

**Steering and Monitoring of the Implementation
of the National Policy on Roma**

WORKING GROUP REPORT

Helsinki, Finland 2014



MINISTRY OF SOCIAL AFFAIRS AND HEALTH

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Summary

■ The National Policy on Roma in Finland was adopted in 2009. It has six Key Areas and ten Policy Guidelines. It contains 147 measures, responsibility for which has been delegated to several branches of administration. In 2012, the Ministry of Social Affairs and Health appointed a working group to coordinate and monitor the implementation of the National Policy on Roma. This working group had 24 members, one half of whom had a Roma background. The working group's term extended till the end of 2013.

The information contained in this first monitoring report is based on data obtained in 2013 from the ministries and other bodies responsible for implementing the policy, from municipalities in connection with a hearing for municipalities, and from the Roma, for example through a hearing for organisations. The report examines how the objectives of the National Policy on Roma have been achieved in the fields of employment, education, social and health care services, anti-discrimination measures and housing. It also explores how the programme has been implemented at the regional and the local level.

The National Policy on Roma has raised awareness and improved the coordination of Roma issues nationally. The highest success rates have been seen in measures assigned to various ministries, and significant progress has been achieved in some of them. In the educational sector in particular, important steps forward have been taken. On the other hand, local-level implementation has met with challenges. Particular challenges can be identified in the fields of employment and adult education for the Roma.

Hearings for municipalities and organisations and national seminars organised by the Advisory Boards on Romani Affairs are a demonstration of effective cooperation between the Roma, the central government and the municipalities. Active participation of the Roma population indicates trust between the actors. The Finnish practice of involving the Roma population in participatory decision-making in affairs concerning them contributes to building trustful relationships.

In this report, the working group makes such proposals as monitoring the situation of Roma women and men more accurately in the future. It also proposes that measures assigned to the municipalities be implemented with the support of ESF funding. Monitoring must be continued, and adequate resources for it must be guaranteed.

Key words

administration of Romani affairs, equal treatment, inclusion, Roma, Romani culture, Romani language

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1 BACKGROUND

In December 2008, the Ministry of Social Affairs and Health appointed a working group to prepare Finland's first National Policy on Roma. The decision was based on the assignment given by Prime Minister Matti Vanhanen to the Advisory Board on Romani Affairs to prepare a memorandum on the development of the living conditions of Roma in Finland. The working group comprised 24 members representing authorities in the various administrative branches and Roma organisations. In the preparation phase of the policy, the working group arranged five hearings for the Roma population in various parts of Finland, and a hearing for representatives of the social welfare services in municipalities. The working group adopted Finland's first National Policy on Roma on 25 November 2009 and submitted it to the Ministry of Social Affairs and Health on 8 December 2009.

The objective of Finland's National Policy on Roma was to promote the equality and inclusion of the Roma in various areas of life. It is a comprehensive and concrete action plan with a wide coverage that can bring about permanent improvements in the status of the Roma. The National Policy on Roma has six Key Areas and ten Policy Guidelines. It contains 147 measures, responsibility for which has been delegated to several branches of administration. The programme also complies with the priorities of the Commission's Communication (COM (2011) 173 final) concerning education, employment, health care, and housing, and it takes into account recommendations issued by international organisations on developing policies on the Roma in the Member States.

The key areas of Finland's National Policy on Roma are:

- 1) Enhancing the participation in education of Roma children and youth
- 2) Enhancing the education of Roma adults and the promotion of their access to the labour market
- 3) Promotion of the equal treatment of Roma and their access to services through the establishment of operational policies focusing on their needs
- 4) Supporting the preservation and development of the Romani language and culture
- 5) Promoting the equal treatment of Roma and preventing discrimination
- 6) Developing the policy on Roma and enhancing their opportunities for participation.

Basing its work on the National Policy on Roma, the Government adopted a resolution on Guidelines for a Policy on Roma in December 2010 (Publications of the Ministry of Social Affairs and Health 2010:16). According to this resolution, the Ministries shall implement the measures that are assigned to them within the framework of the appropriations available for the measures.. The National Advisory Board on Romani Affairs operating in connection with the Ministry of Social Affairs and Health plays a major role in supporting the implementation of the National Policy.

The Government Programme of Prime Minister Jyrki Katainen notes that the implementation of the National Policy on Roma will be initiated and that special measures will be aimed at improving the educational attainment and employment of Roma, at resolving their housing problems, and promoting the social inclusion of Roma children, young people and families. The government resolution states that the implementation of the policy will be evaluated periodically. The first monitoring report on the implementation of the policy will be produced in 2013.

2 EUROPEAN UNION ACTIVITIES IN ROMANI AFFAIRS

The legal basis of EU activities in Romani Affairs is Council Directive (2000/43/EC) implementing the principle of equal treatment between persons irrespective of racial or ethnic origin. Another key piece of legislation is Council Directive establishing a general framework for equal treatment in employment and occupation (2000/78/EC), which protects citizens against discrimination at work based on their religion or belief, disability, age or sexual orientation. Of particular significance for itinerant Roma is

the directive on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States (2004/38/EC).

Promoting the inclusion of the Roma has been on the European Council's agenda since its meeting on 14 December 2007, in which the European Council urged the member states to launch actions that promote the inclusion of the Roma, and requested from the Commission a report on implemented plans and actions improving the inclusion of the Roma.

On 2 February 2008, the Commission adopted a communication on non-discrimination and equal opportunities – Community Instruments and Policies for Roma Inclusion”. In this document, the Commission invited the Member States to prepare national strategies on the Roma. Council conclusions on Roma inclusion were adopted in December 2008, and on this basis, a Roma Inclusion Platform was established, and a Roadmap was prepared for it. The Member States also gave their commitment to mainstreaming Roma issues in EU and national policies and ensuring that the Roma population has access to EU funding instruments.

In the following Council conclusions on the inclusion of the Roma (8 June 2009), ten basic principles on Roma inclusion were adopted. These policies must be taken into account when designing and implementing policies so that the Roma can be ensured equal access to education, housing, health, employment, social services, justice, sports and culture. Finland responded to the Commission's survey on Roma integration on 4 November 2009 (Appendix 3).

In April 2010, the Commission issued a Communication on the Social and Economic Integration of the Roma in the European Union and the associated staff working paper ”Roma in Europe: The Implementation of European Union Instruments and Policies for Roma Inclusion – Progress Report 2008–2010”. In its Communication, the Commission noted that the EU already has convincing legislative, funding and policy coordination instruments at its disposal to support Roma inclusion. However, additional efforts will still be needed to achieve the objectives. Council conclusions on advancing Roma inclusion (7 June 2010) reiterated the above. The document brings up efficient use of EU financial instruments, the ten Common Basic Principles, reinforcing cooperation, local level activities, mainstreaming Roma issues and the situation of Roma women.

In 2011, the Commission issued a Communication on an EU framework for National Roma Integration Strategies up to 2020 (5 April 2011; COM (2011) 173 final). The framework is the EU's response to the current situation and does not replace Member States' primary responsibility for Roma integration. With this EU Framework, the European Commission encourages Member States, in proportion to the size of the Roma population living in their territories and taking into account their different starting points, to adopt or to develop further a comprehensive approach to Roma integration and endorse the following goals. EU Roma integration goals should cover the following four crucial areas: access to education, employment, healthcare and housing. In Council conclusions (19 May 2011) on an EU Framework for National Roma Integration Strategies up to 2020, the Member States are invited to prepare or update their national Roma inclusion strategies. The Member States will present their strategies to the Commission by the end of 2011 and appoint a National Contact Point for Roma inclusion strategies.

A Communication issued by the Commission in May 2012 (21 May 2012; COM (2012) 226 final) concerned the first steps in the implementation of the Roma strategies. Progress has been positive but too slow. All Member States apart from Malta, which does not have a significant Roma population, have prepared a strategy or a set of policy measures. The Commission stresses the need to monitor progress in four key areas and the use of EU funding. Finland has responded to the Commission's surveys concerning national Roma strategies on 9 December 2011 (E 117/2011 vp), 28 November 2012 (E 144/2012 vp) and 3 December 2013 (E 160/2013 vp) (Appendix 3).

In June 2013, the Commission issued a Communication (26 June 2013; COM (2013) 454 final) on steps forward in implementing national Roma integration strategies, and a proposal for a Council Recommendation on effective Roma integration measures in the Member States (COM (2013) 460 final). In the Communication, the Commission focuses on the structural requirements of integration strategies,

and in particular better coordination of stakeholder activities. The Council Recommendation aims for the more effective implementation of national Roma strategies in the Member States.

Indicators are currently being developed by many actors in the European Union. The Commission monitors its own special key areas, which include housing, education, healthcare, discrimination, the home and culture. The European Union Agency for Fundamental Rights also charts indicators applicable to the Roma population. The area subjected to the closest monitoring currently is the teaching and education of Roma children. In the absence of indicators, it is necessary to draw up dedicated studies, and cooperation with persons with a Roma background would thus be vital in order to define the indicators.

Summits, Roma Inclusion Platform and Contact Points meetings

As a consequence of the Council conclusions in December 2008, the so-called Roma Inclusion Platform in the EU was established, and its first meeting was held in Prague in April 2009. The Roma Inclusion Platform brings together Member State governments, international organisations and Roma NGOs. It aims for mainstreaming cooperation, dialogue and good practices. The following Platform meetings have taken place: Prague 24 April 2009, Brussels 28 September 2009, 17 June 2010 and 13 December 2010, Budapest 7–8 April 2011, and Brussels 17–18 November 2011, 22 March 2012 and 27 June 2013.

Ministerial level summits were organised in Brussels on 16 September 2008 and in Cordoba on 9 April 2010. Minister Liisa Hyssälä took part in the Cordoba summit and addressed the meeting about the Roma policy in Finland.

At the first meeting of the National Roma Contact Points (NRCP) on 2–3 October 2012, the Member States exchanged information and experiences about the implementation of national Roma strategies at the national, regional and local level. The second meeting (7–8 March 2013) heard introductions to the Commission's funding instruments and local level networking aiming to improve the living conditions of the Roma and discussed the Commission's proposal for a Council Recommendation on Roma policy. The theme of the third meeting (30 September –1 October 2013) was the local level implementation of Roma strategies.

3 IMPLEMENTATION OF MONITORING

3.1 WORKING GROUP ON STEERING AND MONITORING OF THE IMPLEMENTATION OF THE NATIONAL POLICY ON ROMA

The Ministry of Social Affairs and Health appointed a working group for the period 6 March 2012–31 December 2013 to coordinate and monitor the implementation of the National Policy on Roma. The members of this working group represented various ministries, the Association of Finnish Local and Regional Authorities, the National Institute for Health and Welfare (THL), the City of Jyväskylä, the National Advisory Board on Romani Affairs, the Regional Advisory Board on Romani Affairs for Southwest Finland, a local working group on Romani affairs in Jyväskylä City and five Roma organisations. Planning officers from the Regional Advisory Boards, Secretary General of the National Advisory Body on Romani Affairs, a Senior Officer from the Office of the Ombudsman for Minorities and a Counsellor of Education from the National Board of Education served as permanent experts. In addition to the Chairman, Vice Chair and the Secretary, the working group consisted of 24 members, one half of whom had a Roma background. Deputy members had been appointed for the working group members. As the working group was appointed, an effort was made to ensure both horizontal cooperation between

ministries and vertical cooperation between the national, regional and local levels. The working group met four times in 2012 and four in 2013.

At its first meeting, the steering and monitoring group adopted a monitoring instrument used to follow up the national level implementation of the 147 measures contained in the National Policy on Roma. In a survey addressed to the bodies responsible for implementing the measures (ministries, the National Advisory Board on Romani Affairs, the National Board of Education, the Housing Finance and Development Centre of Finland ARA, the Discrimination Monitoring Group, the Ombudsman for Minorities, universities and higher education institutions, the Finnish Broadcasting Company and Statistics Finland), the bodies were asked to respond to six open-ended questions about the implementation of the measures. The questions were about the implementation of a measure, factors promoting and impeding its implementation, indicators, funding, schedule and participation of Roma actors. The responsible bodies indicated the stage of implementation using traffic light symbols (red = not launched, yellow = about to be launch or green = implemented). A follow-up survey was sent to the responsible bodies in two stages, the deadlines for which were June and August 2012. The National Institute for Health and Welfare provided expert support for the monitoring efforts and compiled the responses.

The development of follow-up indicators carried out by the National Institute for Health and Welfare on funding provided by the Ministry of Social Affairs and Health is based on a three-tier model of human rights indicators developed by the United Nations Office of the High Commissioner for Human Rights (OHCHR).

The indicators are divided into

- 1) structural indicators (indicators describing legislation only),
- 2) process indicators (describing measures, projects, funding, inputs, outputs and other resources),
and
- 3) outcome indicators (describing the achievement of objectives and the end result).

In each group, one to three indicators were defined for the ten policy guidelines. The National Institute for Health and Welfare provided expert support for the ministries in developing indicators for various administrative branches as part of the steering and monitoring group's activities.

Aspects that needed to be taken into consideration in the indicator development process included a broad scope and prioritisation of the indicators. The fact that responsibility for the development process was delegated to various administrative branches had to be taken into account. Up to four policy guidelines needed to work together to develop some of the indicators, and suggestions on what information it was possible to obtain and a decision to obtain it were also needed. The plan was to keep the monitoring of the indicators related to the National Policy on Roma so limited that it can also be carried out regularly in the future. The indicators regarding the Roma minority were purposefully based on self-identification, but the need for additional assessments and dedicated studies also emerged. For example, the issues to be examined could include the implementation of linguistic rights.

At its second meeting, the steering and monitoring group discussed the employment and housing situation of the Roma, drawing on the follow-up survey results and the Ministry of the Environment's report Housing and equality of the Roma (Romanien asuminen ja yhdenvertaisuus, Ministry of the Environment reports 8/2012). The third meeting addressed the education and social and health care of the Roma. The four key areas highlighted in the Commission's Communication were thus covered. The year 2013 saw a particular focus on policy implementation at the regional and local levels. A hearing for Roma organisations took place in May 2013 (see section 4.4.), and a hearing for municipalities in October 2013 (see section 4.3.). At its last meeting, the steering group adopted the monitoring report of the National Policy on Roma.

3.2 FINANCIAL RESOURCES

3.2.1 Measures implemented as part of official duties and on discretionary government transfers

The working group on Roma education in the National Board of Education coordinates national efforts to develop the basic education of Roma pupils. In 2008–2013, the National Board of Education granted a total of EUR 2.26 million of discretionary government transfers for supporting the basic education of Roma pupils as part of general efforts to develop basic education. A total of 36 municipalities that had Roma pupils applied for the transfer. It is estimated that a minimum of 80% of all Roma pupils in the age of attending basic education are within the scope of the support. Since 2012, the funding for supporting the basic education of Roma pupils has been strongly targeted at guiding Roma students to the secondary level.

The National Board of Education operating appropriations have been spent on such purposes as organising seminars on education-related themes for Roma guardians, continuing education for teachers in order to spread awareness of the Roma culture, and piloting Romani language nest activities. Since 2010, the National Board of Education has granted special discretionary government transfers to municipalities and organisations for language nest activities. The total amount of the discretionary government transfers was EUR 211,000 in 2011–2013. Language nest activities are intended for Roma of all ages to revive the oral use of the Romani language. In 2012–2013, a total of 13 Romani language nests were operating in different localities. National Board of Education funding for learning materials with a small circulation has been used to produce Romani or bilingual learning materials. In addition, the National Board of Education gave education providers a discretionary government transfer of EUR 39,000 for the teaching of the Romani language as the pupil's native language in basic and general upper secondary education in 2012. In 2013–2014, the National Board of Education is drawing up a study on the educational situation of the adult Roma. Based on the results of this study, an action plan will be prepared. The study is being funded from the National Board of Education's operating appropriations.

In measures to promote employment, funding for development projects is obtained from national appropriations for promoting employment as employment policy assistance, or from the European Social Fund (ESF). Job coaching and other services promoting employment are funded from national appropriations for promoting employment. These services also cover support for entrepreneurship. Measures aiming to develop the operation of the Employment and Economic Development Offices are also implemented on national employment policy funding. The Labour Force Service Centre model is a special service for unemployed persons requiring multiprofessional support. Its costs are shared by the Employment and Economic Development Offices, the municipalities and the Social Insurance Institution. Workshop activities for young people are funded by the Ministry of Education and Culture. General central government transfers from the Ministry of Social Affairs and Health are remitted to the municipalities, for example for the organisation of work activities.

The National Development Programme for Social Welfare and Health Care (KASTE) is the flagship programme of the Ministry of Social Affairs and Health for renewing and steering the Finnish social welfare and health care policy. The KASTE programme is being implemented in cooperation by municipalities and joint municipal authorities, various administrative branches, NGOs, companies, parishes, educational institutions and national and regional research and development units. The programme aims at narrowing well-being and health gaps and organising social and health care services and structures in consultation with the client. The programme comprises six sub-programmes.

The first sub-programme, or "Risk groups' opportunities for inclusion, wellbeing and health will be improved", refers to ethnic minorities under a section on promoting the inclusion in working life of the long-term unemployed and those difficult to employ by reforming the methods of social work with adults. The programme also strives to reduce long-term homelessness. A measure listed as part of the

second sub-programme, or "More effective services for children, young people and families with children" aiming to reinforce preventive and early support services and to develop child welfare work, also makes a reference to young Roma people. An attempt will be made to support the inclusion in education and working life of the Roma and other young people at risk from exclusion in cooperation with the Social guarantee for young people programme.

Local governments can apply to the National Development Programme for Social Welfare and Health (KASTE II) 2012–2015 for funding to implement social and health care sector measures in municipalities. The KASTE programme contains a reference to being an instrument for supporting the National Policy on Roma. At the hearing for municipalities (see section 4.3), it was noted that municipalities should not hesitate to apply for KASTE funding for projects targeting the Roma. There currently are no projects relevant to the Roma funded from the KASTE programme.

The Ministry of Social Affairs and Health funds the development of the monitoring of and indicators for following up the National Policy on Roma and a study aiming to develop wellbeing indicators for the Roma population from its R&D appropriations. The Ministry has granted funding for a pilot study on the health and wellbeing of the Roma to be carried out by the National Institute for Health and Welfare. The overall budget of the study amounts to EUR 121,000. A sum of EUR 60,000 was allocated to a study of intimate partner and domestic violence experienced by Roma women. Finland's active participation in the EU's Roma Inclusion Platform, the EU Roma Contact Point group and a pilot project on progress in the Roma policy of the European Union's Fundamental Rights Agency take up working hours and resources of the public servants at the Ministry of Social Affairs and Health.

Housing-related measures have been funded from the appropriations of the Ministry of the Environment and, to some extent, carried out as part of official duties. A study on the Roma and housing in 2012 was funded by the Ministry of the Environment. The Ministry of the Environment also took part in the four regional seminars organised by the national anti-discrimination programme (Progress / Equality is Priority (YES) projects) and Regional Advisory Boards on Romani Affairs that looked for solutions to problems affecting the Roma in the area of housing.

The measures assigned to the Ministry for Foreign Affairs were implemented in 2011 as part of official duties and on supplementary appropriations. The objectives of Finland's National Policy on Roma were published in form of a handbook in the Ministry for Foreign Affairs' official publication series. Operational appropriations of the Ministry were allocated for this purpose.

The measures assigned to the Ministry of Justice and a study on the implementation of the linguistic rights of the Roma which was begun in 2012 will also be implemented as part of official duties. The Finnish Broadcasting Company has also launched measures within the limits of its appropriations.

3.2.2 EU-funded measures

EU funding has been tapped for implementing the National Policy on Roma, especially for the promotion of employment and monitoring and preventing discrimination. The national European Social Fund programme aiming to develop a transitional labour market funded a pilot project initiated by the Ministry of Employment and the Economy that provided preparatory training for students with a Roma background, enabling them to act as support persons in the employment guidance process or to continue their studies in the guidance and counselling field. Training was provided from November 2012 till June 2013, and it was implemented under the Uusitaito project of the Centre for Economic Development, Transport and the Environment for Uusimaa.

The majority of anti-discrimination measures are implemented as part of the Equality is Priority project coordinated by the Ministry of the Interior and funded by various ministries and the European Commission under the Progress programme's section on Anti discrimination. In 2011–2013, a total of EUR 274,500 has been allocated to work combating discrimination against the Roma. In 2011, a training programme for organisations of the Roma and the disabled was implemented, in which the organisations received training in organising anti-discrimination events and projects (EUR 51,500). The YES project produced learning material for basic education dealing with the history and culture of the Roma

and the every-day lives of young Roma people today in 2012 (EUR 32,000). At the same time, a large material package, or the so-called Roma portal, is being prepared that will contain 10–12 websites (EUR 86,000).

A TV and radio campaign to dispel negative stereotyping of the Roma (EUR 30,000) and a series of four seminars on the Roma and housing were also organised on EU funding (EUR 34,000). The figure-heads of this campaign were some of the most popular rap artists in Finland. A campaign targeting employers was also arranged to encourage them to recruit young people in minority groups (EUR 23,000).

At the beginning of 2013, a study on minority groups' experiences of using legal remedies was published (EUR 9,000). The study also looked at cases of discrimination reported by the Roma to the responsible authorities and interviewed persons with a Roma background who had gone through the complaints process. At the moment, a study on the experiences that older people in various minority groups have of discrimination in social welfare and health care services is being conducted (EUR 9,000).

3.2.3 Grants from the Finnish Slot Machine Association

Grants from the Finnish Slot Machine Association RAY are allocated annually to social and health care sector organisations having applied for funding. Key Roma organisations receive both general and project grants from RAY. The annual amount of the grants is approx. EUR 500,000–600,000. The organisations' projects contribute to implementing objectives contained in the National Policy on Roma.

4 OUTCOMES OF IMPLEMENTING THE NATIONAL POLICY ON ROMA

4.1 NATIONAL LEVEL

4.1.1 Education

The situation regarding the basic education of Roma pupils was studied for the first time by the National Board of Education ten years ago, or in academic year 2000–2001. In 2010–2011, the National Board of Education conducted a follow-up study by interviewing a total of 240 Roma children and young people in the age for attending basic education and their guardians. Responses to an online questionnaire were received from 1,341 principals.

