Finnish Heritage Agency offers versatile, continuously developing services for all citizens. The National Museum of Finland, a museum of Finland's cultural history, operates in connection with the Finnish Heritage Agency. In addition to the National Museum operations, the agency is responsible for Hvitträsk, Häme Castle, Langinkoski, Louhisaari, Olavinlinna Castle, Seurasaari Open-Air Museum, the Maritime Museum of Finland, Tamminiemi and the Prison. The Finnish Heritage Agency and the National Museum of Finland promote cultural diversity and equality through the following measures:

Finnish Heritage Agency

- The Finnish Heritage Agency promotes discussion on cultural diversity and serves as a platform for diverse communities and population groups as well as for encounters between different cultures. (ongoing)
- The Finnish Heritage Agency opens calls for applications for discretionary government grants to strengthen and enrich diverse cultural heritage. It invites immigrants or people with otherwise diverse cultural backgrounds to participate in designing the content of the calls to ensure socially sustainable development and an inclusive approach to diversity. (ongoing)
- In its personnel training, the Finnish Heritage Agency continues to develop competence related to cultural diversity in accordance with its equality and non-discrimination plan. (ongoing)
- The Finnish Heritage Agency makes cultural diversity visible in work revolving around intangible cultural heritage through the Wiki-inventory for Living Heritage and its events. Attention is also paid to diversity in work related to the living heritage of children and young people and in materials aimed at educators. (ongoing)

- The Finnish Heritage Agency is carrying out a project called the “Ambassadors of Living Heritage” project, which aims to increase the visibility of culturally diverse living heritage in Finland and stimulate discussion on how different groups are contributing and could contribute to the protection of living heritage in Finland. The Finnish Heritage Agency implements the project in cooperation with the Arts Promotion Centre Finland (Taike), the Culture for All service and Globe Art Point. (Autumn 2022–)
- The current documentation of the Finnish Heritage Agency's image collections strongly emphasises recording cultural diversity. (ongoing)

Photo 3. Summer camp for Ukrainian children at the National Museum in summer 2022.
Photo: Onni Vesa/National Museum of Finland.



National Museum of Finland

- The National Museum of Finland promotes discussion on cultural diversity and serves as a platform for minorities as well as for encounters between different cultures. (ongoing)
- In its biggest museum destinations, the National Museum is increasing services aimed at citizens with an immigrant background and involving them in developing its operations. In this context, the needs of immigrants are taken into account in the language selections and content of the museum programmes as well as the used communal production methods. (ongoing)
- The National Museum of Finland's work with the audiences is strongly based on partnerships with organisations, communities, cities and companies, and the museum employs artists, researchers and experts from different fields. The museum takes diversity into account, offering job opportunities to people from different backgrounds. (ongoing)
- The National Museum of Finland is systematically meeting with local integration training providers to identify needs related to shaping its services as a part of the museum's long-term plan. Sites: Häme Castle, Olavinlinna Castle, the Maritime Museum of Finland and the National Museum. (ongoing)
- The National Museum of Finland organises a period of work experience for upper comprehensive school pupils twice a year at the National Museum, and the diversity of the population is always taken into consideration when selecting participants. (ongoing)
- For six years now, the service range of the National Museum has included a guidance concept developed for integration training, in which the history of Finland is discussed in an easy-to-understand way and used as a tool for learning Finnish at the same time. Approximately 100 integration groups visit the museum each year. (ongoing)
- The National Museum is organising the "Uusi Kansallinen" ("New National") meet-ups to promote inclusion with different population groups twice a month. The maximum number of participants for the meet-ups is 10 at a time. The point of the meet-ups is to facilitate discussions between people with different backgrounds, producing information and perspectives for developing the diversity and equality of the services and programme of the new National Museum. (ongoing)

- The Finnish National Museum's Kirjeitä saaresta ("Letters from an island") artwork will bring 1,400 pupils in year 8 of basic education to the Olavinlinna Castle in March 2023. It brings the audience to see performances by artists with different backgrounds. With their work, each artist provides a perspective on how the Finnish identity is reflected by their personal history. Producer Kaari and Roni Martin Compania, the Art Testers project. (2023)
- The National Museum participates in the City of Helsinki's "Culture Kids" activities and invites all children born in 2023 to become the museum's "Culture Kids". The activities are based on equality and low-threshold activities, and follow a long-term operating model. Annually, the museum reaches 700 children of different backgrounds and the children's parents. (2023–)
- Free events concerning societal viewpoints are also often offered at the Finnish National Museum's sites, and the inclusion of local residents is emphasised. (2023, ongoing)
- In its contents, the National Museum highlights the cultural heritage of different ethnic groups in cooperation with these communities in the form of current documentation, exhibitions and events. After a renovation, the museum will be opened in 2027, and the collections on world cultures of the National Museum of Finland will be presented at exhibitions and events. (2023–2027)
- The National Museum is organising a follow-up seminar on effective relations between population groups in cooperation with the "Depolarize" project. The first seminar was held in November 2022. (2023)
- In its programme, actions and social media posts, the Finnish National Museum takes into account themes that build good relations between population groups, such as the Sámi and Roma national days, the Finnish Swedish Heritage Day and Pride week. Examples of this include the flying of flags and audio tour content. (ongoing)

5.4 National Audiovisual Institute (KAVI)

KAVI's statutory tasks include the preservation of films and television and radio programmes, the promotion of audiovisual culture, the supervision of the provision and classification of visual programmes and the promotion of media education. KAVI promotes cultural diversity and equality through the following measures:

- KAVI organises media literacy training for public administration employees. (ongoing)
- KAVI supports practical media education with guidelines that take equality into account and concrete materials, such as easy language and easy-to-edit materials. (ongoing) [Katsaus 2022: Systemaattisia toimenpiteitä tarvitaan yhdenvertaisen medialukutaidon kehittämiseksi \(kavi.fi\)](#) [Systematic measures are required for developing equal media literacy].
- Annually, KAVI organises the Media Literacy Week, whose aim is to inspire people to experiment with new activities that support media skills throughout the year. In this context, nearly 50 partner organisations carry out materials and campaigns to promote inclusive media education. [Mediataitoviikko.fi](#) (ongoing)
- In 2023–2024, the KAVI coordinated the international “Inclusive and Creative Media Education” project (Creative Europe, News and Media Literacy programme), which develops media education practices that strengthen equality and inclusion.
- Within the framework of its Uudet lukutaidot (“New literacies”) development programme, KAVI provided plenty of materials in three Sámi languages in addition to those available in Finnish and Swedish.
- In cooperation with the Center for Cultural Policy Research, Cupore, KAVI conducted a study describing the current state of inclusive and equal media education in Finland in the period 2021–2022. The study based on expert interviews was also used to collect good practices and provide guidelines for the future. The study was published in May 2022. (<https://mediataitokoulu.fi/nakokulmia.pdf>)

Photo 4. In cooperation with the Center for Cultural Policy Research, Cupore, KAVI conducted a study describing the current state of inclusive and equal media education in Finland in the period 2021–2022. The study based on expert interviews was also used to collect good practices and provide guidelines for the future. The study was published in May 2022. Illustration by: Lassi Kaikkonen.



5.5 Accessibility Library Celia

Accessibility Library Celia is an expert body in accessible literature and publication that supports equality in reading and learning. The Accessibility Library Celia produces and distributes library and learning material in accessible formats, such as audio books and Braille books, in cooperation with libraries and publishers. Celia's books are available for anyone who find it difficult to read a regular book due to dyslexia, illness, disability or similar reasons. You can join Celia's free audio book service at a library. The Accessibility Library Celia's library services are free of charge for customers. The library promotes cultural diversity and equality through the following measures:

- A new member of the Accessibility Library Celia's Board of Directors in the period 2023–2027 is an organisation representing persons with a foreign background.

- The Accessibility Library Celia is introducing anonymous recruitment as a recruitment method and provides students with a foreign background with an opportunity for a work placement and familiarisation with working life. (2022–)
- The Accessibility Library Celia takes the theme of diversity into account in its competence development plan for 2023–2025.
- The Accessibility Library Celia is further improving the accessibility of services, including easy Finnish and Swedish as well as a clear standard language in its customer communications, is acquiring materials diversely and in different languages according to the available resources, and is striving to reach foreign-language-speakers with reading difficulties more effectively. (ongoing)

Photo 5. The Accessibility Library Celia's audio books and other custom-made books are intended for anyone with difficulty reading normal text due to issues such as vision impairment, illness or disability. Photo: Accessibility Library Celia.



5.6 Governing Body of Suomenlinna

The Governing Body of Suomenlinna is a government agency subordinate to the Ministry of Education and Culture that restores, maintains, presents and manages Suomenlinna, which is included in the UNESCO World Heritage List. The Governing Body of Suomenlinna employs approximately 70 permanent employees and numerous seasonal workers. The organisation is divided into four units: restoration, maintenance, world heritage and administrative services. The Governing Body's staff includes for example, gardeners, architects, property managers, tourism advisers, carpenters, electricians, painters and people representing various sectors of administration. The Governing Body of Suomenlinna promotes cultural diversity and equality through the following measures:

- Anonymous recruitment can be used as one form of recruitment at the Governing Body of Suomenlinna. (ongoing)
- In its recruitment, the Governing Body of Suomenlinna takes cultural diversity into account by hiring people with diverse cultural backgrounds. (ongoing)
- The Governing Body of Suomenlinna has an equality and non-discrimination plan in which it sets objectives and proposals for measures concerning equality, non-discrimination in its personnel policy and operational non-discrimination. (ongoing)
- The rental dwellings owned by the Governing Body of Suomenlinna are available for rent for everyone, and the selection of tenants is carried out by means of a lottery practice. (ongoing)
- The Governing Body of Suomenlinna conducts international discussions, for example, between other UNESCO World Heritage Sites and various fortress forums. (ongoing)
- The Governing Body of Suomenlinna communicates and presents the World Heritage Site in various languages, taking special groups into account. (e.g. [digital guide is used: Digital guide of Suomenlinna](#))
- The Governing Body of Suomenlinna organises events that promote cultural diversity. For example, it organises an annual "Viaporin Kekri" harvest festival event in Suomenlinna, which offers a diverse cultural and art programme. The event also helps to keep alive the forgotten harvest celebration and popular tradition. (ongoing)

- In accordance with the UN's Sustainable Development Goals, the Governing Body of Suomenlinna encourages and promotes effective partnerships between the public and private sectors and civil society to guarantee safe and sustainable cities and communities (UN SDGs 17.7 and 11).
- Through its activities, the Governing Board of Suomenlinna supports both socially and ecologically sustainable development goals; for example, it organises community work events and “park sponsor activities” through which volunteers contribute to taking care of the historical fortress and UNESCO World Heritage Site. (ongoing)
- The Governing Body of Suomenlinna strengthens cooperation between residents and operators at both local and international level through its annual international volunteering camp called Unesco’s “World Heritage Volunteers”. At the camp, volunteers get to participate in Suomenlinna’s communal local activities that aim at the preservation of our shared world heritage. The camp strengthens cooperation between residents and operators, while promoting intercultural dialogue and cross-border solidarity between peoples. The camp was organised for the sixth time in 2022. ([Volunteering at Suomeinna](#))

Photo 6. Participants of the international World Heritage Volunteers volunteering camp carrying out landscaping in Suomenlinna in August 2022. Photo: Laura Oja.