The first study on the basic education of Roma pupils conducted by the National Board of Education indicated that the problems related to school attendance faced by Roma children are associated with having to repeat the year and numerous absences. A significant number of Roma children attended special needs teaching, and they participated in pre-primary education less often than children belonging to the majority population. Dropping out of school was also more common than in the majority population. The study also found that Roma children did well in arts and crafts, that they were sociable, and that they had good manners.

The latest study points to positive trends, for example in attending pre-primary education and teaching of the Romani language, and in successful cooperation between Roma homes and the school. Roma children continue to participate in pre-primary education less often than children of the majority population, but their participation rate has gone up significantly in the last ten years. Roma homes have understood the importance that taking part in pre-primary education has for developing the child's learning skills. The Romani language has a particular significance for a positive Romani identity, and

the fact that the number of those taking part in the teaching of the Romani language can thus be considered an excellent result.

While an increasing share of Roma pupils are doing well in basic education, one out of five of all Roma pupils continue to have significant problems in their school attendance. Starting independent life and a family at a young age, as well as a lack of information and support, discourage them from pursuing further studies and studying for a vocation. This has a direct negative impact on their labour market position.

While approximately one half of Roma pupils move on to vocational studies after basic education, very few go to general upper secondary schools. Roma pupils thus need more support than others in moving on to secondary level studies. In many municipalities, a lot of attention has been focused on guidance: Roma pupils have been supported in all transition phases of education, and in particular in moving on to vocational studies or general upper secondary schools. Roma homes and schools nowadays work together particularly well, and over the long term, the outcome will hopefully be a higher standard of education for the Roma. Various forms of cooperation are vital in providing Roma families with more information about education and in developing study guidance, mentoring and career guidance for young Roma people. (National Board of Education reports and studies 2011:26).

Roma students' high number of absences has been identified as a factor which impedes their success at school and in which it is necessary to intervene. The absences are often caused by family reasons. The National Board of Education's study shows, however, that Roma children are more easily persuaded to stay at home for various reasons than children of the majority population.

In interviews with Roma pupils, bullying at school also came to light to some extent as a cause of unauthorised absences. The schools now intervene more effectively in bullying to which Roma pupils are subjected and which often takes the form of ethnically motivated name-calling. Ethnically motivated bullying must be included in the anti-bullying KiVa Koulu project to improve the teachers' capabilities of intervening in bullying.

Practical measures and good practices of the National Policy on Roma

The National Board of Education is conducting a study on the educational situation and needs of adult Roma in 2013–2014. On the basis of the study, an action plan will be prepared to develop the education of the Roma.

The Ministry of Education and Culture decree on the grounds of discretionary government transfers granted for the complementary teaching of Sámi and Romani speaking students in basic education and general upper secondary education (1977/2009) contains a provision under which the group size that entitles the school to a discretionary government transfer for native language teaching is smaller for the Sámi and Romani languages than the for the native languages of immigrants. If the education provider has less than four students, in case of the Romani and Sámi languages, the calculated minimum size of a group can be two students. This amendment entered into force on 29 December 2009. Every year, a total of 150–180 students study the Romani language in some 12 municipalities.

The YES project produced learning material for basic education dealing with the history and culture of the Roma and the every-day lives of young Roma people today. This material also addresses prejudices and beliefs concerning the Roma people. The learning material is intended for those in the age for attending higher comprehensive school, and it contains a teacher's guide. The National Board of Education has organised seminars for Roma parents. In municipalities engaged in developing the basic education of Roma pupils, participation in pre-primary education has been stressed at events directed at Roma families. Roma families have responded positively.

In 2011 the National Board of Education produced the bilingual publication *Köpi and Topi* for children. In 2013, the National Board of Education produced a brochure on guiding Roma pupils to secondary level education and supporting them in further studies, which is intended for schools and Roma families. The National Board of Education has worked together with teacher education institutions, municipalities and schools to develop continuing education that builds up the teachers' capabilities of

supporting Roma children's school attendance. Training for instructors of the Romani language has, for example, been organised in the Romano project (organised by the National Board of Education and Educodes) in 2009–2011, and in Romani language summer schools.

Homework clubs that support the Roma pupils' learning have also been proven a good practice. For example in Imatra, Jyväskylä and Kitee, guided and regular homework club sessions have improved many students' learning skills. The homework club also gives the whole family a model of school attendance and studying as a long-term pursuit. The homework club has often improved Roma pupils' learning outcomes, which has resulted in reduced absences.

In the municipalities taking part in the development activities, Roma pupils are actively guided towards further studies. Study guidance discussions with Roma pupils at a level adjusted to the children's age should already begin in the lower comprehensive school. In higher comprehensive school, the Roma pupils' personal wishes concerning their future should be discussed from their own starting points. At best, mentoring can be organised for Roma pupils, in which the pupils regularly meet a Roma adult who acts as a role model and advises and encourages them in continuing their studies.

Many localities have recruited special needs assistants with a Roma background for schools. The special needs assistants support all pupils in a class, which has turned out to be an effective practice. In case of the Roma children, the special needs assistants also support their identity. The special needs assistants also build bridges between the school and the home.

4.1.2 Employment

The Ministry of Employment and the Economy's study *Romanien pitkä matka työmarkkinoille* (The long road of the Roma to the Labour Market, Ministry of Employment and the Economy publication 22/2008) notes that obstacles to the employment of the Roma include a low standard of education and a lack of vocational training and work experience. In the job market, the Roma are at the same starting line with other groups in a disadvantaged labour market position. Other obstacles to the employment of the Roma are a lack of suitable jobs, special cultural features, the attitudes of the Roma themselves, and deep-seated prejudice and negative attitudes towards the Roma.

The number of jobseekers with a Roma background varies in different Employment and Economic Development Offices. The service provision starts from the individual service needs of the jobseeker, on the basis of which the Employment and Economic Development Office official selects a service channel for the customer. The provision of services is guided by the jobseeker's employment plan. Good experiences have been received from training that precedes vocational education and training (previously referred to as preparatory labour market training), as many students need to build up their study skills and revise their basic skills. The Employment and Economic Development Office may also direct customers to workshop activities. If the number of Roma customers is high, specific training groups could be set up for them in labour market training, or such as sewing courses, even if the current trend is to organise joint training for Roma students and the majority population. This can help to ensure a wider selection of occupations as the objectives of the training. In its guidelines and policies on reducing structural unemployment, the Ministry of Employment and the Economy has paid attention to also offering education and training to customers affected by structural unemployment, which the Roma customers mainly are.

Practical measures and good practices of the National Policy on Roma

The policy guidelines of the Social guarantee for young people also focus attention on services for those young people who need more than the average level of support. On average, young people with an ethnic background need more support than others. While statistics are available on the employment situation of young people, due to legislation that restricts the use of personal data, the situation of the young Roma cannot be monitored separately.

The Act on Public Employment and Business Service (916/2012) entered into force on 1 January 2013. Compared to the previous act (1295/2002, Chapter 2, Section 4), Chapter 1, Section 8.1 of the

new act puts a stronger emphasis on active promotion of equality. Under this Section, when providing, developing, and informing of public employment and business service, non-discrimination and equality between men and women in the labour market must be actively promoted.

The media campaign organised by the YES project under the Progress programme in autumn 2012 strived to influence employers and jobseekers. The campaign sought to promote more positive attitudes not only to the Roma but also to other groups at risk of exclusion from the labour market. One part of the campaign set out to produce information material on practices at workplaces and in working life. The Ministry of Employment and the Economy funded a revised edition of the guidebook *Palkkaisinko romanin* (Should I employ a Roma, 2011). This guidebook is intended for providers of education for the Roma, instructors and the employment authorities. The book draws on experiences of supporting the Roma in working life and education in three Equal projects implemented in 2004–2007. Copies of the book have been distributed to the Employment and Economic Development Offices among others, and it is also available online. Implementation of measures has been promoted by information on the Roma culture obtained from such parties as planning officers with a Roma background in the Regional State Administrative Agencies.

The TEMPO project utilised labour policy subsidies to promote the employment of immigrants and Roma people. The project produced a model for coaching a jobseeker customer, and a model intended for employers on how to find places for these customers at workplaces and in work organisations. In practice, TEMPO offered jobseekers job coaching, linguistic and cultural training, career and study guidance, case management and psychosocial support. The objective was to find a job in the public labour market. A customer's path to working life often went through such stages as studying or a work placement. The project was funded by the Centre for Economic Development, Transport and the Environment (ELY Centre) and Helsinki Deaconess Institute in 2008–2012.

In projects of the current Structural Funds period and those implemented on labour policy subsidies, good experiences have been gathered of support persons with a Roma background in promoting the employment of the Roma. These included an ESF project implemented in a workshop setting in Kauha-joki and the Vaaksa project in municipalities in Mikkeli region. Labour Force Service Centre Reitti in Mikkeli recruited a Roma for the Vaaksa project to facilitate culturally sensitive consideration of the Roma population's special features in employment. The Vaaksa project has worked actively to spread the operating model.

As a good practice can be cited the Bridge to tomorrow project in Jyväskylä, which aims at supporting young Roma people in engaging in various activities, including the city's youth work, employment and education fairs and business life. Young people are also guided and motivated to take part in various hobbies, and their receive advice on a healthy lifestyle. The project is funded by the City of Jyväskylä, and it is being implemented in cooperation with the Jyväskylä association of young Roma people.

Since 2008, Nikula Activity Centre for Roma has been operating in Lahti. Its aim is to reinforce the inclusion and communality of the Roma and to maintain and disseminate information on the Romani language and culture. The centre has also supported Roma employment by offering work placements, work try-outs and periods of work on a pay subsidy. The permanent staff of Nikula Activity Centre are employed on a labour policy project grant from the Centre for Economic Development, Transport and the Environment. The centre has supported students in apprenticeship training and also organised work placements for prisoners on conditional release. The final report of this project is under way. An external evaluation of the project was also carried out.

4.1.3 Housing

Before the 1970s, the Finnish Roma lived in caravans and old houses that were in a poor condition. There was a marked change in this situation from the 1970s on, as housing the Roma in modern suburbs was promoted by special legislation. The act on improving the housing conditions of the Roma population (713/75) obliged the municipalities to organise rented housing for the Roma and allocated

funds in the state budget for this purpose. The act was in force in 1976–1981. The special legislation significantly improved the housing conditions of the Roma population, which today are no different from the standard of municipal rented housing in which the majority population lives. The general standard of housing in Finland is good, and the residences occupied by Roma are as well appointed as those of the majority population. Most Roma people live in rented flats offered by the municipalities.

As part of the National Policy on Roma, the Ministry of the Environment carried out a study on the housing situation of the Roma. According to this study (Ministry of the Environment reports 8/2012), the greatest housing-related problem faced by the Roma is getting a flat. Finding a suitable flat is obstructed by discrimination in the private rental market, cultural factors and general factors of disadvantage, including a low income, previous defaults of payment and intoxicant abuse problems. Guides for those selecting residents produced by the Ministry of the Environment and the Housing Finance and Development Centre of Finland (ARA) (2008 and 2013) note that the customs of the Roma should be taken into consideration in selecting residents if they are not in breach of the Constitution and other legislation. The Non-discrimination Act prohibits discrimination based on ethnic origin in access to housing. The practice in which authorities have asked for the permission of Roma representatives for a prospective resident to move into an area is a violation of the Constitution and other housing legislation.

Roma families are often offered rental flats in underprivileged areas. A study (Ministry of the Environment reports 8/2012) indicates that the housing-related problems associated with the Roma include levels of social behaviour that disturb the neighbours, including visits by large parties of family members, and problems in using the shared facilities of housing companies. The most typical problems associated with the majority population, on the other hand, include overdue rents, poor maintenance of the flat and problems caused by pets.

Practical measures and good practices of the National Policy on Roma

Several ministries have funded and otherwise participated in the four regional seminars of the YES 5 project where issues that came to the fore in the study were discussed with the housing authorities and the Roma community. In the seminars, information about the Roma and housing as well as resident selections was provided for Roma communities, municipalities, NGOs and other actors. As part of this project, a joint report on the seminars was published and distributed to the local authorities as an online version. As part of the process aiming to promote equality in housing for the Roma, a brochure about looking for a rental flat directed at the Roma was produced. The project also organised several community meetings for the Roma in cooperation with Roma organisations. The objective was to open a dialogue on the aforementioned practice of requesting a permission for moving house, and the possibilities of solving conflicts in other ways.

Neighbourhood arbitration has proven a good practice for solving problems related to the Roma and housing in Jyväskylä. Different habits and cultures related to housing often are at the root of conflicts. Neighbourhood arbitration focuses on resolving every-day conflicts: it often involves cooling down a heated situation and agreeing upon new ways of operating. Jyväskylän vuokra-asunnot Oy has trained volunteers to serve as arbitrators. Some of the arbitrators also have competence in multiculturalism. ARA also continuously provides training for persons responsible for resident selections, and any issues related to the Roma and housing are discussed in this training as necessary.

4.1.4 Social welfare and health care

In the hearings associated with the National Policy on Roma, the Roma population pinpointed early childhood education and support for parenting and families as key development areas. In addition to education and employment, social policy measures can also help to promote the inclusion and equality of the Roma in society.

The life cycle of the Roma population features particular stages in which social policy measures can be used to improve the position of vulnerable groups. Many problems related to discrimination and

difficulties in making a living experienced by the Roma are reflected on children. Developing family work targeting the Roma thus plays a key part in promoting the inclusion of the Roma. The change in family culture that emphasises focus on the nuclear family is a challenge for older Roma people. Many older Roma people are affected by illnesses whose causes stem from poverty, poor living conditions and an itinerant way of life they experienced in their childhood and youth. While older Roma people have a great need for social welfare and health care services, they do not always know how to use the services or wish to use them.

Practical measures and good practices of the National Policy on Roma

Responsibility for the majority of the social welfare and health care measures contained in the National Policy on Roma rests with the municipalities. For this reason, the Ministry of Social Affairs and Health organised a hearing for municipalities on 11 October 2013 with the aim of establishing how the National Policy on Roma has been implemented at the local level (see section 4.3).

Under Decree (338/2011), the work of child health clinics is needs based: the individual needs for support of each child and family will be identified, and targeted support will be provided for those who are in need of particular support. The decree on child health clinics that was reformed in 2011 has improved the situation to some extent. Up till now, no group had been singled out in national follow-up. This also applies to family work. Questions concerning family work directed at the Roma, recruitment of family workers with a Roma background and taking the Roma into account at child health clinics and in child welfare should be put to the municipalities under a dedicated theme related to the Roma.

The child welfare handbook recommends that a Roma customer should as a rule be encountered similarly to any other customers. The customer's cultural background should only be taken into account in second place. When providing services for Roma customers, it should be remembered that the families' problems are not due to the Romani culture but to the same socio-economic factors as in case of other Finnish people. The Kasvun kumppanit online service of the National Institute for Health and Welfare provides instructions for encountering Roma customers in services for young families.

Some material on the needs of the Roma population and encountering Roma customers has been produced for social welfare and health care professionals. The National Board of Education has published a handbook on the Roma and health services (in 2000, the 4th updated edition in 2012) for health care professionals. Work with older people is addressed in the publication by the Finnish Roma Association's project Phurane Kaale titled "Romanivanhusten palvelutarvekartoitus. De patti phuuridenge – douva hin godjiba / Anna kunnia vanhuksille – se on viisautta" (A survey of services for older Roma people. Honouring old age is wisdom, 2008). This publication is an information package about the Romani history and culture, and it is suitable for multicultural training material in the social and health care sector. This project continues as the national Finitiko Phurane Kaale project in 2013–2015. It aims to direct and develop culturally sensitive services targeted at older Roma people. Outreach work with and clubs for older people, and introducing older people to the services provided by different authorities have been modelled, and the models will be deployed in participating municipalities in 2014. The project will reach over 100 older people in the Helsinki Metropolitan area. The work with older Roma carried out by the Finnish Roma Association is in its ninth year.

The National Policy on Roma proposes that the National Institute for Health and Welfare conduct an extensive study with the aim of acquiring data on the living conditions, health, wellbeing and housing conditions of the Roma, as well as their service needs. The purpose of the study is to improve the living conditions and state of health of the Roma. To prepare the ground for the study on the health and wellbeing of the Roma, the National Institute for Health and Welfare completed a pilot study in 2013. The pilot study prepared and tested data collection methods that will be used in the more extensive study to be carried out later. No previous study has examined the health and wellbeing of the Roma in Finland as extensively as the forthcoming study. The study will draw on the same methods as health and wellbeing surveys targeting the population at large. Roma people are taking part in the planning and directing of the study.

The study will be divided into two parts. The contents and methodology of the study were prepared and piloted in 2013. The actual study, which will draw on the experiences of the pilot study, will take place in 2014–2016. A research assistant with a Roma background was recruited for the pilot study project, whose task it was to inform the target population of the survey, to recruit participants and to provide training for the National Institute for Health and Welfare staff on the special features of the Roma culture. Ensuring that the assistant has completed a vocational qualification for a Romani culture instructor is a good practice.

A total of 28 Roma took part in the pilot study of 2013. The subjects included men and women with a broad age distribution: the youngest participant was 18, while the oldest was 87 years old. The subjects were found through various projects and networks. The pilot study consisted of a health check and an interview. The participants found the study a very good and necessary idea.

Helsinki Deaconess Institute runs a special low-threshold day centre (Kaalo), which puts the services of a social advisor at the disposal of Roma customers and, above all, Roma affected by exclusion. Work is also carried out among prisoners, and guidance and advice is offered to released prisoners and their families. The day centre reinforces the inclusion of the Roma by creating paths to education and training, work placements and work. Two employees with a Roma background work in the day centre.

As a good practice can also be cited social management services in housing companies. The City of Jyväskylä has launched a social management service and hired an advisor with a Roma background and specialisation in mental health and intoxicant abuse problems in a permanent employment relationship. The service is intended for all population groups. The advantage of a social manager with a Roma background is an ability to work on prejudices and knowledge of the Roma culture.

The City of Jyväskylä is implementing an exercise for health project intended for the Roma population (2013–2014). The objective of the project is to make it easier for the Roma to use existing exercise facilities and services. Such services often are little used by the Roma, who are not aware of the opportunities offered by the services. Due to prejudices and fear of discrimination, the Roma rarely take part in activities organised for the majority population. The City's sports advisers prepare an initial assessment and an individual exercise programme for each person. At the same time, an effort is made to increase awareness of a healthy diet and lifestyle among the Roma. The project runs nine exercise groups for Roma men and women in different age groups. The aim is to mainstream the health-promoting activities established through this project as a permanent operating model among the Roma in Jyväskylä.

4.1.5 Anti-discrimination work

Many different actors engage in anti-discrimination work in Finland, including NGOs, authorities, the Ombudsman for Minorities, social partners, and equality bodies and advisory boards, some of which have been set up to deal with issues related to minorities and age groups. Part of the anti-discrimination work targets multiple discrimination and is carried out in cooperation by different parties. These activities include implementation of the national monitoring system for discrimination and the national anti-discrimination action plan, and collecting information on hate crimes. The monitoring system for discrimination is three-tiered, consisting of 1) collection and publication of up-to-date information and research on discrimination on a dedicated website, 2) an annual discrimination survey, and 3) a discrimination report published once during each government term (4 years). Information on discrimination against the Roma is obtained both through the discrimination monitoring system and the annual study of hate crimes.

Implementation of the national anti-discrimination action plan by NGOs and authorities has continued since 2007 on funding from various ministries and the EU's Progress programme. The measures contained in the action plan to combat discrimination, to promote equality and to raise awareness target several groups at risk of discrimination.

The action plan also includes specific sections on the position and equality of the Roma. The following measures have been implemented during the preparation and implementation of the National Policy on Roma:

- A training programme for Roma organisations to develop their anti-discrimination work and to build up their project skills;
- a media campaign (TV, radio, social media and the Internet) to dispel prejudices and negative stereotypes concerning the Roma;
- A series of four regional seminars relevant to equality in housing of the Roma, a seminar report submitted to housing authorities and a brochure for the Roma population;
- Discussion sessions of Roma organisations on equality in housing;
- Learning material for comprehensive schools on Romani history and culture and the every-day lives of young Roma;
- A Roma portal consisting of 10–12 websites.

In January 2014, a survey on Roma people's experiences of discrimination in housing and working life and an analysis of the internal relationships of the Roma community was completed by the Office of the Ombudsman for Minorities. A total of 250 Roma were interviewed for the survey, the purpose of which was to fill in gaps in research information about discrimination experienced by the Roma and to develop new ways of intervening in ethnic discrimination against the Roma and promoting equality. Another survey to collect follow-up data will be carried out in five years.

In 2013, the Ombudsman for Minorities launched a pilot project to promote good ethnic relationships at the local level. In a municipality where problems in the housing of the Roma have persisted for some time, such methods as an arbitration process will be tried. The arbitration strives to support resolving conflicts and re-establishing trust between the Roma and the municipal housing company. The situation will be monitored, and cooperation with the municipality will continue in 2014.

As part of the national anti-discrimination action plan, the Roma portal will be developed further and expanded in 2014–2015. Specific sites will be set up for such themes as culture, art and religious life, international questions, authorities, the Roma population, children and a network of academic Roma. The portal will be launched in early 2014. In 2014, a European conference on the Roma and discrimination will also take place, to which participants will be invited from all 34 countries taking part in the PROGRESS programme (EU member states, candidate countries and Norway, Iceland and Liechtenstein). Compensation for the costs of one participant from each country is available to ensure that the event will have adequate coverage. At the moment, a study on the experiences that older people in various minority groups have of discrimination in social welfare and health care services is being conducted. This study is part of implementing the monitoring system for discrimination, and it will be published in early 2014.

With support from the Finnish Slot Machine Association RAY, the Finnish League for Human Rights is implementing a project titled *Yhteistyö voimavaraksi* (Co-operation as a resource, 2012–2104), which aims to prevent discrimination against Roma in cooperation with Roma organisations. It offers training on fundamental and human rights, recognizing various forms of discrimination and the impacts of exclusion for Roma communities. The project operates a helpline that provides guidance and advice for Roma in discrimination issues. The Finnish Romani Forum (Finitiko Romano Forum) also offers versatile training for Roma organisations in Finland.

In 2013, the Youth Department of the City of Helsinki launched the planning of an action plan for youth work with the Roma, on the basis of which concrete actions will be developed for reinforcing the possibilities of young Roma to participate and for involving young people in planning the activities. The aim is that all activities of the Youth Department will be positive and safe from the perspective of young Roma. Young Roma people need targeted information about educational possibilities and support in finding employment. There is a drive to develop a partnership with the City of Vantaa, as young Roma people already are using the services across municipal boundaries.