5.7 Finnish National Agency for Education

The Finnish National Agency for Education develops education, early childhood education and care, lifelong learning and the recognition of qualifications, and also promotes internationalisation. Recognition of qualifications means a decision on the eligibility that a qualification completed in another country affords to an applicant for a job or a place of study. These decisions are made by the authorities, educational institutions and employers. The Finnish National Agency for Education promotes cultural diversity and equality through measures related to the principles of recognition of qualifications and competence in the field of arts and culture.

- The Finnish National Agency for Education provides information to art and cultural institutions and organisations on the principles of the recognition of qualifications and competence as well as the agency's online and advisory services. (ongoing)
- The Finnish National Agency for Education takes into account art and cultural institutions and organisations when organising webinars/seminars on the recognition of qualifications completed abroad, on foreign education and qualification systems, and more extensively on the recognition of qualifications and competences and the related services that the agency provides. (ongoing)

In connection with the above information provision efforts, the Finnish National Agency for Education emphasises that in recruiting new employees, art and cultural institutions and organisations can and must assess the competence and qualifications of those who have been educated in the field in a foreign country, as there are few regulated professions in the field, i.e. tasks bound by a detailed statutory qualification requirement. A decision by the agency on the recognition of a qualification obtained in a foreign country is only necessary if there is a statutory qualification requirement for the position. In arts and culture, regulated professions include teaching tasks in basic education, general upper secondary education, vocational upper secondary education and liberal adult education. The requirements set for qualifications and language skills in these professions should be examined to make it easier for people with a foreign background to find employment in teaching positions in the field, which would contribute to promoting cultural diversity and equality.

Photo 7. Photo: Getty Images/Hill Street Studios.



6 Measures to promote cultural diversity in national art institutions

State funding for the activities of national art institutions is regulated by the Act on State Funding for National Art Institutions (942/2022). The new Act concerns three national art institutes: the Finnish National Opera and Ballet, Finnish National Gallery and Finnish National Theatre. Among other things, the Act will improve the predictability and stability of the funding of national art institutes. It will also be used to agree on key quantitative and qualitative objectives for art and cultural policy for four years at a time as well as the monitoring and evaluation of their implementation.

6.1 Finnish National Opera and Ballet

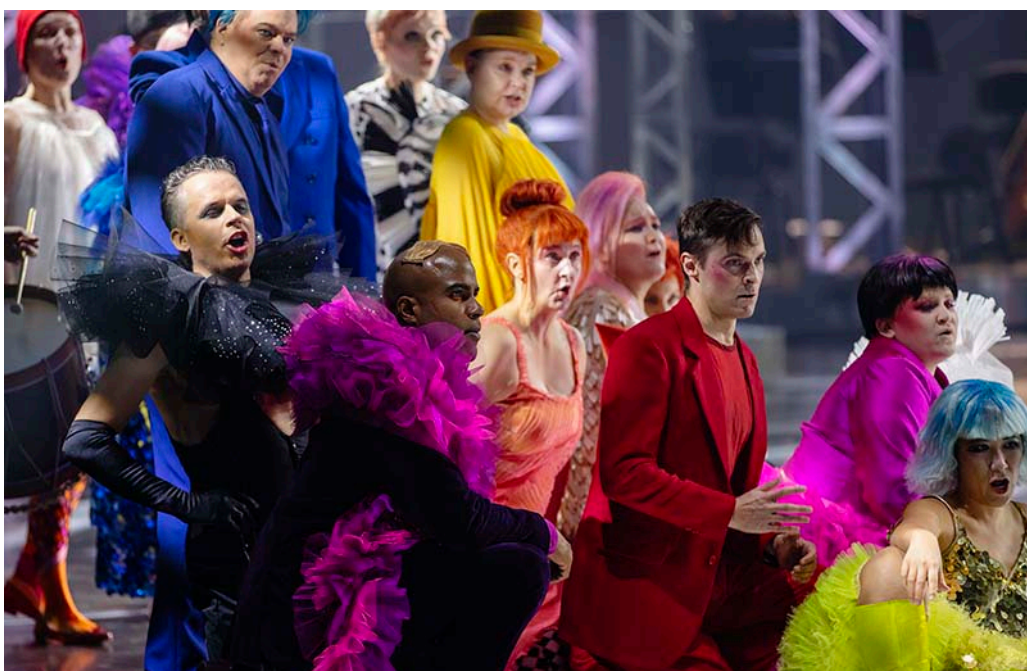
The Finnish National Opera and Ballet is a medium-sized opera and ballet house. The art institution attracts high-level expertise from diverse backgrounds around the world, and this has been constantly increasing in recent years. In 2022, the institution had approximately 550 monthly-paid employees. The institution had 134 employees in managerial tasks representing more than 30 countries. There are also typically around 900-1,000 visiting employees at the institute during each performance year. Finnish and English are used as the communication and working languages of the institute.

Due to an interest shown in cultural diversity issues, a diversity forum was established in the Finnish National Opera and Ballet in the autumn of 2021. The forum serves as an unofficial study and discussion circle for the institute, meeting three to four times during each opera and ballet season, and includes familiarisation with diversity issues, drawing up proposals and recommendations to the management group, and organising additional training on diversity.

The Finnish National Opera and Ballet promotes cultural diversity and equality through the following measures:

- The topic of cultural diversity is included in the Finnish National Opera and Ballet's development work. (2023–2025, ongoing)
- The Finnish National Opera and Ballet is developing policies to promote the diversity of artistic content, such as the introduction of a representation policy. (2023–2025)
- The Finnish National Opera and Ballet regularly implement diversity training for their staff and maintain an open diversity discussion. (ongoing)
- The Finnish National Opera and Ballet takes cultural diversity into consideration in recruitment. (ongoing)
- The Finnish National Opera and Ballet is developing its diversity forum into a regular operating method. (2023–2025, ongoing)
- The Finnish National Opera and Ballet is utilising networks for diversity work in Finland and the Opera Europa organisation. (ongoing)

Photo 8. CircOpera 2.0 at the Finnish National Opera in November 2022. Photo: Emma Suominen/
Finnish National Opera and Ballet.



6.2 Finnish National Gallery

The Finnish National Gallery is Finland's largest art museum organisation and a national cultural institution. Ateneum Art Museum, Kiasma Museum of Contemporary Art and Sinebrychoff Art Museum are the Finnish National Gallery's museums. More than 600,000 people visit them every year. The National Gallery contributes to building cultural heritage, strengthens the national art collection, provides versatile exhibitions and makes art accessible to audiences. The Finnish National Gallery plays a strong national and international role in the field of culture. Its services strengthen the impact of art on society.

On 10 October 2022, the Finnish National Gallery published its new strategy, which extends until 2027. The National Gallery has prepared plans for practical measures to increase the cultural diversity of its museums in the period 2023–2027. As part of this plan, the National Gallery invests in developing accessibility and increasing proximity. The Finnish National Gallery promotes cultural diversity and equality through the following measures:

- All three museums of the Finnish National Gallery carried out anti-racism training for guides and other staff.
- A 3-year legacy donation received by the Ateneum Art Museum will be used to hire a community producer and develop a visiting programme for underrepresented groups in the period 2023–2026, which also applies to groups with an immigrant background. (2023–2026)
- The audience outreach units of the Finnish National Gallery implement special programmes that reach entire age groups or school classes equally (e.g. Kiasma's art excursion activities for second-year pupils organised for Helsinki schoolchildren, participation in the national "Art Testers" programme for eight graders organised as a joint project of all three museums, participation in the "Culture Kids" project). (ongoing)
- The "Digital Finnish National Gallery" programme of the National Gallery focuses on increasing national accessibility and attracting wider audiences in both collection and exhibition activities; digital content and applications that are largely distributed free of charge. (ongoing)
- The Finnish National Gallery uses easy language to pay attention to how it provides information about its services to different audiences and how to communicate to customers as clearly as possible. (ongoing)
- In all museums of the Finnish National Gallery, the principles for a safer space are visible in the programme, guided tours and workshops as well as in the museum facilities. (2023–2025, ongoing)

- The objective of the “Kansallisgalleriassa kohdataan” (“Let’s meet at the National Gallery”, working name) programme is to make all the Finnish National Gallery museums even more approachable and accessible. (2023–2025)
- The Finnish National Gallery museums have and will continue to have free admission days, which is important from the perspective of economic accessibility. (ongoing)
- Asylum seekers can access the Finnish National Gallery museums free of charge. (ongoing)

Photo 9. An activity group from the Institute of Adult Education in Helsinki visiting Ateneum on 5 February 2020 as part of the Echo – learning Finnish with the Ateneum funded by the Ministry of Education and Culture. Photo: Helka Miettunen / @Kansallisgalleria.



6.3 Finnish National Theatre

Founded in 1872, the Finnish National Theatre is the oldest Finnish-language theatre. The values guiding the activities of the National Theatre include artistry, discussion and equality. The Finnish National Theatre's aim is that cultural diversity is visible in the institute's employees and recruitment (permanent and visiting staff). The theatre also aims to find stories and creators that increase diversity in the theatre's repertoire. The theatre strives to increase cultural diversity in its other activities, for example, by creating approaches and forms of operation with different partners and networks that reach a diverse group of participants and audiences. The Finnish National Theatre promotes cultural diversity and equality through the following measures:

- In addition to Finnish and Swedish, the Finnish National Theatre also publishes its job ads in English to an appropriate extent. The recruitment advertisements are distributed consciously in different networks and in as many channels as possible. (ongoing)
- The Finnish National Theatre looked for and hired Finns born abroad to its "Communities and Inclusion" unit. The theatre is also looking to employ an increasing number of employees with a foreign background to other units. The theatre also aims to have an increasingly diverse group of actors. (ongoing)
- The Finnish National Theatre will organise training on anti-racist working methods for its whole staff in spring 2023.
- In spring 2023, "Varamiehet" ("Stand-ins"), a play on Estonian migrant workers in Finland, will be performed on the Main Stage of the Finnish National Theatre. The presentation is bilingual and it is produced in cooperation with the Estonian Drama Theatre.
- Ujuni Ahmed has been appointed a writer-in-residence at the Finnish National Theatre. Her first dramatisation, "Tytöille, jotka ajattelevat olevansa yksin" ("For girls who think they are alone", autumn 2023), describes a woman with an immigrant background in Finland and a collision between cultures. The play has a multicultural working group and it has been selected as one of the works in the Art Testers programme, among other things. Versatile audience outreach work is also combined with the performance.
- The Finnish National Theatre's 2023 classroom performances and related workshops reach young people of different backgrounds studying at school. The activities are particularly targeted at students in programmes leading to an upper secondary qualification (TUVA), and groups of pupils with Finnish as a second language in groups with a large share of pupils with immigrant backgrounds.

- “Aqua Furiosa” (spring 2024) is a performance produced by the “Uruguay” project of the Finnish National Theatre is in Finnish, Spanish and English and deals with neo-colonialism. Its director and at least one of its performers come from Latin America. Extensive field work has been carried out for the project in Uruguay together with locals.
- “Donna Quijote”, a play postponed due to the COVID-19 pandemic, describes the lives and culture of the Arctic peoples as described by them. (autumn 2024)
- This show aimed at the Culture Kids of the Finnish National Theatre is carried out so that viewers do not need to know Finnish. (ongoing)
- The Finnish National Theatre is looking for performances that do not require the audience to have any Finnish skills for its Touring Stage programme that takes theatre into healthcare facilities. (ongoing)
- The Finnish National Theatre will continue to cooperate with artists with immigrant backgrounds who have participated in previous projects. (ongoing)
- The Finnish National Theatre is profiling its activities aimed at young people to make sure that young people with different backgrounds will also be able to participate. (ongoing)
- In its “Regional Project”, the Finnish National Theatre strives to collaborate with the residents of a dormitory for international students. (2023–2025, ongoing)
- The Finnish National Theatre plans to establish a group of young people in a group home for minors who have arrived in Finland without their parents. (2024 or 2025)
- As a part of its audience outreach activities, the Finnish National Theatre is planning to provide interpretation/subtitling of performances in different languages. (2023–2025)
- In planning its audience outreach activities, the Finnish National Theatre is particularly taking people with different backgrounds into account. Accessibility will also be improved by means of digital distribution. (ongoing)
- The Finnish National Theatre will develop its website to offer it in more languages. (2023–2025)

Photo 10. Documentary theatre performance *Toinen koti* ("A second home") brought together artists who have come to Finland as refugees with those born in Finland. Photo: Finnish National Theatre.



7 Measures to promote cultural diversity and integration in cooperation with communities in the cultural sector

The Ministry of Education and Culture acts as the discretionary government grant authority for communities in the cultural sector. Additionally, the ministry engages in a diverse cultural policy dialogue with arts and cultural sector communities on issues related to promoting cultural diversity, equality and integration. The Ministry of Education and Culture grants annual operating grants to the Culture for All service and the Cultura Foundation, among others. The Arts Promotion Centre Finland grants operating grants to the Globe Art Point association, for example.

The Culture for All service operates nationally in the field of art and culture. Its task is to provide information and support to cultural actors in accessibility, diversity and equality issues. The service cooperates not only with arts and cultural organisations but also with different audience groups, artists and other cultural actors.

The Cultura Foundation is a national body whose task is to promote the two-way integration of Russian speakers into Finnish society, for example through the means of culture, dialogue and inclusion and by improving communication. The foundation disseminates information to different parties in society and offers proposals and operating models related to promoting integration.

The core task of the Globe Art Point association is to promote cultural equality, diversity and inclusion in the arts and cultural sector in Finland. It also serves as an information centre and a meeting place for artists, those employed in the cultural sector as well as art and cultural institutions in Finland. In its activities, the association focuses on promoting career paths and opportunities for artists, those employed in the cultural sector and cultural entrepreneurs with a foreign background operating in Finland in the field of arts and culture.

The Ministry of Education and Culture promotes cultural diversity and equality through the following measures:

- Each year, the Ministry grants discretionary government grants for activities promoting cultural diversity and equality. (ongoing)
- The Ministry participates in events that concern and process diversity, equality and integration organised by communities. (ongoing)
- The Ministry organises various stakeholder events and workshops on topical cultural policy issues (continuous)
- The Ministry shares information within the Government on the work carried out to promote cultural diversity, equality and integration in the administrative branch of art and culture. (ongoing)

8 Measures to strengthen the knowledge base on diversity and equality

Strengthening multilingualism and other cultural diversity in Finnish cultural policy and arts and cultural life requires research, analysis and indicator data concerning obstacles to the realisation of equity and the attainment of the goals, as well as systematic monitoring and evaluation of practices. More research and studies should be produced, existing data should be put to better use, and new information acquisition tools should be developed. Both quantitative and qualitative methods should be used in research. The knowledge base on diversity and equality will be strengthened through the following measures:

- In 2022, the Centre for Cultural Policy Research Cupore prepared a fact sheet related to diversity, which can be used to examine the development of monitoring data and lay a foundation for reporting on equality and cultural diversity. The aim is that the report produced once every one or two years and the related research report would alternately focus on different aspects of equality, ethics, diversity and non-discrimination in the field of culture and art. The first diversity report will be completed in 2023.
- In Cupore, research related to cultural and linguistic diversity will be increased to the extent possible with available research resources. This requires solving issues related to e.g. shortcomings in access to information and data collection and the special nature of the research theme (e.g. the need for dialogue with target groups, cultural statistics). (2024–2027)
- The Finnish Film Foundation develops the diversity indicator statistics collected in connection with the final report on production subsidies on the share of under-represented groups in the working groups and content of films. The Finnish Film Foundation actively communicates the results of the statistics and the significance of diversity for the overall development of the film industry. (2023–2027)

- The implementation of a measure concerning competence in copyrights in the National intellectual property rights strategy of Finland involves investigating the extent to which copyright competence can be increased for artists and cultural professionals from culturally diverse backgrounds living in Finland. (2023–2027)
- The Ministry of Education and Culture is currently working to strengthen the statistical base of the cultural sector and to improve the availability and applicability of statistical information. The possibilities of increasing statistical information related to cultural diversity will be investigated in cooperation with, for example, Statistics Finland (cultural statistics, studies on participation in leisure activities and time use), the Finnish Institute for Health and Welfare (the “Healthy Finland” Survey, school health surveys) and art information centres. (2024–2027)
- The TEAviisari data collection will be developed in cooperation with the Ministry of Social Affairs and Health and the Finnish Institute for Health and Welfare to collect information on how immigrants are taken into account in the organisation of municipal cultural activities. TEAviisari is used to monitor the activities of municipalities to promote the health and wellbeing of local residents.

9 Measures to promote cultural diversity and integration within the Government

The Ministry of Education and Culture is cooperating closely with the Ministry of Economic Affairs and Employment, the Ministry of Justice, the Ministry of the Interior and the Ministry of Social Affairs and Health in matters related to the promotion of integration and cultural diversity. The Ministry of Economic Affairs and Employment is responsible for the joint development, planning, steering and anticipation of policies and legislation promoting integration as well as integration services. The Ministry of Justice promotes and monitors the implementation of the rights to participate in democracy and coordinates the implementation of the Non-Discrimination Act in the Government. The Ministry of Justice has also been developing a theory and policy for good relations between population groups. Meanwhile, the tasks of the Ministry of the Interior include matters related to immigration that are implemented by the Finnish Immigration Service on a practical level. The Ministry of Social Affairs and Health is responsible for the planning, steering and implementation of social and health policy, reconciling measures that increase the wellbeing and social inclusion as well as health and functional capacity among the population. The Ministry of Education and Culture promotes cultural diversity and integration at the Government level through the following measures:

- The Government resolution outlines the objectives of Finnish democracy policy in the 2020s. The Ministry participates in the implementation of policies and measures concerning cultural diversity in the field of art and culture. (ongoing)
- The Ministry participates in the preparation and implementation of the Government's integration programme. (2023–2027)
- In cooperation with the Ministry of Social Affairs and Health, the Ministry will strengthen cooperation structures and funding structures that promote cultural wellbeing activities. (2023–2027)
- The Ministry will participate in planning and organising the “Y-festivaali” (“Y Festival”) cultural and human rights event of the Ministry of Justice. (2024)

- The Ministry is participating in the implementation of the “National Dialogues” operating model by organising dialogue events. The model was developed by the Ministry of Finance and piloted by the Ministry of the Interior. (2023–2027)
- The Ministry participates in the implementation and monitoring of “An Equal Finland – Government Action Plan for Combating Racism and Promoting Good Relations between Population Groups” action plan coordinated by the Ministry of Justice. (2021–2023)
- The Ministry guides its employees to carry out the “Online training on anti-racism for professionals” of the Finnish Institute for Health and Welfare. (2022–2025)
- The Ministry provides information to the representatives of other administrative branches, for example as a part of the legislative drafting process, of the diverse skills and prerequisites for employment of artists and other cultural sector professionals, and improves their possibilities of obtaining a residence permit on the basis of their occupation. (2023–2027)
- The Ministry promotes cultural diversity and equality as part of the work carried out in the European Union. In the EU Work Plan for Culture 2023–2026, the Council of the European Union recognises the communal role and power of art and culture in societal challenges. The European Commission has prepared an EU action plan focusing on anti-racism for 2020–2025. (EU Anti-racism Action Plan 2020–2025)

10 Monitoring and updating the action plan

Indicators, studies and analyses will be used to monitor the implementation of the action plan as part of steering and management processes in the administrative branch. In addition to this monitoring, the programme will be updated on the basis of the needs arising from the Ministry's and the Government's strategy work as well as dialogue and development efforts with the cultural sector.

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Liite. Tiivistelmä suomen, venäjän, viron, arabian, englannin ja somalin kielellä

Opetus- ja kulttuuriministeriön toimenpideohjelma moninaisuuden edistämiseksi taiteen ja kulttuurin alalla -julkaisu perustuu ministeriön asettaman työryhmän loppuraporttiin, joka julkaistiin tammikuussa 2021.¹⁰

Työryhmän tehtävänä oli esittää linjauksia ja toimia, joilla taide- ja kulttuuripolitiikassa otettaisiin paremmin huomioon maahanmuuttoon perustuva kulttuurinen moninaisuus ja rakennettaisiin yhdenvertaisempaa ja tasa-arvoisempaa taide- ja kulttuurikenttää tulevaisuudessa.

Tavoitteisiin kuului myös ulkomaalaistaustaisten henkilöiden yhteiskunnallisen osallisuuden vahvistaminen taiteen ja kulttuurin avulla, kulttuuri- ja taide-elämään osallistumisen vahvistaminen sekä kotoutumisen ja eri väestöryhmien välisen vuoropuhelun edistäminen taiteen ja kulttuurin keinoin.

Suomi on aina ollut kulttuurisesti ja kielellisesti monimuotoinen yhteiskunta, joka muuttuu jatkuvasti. Monella kulttuuri- ja kieliryhmällä on pitkä historia suomalaisessa yhteiskunnassa, eikä moninaisuus rajoitu vain viimeisten vuosikymmenten maahanmuuttoon.

Työryhmä esitti, että väestön moninaistuminen on otettava huomioon kaikessa taide- ja kulttuuripoliittisessa suunnittelussa ja päätöksenteossa, ja linjasi kolme läpileikkaavaa periaatetta, jotka opetus- ja kulttuuriministeriö ottaa toimenpideohjelman perustaksi:

1. Varmistetaan, että yhdenvertaisuus ja tasa-arvo toteutuvat niin periaatteiden kuin käytännön tasolla.
2. Tiedostetaan, että suomalainen kulttuuriperintö on aina ollut moninaista ja muodostunut kulttuureiden vuorovaikutuksessa. On tärkeää tunnistaa moninaisuus ja tunnustaa sen olemassaolo. Kulttuurien välistä vuoropuhelua tulee entisestään vahvistaa.