Since 2002, the Faculty of Social Sciences at the University of Turku has been organising a lecture series titled the Roma - an ethnic minority in Europe. The objective of the lecture series is to provide the students with a comprehensive general idea of Roma issues in Finland and Europe and to offer more in-depth information about a special topic selected by the student. The course discusses challenges related to the position and equality of the Roma as well as their history and current situation in Finland and Europe. The lecture series is broadcast to six other universities as online lectures.

4.1.6 Romani language and culture

In the National Policy on Roma, completing a multidisciplinary research project on Romani history was considered a vital part of implementing the cultural rights and equality of the Roma. As a result of the research project, a book on the history of Finnish Roma was launched on 24 October 2012. A special aim was to look for the perspective of the Roma themselves on their own history. The project was funded by the Ministry of Education and Culture, and it was implemented by the Finnish Literature Society in cooperation with the National Advisory Board on Romani Affairs. The Ministry of Education and Culture granted the researchers who participated in the project a State Award for Public Information on 24 September 2013.

The National Board of Education grants discretionary government transfers for Romani language nest activities in order to revive the threatened Romani language. In 2012–2013, a total of 13 Romani language nests were operating in different localities. The objective of these activities is to prevent the disappearance of the threatened Romani language in Finland, to support the preservation and development of the Romani language, culture and identity and to increase the number of those speaking the Romani language in all age groups around Finland. Transfers are granted to both municipalities and organisations. The language nest activities are one of the measures cited in the National Policy on Roma. The patron of Romani language nest activities is President Tarja Halonen.

Academic level teaching of and research in the Romani language and culture are carried out at the University of Helsinki. The teaching was initiated as an experiment in 2009, and since 1 August 2012 the Romani language has been an optional auxiliary subject. From 2013, it has also been possible to apply for a special study right for Romani language and culture studies. Since autumn term 2013, basic studies have also been available in the Open University. Teaching and research in the Romani language and culture are the national special task of the University of Helsinki.

Every year, some 15 students have started basic studies in the Romani language and culture. The learning environment is research-oriented and international; teaching has been provided in Finnish and in English. In academic year 2012–2013, four students started advanced studies in this subject (their main subjects were Finnish language, linguistics and social and cultural anthropology). A dissertation in the subject area of social and cultural anthropology is also about to be started. The current priorities in teaching and research are the structure and dialectology of the Finnish Romani language and other northern dialects in the Baltic area, as well as the historical development of the language. As regards northern dialects in the Baltic area, the best expertise in the world concentrates in the University of Helsinki. The research and teaching staff of the subject have extremely strong multidisciplinary expertise in key dialects of the Romani language, balcanistics and issues of the history and cultural identity of various Roma groups.

The University of Helsinki is one of the few European universities where the Romani language and culture are taught as a subject. At some universities, romology subjects are multidisciplinary fields that offer little in terms of language and cultural studies. The University of Helsinki is becoming a significant and attractive hub of Romani research with extensive international networks that is one of Europe's leading research units and providers of scientific postgraduate education. The university strives to draw postgraduate students and post doc researchers from different parts of Europe to work in the dialectological projects and projects studying cultural identities, language and authenticity in this subject.

In 2012, the Finnish League for Human Rights published a study funded by the Ministry of Education and Culture on the inclusion and participation of the Roma in cultural activities in Finland. An

extensive survey was conducted for this study, which analysed the use of cultural services by Roma people aged over 15 years living in Finland. The survey also provided information on the specific wishes and needs of the Roma themselves considering the development of cultural services.

The Ministry of Education and Culture has continued to support the activities of Roma organisations and civic projects related to the Roma from appropriations for art, culture and youth work with the aim of reinforcing the active citizenship and equality of the Roma. The Ministry of Education and Culture and the National Board of Education support the preservation and development of the Romani language by allocating appropriations for Romani language nests and the teaching of the Romani language as the native language in basic and general upper secondary education.

The Almanac Office at the University of Helsinki has approved the inclusion of the International Romani Day on 8 April in the calendar. This national day will be in the calendars from 2014.

4.1.7 Roma women

Women's turn project

Women's turn (Naisten vuoro) is a project coordinated by Romano Missio for rehabilitating female Roma prisoners that was implemented in 2010–2013. The objective of the project was to produce an operating model that could help to prevent re-offending by female Roma prisoners and intervene in their vicious circle of exclusion. During the project, life situations of Roma women in prisons were examined in general, and their rehabilitation needs were charted. Another aim was to increase awareness of the Roma culture among staff in the criminal sanctions field, and information about practices associated with criminal sanctions among the Roma. The third goal was to establish a network of contact persons for female Roma prisoners that could support the women after their release.

The project culminated in a final report on the situation of female Roma prisoners. For this report, female Roma prisoners in various parts of Finland were interviewed. The themes of the study included the experiences of Roma women in prison, their life situations and their needs for services. The data was collected between autumn 2011 and summer 2013 in the prisons of Vanaja, Hämeenlinna and Laukaa. The results indicate that homelessness is a specific problem affecting female Roma prisoners. In order to support female Roma prisoners, particular attention needs to be paid to the accessibility of assistance, building of trust and understanding the life of Roma women. One of the cross-cutting themes in the data was a multi-generational trend: nearly all of the women had close family members who had served prison sentences, and a criminal way of life was for some an operating model learnt from close family and friends. The Roma women experienced their time in prison as a period for taking stock of the direction of their lives. Their responses also indicate that attention should be paid to combating every-day racism, especially in closed prisons. In the light of the study, no specific problems are associated with Roma women in prisons. However, in order to support female Roma prisoners, particular attention needs to be paid to the accessibility of assistance, building of trust and understanding the life of Roma women.

A study on intimate partner and domestic violence experienced by Roma women

On the initiative of the Roma community, a study on intimate partner and domestic violence experienced by Roma women was launched in 2013 (Reports of the Ministry of Social Affairs and Health 2013:33). The study was implemented as part of the national Action Plan to Reduce Violence against Women 2010–2015. It was funded by the Ministry of Social Affairs and Health, and its steering group included members who had expertise both in the Romani culture and the conditions of Roma women and in intimate partner and domestic violence.

A key objective of the study was to chart the special features of intimate partner and domestic violence experienced by Roma women and to produce recommendations for developing support services in order to prevent violence and to address its consequences. The data consisted of interviews with

Roma women and with experts of domestic and intimate partner violence. Responses to an online questionnaire sent to mother and child homes and shelters were also used as data.

The study indicated that many of the obstacles that often prevent Roma women from seeking help cannot be recognized without being familiar with special features of the Romani culture. The study recommended that the knowledge of shelter staff of the Romani culture be built up, and information about existing support services be targeted at Roma women. A need to provide more services for children in situations involving family violence was also identified based on the data. According to the study, intimate partner and domestic violence is even more hidden in the Roma community than among the majority population. Roma women often cannot seek help from their families without putting other people at risk, which highlights the importance of outside help, such as shelters.

According to the study, shelter services are important for Roma women. Those using the services felt that they work well. However, accessing the services was seen as problematic. To improve the situation, researchers propose improving legal knowledge among Roma women, and knowledge of the Roma culture among the employees. Interviewed for the study were 17 Roma women who had encountered domestic violence, and 17 experts working in the field.

International Conference of Roma Women

The fourth International Conference of Roma women was organised by the National Advisory Board on Romani Affairs, the Council for Gender Equality, the Council of Europe and Hanasaari Cultural Centre Finland-Sweden in Espoo on 16–17 September 2013. The event gathered nearly 200 participants, of whom around 100 were Roma women from 36 different countries. Other participants included the EU, Council of Europe agencies and the OSCE through its observers. International NGOs, including the European Women's Lobby and Amnesty International, took part in the conference as observers.

The objective of the conference was to promote networking between Roma women's organisations and their cooperation with other organisations working for equality and women's rights. It also aimed to lay a foundation for a European strategy on Roma women. The conference divided into three working groups whose themes were the education of Roma women, advancement of rights and gender equality, and enhancement of active citizenship and political participation.

The Strategic Document of the conference was based on working group discussions, country reports prepared in advance and UN recommendations on Roma women, and it includes Helsinki Recommendations for Roma Women Inclusion. The conference also appointed an Initiative Group of Roma Women Activists. The purpose of the Initiative Group is to communicate information about the conference contents to international organisations, NGOs and the Roma. The Group also coordinates contacts between conference participants.

In Finland, the National Advisory Board on Romani Affairs and the Council for Gender Equality put together a working group to support conference preparations. The working group members included representatives of the Regional Advisory Boards on Romani affairs, Roma organisations, gender equality organisations, the women's organisations of political parties, the Ombudsman for Equality, human rights organisations, the Ministry for Foreign Affairs and the University of Helsinki. The working group laid a foundation for a network on promoting the equality of Roma women, and plans were made for continuing its activities. In the future, the network could submit initiatives, organise events and work for promoting the equality of Roma women nationally.

4.1.8 Young Roma

The Child and Youth Policy Programme 2012–2015 (LANUKE) for the current government term contains the objectives laid down in the Youth Act for improving the environment for growth and the living conditions of young people under 29 years. The programme emphasises the implementation of equality as a strategic goal and the significance of affirmative action for target groups in which discrimination on multiple grounds is common. The implementation of the National Policy on Roma and the Child and Youth Policy Programme are linked, especially for the part of actions aiming to improve the

educational standards and employment of the Roma, to solve their housing problems and to promote the inclusion of Roma children, young people and families.

A publication by the Ombudsman for Children titled "Tietoa ihmisoikeuksista lapsille ja nuorille. Toteutuvatko sinun oikeutesi?" (Did you know that children have their own rights?) (2013) focuses attention on discrimination against Roma children. In this publication, the Ombudsman for Children recommends that student teachers be provided with information about the Roma, Sámi and immigrant minorities and the teaching of disabled children. The Office of the Ombudsman for Minorities' action plan for 2013 states that the Ombudsman will support Roma children and young people in getting their voices heard in society. The Ombudsman works together with the Ministry of the Interior's Equality projects. The Office of the Ombudsman for Children has also produced a brochure on children's rights in the Romani language.

The theme of the summer meeting of the Advisory Board on Romani Affairs (10 June 2013) was the possibilities of young Roma people to participate and exert influence, especially in the cultural sector. Young Roma interested in such art forms as drama and music had been invited to take part at the meeting. The young people stressed the artistic abilities of the Roma: many of them could contribute much to such fields as drama, music and other arts. Young Roma people should thus be encouraged to find their way to education and training where they could develop their artistic abilities. For example, there is a comprehensive network of music institutes in Finland, but Roma people do not always have enough information about the opportunities they offer. The meeting also noted that taking part in recreational activities that meet their interests has a positive influence on young people's self-confidence.

As a good practice of supporting the inclusion of young Roma people can be cited evenings organised for young Roma. From autumn 2013, evenings aiming to activate young Roma people have been organised in Oulu and Rovaniemi. The purpose of these evenings is to supply young people with information about both education and employment, and to give them an idea about general life management. The young people have been informed about such opportunities as apprenticeship training and the Youth guarantee at these evenings.

On funding provided by the Finnish Slot Machine Association RAY, Kriminaalihuollon tukisäätiö is implementing a project to prevent offences perpetrated by youth gangs (2012–2016). The objective of the project is to build up a model of preventive work to reach out to young people who end up committing offences as symptoms of their problems. The targets of the project also include the families of these young people. A common feature for these young people is long-term exclusion that often has started at an early age. The groups are multicultural and also include young people of the majority population. Young Roma and Somali people are a particular target group. Training is provided for organisations as well as child welfare, social services and youth work employees by experience experts.

4.1.9 International Roma policy

In March 2011, Objectives of Finland for Advancing the European Policy on Roma, Finland's handbook (Ministry for Foreign Affairs working group report 24 March 2011) was adopted as part of implementing the National Policy on Roma. The handbook covers the EU's ten Common Basic Principles on Roma inclusion, adapting them to the Finnish environment. The handbook will inform Finland's international activities to safeguard the implementation of Roma rights.

There is nothing new in these principles: Finland has long traditions in interaction and cooperation structures that reinforce the inclusion of the Roma, such as the National Advisory Board on Romani Affairs and its regional counterparts. The proposals on developing the EU policy on Roma include suggestions for developing the usage of EU financial instruments, and Structural Funds in particular, for the benefit of the Roma.

In the Human Rights Strategy of the Foreign Service of Finland published in June 2013, the elimination of discrimination and greater openness and inclusion were specified as cross-cutting objectives. In its international activities, Finland supports the participation of the Roma in decisions and processes that concern them and the creation of a comprehensive European policy on Roma at the European level.

The Human Rights Action Plan of the Finnish Foreign Service 2013–2015 specifies concrete objectives based on the policy guidelines in the strategy and makes promoting women's and girls' human rights one of the flagship projects. As regards the rights of those discriminated against and in a vulnerable position, particular attention will be paid to multiple discrimination. Roma women often encounter multiple discrimination, and attention will be paid to its elimination. Finland takes part in international cooperation to develop the implementation of the ESC rights of the Roma both at the European level (EU, Council of Europe, OSCE) and more extensively at the international level.

Where applicable, the Finnish government's periodic reports on the implementation of international human rights conventions contain information on the implementation of the National Policy on Roma. The concluding observations of the monitoring bodies and the associated recommendations will be taken into account in the implementation of the National Policy on Roma.

Norwegian, Swedish and Finnish authorities jointly organised a Nordic Conference on the Roma in Oslo on 15–16 April 2013. Key themes of this conference included discussing the Romani history, especially during the Second World War period, anti-Romani bias and enhancing cooperation and trust between the Roma and the authorities. Finland stated that it will carry on Sweden's initiative, with the intention of organising a Nordic round table meeting on Romani issues in Finland in the following year.

Romani affairs have been one of Finland's priorities in the Council of Europe. Finland takes part in the Council of Europe's Ad Hoc Committee of Experts on Roma Issues (CAHROM). All Council of Europe member states with a Roma population are members of CAHROM. Other international organisations also take part in its work as observers (European Council, OSCE, the World Bank and UNDP), NGOs and the Holy See. The Committee is tasked to prepare decisions and recommendations on Roma issues for the Council of Europe's Committee of Ministers. The Committee of Experts monitors the development of Roma issues in Europe and provides expert information for the Committee of Ministers. It also prepares recommendations for the Member States' governments and agencies of the Council of Europe. The most recent meetings of the Committee were the following: 30–31 March 2011 in Strasbourg, 22–25 November 2011 in Istanbul, 22–25 May 2012 in Skopje and Ohrid, 28–30 November 2012 in Strasbourg, 14–16 May 2013 in Strasbourg, and 28–31 October 2013 in Rome.

CAHROM's operating methods now include thematic groups focusing on themes suggested by the Committee of Experts, which consist of one requesting country and 4–6 partner countries. Finland has acted as the requesting country (24–26 October 2012) in the thematic group on School drop-out and pursuit of further education by Roma girls and as a partner country. In addition, Finland took part as a partner country in a working group established by Moldova (21–23 March 2012) on the role of central, regional and local government authorities in the implementation of national Roma strategies. Concrete recommendations are drawn up on the basis of the results of the various thematic groups on education. Finland (the National Board of Education) will chair the preparation group.

The European Roma and Travellers Forum (ERTF) was set up on Finland's initiative in 2001. In earlier years, Finland has provided general support for the ERTF, which works in connection with the Council of Europe. Finland has supported liaising between Roma organisations during the modification process of the ERTF's rules, and dialogue between the ERTF and the Council of Europe on developing their cooperation.

In 2010–2013, Finland supported programmes that promote the rights and position of the Roma by means of voluntary funding granted to the Council of Europe. Finland co-funded a programme aiming to facilitate the implementation of recommendations issued by the Council of Europe to support the Roma and travellers. The goal was to raise awareness among the Roma of their rights and legal remedies and to support the Dosta campaign working to eliminate negative attitudes and intolerance. Finland has also funded projects aiming to support the rights and position of Roma women and children. In addition, Finland supported financially the work of the Council of Europe Commissioner of Human Rights to draw up a report on the status of the Roma population in Europe (Human Rights of Roma and Travellers in Europe) in 2011.

In the OSCE, Finland has actively supported decisions that reinforce the rights of the Roma. Finland has also supported the OSCE's Office for Democratic Institutions and Human Rights / Contact Point for Roma and Sinti (ODIHR / CPRS) activities. The OSCE covers a geographical area which extends beyond the EU and Council of Europe member states and in which with significant Roma populations live. In the context of this wider area, it has also been possible to discuss Roma issues with such countries as the United States and Canada. The strengths of OSCE activities include the fact that the OSCE is the only organisation focusing on security and conflict resolution. In addition, the OSCE may be the only intergovernmental organisation that actively promotes the interests of Roma people who live in previous war zones and often are landless. Every year in connection with the Human Dimension implementation meetings, the OSCE organises a side event for NGOs, which can also take part in and express their views at the intergovernmental conference. ODIHR / CPRS monitors and promotes the political participation of the Roma in member states. Finland took part in the Human Dimension implementation meeting held in Vienna on 6–7 November 2013.

Finland has co-funded OSCE-ODIHR's Best Practices for Roma Integration (BPRI) project aiming to build up the capacity of well-educated young Roma to work in public government.

The National Advisory Board on Romani Affairs, the Council for Gender Equality, the Council of Europe and Hanasaari Cultural Centre Finland-Sweden jointly organised the 4th International Conference of Roma Women on 16–17 September 2013 (see 4.1.7). Finland will monitor the further efforts of the conference and take part in the activities of the Initiative Group of Roma Women Activists set up at the conference. Finland has also supported financially the organisation of the conference through voluntary funding granted to the Council of Europe.

In 2013, Finland funded the work of a national expert on Roma issues in the Non-discrimination unit of the European Commission's DG Justice. The Ministry for Foreign Affairs appointed a public official responsible for international Romani affairs, and representatives to the National Advisory Board on Romani Affairs and the steering and monitoring group of the National Policy on Roma.

4.2 REGIONAL LEVEL

The Regional Advisory Boards on Romani Affairs held a seminar on 23–24 October 2012 on the themes of promoting Romani affairs at the regional and the local level and enhancing the participation and inclusion of young Roma. Topics of the introductions at the seminar included progress with the implementation of the National Policy on Roma, reinforcing the role of regional and local authorities in implementing the National Policy on Roma and taking the policy to the level of individual municipalities. The theme of a seminar held on 17–18 October 2013 was active citizenship and the Roma in municipalities. The introductions dealt with Roma issues at the regional level, local government measures contributing to the implementation of the National Policy on Roma and, more generally, Roma issues in municipalities. The introduction delivered by Minister of Labour Lauri Ihalainen sparked a discussion about the significance of the Youth guarantee for Roma youth. Ihalainen noted that the Youth guarantee does not contain separate measures tailored for young Roma. The basic assumption is that the measures extend to all young people. More should thus be done to provide young Roma people with information about the opportunities offered by the Youth guarantee.

In order to promote the opportunities for participation of the Roma population and to improve their living conditions, a regional advisory board on Romani Affairs works in the area of each Regional State Administrative Agency, with the exception of the province of Åland. The task of the Advisory Board is to discharge the duties laid down in Section 2, paragraphs 1–4 of decree (1091/2003). Under Section 2 of decree (1091/2003), the duties of the Advisory Board include monitoring the development of the Roma population's opportunities for participation and living conditions in order to promote equality and to give statements to the authorities on these issues, to submit initiatives and proposals aiming to improve the economic, educational, social and cultural living conditions and employment of the Roma population; to promote the elimination of discrimination against the Roma population, and to work to

strengthen the Romani language and culture. Pursuant to decree (1350/2009), a Regional Advisory Board is to be appointed in the areas of the Regional State Administrative Agencies for Southern Finland, Southwest Finland, Eastern Finland and Northern Finland.

Supporting local working groups on Romani affairs is a key part of the Regional Advisory Boards' tasks. The Advisory Boards may also support and encourage the establishment of new local working groups. Ensuring that the local working groups are committed to active engagement is essential. An active local working group also contributes to supporting the activities of the Regional Advisory Board.

Another theme that is highlighted in the operation of Regional Advisory Boards is disseminating information regionally, and guidance by information. The advisory boards have been active in raising the profile of the National Policy on Roma in different contexts. For example, the planning officers of the Regional Advisory Boards drew attention to the National Policy on Roma at hearings related to KASTE projects. The planning officers have also introduced the National Policy on Roma to Roma organisations and spread information on it at various hearings for the Roma population. In Eastern Finland, for example, information about the National Policy was spread at camps organised for the Roma. At these events, the planning officers had taken the opportunity to explain the contents of the policy in more detail.

However, disseminating information about the National Policy on Roma only is the first step towards achieving its objectives. In the future, attention should be paid to ensuring the local authorities' commitment to policy implementation. The planning officers of the Regional Advisory Boards on Romani affairs can offer the local authorities information and assistance in planning their measures. In addition to disseminating information, the Advisory Boards have organised regional and local hearings.

The Regional Advisory Boards find establishing cooperation with the various sectors in the municipalities a challenge. Working together with one sector of the local government does not necessarily lay a foundation for cooperation in another. In addition to networking, attention should thus be focused on maintaining the continuity of contacts, once they have been established. Responsibility for Roma issues could be assigned to a single public servant in the municipality, which would clarify the modes of keeping in contact with the Regional Advisory Boards. This would also dispel uncertainty in the municipalities about who is responsible for Romani affairs and the National Policy on Roma in the local government. Other challenges to the Advisory Boards' activities include meagre resources in terms of time and demanding individual cases.

Organising local and sub-regional discussion sessions has been found a good practice. For example, such sessions have been organised in Iisalmi, Mikkeli, Joensuu, Kitee, Leppävirta and Varkaus. Similar events have also been arranged in Southwest Finland in cooperation with the local working groups on Romani affairs. In autumn 2011, the local Advisory Board on Romani Affairs in Eastern Finland organised a joint seminar for the local working groups on Romani affairs. The topic of the seminar was good practices in work with the Roma.

In Eastern Finland, the local governments have also been approached with a letter containing information about early childhood education services for Roma children. In Northern Finland, material packages containing handbooks for Roma parents have been sent to child health clinics. Information events on the Romani culture have also been organised for child health clinics in Northern Finland.