10 [Taide, kulttuuri ja moninainen Suomi](#): Kulttuuripolitiikka, maahanmuuttajat ja kulttuurisen moninaisuuden edistäminen -työryhmän loppuraportti, 2021
[Art, Culture and Diverse Finland](#): Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021

3. Painotetaan, että sivistyksellä ja osaamisella on keskeinen merkitys suomalaisen yhteiskunnan menestyksen perustana. Kaikilla on oltava taustastaan riippumatta mahdollisuus kasvattaa tietojaan ja taitojaan sekä hyödyntää niitä ja luovuuttaan omassa työssään ja vapaa-ajalla.

Raportissa ehdotetaan yhteensä neljääkymmentä toimenpidettä, jotka koskevat kulttuuripolitiikkaa, kulttuurin rahoitusta, työllistymistä, ammatillista kehittymistä, kulttuuripalveluja, kulttuurien välistä vuoropuhelua sekä tutkittua tietoa ja tilastoja.

Työryhmä esittää, että opetus- ja kulttuuriministeriössä laaditaan toimenpideohjelma, joka konkreettisin toimin edistää kulttuurista moninaisuutta kulttuuripolitiikassa ja suomalaisessa taide- ja kulttuurielämässä. Ohjelman toteutumista seurataan osana hallinnonalan ohjausta ja johtamista, hyödyntäen muun muassa indikaattoreita, tutkimuksia ja selvityksiä.

Toimintaohjelman osakokonaisuudet

Strategiatyö ja rahoitus (opetus- ja kulttuuriministeriö). Toimenpideohjelman ”Taide, kulttuuri ja moninainen Suomi - Opetus- ja kulttuuriministeriön toimenpideohjelma moninaisuuden edistämiseksi taiteen ja kulttuurin alalla” avulla ministeriö toteuttaa strategiansa mukaisia kulttuuripoliittisia tavoitteita tulos-, tavoite- ja resurssiohjauksen keinoin yhteistyössä hallinnonalan virastojen, kulttuurilaitosten, kuntien sekä taiteen- ja kulttuurialan yhteisöjen kanssa.

Opetus- ja kulttuuriministeriön kulttuuripoliittinen strategia on valmistunut vuonna 2017 ja se ulottuu vuoteen 2025. Strategiassa on tunnistettu väestökehityksen moninaistuminen ja ulkomaalaistaustaisen väestöosuuden lisääntyminen Suomessa. Kun strategiaa seuraavan kerran päivitetään, tämän kehityksen vaikutuksia kulttuuripolitiikkaan on syytä tarkastella entistä monipuolisemmin.

Kulttuurista moninaisuutta ja yhdenvertaisuutta edistetään ministeriön strategiatyössä ja kulttuurin rahoitusta koskevassa työssä, johon sisältyy mm. kulttuuriperintöstrategia, museotoimi ja esittävien taiteiden valtionosuudet, kuntien kulttuuripalvelut, kulttuurin alan harkinnanvaraiset avustukset, taiteen perusopetus sekä suomen ja ruotsin kielen opetuksen lisääminen korkeakouluissa.

Virastot ja kansalliset taidelaitokset. Opetus- ja kulttuuriministeriön taide- ja kulttuuripolitiikan hallinnonalalla toimii viisi virastoa: Taiteen edistämiskeskus (Taite), Museovirasto, Kansallinen audiovisuaalinen instituutti (KAVI), Saavutettavuuskirjasto Celia ja Suomenlinnan hoitokunta. Koulutuspolitiikan alalla virastona toimii Opetushallitus. Ministeriö ja virastot sopivat kulttuurisen moninaisuuden ja yhdenvertaisuuden

edistämisen painopisteistä, niitä koskevista toimenpiteistä ja toteutuksen seurannasta tulossopimuskaudella 2024–2027. Virastoilla on lisäksi omia toimenpiteitä kulttuurisen moninaisuuden ja yhdenvertaisuuden edistämiseksi.

Toimenpideohjelma sisältää myös toimenpiteitä, joilla kansalliset taidelaitokset, Kansallisooppera ja -baletti, Kansallisgalleria ja Kansallisteatteri, edistävät omassa toiminnassaan ja yleisötyössä kulttuurisen moninaisuuden ja yhdenvertaisuuden toteutumista.

Lisäksi opetus- ja kulttuuriministeriö edistää kulttuurista moninaisuutta ja yhdenvertaisuutta myöntämällä valtionavustuksia ja tekemällä yhteistyötä kulttuurialan yhteisöjen kanssa muun muassa osallistumalla yhteisöjen järjestämiin tapahtumiin ja järjestämällä itse erilaisia sidosryhmätilaisuuksia ja työpajoja ajankohtaisista kulttuuri-politiittisista kysymyksistä.

Tietoperustan vahvistaminen. Monikielisyyden ja muun kulttuurisen moninaisuuden vahvistaminen suomalaisessa kulttuuripolitiikassa sekä taide- ja kulttuurielämässä edellyttää tutkimus-, selvitys- ja indikaattoritietoa yhdenvertaisuuden toteutumisen esteistä ja asetettujen tavoitteiden toteutumisesta sekä systemaattista seurantaa ja toiminnan arviointia. Toimenpideohjelmaan on koottu toimenpiteitä, joiden avulla kehitetään kulttuurista moninaisuutta ja yhdenvertaisuutta koskevaan tiedonkeruuseen, selvittämiseen ja raportointiin käytettäviä määriä ja laatua mittaavia menetelmiä.

Toiminta osana valtioneuvostoa. Opetus- ja kulttuuriministeriö tekee tiivistä yhteistyötä kotoutumisen edistämiseen ja kulttuuriseen moninaisuuteen liittyvissä asioissa työ- ja elinkeinoministeriön, oikeusministeriön, sisäministeriön ja sosiaali- ja terveysministeriön kanssa.

Työ- ja elinkeinoministeriö vastaa kotoutumista edistävän politiikan ja lainsäädännön sekä kotoutumispalvelujen yleisestä kehittämisestä, suunnittelusta, ohjauksesta ja ennakkoinnista. Oikeusministeriö edistää ja seuraa demokratiaan kuuluvien osallistumisoikeuksien toteutumista ja koordinoi yhdenvertaisuuslain toimeenpanoa valtioneuvostossa. Oikeusministeriö on kehittänyt myös hyvien väestösuhteiden teoriaa ja politiikkaa. Sisäministeriön tehtäviin kuuluvat puolestaan maahanmuuttoon liittyvät asiat, joita käytännön tasolla hoidetaan Maahanmuuttoviraston toimesta. Sosiaali- ja terveysministeriö vastaa sosiaali- ja terveystoiminnan suunnittelusta, ohjauksesta ja toimeenpanosta yhteen sovittaen toimia, joilla lisätään väestön hyvinvointia ja sosiaalista osallisuutta sekä terveyttä ja toimintakykyä.

Toimenpideohjelma sisältää käytännön toimia, joilla ministeriö edistää kulttuurista moninaisuutta ja kotoutumista valtioneuvoston piirissä mm. osallistumalla valtion kotouttamisohjelman valmisteluun ja toteutukseen, valtiovarainministeriön ”Kansalliset

dialogit” -toimintamallin toteutukseen järjestämällä dialogi-keskusteluja sekä oikeusministeriön kulttuuri- ja ihmisoikeustapahtuman ”Y-festivaalin” suunnitteluun ja järjestämiseen vuonna 2024.

Ohjelman seuranta ja päivitys. Toimenpideohjelman toteutumista seurataan osana hallinnonalan ohjausta ja johtamista, hyödyntäen muun muassa indikaattoreita, tutkimuksia ja selvityksiä. Ohjelmaa päivitetään ministeriön ja valtioneuvoston strategiatyöstä nousevien tarpeiden sekä kulttuurin toimialan edustajien kanssa käytävän vuoropuhelun ja kehittämistyön pohjalta.

Приложение. Краткая версия на финском, русском, эстонском, арабском, английском и сомалийском языках

Публикация Opetus- ja kulttuuriministeriön toimenpideohjelma moninaisuuden edistämiseksi taiteen ja kulttuurin alalla («Программа действий Министерства образования и культуры по продвижению разнообразия в сфере искусства и культуры») основана на заключительном отчете назначенной Министерством рабочей группы, опубликованном в январе 2021 года.¹¹

Задание рабочей группы предусматривало разработку предложений по решениям и мерам, которые позволят лучше учитывать обусловленное иммиграцией культурное разнообразие при выработке и реализации политики в области искусства и культуры и развивать художественную и культурную жизнь на более равных и равноправных условиях.

Цели также включали усиление вовлеченности людей иностранного происхождения в общественной жизни с помощью искусства и культуры, укрепление участия в культурной и художественной жизни, а также содействие интеграции и диалогу между группами населения посредством искусства и культуры.

Финское общество всегда отличалось культурным и языковым разнообразием и находится в постоянном изменении. Многие культурные и языковые группы имеют долгую историю включенности в финское общество, и наличие разнообразия не ограничивается лишь влиянием иммиграционных процессов в течение последних десятилетий.

По мнению рабочей группы, более разнообразный состав населения необходимо учитывать во всём комплексе планирования политики в области искусства и культуры и принятия решений в этой области. При этом рабочая группа выдвинула три сквозных принципа, которые лягут в основу программы действий Министерства образования и культуры:

11 [Taide, kulttuuri ja moninainen Suomi: Kulttuuripolitiikka, maahanmuuttajat ja kulttuurisen moninaisuuden edistäminen -työryhmän loppuraportti, 2021](#)
[Art, Culture and Diverse Finland: Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021](#)

1. Обеспечение равенства и равноправия как на принципиальном уровне, так и на уровне практики.
2. Понимание того, что финское культурное наследие всегда отличалось разнообразием и формировалось в условиях взаимодействия культур. Важно осознавать и признавать наличие разнообразия. Необходимо далее укреплять межкультурный диалог.
3. Акцентирование центрального значения образования, знаний и навыков как основы процветания финского общества. Все, независимо от происхождения, должны иметь возможность приобретать новые знания и навыки и использовать их, наряду с креативностью, в работе и на досуге.

В качестве предложений в отчете представлено сорок мер, касающихся культурной политики, финансирования культуры, трудоустройства, профессионального развития, культурных услуг, межкультурного диалога, а также научной информации и статистических данных.

Рабочая группа предлагает, чтобы в Министерстве образования и культуры была составлена программа действий, которая будет посредством конкретных мер способствовать реализации культурного разнообразия в культурной политике и художественной и культурной жизни Финляндии. Мониторинг выполнения программы предлагается осуществлять в рамках управления и руководства подведомственными Министерству организациями, в частности с использованием индикаторов, исследований и докладов.

Разделы программы действий

Стратегическая работа и финансирование (Министерство образования и культуры). С помощью программы действий Taide, kulttuuri ja moninainen Suomi – Opetus- ja kulttuuriministeriön toimenpideohjelman moninaisuuden edistämiseksi taiteen ja kulttuurin alalla («Искусство, культура и многоликая Финляндия — Программа действий Министерства образования и культуры по продвижению разнообразия в сфере искусства и культуры») Министерство реализовывает соответствующие своей стратегии цели культурной политики с использованием инструментария управления по результатам, целям и ресурсам в сотрудничестве с подведомственными организациями, учреждениями культуры, муниципалитетами и сообществами, существующими в сфере искусства и культуры.

Стратегия Министерства образования и культуры в области культурной политики была разработана в 2017 году, и она будет действовать до 2025 года. В стратегии учитываются демографические процессы, ведущие к росту разнообразия, и

увеличение доли населения иностранного происхождения в Финляндии. При следующем обновлении стратегии необходимо будет уделять внимание более разностороннему анализу влияния названных тенденций на культурную политику.

Содействие культурному разнообразию и равенству является частью работы Министерства, связанной с разработкой стратегий и финансированием культуры, и оно охватывает, в частности, стратегию в области охраны культурного наследия, музейную деятельность и государственное субсидирование сценического искусства, культурные услуги муниципалитетов, дискреционное финансирование в сфере культуры, базовое образования в области искусства, а также расширение обучения финскому и шведскому языкам в высшем образовании.

Ведомства и национальные учреждения культуры. В подведомственной Министерству образования и культуры сфере политики в области искусства и культуры работают пять ведомств: Центр содействия искусству (Taite), Агентство по сохранению историко-культурного наследия Финляндии (Museovirasto), Государственный аудиовизуальный институт (KAVI), Доступная библиотека Celia и Управление по сохранению и развитию крепости Суоменлинна. В сфере образовательной политики компетентным ведомством является Главное управление образования Финляндии (Opetushallitus). Министерство и ведомства согласовывают приоритетные направления по содействию культурному разнообразию и равенству, связанные с ними мероприятия и формы мониторинга выполнения на протяжении периода действия договора о результатах на 2024–2027 годы. Ведомства также будут осуществлять собственные меры по содействию культурному разнообразию и равенству.

Программа действий также включает меры, с помощью которых национальные учреждения культуры, то есть Национальный театр оперы и балета, Национальная художественная галерея и Национальный театр, будут содействовать реализации культурного разнообразия и равенства в своей деятельности и работе с публикой.

Помимо этого, Министерство образования и культуры оказывает содействие культурному разнообразию и равенству посредством выделения государственных субсидий и ведения сотрудничества с сообществами в сфере культуры, в том числе в форме участия в проводимых сообществами мероприятиях и проведения предназначенных для заинтересованных групп мероприятий, семинаров и мастерских, посвященных актуальным вопросам культурной политики.

Укрепление информационной базы. Укрепление мультилингвизма и других форм культурного разнообразия в финской культурной политике и художественной и культурной жизни предполагает наличие научной и аналитической информации и индикаторных данных о факторах, препятствующих равенству и достижению

поставленных целей, а также систематический мониторинг и оценку деятельности. Программа действий содержит набор мер, которые позволят развивать методы количественного и качественного измерения, применяемые при сборе информации, аналитической работе и ведении отчетности в отношении культурного разнообразия и равенства.

Деятельность в составе Правительства. В вопросах содействия интеграции и культурного разнообразия Министерство образования и культуры тесно сотрудничает с Министерством занятости и экономического развития, Министерством юстиции, Министерством внутренних дел и Министерством социального обеспечения и здравоохранения.

Министерство занятости и экономического развития отвечает за общую выработку, планирование, управление и прогнозирование в отношении политики и законодательства, способствующих интеграции, и оказания интеграционных услуг. Министерство юстиции продвигает и отслеживает реализацию демократических прав на участие и координирует исполнение положений закона о защите от дискриминации на уровне Правительства. Министерство юстиции также разрабатывает теорию и политику, связанные с хорошими отношениями между группами населения. К функциям Министерства внутренних дел относятся иммиграционные вопросы, которыми на практической плоскости занимается Миграционная служба Финляндии. Министерство социального обеспечения и здравоохранения отвечает за планирование, управление и исполнение политики в сфере социального обслуживания и здравоохранения, согласовывая меры, нацеленные на укрепление благополучия, социального участия, здоровья и функциональных способностей населения.

Программа действий включает практические меры, с помощью которых Министерство оказывает содействие культурному разнообразию и интеграции на уровне Правительства, в частности в форме участия в подготовке и реализации государственной интеграционной программы, в реализации концепции Kansalliset dialogit («Национальные диалоги») Министерства финансов посредством проведения диалогов и в планировании и проведении мероприятия Министерства юстиции Y-festivaali, посвященного правам человека, в 2024 году.

Мониторинг и обновление программы. Мониторинг выполнения программы действий осуществляется в рамках управления и руководства подведомственными Министерству организациями, в частности с использованием индикаторов, исследований и докладов. Программа будет обновляться с учетом потребностей, выявляемых в ходе стратегической работы Министерства и Правительства, и на основе диалога с представителями культурной сферы и работы по совершенствованию деятельности.

Lisa. Kokkuvõte soome, vene, eesti, araabia, inglise ja somaali keeles

Haridus- ja Kultuuriministeeriumi (opetus- ja kulttuuriministeriö) tegevuskava mitmekesisuse edendamiseks kunsti- ja kultuurivaldkonnas põhineb ministeeriumi loodud tööühma lõpparuandel, mis avaldati 2021. aasta jaanuaris.¹²

Tööühma ülesanne oli esitada suuniseid ja meetmeid, mis võtaksid kunsti- ja kultuuripoliitikas paremini arvesse sisserändel põhinevat kultuurilist mitmekesisust ning looksid tulevikus võrdsema ja võrdõiguslikuma kunsti- ja kultuurimaastiku.

Eesmärgid olid ka välismaise taustaga inimeste sotsiaalse kaasatuse suurendamine kunsti ja kultuuri abil, kultuuri- ja kunstielus osalemise tugevdamine ja lõimumine ning eri elanikkonnarühmade vahelise dialoogi edendamine kunsti ja kultuuri kaudu.

Soome on alati olnud kultuuriliselt ja keeleliselt mitmekesine ühiskond, mis muutub pidevalt. Paljudel kultuuri- ja keelerühmadel on Soome ühiskonnas pikk ajalugu ning mitmekesisus ei piirdu ainult viimaste aastakümnete sisserändega.

Tööühm tegi ettepaneku, et kunsti- ja kultuuripoliitika kujundamisel ja otsustamisel tuleb arvestada elanikkonna mitmekesisusega ning määratles kolm läbivat põhimõtet, millest Haridus- ja Kultuuriministeerium lähtub tegevuskava koostamisel.

1. Tagada võrdse kohtlemise ja võrdõiguslikkuse rakendamine nii põhimõtete kui ka praktika tasandil.
2. Teadvustada, et Soome kultuuripärand on alati olnud mitmekesine ja kujunenud kultuuridevahelise dialoogi kaudu. Tähtis on teadvustada mitmekesisust ja tunnustada selle olemasolu. Kultuuridevahelist dialoogi tuleb veelgi tugevdada.
3. Rõhutada, et haridus ja oskused on Soome ühiskonna edukuse alus. Igal inimesel, olenemata tema taustast, peab olema võimalus arendada oma teadmisi ja oskusi ning kasutada neid ja oma loovust nii tööl kui ka vabal ajal.

12 [Taide, kultuuri ja moninainen Suomi](#): Kulttuuripoliitikka, maahanmuuttajat ja kulttuurisen moninaisuuden edistäminen -työryhmän loppuraportti, 2021
[Art, Culture and Diverse Finland](#): Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021

Aruandes on esitatud nelikümmend meedet, mis hõlmavad kultuuripoliitikat, kultuuri rahastamist, tööhõivet, kutsealast arengut, kultuuriteenuseid, kultuuridevahelist dialoogi ning teadusuuringuid ja statistikat.

Töörühm teeb ettepaneku, et Haridus- ja Kultuuriministeerium koostaks tegevuskava, mis edendab konkreetsete meetmetega kultuurilist mitmekesisust kultuuripoliitikas ning Soome kunsti- ja kultuurielus. Tegevuskava rakendamist jälgitakse haldusala suunamise ja juhtimise osana, kasutades muu hulgas näitajaid, uuringuid ja aruandeid.

Tegevuskava osad

Strateegiatöö ja rahastus (Haridus- ja Kultuuriministeerium). Tegevuskava „Kunst, kultuur ja mitmekesine Soome – Haridus- ja Kultuuriministeeriumi tegevuskava mitmekesisuse edendamiseks kunsti- ja kultuurivaldkonnas“ abil rakendab ministeerium koostöös haldusasutuste, kultuuriasutuste, omavalitsuste ning kunsti- ja kultuurikogukondadega oma strateegias määratletud kultuuripoliitilisi eesmärke tulemus-, eesmärgi- ja ressursijuhtimise kaudu.

Haridus- ja Kultuuriministeeriumi kultuuripoliitiline strateegia valmis 2017. aastal ja ulatub 2025. aastani. Strateegias on mainitud demograafilise arengu mitmekesisustumist ja välismaise taustaga elanikkonna osakaalu suurenemist Soomes. Strateegia järgmise ajakohastamise käigus tuleb uurida selle arengu mõju kultuuripoliitikale veelgi mitmekülgsemalt.

Kultuurilist mitmekesisust ja võrdset kohtlemist edendatakse ministeeriumi strateegiatöös ja kultuuri rahastamises, mis hõlmab muu hulgas kultuuripärandi strateegiat, muuseumitegevuse ja etenduskunstide riiklikku rahastamist, omavalitsuste kultuuriteenuseid, kultuurivaldkonna valikulisi toetusi, kunstiõpet ning soome ja rootsi keele õpetamise laiendamist kõrgkoolides.

Ametiasutused ja riiklikud kunstiasutused. Haridus- ja Kultuuriministeeriumi kunsti- ja kultuuripoliitika haldusallas kuulub viis ametiasutust: Kunsti Edendamise Keskus (Taiteen edistämiskeskus, Taike), Muinsuskaitseamet (Museovirasto), Riiklik Audiovisuaalne Instituut (Kansallinen audiovisuaalinen instituutti, KAVI), Juurdepääsetavuse Raamatukogu Celia (Saavutettavuuskirjasto Celia) ja Suomenlinna haldusnõukogu (Suomenlinnan hoitokunta). Hariduspoliitikaga tegelev ametiasutus on Haridusamet (Opetushallitus). Ministeerium ja ametiasutused lepivad kokku kultuurilise mitmekesisuse ja võrdse kohtlemise edendamise prioriteetides, nendega seotud meetmetes ja rakendamise jälgimises tulemuslepingu kehtivusajal 2024–2027. Ametiasutustel on ka oma meetmed kultuurilise mitmekesisuse ja võrdse kohtlemise edendamiseks.

Tegevuskava hõlmab ka meetmeid, millega riiklikud kunstiasutused, Soome Rahvusooper ja -ballett (Kansallisooppera ja -baletti), Soome Rahvusgalerii (Kansallisgalleria) ja Soome Rahvusteater (Kansallisteatteri) toetavad oma tegevuses ja publikutöös kultuurilise mitmekesisuse ja võrdse kohtlemise rakendamist.

Lisaks soodustab Haridus- ja Kultuuriministeerium kultuurilist mitmekesisust ja võrdset kohtlemist riiklike toetustega ning teeb koostööd kultuurikogukondadega, sealhulgas osaledes kogukondade korraldatud üritustel ja korraldades mitmesuguseid sidusrühmade üritusi ja töötubasid aktuaalsete kultuuripoliitiliste küsimuste teemal.