4.3 LOCAL LEVEL

The steering and monitoring group for the National Policy on Roma organised a hearing for municipalities in Helsinki on 11 October 2013. Municipalities play a key role in implementing the objectives of the National Policy on Roma in their territories. The purpose of the hearing was to canvass their views of how the National Policy on Roma is seen in the municipalities and how it could be used to support the local governments' activities aiming to implement the policy. An invitation to the hearing for municipalities was sent to the 16 municipalities that had already been heard in connection with the prepa-

ration of the National Policy on Roma. The event was attended by 11 municipalities. The municipalities were asked to prepare their statements on the basis of the following questions:

- what is the significance of the National Policy on Roma in your municipality? (Have e.g. decision-makers been informed of it)
- what type of cooperation do you engage in on Roma affairs in your municipality (between Roma organisations and the various administrative branches)?
- what measures associated with the different sectors of the National Policy you are about to launch or have launched?
- what good practices would you like to bring up?

The municipalities that took part in the hearing stressed that municipal services are designed to be suitable for all residents. The special features of the Roma culture are taken into account when necessary. Imatra, for example, had produced brochures for Roma families on early childhood education and pre-primary and basic education. The brochures are handed out at child health clinics, day-care centres and schools, and they have been received positively by Roma families.

Many municipalities have accepted funding from the National Board of Education and used it on projects that promote the school attendance of Roma pupils. This has produced significant improvements in the school attendance of Roma pupils and the wellbeing of families, also outside school life. Special needs assistants with a Roma background who moved from school to school were cited as a good practice by Jyväskylä.

The National Policy on Roma lays the foundation for the activities on Roma in municipalities. Another good practice was a development plan for work with the Roma devised by the City of Turku in 2005 (working group report). This plan is similar to the National Policy on Roma. The working group report charted the services used by the Roma and suggested improvements. The development plan for work with the Roma is taken into account in the City's other programming activities.

In Vantaa, a survey addressed to city employees and managers was carried out in 2013, with the aim of establishing how well the city's services reach the Roma population. The preliminary results indicate that special services for the Roma are needed in employment services, and that Roma pupils in schools need support. In the field of early childhood education, many Roma children were recognized as having poor motor skills. The survey has proven an effective tool for collecting information. In the future, there are plans to extend the survey to all municipalities in Southern Finland and possibly beyond.

Many municipalities work together with local working groups on Romani affairs, Roma organisations and the Regional Advisory Board. Active local working groups on Romani affairs have raised awareness of Roma issues. It was suggested at the hearing that local working groups on Romani affairs could meet annually and exchange good practices. It was also proposed that representatives of various ministries be invited to the hearings for municipalities. The municipalities could thus gain more information about how Romani affairs are dealt with at the ministerial level.

Regardless of the good practices already generated, a lot remains to be done. For example, no special provision has been made for the Roma in the municipal social welfare and health care services. There is a shortage of Romani language teachers in many municipalities. Great challenges also remain in the field of employment and economic policy. The housing situation of the Roma and the related problems were also brought up at the hearing for municipalities. The neighbourhood arbitrators working in Jyväskylä have proven a good practice in resolving problems associated with the Roma and housing.

Many municipalities expressed uncertainty about who in the local government is responsible for Roma issues and for implementing the National Policy on Roma. It was noted that Roma issues have as yet not been mainstreamed as part of local government activities. The management of Roma issues often is dependent on the active role of individual public servants. In the future, attention should be paid on how the commitment of different actors on promoting the implementation of the National Policy over the long term can be ensured. As a concrete solution for assigning responsibility for Romani affairs to a specific actor, it was suggested that each municipality appoint an official responsible for Romani affairs.

The participants at the hearing also referred to the municipalities' meagre financial resources as an obstacle to implementing the National Policy on Roma. The municipalities were encouraged to apply to such programmes as KASTE for funding. It was also observed at the hearing that even with scarce resources, results can be achieved if there is a willingness and an ability to pull together in the municipality.

4.4 VIEWS OF NON-GOVERNMENTAL ORGANISATIONS

The steering and monitoring group of the National Policy on Roma organised a hearing for Roma organisations in Helsinki on 17 May 2013. The purpose of this hearing was to obtain information on the organisations' activities and to collect their views of the National Policy on Roma through answers to the following questions:

- 1) Description of activities
 - Describe your operating idea and how it benefits the Roma population
 - Your recent activities (e.g. meetings, events, publications, projects completed)
 - What would you like to do in the future?
- 2) Challenges to your operation
 - What kind of resources do you have at the moment (e.g. funding, staff, communications)?
 - How could the state/municipality/other public actor support the operation of your organisation (e.g. funding, administration, training needs, need for additional information, support for communications)?
- 3) National Policy on Roma
 - How is the National Policy on Roma visible in your activities?
 - Which measures related to organisations contained in the National Policy on Roma should be prioritised?
 - Has the National Policy on Roma been useful to your organisation? In what way?

The following eight Roma organisation attended the event: Elämä ja Valo ry, Roma Association in South Karelia, Roma Association in Lahti, Roma Association in Northern Finland, Romano Missio, Roma Association in Savonlinna region, Finnish Roma Association and Roma Association in Turku region. The Finnish Romani Forum submitted its written statement. The members of the monitoring group for the National Policy on Roma also attended the hearing.

The hearing was organised to canvass the views of Roma organisations of how the organisations see the National Policy, and how the knowledge and skills of the Roma organisations could be drawn upon to implement the Policy. The starting point was that through their organisations, the Roma population have a possibility of influencing and participating in the implementation and monitoring of the programme. The organisations' views of their operation and future plans, challenges to the operation and their resources as well as the priority areas and benefits of the National Policy on Roma were heard at the event.

The organisations that took part in the hearing focus on social and religious activities and work to organise leisure activities. Thematically, the emphasis is on work with children, older people and families and maintaining the Romani language and culture. The cross-cutting approaches in the organisations' activities include prevention of exclusion, supporting education and employment and leisure time activities.

The main funding sources for the activities are project and general grants from Finland's Slot Machine Association RAY, funding from Centres for Economic Development, Transport and the Environment and discretionary government transfers from the National Board of Education. Some of the organisations also received funding from municipalities or through partnership agreements. Some of them also had fund-raising activities. The organisations felt that their financial and personnel resources were inadequate considering the bureaucracy associated with applying for NGO grants. The majority of

their activities rely on voluntary work. The organisations were urged to draw upon the National Policy on Roma, for example for their funding applications.

There was a consensus among the organisations about the priorities of the National Policy on Roma: work with children and young people, supporting families, preventing exclusion and inclusion. Each organisation is implementing the objectives and measures of the National Policy on their own scale. As the greatest obstacle to boosting the activities emerged lack of funding. The organisations need more funding and personnel resources to implement measures related to organisations more effectively. The organisations should also be encouraged to partner with municipalities. The hearing confirmed that the organisations are committed to the National Policy on Roma and consider its objectives and measures a step in the right direction, even if they are difficult to comprehend. Information on the National Policy should be communicated to those Roma organisations in particular that as yet are not familiar with it. The Roma organisations expressed their willingness at the hearing to initiate a joint project to implement the National Policy on Roma.

5 CONCLUSIONS AND PROPOSED IMPROVEMENTS

5.1 SUCCESSES AND FUTURE CHALLENGES OF THE NATIONAL POLICY ON ROMA

The National Policy on Roma has achieved the goal of bringing central and local government actors around the same table with Roma organisations. The Roma population is behind the programme and is promoting it through their own channels of influence. The hearing for municipalities and the national seminars on Romani affairs also demonstrated that municipalities are anxious to implement the policy, regardless of the challenges. While the National Policy on Roma has not become a priority programme in various administrative branches and no appropriations have been allocated to its implementation in the central government budget, it should also be noted that the existence of the programme as such has not been questioned. Significant progress has been achieved in the educational sector, thanks to the commitment of the National Board of Education's management to implementing the National Policy on Roma in its administrative branch. Education also is the only area in which the municipalities have been given the possibility of applying for discretionary government transfers to support the school attendance of Roma pupils. In many European states, similar policies have met with wide-spread criticism.

The National Policy on Roma has raised awareness and improved the coordination of Roma issues nationally. Its local-level implementation has met with challenges, however. The scarcity of local government resources and uncertainty about who should be responsible for implementing the policy in the municipality have affected policy implementation negatively. The central government has limited possibilities of facilitating policy implementation at the local level. The hearings for municipalities are a good way of bringing local governments around the same table to share both good practices and proposals for improvements. The fact that municipalities have been the best source of inspiration for each other has been crucial for policy implementation. For example, the proposal on annual national level meeting at which municipalities could share good practices and report on measures they have implemented to each other came from the municipalities themselves.

The hearing for municipalities, the national seminars of the Advisory Boards on Romani Affairs and the hearing for organisations are an indication of effective communication between the Roma, the central government and municipalities. The fact that it has also been possible to produce studies on such difficult subjects as intimate partner and family violence is another indication of trust between the various actors. The study commissioned by the National Board of Education and published in 2011 also

showed that cooperation between schools and Roma homes does work. In addition, the active participation of the Roma population in various events indicates trust between the actors. The Finnish practice of involving the Roma population, ministries and other responsible bodies in participatory decision-making on Romani affairs contributes to building trustful relationships. Information for this report was collected from various responsible bodies parties and the Roma population, for example through the hearing for organisations.

Particular challenges can be identified in the fields of employment and adult education for the Roma. Concern for young Roma people has also been expressed in many contexts. For example, the seminar of the Advisory Boards on Romani Affairs focused particular attention on supporting the employment and education of Roma youth. The concern over some young Roma people becoming marginalised also is topical. In addition, the seminar paid attention to the situation of other age groups, including older Roma people. No research-based information is currently available on whether the Roma have access to, or seek to use, services indicated by their life situations and ages. However, the Roma population themselves have not brought up inadequacies in access to services that should be addressed, while development needs naturally exist. Impediments related to information and attitudes, physical barriers, and a lack of cooperation between authorities may also have a negative impact on the Roma population's access to services. On the other hand, the rest of the population also come across similar impediments when seeking to use services.

The previous chapters have described projects as examples of good practices. Projects are an effective way of obtaining more employees for the services. Project also enables accurate identification of financial resource use, and identification and evaluation of the relationship between the resources used and the results achieved by them. On the other hand, projects often are local and of short duration. The challenge lies in taking good practices from the local to the national level. One solution for this could be increasing networking and dialogue between projects. A national project implemented on ESF funding, for example, would enable the mainstreaming of good practices more generally than at the local level.

Equal programme projects (2004–2007) can be mentioned as a good example of development efforts with long-term impacts. The reasons for the projects being successful included their relatively long duration, broad geographical coverage, cooperation between projects, and the involvement of the Roma themselves in planning and implementing the projects. The outcomes of development efforts carried out in Equal projects have since been applied to supporting the employment of the Roma and adult education. The persons taking part in the projects also gained an occupation and/or a job. Implementing a similar national project package to promote employment as a measure under the National Policy on Roma would be vital.

The situation of the Roma in Europe has made its way to the agenda in many different forums. For Finland, the EU and the Council of Europe are particularly important as channels for exerting influence. A working group report drawn up by the Ministry for Foreign Affairs (Ministry for Foreign Affairs working group report 24 March 2011) states that Finland wants to play an active role in exerting influence on the European Roma strategy. This influence will be exerted by offering models for and experiences of promoting the inclusion and equality of the Roma, while learning from the experiences and good practices in other countries. The strategy to influence international Roma policy supports Finland's representatives and other actors (including NGOs) in their work.

The Ministry for Foreign Affairs' working group report presents a vision of a Common Roma Policy for Europe. This could be a European Union strategy on the Roma that supports and complements the Member States' national policies on Roma, and the policies of the Council of Europe and the Organisation for Safety and Cooperation in Europe (OSCE). Finland can influence the realisation of this vision by actively and systematically bringing up our views and experiences of managing Romani affairs in international contexts and in bilateral cooperation.

5.2 UPDATING THE NATIONAL POLICY ON ROMA AND ITS MONITORING PRACTICES

The National Policy on Roma currently contains 147 measures. On one hand, the great number of measures is a strength, as it enables the setting of concrete objectives. On the other hand, many of the measures have already been completed. It will thus not be necessary to monitor all the measures in the future. Neither have the current measures been prioritised, which may make the policy as a whole more difficult to grasp. A proposal on measures to be monitored in the future is attached to this document. Particularly vital measures are shown in bold letters in the proposal. (Appendix 4)

There is a lot of pressure to develop follow-up indicators and monitoring for Roma policies in Europe. The challenge in monitoring is the lack of baseline information. Without baseline data, it is difficult to verify that actual progress has been made in the situation of the Roma. In addition, the built-in principle of mainstreaming in the Finnish service system sets its own challenges to monitoring. When the services are designed to be suitable for all population groups, it is difficult to ascertain that particular services also reach the Roma. One solution to this array of problems could be using experience experts in testing the services.

The National Policy on Roma does not contain specific measures for Roma men or women. However, some of the measures affect men and women differently. In the future, more specific assessments of how the objectives are achieved from the perspective of the genders are needed. At the moment, information on gender impacts is available for certain measures. In the study published in 2011 by the National Board of Education, for example, there is no significant difference in school drop-out rates between Roma girls and boys. The pilot study conducted by the National Institute for Health and Welfare and the more comprehensive study to be carried out on this foundation will make it possible to examine health-related differences between Roma women and men.

The term of the steering and monitoring group of the National Policy on Roma ended on 31 December 2013. It would not be appropriate to appoint another monitoring group with a similar scope for the policy. It is proposed that in the future, the monitoring will be organised around the remaining measures, including projects and measures to be implemented in the municipalities. The monitoring group of the National Policy on Roma has discussed the possibility of the National Advisory Board on Romani Affairs taking on the monitoring of the policy in the future, and this should be taken into account in the re-organisation of the monitoring efforts. In practice, a new sub-division would be established for this purpose in connection with the Board. Pursuant to the decree on the National Advisory Board on Romani Affairs (1091/2003), the Board can appoint divisions for itself. However, the current decree does not grant the Advisory Board executive powers. Passing on the monitoring duties to the Advisory Board would thus require an amendment to the decree on the Advisory Board on Romani Affairs. The Advisory Board has not formally taken a stand on accepting this duty, and opinions that were both for and against the proposal were expressed in the Board's discussions.

A precondition for passing on the monitoring duty to a sub-division of the Board would be allocating appropriations to this purpose in the budget of the Ministry of Social Affairs and Health, for example to cover meeting costs. Adequate personnel resources should also be allocated to the sub-division. The role of the National Institute for Health and Welfare in the division's activities should also be taken into consideration.

Finland's National Policy on Roma has close links with the European Commission's annual follow-up survey concerning the Roma policy. Finland's responses to the Commission's survey are also part of monitoring the National Policy on Roma. Instead of drawing up two separate monitoring reports, monitoring data should in the future be produced based on the Commission's survey to avoid overlapping efforts.

The contents to be monitored also need to be considered further. The National Policy on Roma has assigned responsibility for implementing various measures to different administrative branches and agencies. Monitoring is based on reports issued by these parties themselves, which is why the reports

may be widely different. Determining whether or not the projects, reports and other measures have implemented the objectives assigned to the responsible body in the National Policy is based on self-assessment. This situation raises the question of which measures the body needs to complete to fulfil the objectives set in the policy. For example, is conducting a single study adequate to regard the measures as having been implemented, or would preconditions for implementation include a long-term project, or perhaps continuous activities of a permanent nature?

The objective of the conclusions set out above is to lay a foundation for discussions in the steering and monitoring group. To sum up, it is suggested that the steering group propose the following development measures to the Ministry:

- adopting the attached *proposals as measures to be monitored in the future*. Proposed priority measures are shown in bold characters.

- better monitoring of *the situation of Roma women and men in the future*.

- reorganising the monitoring of the National Policy on Roma as appropriate, taking into account the proposal for a *sub-division* to be established under the National Advisory Board on Romani Affairs, which from now on would serve as the monitoring group for the National Policy on Roma. Amending the decree on the National Advisory Board on Romani Affairs would be a requisite for this.

- monitoring must be developed, ensuring that *adequate resources* are guaranteed for implementing the monitoring.

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THL alkaa tutkia Suomen romanien terveyttä ja hyvinvointia (17.5.2013). [Link.](#)

Vähemmistövaltuutettu tutkii romanien syrjäytäkemuksia (23.4.2013). [Link.](#)

Events

Romanijärjestöjen kuuleminen (17.5.2013).

Kansainvälinen romaninaisten konferenssi (16.–17.9.2013). [Link.](#) (In English)

Kuntakuuleminen (11.10.2013). [Link.](#)

APPENDIX 1

IMPLEMENTATION OF MEASURES CONTAINED IN THE NATIONAL POLICY ON ROMA. TRAFFIC LIGHT EVALUATION

In 2010, the Government adopted a Resolution on Guidelines for a Policy on Roma, under which the ministries were required to implement measures assigned to them in the policy. A responsible body was assigned for each measure in the National Policy on Roma. These bodies are: the Ministry of Employment and the Economy, the Ministry of Justice, the Ministry of Social Affairs and Health, the Ministry of the Environment, the Ministry of the Interior, the Ministry of Education and Culture, the National Advisory Board on Romani Affairs (ABRA) and the regional Advisory Boards on Romani Affairs operating in four Regional State Administrative Agencies (Regional ABRAs), the National Board of Education, the Ministry for Foreign Affairs, the Ombudsman for Minorities and the Finnish Broadcasting Company (YLE).

In 2012, the steering and monitoring group for the National Roma Policy carried out a survey directed at the responsible bodies, in which implementation of policy measures was assessed using traffic light symbols. The responses were compiled by the National Institute for Health and Welfare, which reported on the implementation of the measures to the steering and monitoring group.






Green meant that implementation of the measure was under way, or the measure had been implemented in some form.








Yellow meant that the work indicated by the measure is being planned.

Red meant that implementation of the measure had not yet been launched, or no reported information was available on it.










In addition, the survey contained open-ended questions about how the measure had been implemented and what factors had promoted or impeded its implementation. The respondents were also asked to describe indicators that were used to monitor the implementation of the measure and the achievement of its objectives. They were also asked about the funding used for the measure, its schedule, and how the Roma population had taken part in its implementation. Summaries of responses to the open-ended questions were collected in the "comments" column.

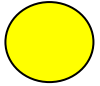
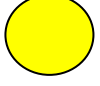
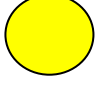
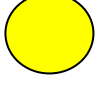
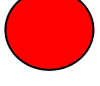
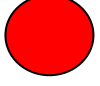
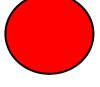
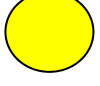
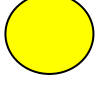
1. Policy Guideline: Enhancing the participation of Roma children in early childhood education and care





Measure	Responsible body/bodies	Implementation	Comments of responsible bodies
1. Enhancing the participation of Roma children in early childhood education and care and in pre-primary education is made a particular priority in the action plans of the relevant administrative branches.	Ministry of Education and Culture		In line with the government programme, the Ministry of Social Affairs and Health is transferring the administrative branch of early childhood education and care to the Ministry of Education and Culture. A reform of the early childhood education core curriculum will become a topical issue as the early childhood education act enters into force.
2. Developing forms of open early childhood education and care and providing Roma parents with more information on it.	Ministry of Education and Culture		The National Board of Education organises seminars for Roma parents on parenting and the significance of education and care.
3. Enhancing the participation of especially Roma children in pre-primary education by providing Roma parents with more information on the significance of pre-primary education, in conjunction with 3- and 5-year checkups in family centres, for example.	Ministry of Education and Culture		National Board of Education seminars for Roma parents. Discretionary government transfers to municipalities for the basic education of Roma children. The activities are continuous. Roma actors in the network of municipalities receiving discretionary government transfers and the networks of Regional ABRAs have been involved. Further information: Review of the status of Roma pupils' basic education 2010–2011.
4. Taking into account the special needs of Roma children when revising the National Curriculum Guidelines on Early Childhood Education and Care in Finland.	Ministry of Social Affairs and Health		No reported data due to the transfer of administrative branch. A working group was set up by the Ministry of Education and Culture.
5. Modules on the conditions of Roma children will be included in the education and training of early childhood education and care staff.	Ministry of Education and Culture		No reported data due to the transfer of administrative branch.

6. Raising awareness of Romani culture and the conditions of Roma children by providing day care, pre-primary education and school personnel with further training to help them identify the special needs of Roma children and the need to support their learning skills.	Ministry of Social Affairs and Health, Ministry of Education and Culture		No reported data on the implementation of measures. Implementation relies on municipalities. The KASTE programme should be utilised.
7. Enhancing the teaching of the Romani language by producing educational material in Romani and on Romani culture for day care and pre-primary education for children up to 6 years of age.	Ministry of Social Affairs and Health, Ministry of Education and Culture		Köpi and Topi – a bilingual publication for Roma children. Finnish National Board of Education 2011. Funding: appropriations. The challenge lies in finding authors with a Roma background.
8. Taking into account in early childhood education plans the need to provide non-Roma children and their parents with more information on the Romani culture.	Ministry of Social Affairs and Health		No reported data due to the transfer of administrative branch.
9. Supporting the education and rights to a language and culture of their own of Roma children in substitute care.	Ministry of Social Affairs and Health		Romano Missio organises language teaching etc. for children in foster care.
10. Enhancing the teaching of the Romani language, knowledge of Romani culture and its multiplicity, and the formation of Roma children's cultural identity by encouraging municipalities to employ pre-school teachers with a Romani background and Romani culture instructors in day care centres, and by initiating language nest activities.	Finnish National Board of Education		No reported data.
11. Allocating support services for Roma families in family centres and municipal family work.	Ministry of Social Affairs and Health		Under decree 338/2011, the work of child health clinics is needs-based: the individual needs of each child and family are recognized, and targeted support is provided for those in need of particular support. The Regional ABRA's have provided child health clinic personnel with training in encountering Roma families.
12. Encouraging municipalities to utilise possible state grants in family work aimed at the Roma population, and to employ professionally qualified family workers with a Romani background.	Ministry of Social Affairs and Health		No discretionary government transfers. Municipalities should tap KASTE funding.







2. Policy Guideline: Enhancing the social inclusion and equal treatment of Roma children and youth in basic education and upper secondary education








13. Enhancing teachers' abilities to support Roma students through continuing education and training; enhancing cooperation between school and homes as well as providing parents with more information.	Ministry of Education and Culture, Finnish National Board of Education		The National Board of Education has worked together with Teacher Education Centres / municipalities /schools on continuing education within the limits of its appropriations. Regional ABRAs provide lecturers.
14. Enhancing cooperation and communication between school and home, enhancing cooperation between school authorities and local Roma working groups on a local level.	Ministry of Education and Culture		For more information, see the Review of the status of Roma pupils' basic education 2010-2011.
15. Ensuring a safe learning environment and efficient intervention on behalf of Roma children with regard to school bullying.	Ministry of Education and Culture		As part of developing basic education.
16. Encouraging municipalities to employ special needs assistants with a Romani background.	Ministry of Education and Culture		Currently, there are some 12 special needs assistants with a Roma background in Finnish schools. Encouraging their recruitment is one of the measures proposed in the Ministry of Education and Culture's study.
17. Development of Roma pupils' participation in mainstream education. This is supported through the development of special needs teaching, study counselling and pupil welfare services.	Ministry of Education and Culture, Finnish National Board of Education		New legislation (act on general, intensive and special support) has helped Roma pupils.
18. Focusing on the identification of learning difficulties of Roma children, providing them with special support, and ensuring the correctness of the criteria for placing a pupil in special needs teaching.	Ministry of Education and Culture		For more information, see the Review of the status of Roma pupils' basic education 2010-2011.
19. Supporting the dissemination and inclusion of the best practices created in basic education development projects for Roma children into educational activities on a national basis.	Ministry of Education and Culture, Finnish National Board of Education		Discretionary government transfers to 35 municipalities since 2008.
20. Supporting Roma children's participation in homework clubs and other club activities in support of school studies.	Ministry of Education and Culture		Actions to develop the quality of basic education.
21. Supporting Roma pupils' dual identity by enhancing the teaching of the Romani language and the pupils' Romani skills through language nest activities, for example.	Ministry of Education and Culture, Finnish National Board of Education		For more information, see the Review of the status of Roma pupils' basic education 2010-2011.

22. Supporting Roma pupils in transitional stages of education and ensuring completion of comprehensive school with appropriate supportive action.	Ministry of Education and Culture, Finnish National Board of Education		Implemented through continuing education for teachers and seminars for Roma parents, in which the Regional ABRA's are involved. The National Board of Education is preparing a brochure on guiding pupils toward secondary level studies for Roma families.
23. Taking into account the needs of Roma children and youth as part of development activities for pupil and student welfare.	Ministry of Education and Culture		See the response above, Regional ABRA's involved in development efforts.
24. Encouraging Roma youth through pupil counselling to plan their upper secondary education studies; supporting them in the upper secondary education application process by enhancing the cooperation between basic education, upper secondary schools and vocational education and training.	Ministry of Education and Culture		See the response above.
25. Encouraging and guiding Roma youth through pupil counselling to make use of the flexibility of vocational education and training and to take advantage of the opportunities offered by preparatory and pre-employment training.	Ministry of Education and Culture, Finnish National Board of Education		In municipalities as part of efforts to develop basic education.
26. When necessary, guiding and encouraging Roma youth to make use of the option of special needs teaching included in basic vocational education and training.	Ministry of Education and Culture		No reported data.
27. Utilising apprenticeship, opportunities offered by alternative vocational school, and workshops for young people as channels for Roma youth to on-the-job learning, entry into further studies, and access to the labour market.	Ministry of Education and Culture		No reported data.
28. Taking into account the special needs of Roma youth in the organisation of broad-based cooperation and outreach youth work.	Ministry of Education and Culture		No reported data.
29. Encouraging higher education institutions to include studies focusing specifically on Romani culture and the lives of Roma children and youth in their training for class teachers and vocational education teachers.	Ministry of Education and Culture, Universities		Information provided at Yes project seminars (involvement of the Ministry of the Interior, the Ministry of Social Affairs and Health, the Ministry of Employment and the Economy, the Ministry of the Environment)
30. Ensuring that study modules focusing on the teaching of Roma children and youth as well as the identification of discrimination and means of intervention are included in teachers' annual supplementary education sessions.	Ministry of Education and Culture		No reported data.


31. Compiling Web-based teaching material on the history and culture of the Roma to be included in school and educational institution curricula and teaching materials.	Ministry of Education and Culture		As part of the YES-5 project www.romanit.fi Regional ABRAs involved in the steering group.
32. Taking Roma children and youth into account when planning and drawing up municipal welfare plans for children and adolescents in accordance with the Child Welfare Act.	Ministry of Social Affairs and Health		No reported data.
33. Supporting and increasing opportunities for Roma children and youth to participate in leisure activities and clubs in schools and in municipal work with children and adolescents.	Ministry of Education and Culture		No reported data.
34. Providing Roma children and youth with increased opportunities to participate and make their voices heard and have their say in matters concerning themselves, both in society at large and within the Roma community.	Ministry of Education and Culture		Online material produced by Yes 5 and 6 projects for children in higher comprehensive school age, also attention to Roma children and youth in the LANUKE programme.





3. Policy Guideline: Enhancing the participation of Roma in vocational adult education and training





35. Conducting a survey on the adult Roma population's need for education and utilising these data to draw up a set of proposals for the allocation and development of vocational education and training.	Finnish National Board of Education		The Finnish National Board of Education to carry out a study in 2013. Results to be published in 2014.
36. Ensuring that education providers and employers are able to identify the effects of discrimination as an obstacle to the employment of Roma; introduction of more effective action to create more jobs for work practice placement.	Ministry of Education and Culture, Ministry of Employment and the Economy		YES-5 campaign on attitudes. Regional ABRA involved.
37. Aiming additional basic education at Roma; utilising especially the services offered by folk high schools in additional basic education.	Ministry of Education and Culture		No reported data.
38. Enhancing the resources available to vocational institutions to support Roma youth in their studies through counselling and student welfare services.	Ministry of Education and Culture		No reported data.
39. Aiming preparatory training and study guidance at Roma youth in such a manner as to enhance their resources for integrating into various student groups and the study opportunities provided by the educational system.	Ministry of Education and Culture		No reported data.
40. Creating operational procedures to remove the practical obstacles preventing adult Roma from participating in education; utilising preparatory training and the individualisation of studies in basic vocational education and training.	Ministry of Education and Culture		No reported data.






41. Looking into the possibility of developing financial systems providing study incentives for the enhancement of the participation of underrepresented minorities in education; also encouraging municipalities to utilise preventive and supplementary social assistance benefits for this purpose.	Ministry of Education and Culture		No reported data.
42. Providing more information for the Roma population on the guidance and counselling services available in adult education as well as the available educational and vocational options; enhancing vocational and study counselling.	Ministry of Education and Culture		No reported data.
43. Supporting the development of apprenticeship training; enhancing apprenticeship training for Roma in various vocational fields and in the public sector by also making use of subsidised apprenticeship.	Ministry of Education and Culture		No reported data.
44. Supporting the implementation of action proposed by the AKKU Working Group to enhance the participation in education of adult Roma.	Ministry of Education and Culture		No reported data.
45. More efficient utilisation in the education of Roma of the study opportunities available in voluntary adult education institutions and general upper schools for adults; taking the Roma population's needs into account in the development of the study voucher system.	Ministry of Education and Culture		No reported data.
46. Supporting the development of cooperation between Roma organisations and liberal adult education organisations to provide more educational opportunities for Roma.	Ministry of Education and Culture		No reported data.
47. Appointing a working group to determine how to promote the recruitment of representatives of ethnic minorities into public administration duties.	Ministry of Education and Culture, Ministry of the Interior		No working group appointed. A project that developed the recruitment of academic immigrants was transferred to the Ministry of Employment and the Economy (Progress).




4. Policy Guideline: Supporting and promoting the Roma population's access to the labour market

48. Enhancing individual service need assessment in customer work by determining the concrete obstacles preventing the employment of Roma job-seekers; increasing the efficacy of service processes and the drawing up of job-seeking plans based on individual needs in both the internal and external cooperation of Employment and Economic Development Offices.	Ministry of Employment and the Economy		The basic principle of the employment and business services is taking jobseekers' individual service needs into account. The employment plan is based on the jobseeker's objectives concerning work and education and their assessed service needs.
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


<p>49. Enhancing the opportunities for Roma job-seekers to participate in employment training and vocational education and training by increasing their motivation to educate themselves and enhancing their ability to identify the need for education through the internal cooperation (training, guidance, vocational counselling, other counselling services) of the Employment and Economic Development Offices, and by taking into account their individual needs in enhancing their access to education and training.</p>	<p>Ministry of Employment and the Economy</p>		<p>If the number of Roma customers is high, specific training groups may be organised for them in labour market training or, for example, sewing courses. The Regional ABRA's have informed the Roma about employment opportunities by e-mail, at events organised at Employment and Economic Development Offices and by visiting the morning meetings of the Offices. In its guidelines and policies on reducing structural unemployment, the Ministry of Employment and the Economy has paid attention to also offering education and training to customers affected by structural unemployment (which the Roma customers mainly are).</p>
<p>50. Enhancing the employment and access to education and training of Roma youth covered by the Social Guarantee for Young People, as well as the multi-professional cooperation between Employment and Economic Development Offices and municipalities.</p>	<p>Ministry of Employment and the Economy</p>		<p>In its interim report on 15 March 2012, a working group preparing the Youth guarantee (regional ABRA's involved) brought up discrimination in recruitment, working life and education. In this context, reference was also made to the Roma.</p>
<p>51. Enhancing the access to services, such as the employment-enhancing services of Labour Service Centres, of long-term jobless Roma in need of multi-professional services.</p>	<p>Ministry of Employment and the Economy</p>		<p>If the selected service type is employment on a pay subsidy, the customer may be directed to a Labour Force Service Centre (if the municipality takes part in the operation of these centres). Labour Force Service Centre activities are continuous, and they will be expanded to cover the whole country during the government term.</p>
<p>52. Active utilisation of the opportunities afforded by workshop activity and rehabilitative work as employment support measures.</p>	<p>Ministry of Employment and the Economy</p>		<p>Operational funding for workshop activities is provided by the Ministry of Education and Culture as far as workshop activities for young people are concerned. Organising rehabilitative work</p>






			activities is the responsibility of municipalities. The government pays a daily compensation to the municipality out of the Ministry of Social Affairs and Health's appropriations.
53. Promoting the employment of Roma people who are unemployed jobseekers in the open labour market by making use of support measures offered by the Employment and Economic Development Office, including support for jobseeking, working life coaching and pay subsidies, as well as informing employers about the possibility of concluding an apprenticeship training agreement on pay subsidy and using the so-called TOPPIS model. This means training combined with a pay subsidy.	Ministry of Employment and the Economy		If the number of Roma customers is higher, an effort has been made to organise them their own training groups. Feedback data indicates that a key impediment to the employment of jobseekers with a Roma background is not having completed basic education, as this also makes it more difficult to offer other support services for them. Services are offered following an individual employment plan.
54. Introducing more extensive Romani Affairs Contact Person services in Employment and Economic Development Offices; developing activities to enhance the development of new forms of employment support and services for Roma customers.	Ministry of Employment and the Economy		The need for cooperation etc. depends on the number of Roma customers. The activities are continuous without separate funding, and they are monitored by means of enquiries concerning the contact persons' activities when necessary.
55. In cooperation with regional Economic and Employment Development Centres, implementing a pilot project funded by ESF, with the aim of developing counselling and support services aimed at Roma by training support persons with a Romani background to provide employment counselling for the Roma population.	Ministry of Employment and the Economy		The Ministry of Employment and the Economy organised ESF funding, and the work was implemented under the Uusitaito project of the Centre for Economic Development, Transport and the Environment (ESF intermediate labour market). Concluded in August 2013.
56. Development and allocation of job-coaching and job-seeking services for Roma job-seekers through the utilisation of various operational models developed in employment projects for Roma.	Ministry of Employment and the Economy		Information on employment projects was provided at a seminar held on 2 May 2011, a recording of which can be watched on the Internet (www.tem.fi -> työ -> työvoiman saatavuus-> välityömarkkinat) Funding for development projects is obtained from the European Social Fund or from national appropriations for pro-





			moting employment as employment policy assistance.
57. Supporting the crossing of the threshold into working life by encouraging employers and education providers to provide more jobs and work experience placements for Roma job-seekers.	Ministry of Employment and the Economy		http://www.yhdenvertaus.fi/kampanjat/asennem/eininki/nuoret/ The media campaign implemented in the YES project under the Progress programme in autumn 2012 was an effort to influence this problem (influencing employers and jobseekers).
58. Enabling the Roma organisations to act as service providers and employers of Roma support persons, also taking advantage of labour market grants for the organisations.	Ministry of Employment and the Economy		As regards employment policy assistance, more information must be disseminated. So far, Roma organisations have not been informed separately. The Tempo project develops and coordinates cooperation between actors providing employment in the third sector and the employer network, tailors employment paths for customers entitled to pay subsidy leading to the open labour market, and finds employment opportunities provided by employers.
59. Recognising the potential of the Roma as entrepreneurs in the services provided by Employment and Economic Development Centres and Offices; development of entrepreneurship guidance, training and support services aimed at the Roma.	Ministry of Employment and the Economy		No special measures, services provided similarly as to other customers.
60. Raising the awareness of the Roma population of the opportunities offered by cooperative entrepreneurship and the available forms of support.	Ministry of Employment and the Economy		A project on co-operative enterprising and community economy (ESF funding) is implemented by the Tampere Region Co-operative Centre, but the Roma are not a specific target group of the project's action plan. The primary target group are business and career advisers and other persons working with business development.
61. Publication of an extensive guide/Web page on employment relationships and workplace and working-life practices for Roma population of working age.	Ministry of Employment and the Economy		www.romanit.fi

62. Providing Employment and Economic Office workers, labour market organisations, and supervising authorities with more information on Romani culture, the conditions of Roma, and the discrimination faced by Roma on the labour market.	Ministry of Employment and the Economy		The Ministry of Employment and the Economy funded a new edition of the guide 'Should I employ a Roma' (2011). The guide has been distributed to such actors as the Employment and Economic Development Offices, and it is available online. Funding was obtained from the national ESF development programme on the intermediate labour market.
63. Looking into ways of carrying out an information campaign in cooperation with employer and entrepreneur organisations with the aim of increasing the number of jobs available for the Roma.	Ministry of Employment and the Economy		Within the YES project.
64. Conducting research into discrimination in working life, especially in recruitment, with Roma as one of the groups involved.	Ministry of Employment and the Economy		The Ministry of Employment and the Economy funded the study by Aalto, Larja, Liebkind: Syrjintä työhönottotilanteissa (Discrimination in recruitment).





5. Policy Guideline: Promoting the welfare of the Roma population and enhancing the allocation of social welfare and health services






65. The National Institute for Health and Welfare will conduct an extensive survey with the aim of acquiring data on the living conditions, health, welfare and housing conditions of the Roma as well as their need for services.	Ministry of Social Affairs and Health		A pilot study was completed. Funded by the Ministry of Social Affairs and Health, ABRA and Regional ABRAs took part in the steering group. Research methods were developed for a more extensive study.
66. Taking into account the special needs of the Roma population and the development proposals of the survey conducted by the National Institute for Health and Welfare in the planning and development of health care and social welfare services.	Ministry of Social Affairs and Health		The Ministry of Social Affairs and Health monitors the objectives of the National Policy on Roma, thus drawing attention on the issue. The municipalities are informed through the ABRA/Regional ABRAs, and local working groups on Romani affairs can contribute to promoting the implementation of measures. Seminar for municipalities in 2013.
67. The needs of the Roma population are specifically taken into account in national health and social welfare and other welfare development programmes.	Ministry of Social Affairs and Health		The Roma are referred to in KASTE II (National Development Programme for Social Wel-






			fare and Health Care) and LANUKE programmes (Child and Youth Policy Programme).
68. Enhancing broad-based cooperation with Roma operators on a local level in the prevention of the marginalisation of Roma.	Ministry of Social Affairs and Health		Regional ABRAs and other actors, including parishes, organise camps for the Roma. Hearings are also organised.
69. Targeting resources at family work and social welfare work aimed at the Roma population in Finnish municipalities.	Ministry of Social Affairs and Health		The activities comprise social work organised through normal social service activities. The municipalities can tap KASTE II programme and ESF projects for funding. Examples include the SOS- Väli-Suomi KASTE project in Southern Ostrobothnia.
70. Determining which regional Centre of Expertise on Social Welfare could be charged with the development of social welfare and health services for the Roma and related information and training activities.	Ministry of Social Affairs and Health		Talks on project implementation have been initiated with the Centre of Expertise on Social Welfare in Central Finland, which has expertise in developing services for the Roma population, especially in Jyväskylä. In Helsinki, Socca. Regional ABRAs involved.
71. Taking into account Roma families' situation and possible need for support in family centre activities, statutory medical examinations and health education for children and adolescents as laid down in the Primary Health Care Act.	Ministry of Social Affairs and Health		The new decree on child health clinics 338/2011 stresses identifying the needs for individual support of each child and family and providing targeted support for those in need of particular support. Regional ABRAs provide training for child health clinic staff.
72. Encouraging municipalities to take into account the service needs of elderly Roma in municipal strategies on ageing and the development of services for the elderly.	Ministry of Social Affairs and Health		The national framework for high-quality services for older people adopted in 2008 refers to various minorities, including ethnic and linguistic minorities, and municipalities are urged to take the varying needs and resources of older people into account in their strategies. The national framework for high-quality services for older people was to be updated in 2012. The development proposals in the Finnish Roma Associa-


			tion's analysis of service needs must be taken into account.
73. Encouraging municipalities to utilise possible special state grants in the recruitment of workers with a Romani background in social welfare and health services.	Ministry of Social Affairs and Health		A special central government transfer was not passed in the central government budget, and the objective thus cannot be achieved.
74. Raising the awareness of the Roma population and organisations of the available social welfare and health services and social welfare and health NGOs through the development of Web services for Roma, for example.	Ministry of Social Affairs and Health		National Institute for Health and Welfare: Kaventaja, Kasvun kumppanit, a child welfare handbook. Finnish National Board of Education: The Roma and health services City of Oulu: Vast Vastensa, a guide on social welfare services Finnish Roma Association: Guide on family care of older Roma people Regional ABRAs spread information.
75. Enhancing the preventive substance abuse work aimed at Roma youth; recognising Roma youth as one of the special target groups for preventive substance abuse work.	Ministry of Social Affairs and Health		The objective of the Alcohol Programme (Ministry of Social Affairs and Health, National Institute for Health and Welfare) is to make more effective the actions of municipalities, NGOs and other parties aiming to reduce the negative impacts of alcohol among the population at large. A targeted plan on intoxicant abuse work among the Roma has thus not been prepared. All NGOs willing to do so can enter into a partnership agreement with the Alcohol Programme and receive support for their activities. Information has mainly been disseminated to NGOs in the field of intoxicant abuse work, and it is not known if this information has also reached Roma organisations.
76. In municipal sports services, providing Roma men and women of all ages with more opportunities for exercise and sport; informing the Roma population of the various sports services available.	Ministry of Education and Culture		No reported data.

6. Policy Guideline: Ensuring equal treatment in housing and reducing insecurity




77. Conducting research into the housing conditions of the Roma as part of general research into the health and welfare of the Roma population; drawing up development proposals on the basis of the results.	Ministry of Social Affairs and Health, Ministry of the Environment		The Ministry of the Environment completed a study on the Roma, housing and equality (funding EUR 22,000.) A National Institute for Health and Welfare pilot study on the health and wellbeing of the Roma was completed (housing conditions); ABRA/Regional ABRA in the steering groups for both.
78. Enhancing cooperation and internal communications on the equal treatment of Roma between housing authorities, municipal real estate companies, and regional Advisory Boards on Romani Affairs to promote the solving of housing-related problems; enhancing the transparency of operational policies through the development of guidelines and internal communications in procedures concerning housing applications, decisionmaking, and appeals.	Ministry of the Environment, Housing Finance and Development Centre of Finland ARA		The Ministry of the Environment and other ministries took part in and co-funded regional seminars of the Equality is Priority (YES 5) project, in which housing-related challenges were discussed between housing authorities and the Roma community. Regional ABRA spread information and take part in steering.
79. Enhancing, on a municipal level, cross-administrative cooperation between social welfare services, housing services, debt counselling, and real estate companies; promoting good local governance in solving the housing-related problems of individual Roma families.	Ministry of the Environment, Housing Finance and Development Centre of Finland ARA		The Ministry of the Environment and other ministries took part in and co-funded regional seminars of the Equality is Priority (YES 5) project, in which housing-related challenges were discussed between housing authorities and the Roma community. Regional ABRA in the steering group.
80. Looking into the possibility of initiating a separate national project focusing on solving the Roma population's housing problems and the development and dissemination of best practices	Ministry of the Environment		The practices and residents' instructions resulting from this study have been disseminated as part of the YES 5 project. Another product of the project, or the brochure Are you looking for a rented flat? explains the issues related to applying for a rented flat to Roma customers. Regional ABRA is involved.