Teadmusbaasi tugevdamine. Mitmekeelsuse ja muu kultuurilise mitmekesisuse tugevdamiseks Soome kultuuripoliitikas ning kunsti- ja kultuurivaldkonnas on vaja uuringuid, aruandeid ja näitajaid, mis käsitlevad võrdse kohtlemise takistusi ja seatud eesmärkide rakendamist. See eeldab ka süstemaatilist järelvalvet ja tegevuse hindamist. Tegevuskava hõlmab meetmeid kultuurilise mitmekesisuse ja võrdse kohtlemise edendamist käsitlevate andmete kogumiseks, uurimiseks ja esitamiseks kvantitatiivsete ja kvalitatiivsete meetodite abil.

Tegevus osana riiginõukogust. Haridus- ja Kultuuriministeerium teeb lõimumise ja kultuurilise mitmekesisuse edendamise küsimustes tihedat koostööd Tööhõive- ja Majandusministeeriumi (työ- ja elinkeinoministeriö), Justiitsministeeriumi (oikeusministeriö), Siseministeeriumi (sisäministeriö) ning Sotsiaal- ja Tervishoiuministeeriumiga (sosiaali- ja terveysterveisteriö).

Tööhõive- ja Majandusministeerium vastutab lõimumist soodustava poliitika ja õigusaktide ning lõimumisteenuste üldise arendamise, kavandamise, suunamise ja prognoosimise eest. Justiitsministeerium edendab ja jälgib demokraatliku osalemisõiguse rakendamist ning koordineerib võrdse kohtlemise seaduse täideviimist riiginõukogus. Justiitsministeerium on välja töötanud ka heade rahvastikusuhete teooria ja poliitika. Siseministeeriumi ülesannete hulka kuuluvad sisserändega seotud küsimused, mida praktilisel tasandil haldab Migratsiooniamet (Maahanmuuttovirasto). Sotsiaal- ja Tervishoiuministeerium vastutab sotsiaal- ja tervishoiupoliitika kavandamise, suunamise ja rakendamise eest, koordineerides meetmeid elanikkonna heaolu ja sotsiaalse kaasatuse ning tervise ja töövõime parandamiseks.

Tegevuskava sisaldab praktilisi meetmeid, millega Haridus- ja Kultuuriministeerium edendab kultuurilist mitmekesisust ja lõimumist riiginõukogus. Muu hulgas osaleb ministeerium riikliku lõimumisprogrammi ettevalmistamises ja elluviimises, Rahandusministeeriumi (valtiovarainministeriö) tegevusmudeli „Riiklikud dialoogid“ rakendamises, korraldades dialooge, ning Justiitsministeeriumi kultuuri- ja inimõiguste ürituse „Y-festival“ kavandamises ja korraldamises 2024. aastal.

Tegevuskava järelvalve ja ajakohastamine. Tegevuskava rakendamist jälgitakse haldusala suunamise ja juhtimise osana, kasutades muu hulgas näitajaid, uuringuid ja aruandeid. Tegevuskava ajakohastatakse ministeeriumi ja riiginõukogu strateegiatööst tulenevate vajaduste ning kultuurisektori esindajatega peetava dialoogi ja arengutegevuse alusel.

المُلخص باللغة الفنلندية والروسية والاستونية والعربية والإنجليزية والصومالية

يستند منشور برنامج عمل وزارة التعليم والثقافة لتعزيز التنوع في مجال نشر الفن والثقافة إلى التقرير النهائي لمجموعة العمل التي شكلتها الوزارة، والذي تم نشره في شهر يناير 2021¹

كانت مهمة فريق العمل تحديد السياسات والإجراءات التي يتم من خلالها أخذ السياسة الفنية والثقافية بعين الاعتبار بشكل أفضل بخصوص التنوع الثقافي الذي يستند على الهجرة وإنشاء وسط فني وثقافي أكثر عدلاً وإنصافاً في المستقبل.

كان من ضمن الأهداف أيضاً تعزيز مشاركة الأشخاص من أصول أجنبية في المجتمع من خلال الفن والثقافة، وتعزيز المشاركة في الحياة الثقافية والفنية وكذلك التوطين وتعزيز الحوار المتبادل فيما بين مختلف فئات السكان من خلال وسائل الفن والثقافة.

طالما كانت فنلندا مجتمعاً متنوعاً ثقافياً ولغوياً، حيث أنه يتغير باستمرار. العديد من الفئات الثقافية واللغوية لها تاريخ طويل في المجتمع الفنلندي، ولا يقتصر التنوع على الهجرة خلال العقود الأخيرة.

عرض فريق العمل أن يتم أخذ التنوع السكاني بعين الاعتبار في كل التخطيط وصنع القرار للسياسة الفنية والثقافية وتحديد ثلاث مبادئ شاملة تعتمدها وزارة التعليم والثقافة كأساس لبرنامج العمل:

1. التحقق من أن العدل والمساواة يتحقق من الناحية المبدئية وكذلك على المستوى العملي.
 2. نُبَلِّغ أن التراث الثقافي الفنلندي كان دائماً متنوعاً وتشكل من خلال التفاعل المتبادل فيما بين الثقافات. من المهم الاعتراف بالتنوع والاعتراف بوجوده. يتوجب تعزيز الحوار بين الثقافات بقدر أكثر من قبل.
 3. نُؤكِّد على أن الثقافة والمعرفة لها أهمية مركزية كأساس لنجاح المجتمع الفنلندي. يتوجب أن تُتاح للجميع إمكانية بغض النظر عن خلفيتهم لزيادة معارفهم ومهاراتهم والاستفادة منها وإبداعهم في عملهم وفي أوقات فراغهم.
- يُقترح من خلال التقرير ما مجموعه أربعين إجراءً فيما يتعلق بالسياسة الثقافية والتمويل الثقافي والتوظيف والتطور المهني والخدمات الثقافية والحوار بين الثقافات وكذلك المعلومات والإحصاءات التي تم إجراء بحوث بشأنها.
- يقترح فريق العمل أن تُعد وزارة التعليم والثقافة برنامجاً للتدابير التي من شأنها تعزيز التنوع الثقافي من خلال السياسة الثقافية والحياة الفنية والثقافية الفنلندية. تتم متابعة إنجاز البرنامج كجزء من توجيه وإدارة القطاع الإداري، بالاستفادة من أمور منها المؤشرات والأبحاث والتوضيحات.

¹ الفن والثقافة وفنلندا المتنوعة: التقرير النهائي لفريق عمل السياسة الثقافية والمهاجرون وتعزيز التنوع الثقافي، 2021.

<https://julkaisut.valtioneuvosto.fi/handle/10024/162663>

برنامج العمل كجزء من الكل

استراتيجية العمل والتمويل (وزارة التعليم والثقافة). تُنجز الوزارة بمساعدة برنامج العمل "الفن والثقافة وفنلندا المتنوعة - برنامج العمل لوزارة التعليم والثقافة لتعزيز التنوع في مجال الفن والثقافة" أهداف سياستها الثقافية وفقًا لاستراتيجيتها من خلال وسائل التوجيه بخصوص النتيجة والهدف والموارد بالتعاون مع دوائر المجال الإداري والمؤسسات الثقافية والبلديات وكذلك مع مجتمعات مجال الفن والثقافة.

تم تجهيز استراتيجية السياسة الثقافية لوزارة التعليم والثقافة عام 2017 وتمتد حتى عام 2025. حددت الاستراتيجية تنوع التطور السكاني وزيادة نسبة الأشخاص من أصول أجنبية فيما بين السكان في فنلندا. عندما يتم تحديث الاستراتيجية المرة القادمة، فيتوجب التحقق من تأثيرات هذا التطور على السياسة الثقافية بطريقة متنوعة بقدر أكثر.

يتم تعزيز التنوع الثقافي والمساواة من خلال عمل استراتيجية الوزارة والعمل المتعلق بتمويل الثقافة، حيث أن ذلك يتضمن أمورًا منها استراتيجية التراث الثقافي وأنشطة المتاحف ومساهمات الدولة في الفنون المسرحية والخدمات الثقافية للبلديات والمنح التقديرية للمجال الثقافي والتعليم الفني الأساسي وزيادة تعليم اللغة الفنلندية والسويدية في مؤسسات التعليم العالي.

الدوائر الرسمية والمؤسسات الفنية الوطنية تعمل في المجال الإداري للسياسة الفنية والثقافية لوزارة التعليم والثقافة خمس دوائر رسمية. مركز تطوير الفنون (Taite) وهيئة التراث الفنلندية للمتاحف والمعهد الوطني السمعي البصري (KAVI) والمكتبة العامة للمُنَاحَات سيليا ومجموعة الرعاية لسومينلينا. تعمل كمؤسسة في مجال السياسة التعليمية مديرية التعليم. اتفقت الوزارة والدوائر الرسمية على النواحي التي يتم التركيز عليها لتعزيز التنوع الثقافي والمساواة وعلى الإجراءات المتعلقة بذلك وعلى متابعة تنفيذها من خلال اتفاقية الأداء للفترة 2024-2027. الدوائر الرسمية لديها بالإضافة لذلك مراكز للفعاليات خاصة بها لتعزيز التنوع الثقافي والمساواة.

يتضمن برنامج التدابير أيضا تدابير تُعزز من خلالها المؤسسات الفنية الوطنية ودار الأوبرا والباليه الوطنية والمتحف الوطني والمسرح الوطني فعاليتها وذلك بالتعاون لإنجاز التنوع الثقافي والمساواة.

بالإضافة لذلك تُعزز وزارة التعليم والثقافة التنوع الثقافي والمساواة من خلال تقديم منح حكومية وبالتعاون مع مجتمعات المجالي الثقافي من خلال أمور منها المشاركة في الأحداث التي تنظمها المجتمعات وتنظم بنفسها مختلف الأحداث للفئات ذات المصلحة وورشات عمل بشأن مسائل السياسة الثقافية المعاصرة.

تعزيز قاعدة المعرفة. يتطلب تعزيز التعددية اللغوية والتنوع الثقافي الآخر في السياسة الثقافية الفنلندية وكذلك في الحياة الفنية والثقافية معلومات بحث وتوضيح ومعلومات بشأن المؤشرات بشأن العقبات لإنجاز المساواة وإنجاز الأهداف التي تم تحديدها وكذلك المتابعة المنهجية وتقييم الأنشطة. برنامج التدابير مكون من تدابير تطور بمساعدتها جمع المعلومات واستيضاحها وإصدار التقارير بشأنها المتعلقة بالتنوع الثقافي والمساواة والتوضيح وطرق قياس القيم المستخدمة والجودة.

الفعالية كجزء من مجلس الدولة تتعاون وزارة التعليم والثقافة بشكل مكثف مع وزارة العمل والموارد المعيشية ووزارة العدل ووزارة الداخلية ووزارة الشؤون الاجتماعية والصحية بخصوص الأمور المتعلقة بتعزيز التوطين والتنوع الثقافي.

وزارة العمل والموارد المعيشية مسؤولة عن سياسة تعزيز التوطين والتشريعات القانونية وكذلك تطوير بشكل عام خدمات التوطين والتخطيط لذلك والتوجيه والتنبؤ المسبق. تعمل وزارة العدل على تعزيز ومراقبة إنجاز حقوق المشاركة الديمقراطية وتنسيق تنفيذ قانون المساواة في مجلس الدولة. كما أن وزارة العدل قد طورت أيضًا نظرية وسياسة العلاقات السكانية الجيدة. تشمل مهام وزارة

الداخلية من ناحيتها الأمور المتعلقة بالهجرة، حيث يتم التعامل معها على المستوى العملي من قبل دائرة شؤون الهجرة. وزارة الشؤون الاجتماعية والصحية مسؤولة عن التخطيط والتوجيه وتنفيذ السياسة الاجتماعية والصحية، وتنسيق الإجراءات التي يتم من خلالها زيادة رفاهية السكان والمشاركة الاجتماعية وكذلك الصحة والقدرة على الفعالية.

يتضمن برنامج الإجراءات فعاليات عملية تعزيز الوزارة من خلالها التنوع الثقافي والتوطين ضمن نطاق مجلس الدولة من خلال أمور منها المشاركة في التحضير لبرنامج التوطين للدولة وإنجازه وإنجاز نموذج الفعاليات "الحوارات الوطنية" لوزارة المالية من خلال تنظيم نقاشات حوارية وكذلك التخطيط لفعالية وزارة العدل للثقافة وحقوق الإنسان "مهرجان Y" وإنجازها عام 2024.

متابعة البرنامج والتحديث. تتم متابعة إنجاز إجراءات البرنامج كجزء من توجيه وإدارة القطاع الإداري، بالاستفادة من أمور منها المؤشرات والأبحاث والتوضيحات. يتم تحديث البرنامج بناءً على الاحتياجات الناشئة عن العمل الاستراتيجي للوزارة ومجلس الدولة وكذلك بناءً على الحوار المتبادل وأعمال التطوير مع ممثلي مجال الفعاليات الثقافية.

Appendix. Summary in Finnish, Russian, Estonian, Arabic, English and Somali

The Ministry of Education and Culture's action plan to promote diversity in the field of arts and culture is based on the final report of a working group appointed by the Ministry, which was published in January 2021.¹³

The working group was asked to propose guidelines and measures which would enable the arts and cultural policy to take better account of cultural diversity arising from immigration, and help improve equality and non-discrimination in the arts and culture sector.

The objectives also included strengthening the social inclusion of persons with a foreign background through arts and culture, improving participation in arts and cultural life, and promoting integration and dialogue between population groups through arts and culture.

Finland has always been a culturally and linguistically diverse society that is in constant change. Many cultural and language groups have a long history in Finnish society, and diversity is not limited to the immigration of the recent decades.

The working group proposed that the increasing diversity of the Finnish population would need to be considered in the planning and decision-making procedures in arts and cultural policy, and outlined three cross-cutting principles that the Ministry of Education and Culture should base the action plan on:

1. Ensuring equality and non-discrimination both at the level of principles and at the level of practice.
2. Recognising that Finnish cultural heritage has always been diverse and formed in interaction between cultures. It is important to identify diversity and recognise its existence. Intercultural dialogue needs to be further strengthened.

13 [Taide, kulttuuri ja moninainen Suomi](#): Kulttuuripolitiikka, maahanmuuttajat ja kulttuurisen moninaisuuden edistäminen -työryhmän loppuraportti, 2021
[Art, Culture and Diverse Finland](#): Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021

3. Emphasising that education and competence play a key role in the success of Finnish society. Regardless of their background, everyone should have the opportunity to increase their knowledge and skills and to utilise their competence and creativity, both at work and in leisure activities.

The report proposes 40 measures in the fields of cultural policy, financing of culture, employment, professional development, cultural services, intercultural dialogue, and research-based knowledge and statistics.

The working group proposes that an action plan be drawn up at the Ministry of Education and Culture for promoting cultural diversity through concrete measures in cultural policy and in Finnish arts and cultural life. Indicators, studies and analyses should be used to monitor the implementation of the action plan as part of the guidance and management processes in the branch of government.

Sections of the action plan

Strategy work and funding (Ministry of Education and Culture). With the help of “Art, Culture and Diverse Finland – Ministry of Education and Culture’s action plan to promote diversity in the field of arts and culture”, the Ministry will implement the cultural policy objectives set out in its strategy by means of performance, target and resource guidance and monitoring together with the agencies, cultural institutions, municipalities and organisations in the field of arts and culture in the Ministry’s branch of government.

Published in 2017, the Strategy for Cultural Policy of the Ministry of Education and Culture extends to 2025. The strategy recognises the diversification of population development and the increase in the share of population with foreign background in Finland. When the strategy is next updated, the impact of these developments on cultural policy should be examined more extensively.

The Ministry promotes cultural diversity, equality and non-discrimination through its strategies and the work related to the funding of culture, covering the cultural heritage strategy, museum services and central government transfers for performing arts, municipal cultural services, discretionary grants in the field of culture, basic education in the arts, and increasing the teaching of Finnish and Swedish in higher education institutions.

Government agencies and national art institutions. Five agencies operate in the Ministry of Education and Culture’s branch of government for the arts and cultural policy: Arts Promotion Centre Finland, Finnish Heritage Agency, National Audiovisual Institute, Accessibility Library Celia and the Governing Body of Suomenlinna. The Finnish National

Agency for Education operates in the branch of government for education policy. The Ministry and the agencies agree on the priorities for promoting cultural diversity, equality and non-discrimination, the related measures and the monitoring of their implementation during the 2024–2027 performance agreement period. Agencies also have their own measures to promote cultural diversity, equality and non-discrimination.

The action plan includes measures for the national art institutions, the National Opera and Ballet, the National Gallery and the National Theatre for promoting the realisation of cultural diversity, equality and non-discrimination in their activities and work with audiences.

In addition, the Ministry of Education and Culture promotes cultural diversity, equality and non-discrimination by awarding discretionary government grants and partnering with cultural communities, for example by participating in community events and organising stakeholder events and workshops on topical cultural policy issues.

Strengthening the knowledge base. Strengthening multilingualism and other diversity in Finnish cultural policy and arts and cultural life requires research, analysis and indicator data concerning obstacles to the realisation of equity and the attainment of the goals, as well as systematic monitoring and evaluation of practices. The action plan contains measures to develop methods for measuring the quantity and quality of data collection, analysis and reporting on cultural diversity, equality and non-discrimination.

Role in the Government. The Ministry of Education and Culture works closely with the Ministry of Economic Affairs and Employment, the Ministry of Justice, the Ministry of the Interior and the Ministry of Social Affairs and Health in matters related to the promotion of integration and cultural diversity.

The Ministry of Economic Affairs and Employment is responsible for the general development, foresight, planning and management of integration policies, legislation and services. The Ministry of Justice promotes and monitors the realisation of democratic rights of participation and coordinates the implementation of the Non-discrimination Act in the Government. The Ministry of Justice has developed the theory and policy of good relations between population groups. The Ministry of the Interior is in charge of immigration matters, while the Finnish Immigration Service carries out the practical measures. The Ministry of Social Affairs and Health is responsible for the planning, guidance and implementation of health and social policy, and coordinates measures to increase the population's wellbeing, social inclusion, health and functional capacity.

The action plan includes practical measures by which the Ministry promotes cultural diversity and integration within the Government, for example by contributing to the preparation and implementation of the central government's integration programme, to the implementation of the Ministry of Finance's National Dialogues model by organising dialogues and planning, and to the organising of the Ministry of Justice's Y Festival on culture and human rights in 2024.

Action plan monitoring and updates. Indicators, studies and analyses will be used to monitor the implementation of the action plan as part of guidance and management processes in the branch of government. The action plan will be updated based on needs arising from the Ministry's and the Government's strategy work and on the dialogues and development work with representatives of the cultural sector.

Lifaaq. Qoraal kooban oo ah luqadaha finishka, ruushka, istooniyaanka, carabiga, ingiriiska iyo soomaaliga

Qoraalka ay soo saartay wasaaradda waxbarashada iyo dhaqanka ee ku saabsan horumarinta arrimaha farshaxanka iyo dhaqanka ee barnaamijka waxqabadka arrimaha kala duwan, waa mid ku salaysan warbixintii ugu dambaysay ee kooxda shaqada ee ay wasaaraddu arrinkaas u xilsaraaty, kaasoo la daabacay bishii Jannaayo ee sannadka 2021-ka.¹⁴

Shaqada kooxdu waxaa ay ahayd in ay soo bandhigaan tilmaamo iyo waxqabadyo la raaco, si tixggelin gaar ah oo ka wanaagsan sidii hore loo siiyo dhaqammada kala duwan ee dadka waddanka u soo guuray, iyo in la dhiso mustaqbalka goob dhaqanka iyo farshaxanka oo loo siman yahay oo caddaalad ku salaysan.

Ahdaafta la tiigsanaayo waxaa ka mid ahaa in iyadoo la kashanaayo dhaqanka iyo farshaxanka la xoojiyo, ka qaybqaadashada arrimaha bulshada ee dadka ajaanibta ah, xoojinta ka qaybqaadashada nolosha dhaqanka iyo farshaxanka, la qabsiga waddanka, iyo sidoo kale horumarinta wadahaadalka iyo saamayn isku yeelashada dadka kala duwan, iyadoo la adeegsanaayo qaababka dhaqanka iyo farshaxanka.

Finland waxaa ay waligeedba ahayd bulsho dhaqan ahaan iyo luqad ahaanba kala duwan, taasoo si joogto ah isu bedbeddeleysa. Arrinka ku saabsan kooxaha kala dhaqanka iyo luqadda ah, waa mid taariikh dheer oo soo jireen ah ku leh bulshada Finland gudaheeda, kala duwanaanshuhuna ma ahan mid ku xaddidan dal u soo guuritaankii muddadii tobaneeyada sano ahayd ee ugu dambaysay.

Kooxda shaqadu waxaa ay so bandhigeen maadaama dadweynuhu ay yihiin kuwo dhaqamo kala duwan ka soo jeeda, in tixggelin gaar ah la siiyo go'aan ka gaarista iyo qorshaynta dhammaan arrimaha ku saabsan siyaasadda dhaqanka iyo farshaxanka, waxaana ay soo jeediyeen in la raaco saddex mabda'a oo sawir guud ka bixinaaya arrinkaan, kuwaasoo ay wasaaradda waxbarashada iyo dhaqanku sal uga dhigayso barnaamijyadeeda waxqabad:

14 [Taide, kulttuuri ja moninainen Suomi](#): Kulttuuripolitiikka, maahanmuuttajat ja kulttuurisen moninaisuuden edistäminen -työryhmän loppuraportti, 2021
[Art, Culture and Diverse Finland](#): Final Report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, 2021

1. Xaqiijinta sidii sinnaanta iyo caddaaladda loogu hirgelin lahaa qaab ku dhaqmid ahaan ah, si la mid ah sida loogu dhaqangelinaayo mabad'a ahaanta.
2. Ogeysiinta ama wargelinta ku saabsan in dhaxal-dhaqameedka Finland uu marwalba ahaa mid kala duwan oo ka dhashay xiriirka iyo saamayn isku lahaanta dhaqammada. Waa arrin muhiim ah in la aqoonsado kala duwanaanshaha iyo in la aqoonsado jiritaanka arrinkaas. Sidoo kale waa in si ka badan sidii hore loo xoojiyaa xiriirka isa saamaynta dhaqammada.
3. In xoogga la saaro arrinka ah, in aqoonta iyo waxbarashadu ay muhiimadda weyn oo aasaas ah u yihiin horumarka bulshada Finland. Waa in qof walbaa uu helo iyadoo aan loo eegaynin halka uu asal ahaan ka soo jeedo, fursad uu sare ugu qaadi karo aqoontiisa iyo xirfaddiisa, islamarkaana uu uga faa'iidayso karo arrimahaas, kuna wareejin karo shaqadiisa u gaarka ah iyo waqtiyada uu firaqaha yahay.