81. After the extension of the range of application of the Non-Discrimination Act, monitoring for any discrimination in the allocation of privately financed rental housing; determining the kind of action needed as a result of this monitoring.	Ombudsman for Minorities		A test case is about to be heard by the National Discrimination Tribunal.
82. Determining the situation in social welfare housing services aimed at Roma; making the necessary development proposals.	Ministry of Social Affairs and Health		The National Institute for Health and Welfare study includes questions that measure satisfaction with services.
83. Enhancing the use of existing systems for housing finance where applicable to Roma; enhancing information activities on these systems aimed at municipalities and Roma organisations, for example.	Ministry of the Environment, Housing Finance and Development Centre of Finland ARA		At seminars, information related to the Roma and housing and resident selections has been disseminated to the Roma community, municipalities, NGOs and other actors. The work is carried out as part of official duties of the Ministry of the Environment and the Housing Finance and Development Centre of Finland ARA.
84. Enhancing information work relating to housing issues and housing and debt counselling services for the Roma population as part of an extensive development policy on housing counselling.	Ministry of the Environment, Housing Finance and Development Centre of Finland ARA, Municipalities		Housing-related advisory services are being developed as part of the YES 5 project. Training that also comprises issues related to the Roma and housing is being planned. Regional ABRA involved.
85. Supporting measures aimed at the promotion of non-discrimination within the Roma community and equal treatment in the selection of their place of residence. Active information and media work on procedures promoting good local governance, legality, and the consideration of cultural aspects in the selection of tenants.	Ministry of the Interior		At seminars (YES-5), information on the Roma and housing and resident selection procedures has been disseminated to the Roma community, municipalities, NGOs and other actors. In addition, internal seminars for the Roma population were organised at which the theme was discussed.
86. Developing and increasing information work and training on equality and non-discrimination in the field of security as well as for various authorities, such as emergency response centres, debt counselling, the judicial system and the system of prosecution, the criminal sanctions sector, and police personnel.	Ministry of the Interior, Ministry of Justice		Guidebook "When a Roma meets the police", Ministry of Education and Culture and the Ministry of the Interior Police Department. Security sector authorities (administrative branch of the Ministry of the Interior) have received training in equality and discrimination issues. Plans for further training have been made. Attention to combating







			racism and discrimination has been paid in the basic, further and continuing training of the police.
87. Security-enhancing measures for Roma are included in local security plans. The opinions of the Roma are taken into account in security matters concerning themselves.	Ministry of the Interior		Seminars organised as part of the YES project have promoted the implementation of the measure. Persons with a Roma background are taking part in basic police training in expert capacity.
88. Paying special attention in local security plans to the prevention of ethnic discrimination and everyday racism in cooperation with local Roma; development of measures and monitoring to eliminate the insecurity experienced by the Roma population.	Ministry of the Interior		If the regional ABRAs have been involved in preparing the local plans.
89. Raising the awareness of the Roma population of the correct procedure in reporting discrimination and racist crime; enhancing cooperation between the police and local Roma working groups.	Ministry of the Interior		A guide for victims of discrimination that encourages victims to report the incident. Regional actors have received training in anti-discrimination advisory work. Roma organisations have received training in disseminating information about discrimination The police engages in cross-administrative official cooperation and works together with NGOs. Reports of discrimination and hate crimes are monitored through an annual hate crime study. In the monitoring system of discrimination, a study on the use of legal remedies will be drawn up. Material production in 2013/YES 6 project. An annual hate crime study and a study on legal remedies in 2012. Regional ABRA is involved.
90. Ensuring the effectiveness of the criminal processes relating to suspected instances of discrimination or racist crimes in the activities of the police, the system of prosecution and the judicial system.	Ministry of the Interior, Ministry of Justice		The Police University College conducts an annual follow-up study on hate crimes.
91. Enhancing the implementation of the measures proposed by the working group on the status of Roma prisoners in the care	Ministry of Justice, Criminal Sanctions		See additional details below.

of released offenders and prison administration.	Agency		
<p>At 20 prisons all Roma prisoners were living in ordinary wards with other prisoners. Nineteen Roma prisoners had been placed in closed wards (about 10 per cent of all Roma prisoners). The most common reason for placing in a closed ward was conflicts between Roma families and fear of other prisoners. Other reasons included court-ordered isolation due to investigation, inability to participate in group activities, threatening behaviour or disturbing of others, and trafficking in narcotic drugs at the prison. (Report by the Criminal Sanctions Agency of Finland, RISE, on the situation of Roma prisoners in Finland's 28 prisons, 2010)</p> <p>Prisoners in closed wards at three prisons can participate in work activities, while the closed wards of five prisons provide an opportunity for pursuing studies. A plan for the time of punishment is drawn up for each prisoner, encouraging prisoners to engage in various rehabilitation programmes.</p> <p>Education in Romani culture is provided for prison staff; there was e.g. a Roma education group of the National Board of Education at the nationwide prison education seminar in 2010. Most often, also teachers of Roma origin are engaged in Roma education at prisons. Every second year a questionnaire has been addressed to prisons about the position and situation of special groups (including e.g. Roma, immigrants) compared to prisoners of the majority population. Roma education has been arranged at some prisons with financial support from the National Board of Education. It is possible to apply for funding for education from the Roma Education Unit of the National Board of Education. (Appropriation EUR 15,000/year) In 2012 six prisons applied for this funding, and a total of EUR 15,000 was granted. There is a project called "Women's turn" currently underway at Vanaja Prison, which is carried out by Romano Missio and which aims to develop continued education for Roma women prisoners.</p>			
92. Ensuring that the special needs of Roma are taken into account, now and in the future, in the equality plans of the administrative units in the criminal sanctions sector; taking action to enhance the equal treatment of Roma.	Ministry of Justice		The monitoring instruments include Ministry of the Interior Working Group on Equality (permanent), performance guidance and reporting on international human rights treaties.



7. Policy Guideline: Promoting the development of the Romani language and culture




93. Development of continuing education for teachers of the Romani language.	Finnish National Board of Education		Training for instructors of the Romani language has, for example, been organised under the Romano project in 2009–2011 and in Romani language summer schools. The challenge is that teachers of the Romani language have varying backgrounds and that the number of continuing education providers is small.
94. Looking into the possibility of introducing university-level teaching of the Romani language, organised in an appropriate manner.	Ministry of Education and Culture		Teaching is arranged by the University of Helsinki.
95. Creating more opportunities for Roma pupils to participate in Romani language lessons by making the statutes more flexible.	Ministry of Education and Culture		The decree on the grounds of discretionary government transfers granted for the complementary teaching of Sámi and Romani speaking students in basic education and general upper secondary education (2009) contains a provision under which the required group size is now





			smaller for Roma pupils than before (previously 4, now 2). The challenge is that not enough information is provided on this opportunity in all schools, and not all Roma families are interested having the Romani language taught to their children.
96. Creating the necessary conditions for teaching Romani in general upper secondary schools in accordance with the curriculum; looking into the possibility of having a 'Romani as a first language' test as part of the Finnish matriculation examination.	Ministry of Education and Culture		No prerequisites, as there is no pressure to implement this measure.
97. Producing more Romani language teaching material in accordance with the National Core Curriculum; as a long-term goal, producing study material for Roma children and youth studying the Romani language for pre-primary and basic education, general upper secondary school, vocational basic education and training, and adult education.	Finnish National Board of Education		There is some material, but the low numbers of authors is a challenge. Financed from Finnish National Board of Education's funding for learning materials. The activities are continuous.
98. In the National Core Curriculum for the Romani language, taking into account international cooperation on the teaching and development of the Romani language.	Finnish National Board of Education		No reported data.
99. Establishing Romani-language language nest activities and assessing impact.	Finnish National Board of Education		Language nest activities in many localities. Regional ABRA passes on information and takes care of the application process.
100. Creating more opportunities for Romani-language studies in liberal adult education.	Finnish National Board of Education		No reported data.
101. Monitoring how the Roma population's right to the maintenance and development of a language of their own is realised in lower-level legislation and its implementation.	Ministry of Justice		The Ministry of Justice launched a study on Roma in 2012 as part of the Action Plan on Fundamental and Human Rights.
102. Securing sufficient resources for university-level research and language maintenance of the Romani language.	Ministry of Education and Culture		The University of Helsinki is responsible for the teaching of the Romani language and language planning at academic level.
103. Realisation of the planned research project to record the history of the Roma.	Ministry of Education and Culture		A work on the history of the Roma in Finland was published in 2012.
104. Earmarking additional funding in the State budget for the promotion and performance of Romani artistic activity.	Ministry of Education and Culture		No reported data.
105. Looking into the possibility of founding a Romani cultural centre.	Ministry of Education and Culture		No reported data.

106. Looking into the possibility of setting up a permanent exhibition on Romani history, traditions and culture in an existing museum in Finland.	Ministry of Education and Culture		No reported data.
107. Creating more opportunities for Roma to practice traditional Romani art forms in municipal cultural services.	Ministry of Education and Culture		No reported data.
108. Continuing the measures decided on in the Accessibility of Art and Culture Programme with due consideration to the needs of the Roma population.	Ministry of Education and Culture		No reported data.
109. Increasing the coverage of the Roma minority as part of Finnish society in YLE programming; increasing the production of informative programmes and programmes on current affairs aimed at the Roma population, also in Romani; and creating the necessary procedures that allow the Roma minority to be heard in conjunction with the planning of YLE programming.	Finnish Broadcasting Company (YLE)		Drawing up a study on the views of the Roma concerning the Finnish Broadcasting Company's production (Friman 2011) Finnish Broadcasting Company's Plan for developing services for the Roma in 2011. Romano Mirits – Romani language news.
110. Looking into the possibility of Nordic cooperation in the production of radio and TV programmes in the Romani language and on the Roma.	Finnish Broadcasting Company (YLE), Nordic Council of Ministers		Cooperation and exchange of programmes within Pohjoisvision require long-term planning and coordination, and services for minorities and special groups are part of the overall planning and offer. Nordic broadcasting companies have charted the possibilities of increased information exchanges and cooperation in connection with services for minorities and special groups, e.g. as part of the companies' corporate social responsibility.
111. Supporting Roma organisations in the creation of a more positive public image through the provision of media training.	Ministry of Social Affairs and Health		To be implemented as part of YES 6 project.

8. Policy Guideline: Promoting the equal treatment of Roma and preventing discrimination






112. Focus, in the development work on the general monitoring of discrimination, on the development of monitoring indicators for the discrimination faced by the Roma population.	Ministry of the Interior, Discrimination Monitoring Group		The Ministry of Social Affairs and Health included a similar project in the Action Plan on Human Rights, also as part of YES 5 project.
113. Raising the awareness of the Roma population of their right to non-discriminatory treatment through the enhancement of Roma organisations' expertise in the implementation of anti-discrimination projects.	Ministry of the Interior		As part of YES 4 programme in 2011, a training programme was implemented to empower the Roma organisations in anti-discrimination work,





			<p>which also contained the planning and implementation of and reporting on their own mini projects (EUR 2,000/project). The programme also organised an application workshop, where the participants prepared funding applications. Regional ABRA involved.</p>
<p>114. Enhancement of authorities' equality planning in cooperation with Roma; ensuring that the equality plans include concrete measures for the creation of equal opportunities for Roma and the prevention of discrimination against them.</p>	<p>Ministry of the Interior</p>		<p>In 2012, equality planning will be developed in educational institutions by implementing a planning process with eight institutions of different types and by publishing a guide for equality planning in educational institutions. Training will be provided for the educational institutions based on the guide. The development of equality planning will take place as part of the YES project. In addition, a report will be drawn up on teaching practices that promote equality (materials, methods, pedagogy), and material related to this topic will be produced, training will be provided for students teachers, and material will be created on groups at risk of discrimination.</p>
<p>115. Encouraging the authorities to include in the equality plans, required by the Non-Discrimination Act, the possibility of positive discrimination in situations where Roma are underrepresented or in a disadvantaged position when compared to the rest of population.</p>	<p>Ministry of the Interior</p>		<p>The implementation of equality planning will be launched in the education sector in 2012 as part of the YES project.</p>
<p>116. Starting a national media campaign, aimed at the elimination of prejudices against the Roma population, to raise the profile of the Roma minority and to support the implementation of the National Policy on Roma.</p>	<p>Ministry of the Interior</p>		<p>As part of the YES project, a tendering process was organised for a media campaign in 2011, and the campaign was implemented. (Regional ABRA involved) The Meijän puolue campaign targeted young people and was built around a message distributed through rap music on TV, radio and the social media. A DVD on the campaign was produced to be used as teach-</p>





			ing material. The campaign reached an audience of 3.6 million through television performances and interviews. It also aired in other European countries, including Hungary.
117. Enhancing human rights and civic education as part of the promotion of cultural rights and the prevention of discrimination against Roma.	Ministry of Education and Culture, Finnish National Board of Education		Related to basic education reform.
118. Enhancing action for stopping or preventing multiple discrimination; raising the awareness of the Roma population of multiple discrimination and the legislation relating to it.	Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of the Environment, Ministry of Education and Culture		Implementation of measures will be initiated by discussing problems related to housing, and in particular the obligation to stay out of the way of certain people and have permission to move house at meetings of the Roma communities. Yes 5 project, regional ABRA is involved.
119. Supporting Roma organisations in their fight against discrimination, and the promotion of equality.	Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of the Environment, Ministry of Education and Culture		YES 5: see the response above. A local level programme for organisations was implemented in Turku in 2010, in which several Roma organisations and the regional ABRA took part.
120. Development of Roma organisations' resources, expertise and attitudinal work for the acceptance of multiplicity among the Roma population.	Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of Education and Culture		In 2011, a training programme was implemented for organisations of the Roma and the disabled, aiming to develop the organisations' skills related to anti-discrimination work and to reinforce their capabilities of planning projects and applying for funding. Each project in the programme implemented its own mini project (EUR 2,000), allowing them to practice their project skills. Reports on the pro-





			ject outcomes were prepared as part of YES 4 project. A guidebook on equality planning for educational institutions, non-discriminating pedagogy.
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
9. Policy Guideline: Developing the administrative structures for handling Romani affairs and enhancing the policy on Roma

121. Ensuring the necessary resources for the National Advisory Board on Romani Affairs for the promotion of the policy on Roma; enhancing its personnel resources through the establishment on the Board of the new position of expert.	Ministry of Social Affairs and Health		Due to the central government's financial situation, no new resources could be allocated.
122. Revision of the provisions relating to the duties and composition of the National Advisory Board on Romani Affairs as well as the participation of Roma organisations in its activities.	Ministry of Social Affairs and Health		The Ministry of Social Affairs and Health is preparing a proposal on amending the decree on the Advisory Boards on Romani affairs.
123. Establishment in the new regional administration authority of Western and Inland Finland of a Regional Advisory Board on Romani Affairs and the position of a planning officer.	Ministry of Social Affairs and Health		Is part of the aforementioned proposal on amending a decree. Negotiations with the Ministry of Social Affairs and Health and the Regional State Administrative Agency for Central Finland.
124. Enhancing the personnel resources of the Regional Advisory Boards on Romani Affairs; providing the necessary appropriation from the appropriation assigned to regional administration authorities.	Ministry of Social Affairs and Health		Due to the central government's financial situation, no new resources could be allocated.
125. Strengthening local cooperation structures between the authorities and the Roma population for the enhancement of the inclusion of the Roma by promoting the establishment of local Roma working groups in municipalities or joint cooperation areas with a Roma population.	Ministry of Social Affairs and Health, ABRA		The ABRA conducted a survey with local working groups on Romani affairs (2010) to chart their activities, aims and development needs. Developing the activities of local working groups on Romani affairs was a special theme at the ABRA seminar in 2010. ABRA's action plan for 2012 included drawing up a recommendation for municipalities (and including it in the decree on the ABRA) on establishing and developing local working groups on Romani affairs. The indicator is the increase in the number of local action plans based on the National Policy on




			Roma/measures launched/experiences of enhanced cooperation and inclusion. The regional ABRA will send the municipalities initiatives for setting up working groups, spread information and help with the arrangements.
126. Ensuring that contact persons responsible for Romani affairs are appointed in all Ministries in the main administrative sectors for the enhancement of the implementation and coordination of the policy on Roma.	Ministries		Representatives of the ministries responsible for implementing measures as members of the steering and monitoring group of the National Policy on Roma coordinate and follow up the implementation of measures in their administrative branches. The Ministry of the Interior has its own structure for equality issues.
127. Looking into ways of better taking into account the views of the Roma population in administration, drafting of legislation and legislative work.	Ministry of Justice		In March 2010, instructions were issued on consultations in the drafting of statutes (Consultations as part of drafting statutes, Ministry of Justice reports and instructions 18/2010). The instructions on drafting statutes are general and apply to all groups of citizens. The starting point is promoting consultations of all citizens and groups equally. The methods used in the consultations must be linked with the target group to be reached. The Roma minority is one of the key groups that must be consulted.
128. Creating the necessary framework to facilitate the arrangement of regular hearings for Roma population of all ages on a local/regional level.	Ministry of Social Affairs and Health, Regional ABRA		In some areas (e.g. Eastern Finland) hearings have been organised on the initiative of the regional ABRA. The regional ABRA's action plan for 2012 included preparing a recommendation for municipalities on organising hearings.
129. Looking into the possibility of setting up a special portal for the Roma population, which would then act as a two-way information channel between the Roma population and the authorities.	Ministry of Social Affairs and Health, Ministry of the Interior, Ministry of Education and		Implemented in 2013 as part of YES 6 project.





	Culture, Ministry of Employment and the Econ- omy		
130. Developing the expertise and operational resources of Roma organisations by initiating an empowerment pilot project to provide more opportunities for the Roma population to participate in decision-making.	Ministry of Social Affairs and Health		Implementation of the measure was launched as part of a training project for Roma organisations under the Ministry of the Interior's YES 5 project in 2011 (8 Roma organisations and local associations, the regional ABRAs).
131. Ensuring that both the provision of support for Roma organisations and the enhancement of cooperation between Roma organisations and other organisations are addressed in the development of the activities of the Advisory Board on Civil Society Policy.	Ministry of Justice		The Advisory Board on Civil Society Policy's aim was to strengthen interaction between NGOs and authorities and the inclusion of vulnerable groups. The Board set up a division on fostering inclusion that prepares a vision and a strategy on the status of the civil society. For example, the Board's division on inclusion commissioned a review of active citizenship of special groups in a vulnerable position.
132. For the promotion of the equality of the Roma, the inclusion of a fixed allocation of €3 million in the state budget as a state grant to municipalities for the development of support measures, services that complement the basic services, and cooperation structures aimed at the Roma population.	Ministry of Social Affairs and Health		This appropriation was dropped from the Ministry of Social Affairs and Health's budgetary framework.
133. Including the Government Resolution on the implementation of the National Policy on Roma in the next Government Programme.	Prime Minister's Office		Prime Minister Katainen's government programme contains a reference to initiating the implementation of the National Policy on Roma. Special measures will be aimed at improving the educational attainment and employment of Roma, at resolving their housing problems, and promoting the social inclusion of Roma children, young people and families. The government resolution promotes political support for implementing the National Policy on Roma across political party boundaries. The indicator for taking



			the objectives of the National Policy on Roma into account in national action plans: projects and measures initiated / monitoring of the policy.
134. Creating a procedure for the holding of regular ministerial discussions for the outlining of the national and international objectives of the policy on Roma.	Ministry of Social Affairs and Health, Ministry for Foreign Affairs, Ministry of the Interior, Ministry of Education and Culture		The Parliament has been regularly informed of Council conclusions and the Commission's communications on Roma policy. Europe communications are adopted by the subdivision for EU coordination with broad-based representation of various ministries, labour market organisations and NGOs.
135. Including the promotion of social inclusion and the equal treatment of Roma in the action and development plans of various administrative sectors.	Ministries		Finland's Handbook for Advancing the European Policy on Roma serves as a strategy for international policy on Roma and informs the Ministry for Foreign Affairs' actions to improve the position of the Roma. Briefings have been organised to implement the strategy in practice. The Unit for Human Rights Policy is responsible for the overall coordination of Romani affairs, and it works together with the Department for Europe and the foreign missions in particular. The foreign missions have been briefed on actively monitoring Roma issues.
136. Extending the knowledge base on the Roma population by identifying the necessary conditions for information retrieval, developing information retrieval methods, and conducting ad hoc studies and reports.	Statistics Finland		The National Institute for Welfare and Health discussed the issue with Statistics Finland. The National Institute for Welfare and Health carried out a pilot study for a quantitative separate study. The Data Protection Ombudsman gave instructions to the steering and monitoring group for the National Policy on Roma in 2012.
137. Development of the monitoring of the policy on Roma implementation through the setting of development goals and the development of indicators to assess its results and effects.	Ministry of Social Affairs and Health		The Ministry of Social Affairs and Health appointed a steering and monitoring group for the National Policy on Roma to coordinate and monitor policy implementation.

			The National Institute for Health and Welfare and the steering group developed monitoring indicators and collected monitoring data from the responsible bodies under a separate project. Regional ABRA involved.
138. The production at regular intervals of a monitoring report on the implementation and results of the policy on Roma.	Ministry of Social Affairs and Health, ABRA		A report will be issued in 2013.

10. Policy Guideline: Participation in international cooperation on Romani issues

139. Finland actively promotes the development of a European strategy on Roma in the European Union.	Ministry for Foreign Affairs, Ministry of Social Affairs and Health		Finland has actively taken part in European seminars as well as intergovernmental and other meetings, including the EU Roma Inclusion Platform. Finland also takes part in the pilot project on progress in the Roma policy of the European Union Agency for Fundamental Rights.
140. Drawing up a national and international strategy on Roma for Finland; creating an operational procedure, based on discussions on a ministerial level, for the coordination of the policy on Roma.	Ministry for Foreign Affairs, ABRA		"The Objectives of Finland for Advancing the European Policy on Roma" were first prepared as a report of a working group led by the Ministry for Foreign Affairs and published as a handbook (2011) to serve as Finland's international policy on Roma. The handbook was published in the Ministry for Foreign Affairs' official publication series and also translated into English.
141. Enhancing expertise in international cooperation; allocating resources for international expert and influential work on Romani affairs.	Ministry for Foreign Affairs, ABRA		An official with a Roma background was recruited at the Ministry for Foreign Affairs' Unit for Human Rights Policy to deal with international Romani affairs. International organisations and Finnish foreign missions have been encouraged to establish contacts with international Roma organisations and organisations operating in the target countries in line with the international policy on Roma. Finland has a leading role

			in a process aiming to reform the European Roma and Travellers Forum (ERTF) that works in connection with the Council of Europe. The Ministry and Finland's permanent representation to the Council of Europe have invested significant resources in terms of official duties on this reform. The Ministry for Foreign Affairs supports the organisation of the International Conference of Roma women held in Helsinki in 2013 and the participation of Roma organisations and Roma women.
142. Encouraging dialogue between international organisations (such as the Council of Europe, the EU and OSCE) and NGOs dealing with Romani affairs, and supporting their further development.	Ministry for Foreign Affairs, ABRA		See the response above. ERFT
143. Ensuring that the Conclusions on Roma are taken into account in action taken on the basis of the EU's Social Agenda.	Ministry of Social Affairs and Health, Ministry for Foreign Affairs		Finland has played an active role in bringing up Roma issues in the Council's Working Party on Social Questions and the Social Protection Committee. The Finnish Embassies have also been active in bringing up Roma issues.
144. Enhancing the utilisation of EU's Structural Funds in national action aimed at Roma; participating in the activities of the European Structural Funds network for the dissemination and utilisation of best practices.	Ministry of Employment and the Economy		ESF projects include Roma as participants and also as employees in some projects. A few projects are specifically targeted at Roma. It must be remembered that the number of Roma jobseekers varies by the area. Information on employment projects was disseminated at a seminar held on 2 May 2011, a recording of which can be watched on the Internet (www.tem.fi ->työ -> työvoiman saatavuus-> välityömarkkinat).
145. Within the European Union, the Council of Europe and OSCE, promoting the solving of problems relating to itinerant Roma begging and peddling and moving from one country to another.	Ministry for Foreign Affairs, ABRA		The Ministry for Foreign Affairs strives to reinforce the capacity of European organisations to steer the European policy on Roma. The Ministry engages in a political dialogue on issues related to itinerant, begging and peddling

			<p>Roma with their countries of origin and destination. In particular, building up the European Roma Platform is an effort to strengthen the possibilities that the Roma have to take part in shaping the European policy on Roma. Positive Finnish solutions have also been presented in the context of European cooperation, including developing vocational adult education targeted at adult population affected by unemployment in countries of origin.</p>
146. Informing local authorities of the statutes on the status and rights of indigent and homeless EU citizens and the procedures required by these statutes.	Ministries		<p>The International Strategy on Roma clarifies basic questions associated with the position of itinerant Roma. Some information about this issue has been disseminated to citizens by the press and NGOs. In Helsinki region, information is provided by a support project operating in connection with Helsinki Deaconess Institute.</p>
147. Supporting the voluntary work performed by the third sector for supporting indigent and homeless Roma arriving from other EU countries.	Ministries		<p>No reported data.</p>

APPENDIX 2

Monitoring indicators for the well-being of Roma population in Finland and the implementation of the National Policy on Roma in 2012

Anneli Weiste-Paakkanen

National Institute for Health and Welfare (THL)

Table 1. Proposed monitoring indicators for the National Policy on Roma

POLICY GUIDELINE 1.				
Enhancing the participation and equality of Roma children in early childhood education and care				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Enhancing the participation of Roma children in early childhood education and care	Early childhood education act Children's day care act 19 Jan 1973	Development of support for Roma pupils' basic education (Finnish National Board of Education) Taking Roma children into account in the early child-	Increase in the number of Roma children taking part in pre-primary education	Finnish National Board of Education

		hood education and care plans of day-care centres and curricula for pre-primary education		
Enhancing the learning skills and abilities of Roma children	Same as above and the Basic Education Act 628/1998	Same as above	A reduction in the number of Roma children who repeat the first year-class in basic education	Finnish National Board of Education
Enhancing the cultural rights of Roma children	Decree 1777/2009 on discretionary government grants for the teaching of foreign/Sámi/Romani language pupils Act on the financing of education and culture 1705/2009	Material on the Romani culture and language. (Finnish National Board of Education) Government transfers (Finnish National Board of Education) Number of Romani language teachers	The number of those taking part in Romani language teaching as a percentage of Roma pupils	Finnish National Board of Education
Developing cooperation and supporting parenting	Decree on child health clinics (neuvola-asetus) 338/2011	Family work with Roma	Number of minor Roma children placed outside their homes	Municipality
POLICY GUIDELINE 2.				
Enhancing the social inclusion and equal treatment of Roma children and youth in basic education and upper secondary education				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Developing actions and forms of cooperation for supporting the school attendance and completion of basic education of Roma children and youth	Basic Education Act General upper secondary schools act Vocational education and training act	Development activities (Finnish National Board of Education) Discretionary government transfers Continuing	Number of Roma pupils having completed basic education as a share of Roma pupils Reducing the absences of Roma pupils	Finnish National Board of Education

		education for teachers Seminars for Roma guardians Special needs assistants with a Roma background		
Developing practices and operating methods at schools for supporting the learning of Roma pupils	Basic Education Act 628/1998 Act amending the Basic Education Act 642/2010	Same as above, Roma pupils' need for general, intensified and special support	Same as above	Finnish National Board of Education
Spreading information about the Romani culture and the living conditions of the Roma in teacher education and learning materials	-	Materials on the Romani culture in teacher education and learning materials (incl. those produced in the YES 5 project)	-	Finnish National Board of Education / Ministry of the Interior/ YES-5
Providing Roma children and youth with more opportunities for participation and leisure activities	-	-	-	Municipality
POLICY GUIDELINE 3: Enhancing the participation of the Roma in vocational education and training				
Target Finding out about the educational needs of the adult Roma population and targeting	Structural indicator -	Process indicator Ministry of Education and Culture report on the educational needs of the Roma 2013-2014	Impact indicator -	Information source Finnish National Board of Education

vocational education and training at the Roma		(pending)		
Supporting the adult Roma population in pursuing qualification-oriented education, increasing the number participating in it	-	Same as above	-	Finnish National Board of Education
Expanding the vocational education and training options available for the Roma population and their vocational choices	-	Same as above	-	Finnish National Board of Education
POLICY GUIDELINE 4:				
Supporting and promoting the Roma population's access to the labour market				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Enhancing the integration in the labour market of the Roma by more effective labour administration services and multi-professional cooperation	Policies on reducing structural employment Act on Labour Market and Business Service	Training groups for the Roma Support persons with a Roma background (Uusitaito project) Should I employ a Roma? guide	Feedback from the TE Office (a requirement for obtaining their unemployment rate is identifying the Roma in the Statistics Finland survey)	TE Offices
Developing services and modes of operation that support the employment of the Roma	Same as above	Same as above	Same as above	TE Offices
Developing new forms of employment	Same as above	Spreading information about employment	Same as above	TE Offices

for the Roma, enhancing the preconditions of Roma for working as entrepreneurs		policy assistance to Roma organisations		
Providing the Roma population with more information about working life practices, informing employers to prevent discrimination against the Roma and to dispel prejudices	-	Working life guide/website for the Roma population	Reaching the target groups (feedback) Social media and possible survey of the target groups	YES 5 project
POLICY GUIDELINE 5: Promoting the welfare of the Roma population and enhancing the allocation of social welfare and health services				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Studying the living conditions of the Roma population and their need for and use of health care and social welfare services	-	Pilot study for a health and welfare study of the Roma 2013	Key aspects of wellbeing Section 2.1	National Institute for Health and Welfare
Enhancing the prevention of exclusion, strengthening the social welfare and health services	Health Care Act 30.12.2010/ 1326	Actions by municipalities Municipalities' Kaste projects and ESF projects	Same as above	Municipality
Providing the Roma with more information as part of preventive social welfare and	-	YES 5: Roma portal National Institute for Health and Welfare: Kaventaja Kasvun kump-	Same as above	-

health care activities		panit Child welfare handbook Ministry of Social Affairs and Health: The Roma and health care services City of Oulu: Vast Vastensa, a guide on social welfare services Finnish Roma Association: Guide on family care of older Roma people		
POLICY GUIDELINE 6: Ensuring equal treatment in housing and reducing feelings of insecurity				
Target	Structural indicator	Process indicator	Impact indicator	Information base
Developing the equality of housing services and finding solutions to problems related to the housing and housing conditions of the Roma population	Non-discrimination Act 21/2004	Ministry of the Environment report 8/ 2012 YES 5 project regional seminars	Contacts with ARA/Parliamentary Ombudsman /Ombudsman for Minorities that led into a decision by the authorities.	-
Promoting equal treatment of the Roma population in the practices of authorities	Same as above	Same as above and When a Roma and the police meet guide (Finnish National Board of Education /Ministry of the Interior 2007)	Same as above	-

POLICY GUIDELINE 7: Promoting the development of the Romani language and culture				
Target	Structural indicator	Process indicator	Impact indicator	Information base
Developing the teaching of the Romani language and teacher training	-	Continuing education etc. for teachers of the Romani language Romano project YES-5 project campaign to change attitudes	-	Finnish National Board of Education / Ministry of the Interior (YES-5 project)
Extending and enhancing the teaching of the Romani language in basic and adult education	Decree 1777/2009 on discretionary government transfers for foreign/Sámi/Romani language pupils	Teaching of the Romani language and culture (University of Helsinki 2011) Finnish National Board of Education's special government transfer for Romani language nest activities Discretionary government transfers for the teaching of the Romani language	Number of Romani language teachers Number of those studying the Romani language Number of those attending Romani language nests	Finnish National Board of Education
Enhancing the implementation of the Roma population's linguistic rights	Same as above	Same as above	Same as above	Finnish National Board of Education
Supporting the development of Romani cultural activities and drawing attention to them	-	Report: Romanit ja kulttuuri (Toivanen 2012, the Finnish League for Human Rights) Suomen romanien historia (Pulma (ed.) SKS 2012)	-	-

Enhancing the inclusion of the Roma minority and the visibility of the Romani language and culture in Finnish Broadcasting Company's programme activities	-	Finnish Broadcasting Company's programme production in the Romani language, e.g. Romano Mirits, radio news in the Romani language.	Report (Friman, 2011) on the views of the Roma on the Finnish Broadcasting Company's contents and services.	Finnish Broadcasting Company
POLICY GUIDELINE 8: Promoting the equal treatment of Roma and preventing discrimination				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Dispelling prejudices against the Roma population, spreading information about the situation of the Roma and the Romani culture	Non-discrimination Act 21/2004	Learning materials related to Romani history and culture and the every-day life of young Roma produced by the YES 5 project for upper comprehensive schools. www.romanit.fi	Any indicators of the Discrimination Monitoring Group	Ministry of the Interior / YES 5 project / Discrimination Monitoring Group
Intervening in multiple discrimination experienced by the Roma population and in discrimination within the group	Same as above	YES 5 project campaign on attitudes	Same as above	Ministry of the Interior
POLICY GUIDELINE 9: Developing the administrative structures for handling Romani Affairs and enhancing the policy on Roma				
Target	Structural indicator	Process indicator	Impact indicator	Information source
Enhancing the institutional structures for handling Romani affairs at	-	-	-	Ministry of Social Affairs and Health / ABRA / Regional ABRAs

the national, regional and local level				
Enhancing the realization of the rights of the Roma minority and their participation in decision-making	-	Implementation of the National Policy on Roma	-	ABRA
Creating pre-conditions for the long-term development, implementation and monitoring of the Roma policy	Government resolution on the National Policy on Roma. 2010	Same as above	-	Ministry of Social Affairs and Health / ABRA
Promoting participation in international cooperation on Roma issues	-	Ministry for Foreign Affairs: Objectives of Finland for Advancing the European Policy on Roma Ministry of Social Affairs and Health: European Platform for Roma Inclusion Ministry of Social Affairs and Health/National Institute for Health and Welfare: FRA Measuring Roma Integration ad-hoc working party	Common EU indicators for Roma integration developed by the FRA	Ministry for Foreign Affairs, Ministry of Social Affairs and Health

Table 2 Key aspects of wellbeing whose development in the Roma population should be monitored and compared with the status of the population at large (information source: Roma wellbeing study, National Institute for Health and Welfare)

Issue	Details	Key issues
Living conditions	Employment	Long-term unemployment and impediments to employment
	Early childhood education and care	Those attending pre-primary education
	Education	Those having completed basic education
		Those aged 17-24 outside education
	Housing	Share of those in rented housing
		Families with young children who live in cramped conditions
	Income	Those receiving income support
		Subjective adequacy of income
	Security	Share of those happy with the security in their living area
	Trust	Trust in institutions
	Inclusion	Rate of participation
		Voting rate
		Experienced discrimination
		Experienced loneliness
	Number of close friends	
Lifestyle	Overweight, adults	BMI over 30
	Overweight, young people	Overweight, percentage of pupils in classes 8-9
	Smoking, adults	Those who smoke daily
	Smoking, young people	Those who smoke daily, percentage of pupils in classes 8-9
	Alcohol consumption, adults	Excessive alcohol consumption (Audit-C)
	Alcohol consumption, young people	Very intoxicated at minimum once/pupils in class 8-9
	Nutrition	Intake of vegetables, fish, dairy produce, nutritional fats
	Leisure time exercise	Share of those who take fitness exercise daily
State of health	Subjective state of health, adults	Those who feel their state of health is average or worse
	Subjective health, young people	Pupils in classes 8-9 who feel their state of health is average or worse
		Symptoms (incl. back pain)
	Long-term illnesses	Serious long-term illnesses diagnosed by a doctor
	Objective state of health (health check)	Blood pressure, blood count, vision, hearing
		Depression in pupils in classes 8-9
Functional capacity	Physical functional capacity	Mobility, compressive strength etc.
	Psychological functional capacity	Cognitive functional capacity, memory etc.
	Social functional capacity	Service use, coping with every-day chores
Work ability	Subjective work ability	Share of those who feel their work ability is good

	Disability pension	Those on a disability pension
Social welfare services	Child welfare	Minors placed outside their homes
Social welfare services	Social work with adults	Use and subjective need
	Mental health and intoxicant abuse services	Use and subjective need
	Services for older people	Use and subjective need
Health services	Health centre services	Use and subjective need
	Occupational health care services	Use and subjective need
	Child welfare clinic	Use and subjective need

APPENDIX 3

FINLAND'S REPLIES TO THE COMMISSION'S QUESTIONNAIRES ON THE IMPLEMENTATION OF THE NATIONAL STRATEGY FOR ROMA

Questionnaire: Roma Inclusion in Member States

4.11.2009

Member state: Finland

Answers provided by:

Viveca Arrhenius, Ministry of Social Affairs and Health

Sarita Friman-Korpela, Ministry of Social Affairs and Health/Advisory Board on Romani Affairs

(1) National coordination of Roma policies

- *Is there a coordination process at national level for implementing policies focused on Roma inclusion? Yes/No*

If yes,

- *Who is in charge ? (5 lines max)*
- *What are the main features (successes, difficulties) of this national coordination process? (5 lines max)*
- *How are Roma communities and Roma civil society involved?*

Each ministry is responsible for Roma policies concerning its mandate. No official overall responsibility has been given to any Ministry. The Ministry of Social Affairs and Health and the Advisory Board on Romani Affairs attached to the Ministry have in practice been actively involved in questions concerning Roma. The Board serves as a platform for co-operation and expertise on Roma issues between the Roma people in Finland and the authorities. The success stories of the Board are creating permanent structures, shaping attitudes and developing common positions. The challenge is to commit all the stakeholders to the work. The board consists of a chair and 16 members of which 9 represent different Roma NGOs and regional Roma boards.

(2) Relevance of the issue and progress achieved

- *What are the biggest challenges for Roma inclusion at national level (e.g. segregation in schools or lack of labour market relevant skills and qualifications, access to health services, poverty, unemployment, indebtedness, lack of ID documents, discrimination, violence against Roma, segregation/isolation of settlements, bad housing conditions, cultural-including linguistic- exclusion, lack of poverty titles for land, others? (10 lines max)*

The biggest challenges for Roma inclusion in Finland is access to employment and finishing basic education with a diploma. We still have challenges with some Roma children leaving school early, which makes access to vocational training and entering into labour market difficult.

- *Since 2004, where has the most important progress been achieved (please indicate the project, programme or policy which has been implemented, as well as court rulings or important legislative progresses)?*
- access to and quality of education **X**
- employment and entrepreneurship of Roma

- Roma health
- poverty and social inclusion
- Roma housing
- others:

- Developing participatory mechanisms at regional and local level
- National Policy on Roma in Finland (2009)
- Special surveys on the obstacles to the placement of Roma on the labour market (2008), mapping the service needs of the Roma elderly in Finland (2008), the Welfare of Roma children and youth and the realization of their rights in Finland (2009), The status and use of Finnish Romany language (2009) and a history project on the Finnish Roma that has started in 2009.

(total 30 lines max)

In Finland support for learning Romany language has been granted for basic education in municipalities, for training of prisoners and for liberal adult education. In order to facilitate basic education of Roma children, the Finnish National Board of Education is funding local projects in 24 municipalities in 2009. Furthermore, a centre (Tsetanes) with the task to promote cooperation between Roma NGOs and educational institutions has been set up in 2009. The Research institute for the languages in Finland is an expert centre for linguistic studies on Finnish, Swedish, the Sámi languages, Romany and Finnish Sign Language.

In addition to the National Advisory Board on Romani Affairs, there are four Regional Advisory Boards on Romani Affairs in conjunction with the State Provincial Offices in the southern, northern, eastern and western part of Finland. They are financed by the State budget since 2006. The Advisory Boards act as cross-sectorial bodies for the Roma population and the authorities. They work with both provincial and local authorities. There are additional 20 local Roma working groups.

A working group set up by the Finnish Minister of Social Services and Health Ms. Paula Risikko has just finished its work to prepare Finland's first National Roma Policy. The objective of the National Policy on Roma is equal treatment and inclusion of people belonging to the Roma minority in different spheres of life in Finland. The programme includes concrete recommendations covering education, employment, welfare and health, housing, the police and prison administration, Romani language and culture, elimination of discrimination, institutional matters and international activities. Different ministries, Roma NGOs and regional Advisory Roma Boards were members of the working group.

- *What are the future priorities and actions of your government in the field of Roma inclusion? (5 lines max)*
- *Since 2004, has your country encountered inter-ethnic tensions/violence concerning Roma? Is the incidence increasing? (5 lines max)*
- *Please indicate how Roma communities and/or Roma NGOs are involved in designing, implementing and monitoring relevant policies (5 lines max)*

Our first priority is the implementation and the follow up of the National Roma Policy Programme, which includes actions on for example education, employment, housing, Romany language, structures for participation and empowerment of Roma NGOs.

Violence against Roma people has not been reported in Finland. A new report¹ on the welfare of Roma Children and youth and the realization of their rights in Finland reveals bullying in schools.

Roma NGOs influence policies at different levels through the permanent structures at national, regional and local levels. They take part in working groups, give written statements and participate in hearings for example in Parliament.

(3) Living Situation of Roma Communities in your country (several answers possible)

Roma Communities are settling mostly in

- Urban areas with high percentage of Roma people
- Urban areas with broader ethnic diversity
- Suburbs with high percentage of Roma people
- **Suburbs with broader ethnic diversity**
- Rural areas with high percentage of Roma people
- **Rural areas with broader ethnic diversity**
- Geographically isolated settlements

Roma people live mostly in

- Houses
- **Apartments**
- Irregular structures (makeshift, shantytowns)
- Occupied structures (with or without legal recognition)
- Segregates/isolates settlements

Roma are mostly

- Mobile communities with national citizenship of the country
- Mobile communities with citizenship of another EU Member State
- Mobile communities with citizenship of a 3rd country
- Mobile communities of stateless persons/persons without documents

*What percentage do sedentary communities represent of the total Roma population in your country (if available data) **100 %***

In Finland Roma people are permanent residents of municipalities and mobile communities do not exist. There are, however, Roma people from other EU Member States staying in Finland on a TEMPORary basis according to the rules of free movement within the European Union. This is an increasing phenomenon, especially in summer time.

(4) Vulnerable Subgroups

Are there programmes or policies for particularly vulnerable subgroups within the Roma Communities (notably children, early school leavers, women, elderly Roma, Roma with disabilities, Roma without ID documents, others...)? (5 lines max)

¹ Summary in English at http://www.lapsiasia.fi/c/document_library/get_file?folderId=101063&name=DLFE-9934.pdf

There are special programmes running for Roma children and early school leavers in 24 municipalities. (See point 2)

(5) Common Basic Principles

Have any of the common Basic Principles been taken into account in drawing up measures for Roma inclusion? Yes/No

If yes, please give more information (5 lines max)

Finland can sign up to all the common basic principles, but would like to highlight the principles on participation (4) and local and regional administration (8).

Integration and mainstreaming of all services are the starting points of our policies. Mainstreamed and integrated services may be supplemented with specially focused measures: e.g. staff with a Roma background has been employed by municipalities to ordinary day-care centres and schools in order to assist Roma children and families.

The Regional Advisory Boards have increased the participation of the Roma in decision-making at local level. Their tasks include increasing the understanding of Romany culture, promoting equality and preventing discrimination. The Regional Advisory Boards can also run regional and local development projects for improving the situation of Roma people.

MINISTRY OF SOCIAL AFFAIRS AND HEALTH

European Commission

Ref. Commission Communication on an EU Framework for National Roma Integration Strategies up to 2020; Letter from vice-President Viviane Reding 1.12.2011

Subject: Finland's response to the Commission

Background

In the European Commission communication on an EU Framework for National Roma Integration Strategies up to 2020 (COM(2011)173 final) and the Council conclusions on the matter (2011/C258/04), the Member States are requested to prepare or revise their national Roma integration strategies and present them to the Commission by the end of December 2011. The Commission requests that the response includes the following information: description of the situation of Roma, national goals relating to access to education, employment, health care and housing, an action plan with concrete measures to improve the education, employment, health care and housing of Roma, a description of the links between the national Roma integration strategy and the EU 2020 Strategy, national reform programmes and other national inclusion policies, a survey on the tasks of the local and regional administration regarding the implementation of the integration strategy as well as the contact body for the national Roma integration strategy.

The Finnish National Policy on Roma

Please find enclosed, as requested, the Finnish National Policy on Roma (Appendix 1). It was adopted by a broad-based working group on 25 November 2009 and submitted to the Ministry of Social Affairs and Health on 8 December 2009. The working group consisted of 24 members representing authorities from different administrative sectors and Roma organisations. The working group organised five consultations for the Roma population in different parts of the country as well as a consultation for the representatives of municipal social administration.

The goal of the National Policy on Roma is to promote the equality and inclusion of the Roma in different spheres of life. It is a comprehensive, extensive and concrete action plan that aims at creating permanent and sustainable improvements in the status of Roma. The Policy has six key areas and ten policy guidelines. It includes 147 measures, which will be carried out by a number of administrative sectors. The Policy is in line with the priorities for the education, employment, health care and housing for the Roma included in the 2011 Commission Communication (COM(2011) 173 final) and it takes into account international organisations' recommendations on developing the Roma policy in the Member States.

The key areas in the Finnish National Policy on Roma are:

- 1) Encouraging Roma children and young people to take part in education;
- 2) Encouraging Roma adults to seek education and training and promoting the labour market integration of Roma;
- 3) Promoting the equal treatment of Roma and their equal access to services by establishing operational policies that take into account the situation of the Roma;
- 4) Supporting the survival and development of the Romani language and culture;
- 5) Promoting the equality of the Roma population and preventing discrimination;
- 6) Developing the policy on Roma and enhancing the Roma population's opportunities to participate in decision-making.

On the basis of the National Policy on Roma, the Finnish Government adopted a resolution in December 2010 that defines the Finnish policy on Roma. According to the resolution, the ministries are to carry out the measures assigned to them in the Policy by using the funds available to them. It is stated in the Government Programme of Prime Minister Jyrki Katainen's Government, adopted in June 2011, that the implementation of the National Policy on Roma will be initiated and special measures will be aimed at improving the educational attainment and employment of Roma, at resolving their housing problems, and promoting the social inclusion of Roma children, young people and families.