Warbixinta waxaa lagu soo jeediyay iskudarka guud illaa iyo afartan waxqabad, kuwaasoo khuseeya siyaasadda dhaqanka, maalgelinta dhaqanka, shaqaalaysiinta, horumarinta xirfadeed, adeegyada dhaqanka, wadahaadalladda iyo wax isweydaarsiga u dhexeeya dhaqammada, iyo macluumaadka iyo tirakoobyada la baaray.

Kooxda shaqada waxaa ay soo jeedisay in wasaaradda waxbarashada iyo dhaqanka ay diyaariso barnaamij waxqabad, kaasoo hawsha dhabta ah ee laga leeyahay ay tahay sidii loo horumarin lahaa kala duwanaanshaha dhaqammada ee siyaasadda dhaqanka iyo nolosha dhaqanka iyo farshaxanka ee Finland. Waxaana hirgalinta barnaamijkaas lagula socon doonaa ka qayb ahaan dhanka hoggaaminta iyo hagista maamulka, iyadoo looga faa'iidayso arrimaha ay ka midka yihiin sharrax ka bixinta barnaamijka, cilmibaarisyada iyo caddaymaha arrinkaas ku saabsan.

Qaybaha barnaamijka waxqabadka

Qorshe hawleedka iyo maalgelinta (Wasaaradda Waxbarashada iyo dhaqanka).

Iyadoo la kaashanaayo barnaamijka waxqabadka "Farashaxanka, dhaqanka iyo kala duwanaanshaha Finland- barnaamijka waxqabadka ee wasaaradda waxbarashada iyo dhaqanka ee lagu horumarinaayo kala duwanaanshaha farashaxanka iyo arrimaha dhaqanka", ayaa wasaaraddu waxaa ay hirgelinaysaa istaraatiijiyaddeeda waafaqsan siyaasadda dhaqanka iyadoo la adeegsanaayo, natiijooyinka, qaababka ah maareeynta ilaha awoodeed ee la haysto, islamarkaana kaashanaysa hay'adaha maamulka, xarumaha dhaqanka, degmooyinka iyo ururrada bulshada ee farshaxanka iyo dhaqanka.

Qorshe hawleedka siyaasadda dhaqanka ee wasaaradda waxbarashada iyo dhaqanka waxaa la diyaariyay sannadkii 2017-kii, waxaana uu socon doonaa ilaa iyo sannadka 2025-ka. Qorshe hawleedka waxaa lagu ogaaday kala duwanaanshaha dhanka horumarka bulshada iyo tirada dadka ajaanibta ah ee sii kordheysa ee dalkaan Finland. Waqtiga soo socda ee qorshe hawleedka la cusboonaysiinaayo, waa muhiim in sidii hore si ka duwan oo dhinacyo badan leh loo hubiyaa sida horumarinta arrinkaan uu saamaynta ugu leeyahay siyaasadda dhaqanka.

Kala duwanaanshaha dhaqanka iyo sinnaanta iyo cadaalada arrinkaas waa mid lagu horumarinaayo shaqada qorshe hawleedka ee wasaaradda dhexdeeda iyo shaqada khusaysa maalgelinta dhaqanka, waxaana ka mid ah arrimahaas, qorshe hawleedka dhaxaleed ee dhaqanka, waxqabadka matxafka, arrimaha ay dawladdu kaga qaybqaadanayso farshaxanka, adeegyada dhaqanka ee degmooyinka, caawimaadda ku salaysan ka fiirsashada ee laamaha dhaqanka, waxbarashada aasaasiga ah ee farshaxanka iyo in machadyada sare lagu kordhiyo waxbarashada luqaddaha finishka iyo iswidhishka.

Hay'daha dowladda iyo waaxaha dhaqanka ee heer qarameed. Maamulka siyaasadda dhaqanka ee wasaarada waxbarashada iyo dhaqanka waxaa ka shaqeeya oo ay ka kooban tahay shan hay'adood: Xarunta horumarinta farshaxanka (Taike), Matxafka, Machadka heer qaran ee maqalka iyo muuqaalka (KAVI), Maktabadda Celia iyo gudiga daryeelka qasriga Finland. Guddoonka waxbarashada ayaa wasaaradda u qaabilsan arrimaha la xiriira siyaasadda waxbarashada. Wasaaradda iyo hay'adahaas hoos yimaada ayaa ka heshiinaaya muhiimadda horumarinta sinnaanta iyo caddaaladda iyo kala duwanaanshaha dhaqammada, waxqabadyada arrinkaas khuseeya iyo la socodka natiijada, iyadoo la kaashanaayo natiijada xilliga heshiiska ee 2024-2027. Waxaa intaas dheer in hay'aduhu ay leeyihiin waxqabadyo u gaar ah oo ku saabsan horumarinta sinnaanta iyo caddaaladda iyo kala duwanaanshaha dhaqammada.

Barnaamijka waxqabadka waxaa kaloo uu ka kooban yahay waxqabadyo ay hay'adaha farshaxanka qaranka, hay'adda qaranka ee ooberada iyo baleetiga, galeeriyada qaranka, tiyaaratka qaranka, ku horumarinaayaan hawlhooda u gaarka ah iyo hirgelinta shaqooyinaka guud ee ku saabsan horumarinta sinnaanta iyo caddaaladda iyo kala duwanaanshaha dhaqammada.

Waxaa intaas dheer oo wasaaradda waxbarashadu ay ku horumarisaa sinnaanta, caddaaladda iyo kala duwanaanshaha dhaqammada, iyadoo bixisa caawimaad heer dowladeed ah iyo wadashaqayn ay la samayso ururrada bulshada ee qabta hawlaha dhaqanka, sida iyadoo ka qaybqaadata hawlaha ay ururradaasi qabanqaabiyaan, iyo in ay wasaaradda laftigeedu qabanqaabiso kooxo xiriir danwadaagnimo ah iyo siminaaro ku saabsan su'aalaha markaas taagan ee khuseeya siyaasadda dhaqanka.

Xoojinta saldhigga macluumaadka. Xoojinta luqadaha kala duwan iyo kala duwanaanshaha dhaqameed ee siyaasadda dhaqanka ee Finland, waxaa ay u baahan tahay in la sameeyo cilmibaarisyo, caddaymo iyo sharraxaad ku saabsan caqabadaha hortaagan xaqiijinta saiinaanta iyo cadaaladda iyo hirgelinta ahdaaftii la dejiyay, iyo sidoo kale la socodka xaaladda oo nidaamsan iyo qiimaynta waxqabadka. Barnaamijka waxqabadka waxaa lagu soo daray waxqabadyo, kuwaasoo iyadoo la kaashanaayo lagu horumarinaayo kala duwanaanshaha dhaqammada, sinnaanta caddaaladda la xiriirta macluumaad uruurinta, caddaynta, cadadka warbixinaha la isticmaalay iyo tayada qaababka wax lagu cabbiraayo.

Hawlaha golaha dowladda. Wasaaradda waxbarashada iyo dhaqanka waxaa ay wadashaqayn joogto ah oo ku saabsan arrimaha la xiriira horumarinta la qabsiga dalka iyo kala duwanaanshaha dhaqammada la leedahay, wasaaradda shaqada iyo meheradaha, wasaaradda caddaaladda, wasaaradda arrimaha gudaha iyo wasaaradda arrimaha bulshada iyo caafimaadka.

Wasaaradda shaqada iyo meheradaha waxaa ay mas'uul ka tahay siyaasadda lagu horumarinaayo la qabsiga dalka iyo sharci dejinta iyo horumarinta guud ee ku saabsan adeegyada la qabsiga dalka, qorsheyntooda, tilmaanbixinta iyo ku xisaabtankooda. Wasaaradda cadaaladda waxaa ay horumarinaysaa islamarkaana la soconaysaa hirgelinta dimoqraadiyadda xuquuqda ka qaybqaadashada iyo iskuduwidda dhaqangelinta xeerka sinnaanta iyo caddaaladda ee golaha dawladda. Wasaaradda caddaaladda waxaa ay sidoo kale horumar ku samaysay aragtida la xiriirta xiriirka wanaagsan ee dadweynaha iyo siyaasadda. Shaqada wasaaradda arrimaha gudaha waxaa ka mid ah hawlaha la xiriira waddan u soo guurista, kuwaasoo Hoggaanka socdaalku uu si dhab ah u maareeyo. Wasaaradda arrimaha bulshada iyo caafimaadka waxaa ay mas'uul ka tahay qorshaynta siyaasadda caafimaadka iyo arrimaha bulshada, tilmaanbixinta iyo dhaqangelinta hawlaha la qabanaayo, kuwaasoo lagu kordhinaayo nololwanaagga dadweynaha, ka qaybqaadashadooda arrimaha bulshada iyo sidoo kale caafimaadka iyo awoodda waxqabadka.

Barnaamijka waxqabadka waxaa uu ka kooban yahay waxqabadyo la taaban karo, kuwaasoo ay wasaaraddu ku horumarinaysa kala duwanaanshaha dhaqammada iyo la qabsiga dalka ee xukuumadda dhexdeeda, arrimaha ay ka midka yihiinn, ka qaybqaadashada diyaarinta iyo hirgelinta barnaamijka la qabsiga dalka ee xukuumadda, barnaamijka waxqabadka wasaaradda maaliyadda ee "wadahadlka qarameed" kaasoo lagu hirgelinaayo qabanqaabinta wadahal qaab wadaxaajood ah u dhaca iyo qorsheynta iyo qabanqaabinta ay wasaaradda caddaaladdu samaynayso sannadka 2024-ka ee ku saabsan dhaqanka iyo xuquuqda bani'aadamka ee loogu magacdaray "Festifaalka Y".

Cusboonaysiinta iyo la socodka barnaamijka. Waxaa hirgelinta barnaamijkaan lagula socon doonaa dhanka hoggaaminta iyo hagista maamulka, iyadoo looga faa'iidsanaayo arrimaha ay ka midka yihiin sharrax ka bixinta barnaamijka, cilmibaarisyada iyo caddaymaha arrinkaas ku saabsan. Barnaamijka waxaa la cusboonaysiinayaa iyadoo lagu salaynaayo baahiyaha ka dhashay shaqada istaraatiijiyadeed ee wasaaradda iyo golaha dowladda, iyo shaqada horumarineed iyo wadahalada lala yeelaanaayo wakiillada hay'adaha dhaqanka.



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