The National Policy on Roma also includes an extensive description of the current situation, including education, employment, social welfare and health care, housing, conditions, Romani language and culture, equal treatment and administrative and cooperation structures for handling Romani affairs.

In our experience, the Policy drafting process was successful in involving Roma organisations, different ministries and other national interest groups. Also the Government committed itself to the promotion of Roma policy by adopting a Government resolution in 2010 that defines the Roma policy. In our view, a challenge for the policy implementation will be to encourage an active participation of the local authorities and the local Roma organisations. A successful practical implementation of the Policy will require that sufficient human and economic resources are allocated to the long-term implementation of it at all levels. Examples of good practices in municipalities include the recruiting of early childhood education assistants and school assistants with Romani background as well as the Kauhajoki model (p. 42 and 48 in the report), the Romani service model of the City of Jyväskylä, which was awarded the Council of Europe Dosta Congress Prize in 2011 (p. 58) as well as the low-threshold services which have been developed especially in Helsinki and Lahti (p. 63-64). Other examples are language nest activities and Romani-language summer schools (p. 75). More good practices are described in the report.

Links to European and national programmes and strategies

The Finnish National Policy on Roma was adopted before the new Europe 2020 Strategy. The Finnish National Reform Programme does not define any objectives specifically for different target groups. Instead, extensive strategies have been drawn up for each target group which then, for their part, implement the Europe 2020 Strategy goals to reduce poverty and social exclusion. Examples of this are the National Policy on Roma and the 2010 Disability Policy Programme. The National Policy on Roma includes concrete measures and the implementation of these measures will be monitored separately at the local and national levels.

A national goal in the Europe 2020 Strategy is to reduce the number of those on low incomes, in poverty and at risk of poverty and to improve the position of those at risk of social exclusion and, in particular, their position in the labour market. In Finland measures will be directed at reducing income poverty, improving employment, supporting remaining working capacity, reinforcing the education participation of young people and aiding young people and young families. These goals apply also to implicitly vulnerable Roma populations.

In accordance with its programme, the present Finnish Government is implementing a cross-sector action plan for reducing social exclusion, poverty and health problems, which brings together different administrative sectors, actors, key labour market organisations and NGOs to develop and assess together measures to reduce inequalities. The Government will also launch a National Development Plan for Social Welfare and Health Care for 2012-2015 which is a strategic steering tool to reform social welfare and health care. Preliminary key areas of the Development Plan include promoting inclusion and welfare, reducing health inequalities, reforming the structures and services in social welfare and health care, improving the welfare and services for elderly people, improving the services for children, young people and families, developing wellbeing at work and management as well as reinforcing the information base and information management in social welfare and health care. The special needs of persons with disabilities, immigrants, the Roma, the Sámi and speakers of the Finnish Sign Language are taken into account in all the sub-programmes.

Preparations are under way for a Development Programme for Child and youth Policy for 2012–2015. One of the programme's key areas will be equality, and it will focus also on promoting the inclusion of Roma children and young people. During 2011, also Finland's first national action plan on human rights will be prepared for 2012-2013. The action plan will define the priorities for Finland's human rights policy and present concrete measures to promote the realisation of basic and human rights in different administrative sectors. The work has only just begun, but it is reasonable to assume that also the basic and human rights of the Roma population will be included in the action plan.

As part of the National Policy on Roma, Finland's handbook on the European policy on Roma, defining Finland's objectives in the promotion of the European policy on Roma, was adopted in March 2011 under the lead of the Ministry for Foreign Affairs (See Appendix 2). The ten EU principles for promoting the inclusion of Roma are included in the handbook and adapted to Finland. The principles are not

new for Finland, since we have a long tradition of interaction and cooperation structures that enhance the inclusion of Roma. These structures are the National Advisory Board on Romani Affairs and the regional advisory boards. The section on proposals for developing the EU Roma policy includes proposals for ensuring that EU financial instruments, and especially the Structural Funds, are better accessible to Roma.

Implementation and follow-up of the National Policy on Roma

The Ministry of Social Affairs and Health will be appointing soon a steering and monitoring group that is to coordinate and monitor the implementation of the National Policy on Roma together with different ministries, local authorities, Roma organisations and other significant cooperation partners. The basic principle is that through organisations, the Roma population are given the opportunity to influence and participate in the implementation and follow-up of the Policy. Also, monitoring tools will be developed and in 2012 the first national follow-up report on the National Policy on Roma will be drawn up. The goal is a challenging one since collecting statistical data based on ethnicity is forbidden in Finland.

The actors involved in the National Policy on Roma have not been targeted any special funds. Instead, each ministry is obligated to include the resources necessary for the Policy implementation in their action plans and budgets. Another objective is to utilise the EU Structural Funds in implementing the Policy. Some measures have been adopted already with funding from the EU's PROGRESS programme. The financial preparations are a continuous process. Municipalities can apply funding for the local implementation of the National Policy on Roma under the National Development Plan for Social Welfare and Health Care.

The Ministry of Social Affairs and Health will answer for the implementation of the National Policy on Roma. Information relating to the assignment and composition of the steering and monitoring group will be submitted to the Commission at a later date.

The contact body for the Finnish National Policy on Roma is the Ministry of Social Affairs and Health. See below for contact information.

Helsinki on 9 December 2011

Maria Guzenina-Richardson
Minister of Health and Social Services

Viveca Arrhenius
Ministerial Counsellor, Social Affairs

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APPENDICES

1. The proposal of the working group for a national Policy on Roma. Ministry of Social Affairs and Health . Reports 2009:57
 2. Finland's handbook on the European policy on Roma. Ministry of Foreign Affairs 2011.
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European Commission
Directorate-General Justice
Directorate D: Equality
Unit D.4: Non-discrimination policies and Roma coordination
B-1049
Brussels
Belgium

Re. Your letter of 19 Oct. 2012

INFORMATION TO THE COMMISSION ON PROGRESS IN IMPLEMENTING NATIONAL ROMA INTEGRATION STRATEGIES

The Commission sent on 19 October 2012 a questionnaire to the member states' contact persons for Roma integration with deadline by 3 December 2012. The purpose is to survey how the implementation of national Roma integration strategies has progressed in member states. The information to be gathered from the member states will be used in a monitoring report of the Commission that will be submitted to the Council in spring 2013.

1. Dialogue with relevant stakeholders

The Commission asks to share information on progress made in the dialogue with relevant stakeholders on the implementation of the national Roma integration strategy, in particular at local and regional level and with Roma communities and civil society.

The Ministry of Social Affairs and Health has appointed a working group tasked to coordinate and monitor the Finnish National Policy on Roma for the term 6 March 2012 to 31 December 2013. The working group consists of representatives of the relevant government ministries, the Association of Finnish Local and Regional Authorities, the National Institute for Health and Welfare, the City of Jyväskylä, the National Advisory Board on Romani Affairs, the Regional Advisory Board on Romani Affairs of South-Western Finland, the local working group on Roma of the City of Jyväskylä, and five Roma NGOs. Permanent experts for the working group are the coordinating officers of the Regional Advisory Boards on Romani Affairs, the Secretary General of the National Advisory Board on Romani Affairs, a senior officer at the Office of the Ombudsman for Minorities, and an expert at the National Board of Education. Besides the chair, vice chair and secretary, the working group has 24 members, half of which of Roma origin. The members also have deputy members.

When the working group was being appointed the aim was to secure both horizontal cooperation between the relevant ministries and vertical cooperation between the national, regional and local level. The working group has had two meetings with a high attendance (16–18/24 members).

The Advisory Board on Romani Affairs in conjunction with the Ministry of Social Affairs and Health has a significant role in supporting the implementation of the National Policy on Roma. The themes discussed at the annual conference of the national Advisory Board and regional advisory boards on 23–24 October 2012 included promotion of Romani affairs at the regional and local level and participation of Roma adolescents and strengthening their inclusion. The introductory addresses dealt with progress of the National Policy on Roma, reinforcing the role of the regional and local authorities in the implementation of the Policy on Roma, and moving the Policy forward to the municipal level. Altogether 60 persons from all over Finland took part in the conference.

Implementation of the Policy on Roma at the local level is a challenging task, and this theme will be returned to in the activities of the steering and monitoring group also next year.

2. Allocation of proportionate financial resources

The Commission wants to know about the financial resources to secure the implementation of planned measures for Roma integration.

2.1 Measures implemented in the form of ministries' official duties and financed by means of discretionary government grants

The National Board for Education, that has a specific Roma Education Unit, has coordinated the national development of basic education for Roma pupils. In 2008–2012 the National Board has granted local authorities discretionary government grants totaling EUR 2.1 million for the development of basic education of Roma pupils. The development activities have been a part of the development of the quality of basic education. Altogether 35 municipalities with Roma pupils have applied for discretionary government grant. It is estimated that at least 80 per cent of all Roma pupils of basic education age are covered by the grant. The appropriations granted by the National Board of Education have been used, for instance, for the production of bilingual textbooks for Roma pupils, for arranging further training for teachers in order to spread the knowledge about Romani culture and for Romani language nest activities. Language nests are meant for Roma of all ages for the purpose of reviving the oral use of the Romani language. Appropriations granted by the National Board of Education will be used for carrying out a survey of the educational needs of adult Roma population. In 2012–2013 a considerable part of the financial support for basic education is targeted at guiding Roma pupils to continue their education at upper secondary level. Measures regarding adult education have not been initiated or there is no knowledge of them as yet, since no such financial resources as for basic education have been allocated for them.

In regard to employment measures the development projects are funded by national employment appropriations or by the European Social Fund (ESF) (see 2.2). Job coaching and other employment-promoting services are funded by national employment appropriations. Support for entrepreneurship is also included in these services. Also measures to develop the operations of the Employment and Economic Development Offices are implemented by national funding for employment policy. The 'employment service centre' operating model is a special service for unemployed persons in need of

multiprofessional support. The costs are shared by the Employment and Economic Development Offices, local authorities and the Social Insurance Institution of Finland. The Ministry of Education and Culture is responsible for financing youth workshop activities. The Ministry of Social Affairs and Health pays central government transfer to local authorities e.g. for organising work-related activities.

Local authorities can apply for funding for measures carried out in municipalities in the social and health care sector from the National Development Programme for Social Welfare and Health Care (KASTE) 2012–2015. It is mentioned in the KASTE programme that the Policy on Roma will obtain financial support from the programme. The Ministry of Social Affairs and Health finances from its R&D appropriations the monitoring of the Policy on Roma and the development of monitoring indicators for it, as well as a survey to develop welfare indicators for the Roma population. Finland's active participation in the EU Roma Inclusion Platform, in the activities the EU Roma Contact Point group and the pilot project of the EU Agency for Fundamental Rights to promote the policy on Roma require that civil servants at the Ministry of Social Affairs and Health use their working time and resources on those.

Measures related to housing have been financed by appropriations of the Ministry of the Environment and have partly been implemented as official duties. The Ministry of the Environment has funded a survey of the housing of Roma in 2012. The Ministry also participated in the regional seminars (4) in connection with the YES 5 project (2.2.), where solutions to the housing problems of Roma were dealt with.

The measures that the Ministry for Foreign Affairs is in charge of were carried out in 2011 as official duties by means of extra appropriations. Finland's objectives for the European policy on Roma were incorporated in a handbook published in the Ministry for Foreign Affairs' publication series in 2011; the Ministry also allocated funding for preparing the handbook.

The measures that the Ministry of Justice is in charge of, as well as a survey of the implementation of the Roma language rights started in 2012, will also be carried out as an official duty. The Finnish Broadcasting Company has started some actions that it will fund from its own appropriations.

2.2 EU-funded actions

In the implementation of the Policy on Roma EU funding has been made use of in particular to promote employment and to monitor and prevent discrimination. Funds from the development programme National Intermediate Labour Market of the European Social Fund are used for a pilot project of the Ministry of Employment and the Economy to train support persons of Roman origin for processes of guidance to employment. The project is implemented within the Uusitaito (New skills) project of the Centre for Economic Development, Transport and the Environment of Uusimaa. The training will take place from November 2012 to June 2013.

A major part of the actions to combat discrimination are carried out as part of the YES (Equality is priority) projects, which are co-funded both by different ministries and the Commission under the "Non-discrimination" budget line of the Progress Programme.

3. Monitoring transformation and enabling policy adjustment

The Commission asks to share information on effective tools of monitoring any changes in the situation and progress on the ground and in securing the review of the policy according to the results on the ground.

At its first meeting the steering and monitoring group approved a tool to monitor the implementation of the measures (147) included in the Policy on Roma at the national level. In the questionnaire addressed to the responsible stakeholders (relevant ministries, the National Advisory Board on Romani Affairs, the National Board of Education, the Housing Finance and Development Centre of Finland (ARA), the Discrimination Monitoring Group, the Ombudsman for Minorities, universities and universities of applied sciences, the Finnish Broadcasting Company and Statistics Finland) those are asked to reply to six open questions on monitoring the measures. The questions concern the implementation of the measures, factors promoting and obstacles to the implementation, monitoring indicators, financing, the schedule of implementation, and inclusion of Roma actors. The responsible stakeholder reports the implementation phase of a measure by means of traffic light symbols (red=not started, yellow= about to be started, green=implemented). The stakeholders taking part in the questionnaire can freely comment on and present good practices. The responsible stakeholders have been sent a follow-up questionnaire two times (deadlines in June and August 2012). The National Institute for Health and Welfare, that provides expert support for monitoring, will collate the replies.

The development of monitoring indicators is based on a three-tier model of human rights indicators developed by the United Nations' Office of the High Commissioner for Human Rights (OHCHR) for application at the national level. In the model the indicators have been divided into (1) structural indicators (only indicators for legislation), (2) process indicators (indicators for measures, projects, funding, inputs, outputs etc. resources), and (3) effectiveness indicators (indicators for achievement of an objective, final result). For the policy guidelines (10) of the Policy on Roma, indicators (1–3) are defined from each group. The National Institute for Health and Welfare provides the ministries with expert support in the development of indicators for the different branches of administration, as part of the activities of the steering and monitoring group.

At its second meeting the steering and monitoring group discussed the housing situation of Roma on the basis of the follow-up questionnaire and the Ministry of the Environment's survey regarding Roma housing and equal opportunities. The third meeting will deal with the education situation of the Roma. Further issues to be dealt with this year are the employment situation and social welfare and health care of the Roma. In this way we will cover the four key areas raised in the Commission's Communication. Issues that will probably be covered in 2013 include, in particular, implementation of the National Policy on Roma at the regional and local level.

It is required in the Government Resolution on Guidelines for a Policy on Roma (2010) that the first monitoring report on the Policy on Roma shall be submitted by the end of 2013.

4. Fighting discrimination effectively

The Commission asks to share information on progress made to fight discrimination affecting persons of Roma origin and to ensure that anti-discrimination legislation is effectively enforced.

In Finland anti-discrimination work is carried out by various organisations, such as NGOs, authorities, the Ombudsman for Minorities, social partners, equality bodies and advisory boards; advisory boards have also been established for dealing with issues regarding minority and age groups. Part of the measures taken to combat discrimination address simultaneously several grounds of discrimination, and are also implemented by mixed partnerships of different types of organisations. Such measures include for instance the implementation of the national system for monitoring on discrimination, the national anti-discrimination programme, and data collection on hate crimes. The system for monitoring on discrimination is a three level system consisting of (1) collection of up-to-date data and research on discrimination and its publication on a specific website; (2) an annual discrimination study; and (3) a discrimination report published once in each governmental period (4 years). Information on discrimination against Roma is gathered through both the system for monitoring on discrimination and through the annual study on hate crimes.

The national anti-discrimination programme has been implemented since 2007 in cooperation with NGOs and different authorities, and it is funded by several ministries and the EU Progress Programme. The programme includes annually such measures to combat discrimination, promote equal opportunities and raise awareness that are aimed at several groups exposed to discrimination. It also includes components, which are targeted specially at improving the position of the Roma and promoting their equal treatment. The following measures have been implemented during the preparation and implementation of the Policy on Roma:

- A training programme for Roma NGOs to develop their work against discrimination and to empower them for project planning and implementation;
- A media campaign (TV, radio, socialmedia and the Internet) to break prejudices and negative stereotypes on Roma;
- A series of four regional seminars on non-discrimination in housing, a seminar report for housing authorities and a brochure for the Roma population;
- Community meetings for Roma NGOs on discrimination in housing;
- Learning materials for comprehensive schools on Romani history, culture and the everyday life of Roma adolescents.

A Romani portal consisting of 10–12 websites is planned to be established in 2013.

5. Additional information

The Commission asks to share any other information or concern regarding the implementation of the strategy.

The Finnish National Policy on Roma is available in three languages: Finnish, Swedish and English.

It is seen important in the National Policy on Roma to carry out a multidisciplinary research project on the history of the Roma, as part of the implementation of the cultural rights and equal opportunities of the Roma. As a result of the research project a work on Romani history was published on 24 October 2012. A particular aim was to seek the Roma population's own perspective on their history. The project was funded by the Ministry of Education and Culture and carried out by the Finnish Literature Society in cooperation with the Advisory Board on Romani Affairs.

The Almanac Office at the University of Helsinki has decided that the International Day of the Roma on 8 April is to be incorporated into the Finnish almanac. The Day of the Roma will be celebrated as from the year 2014.

The implementation of the Policy on Roma is dealt with in the Finnish government's regular reports on the implementation of international human rights agreements, as applicable. The conclusions and related recommendations issued by the bodies monitoring the agreements are taken into account in the implementation of the Policy on Roma.

We find it a special challenge for the implementation of the Policy on Roma that, due to the strained government finances, it has not been possible to allocate specific funding for its implementation, for instance an earmarked discretionary government grant to the local authorities. The participation of Roma NGOs in the implementation would also require specific funding.

The Finnish Government carries on an active Romani policy in international organisations and on a bilateral basis, highlighting in particular the Roma population's own involvement.

Aino-Inkeri Hansson
Director-General

Viveca Arrhenius
Ministerial Counsellor, Social Affairs

APPENDICES

Decision on appointment of the steering and monitoring group

Example of a questionnaire to national stakeholders on monitoring

European Commission
DG Justice
D Equality
D4: Non-discrimination policies and Roma coordination
B-1049
Brussels
BELGIUM

Re: Your letter of 4 October 2013

REPLY TO THE COMMISSION'S INVITATION TO SHARE INFORMATION ON PROGRESS IN IMPLEMENTING NATIONAL ROMA INTEGRATION STRATEGIES

On 4 October 2013 the Commission sent an inquiry to Roma contact persons of the member states with deadline by 18 November 2013. The purpose of the inquiry is to compile information on how the implementation of the national Roma integration strategies is progressing in member states. The information collected from member states will be used in the Commission's monitoring report to be issued in spring 2014. The Commission's report will give a review of the state of implementation of the Roma integration strategies, in particular in regard to the key areas (education, employment, health care and housing).

The Ministry of Social Affairs and Health is preparing the first monitoring report on the implementation of the National Policy on Roma in Finland. The steering and monitoring group for the implementation of the Policy on Roma will draw up the report by 31 December 2013. Since this work is under way, we reply to the Commission's inquiry only shortly. We'll send our monitoring report to the Commission after it has been completed.

The appended reply was dealt with at the Advisory Board on Romani Affairs on 11 November 2013, in the steering and monitoring group for the National Policy on Roma on 27 November 2013 and in the sub-committee on social affairs of the Cabinet Committee for European Union Affairs set up by the government on 28 November 2013. Because the hearing of stakeholders and translation will take time we regret not being able to follow the deadline for sending our reply.

As a general remark we'd like to underline, in addition, that the period in office of the present government will end in 2015. Therefore we are not able to reply to the question about the government's plans after 2015.

1. Policy measures

1.1. Education

1.1.1. Steps taken since 2011

A study module of Romani language and culture was started at the University of Helsinki in 2012. The study module has one fulltime teacher of Roma origin. The University of Helsinki is in charge of the teaching, research, and language planning and maintenance of the Romani language. Information events have been organised in summer and autumn 2013 in different parts of the country, reaching hundreds of Roma people.

The Equality is Priority (YES) programme within the *PROGRESS* project coordinated by the Ministry of the Interior prepared in 2012 teaching materials

for basic instruction in Roma history, culture and the present day of Roma adolescents. The materials also deal with prejudice and beliefs related to Roma. The teaching materials are targeted to lower secondary school pupils and they contain a handbook for teachers. The material is available from the Romani portal that is being prepared (cf. 1.5).

In 2012 and 2013 the Finnish National Board of Education has granted discretionary government grants for supporting the basic education of Roma pupils to 24 municipalities. These municipalities have participated in the nation-wide education organised by the National Board 1 to 2 times a year. The Roma Education Unit of the National Board has also made a guidance visit to every municipality in order to look at the plan for supporting the basic education of Roma pupils in the municipality together with representatives of the local Roma population.

The National Board of Education grants municipalities discretionary government grants for organising teaching in Romani language in primary and basic education and in upper secondary school. Government grants for teaching the Romani language are granted for a maximum of two lessons per week per each computational group of four pupils. If the education provider has less than four Roma-speaking pupils, the minimum size of the group can also be two pupils. Annually, altogether 150–180 pupils study Romani language in about 12 municipalities.

In order to revive the Romani language, which is threatened by extinction in Finland, the National Board of Education allocates discretionary government grant to language nest activities in Romani language. In 2012–2013 there were 13 language nests in different localities in Finland. The objective is to prevent the extinction of the Romani language, support the maintenance and development of the Romani language, culture and identity and to increase the number of Romani language speakers across Finland. The grants are targeted to municipalities and NGOs. The language nest activities are a measure enshrined in the National Policy on Roma. President Tarja Halonen is the patron of the activity.

1.1.2. Impact of measures

It is for the first time possible to acquire competence as a Romani language teacher in Finland, after one has completed the study module in Romani language at the University of Helsinki. Since August 2012 Romani language has been an official subject at the University of Helsinki, and it is possible to study it as a minor subject. The researcher and teacher in Romani language and culture, who is himself of Roma origin, has informed about this possibility in about twenty localities across Finland. As a result five new Roma persons have started studies in the Romani language. This is an important step forward.

The national goal of state-subsidised development activities has been to support implementing the value basis in the instruction described in the national grounds for curriculum and to take into consideration the language and cultural aspects of the Roma pupils in basic education. Today the majority of the Roma pupils cope with comprehensive school education well or satisfactorily. There has been favourable development in the cooperation between Roma homes and school, the number of pupils receiving instruction in Romani language and the awareness of the municipal education system and school staff of the challenges in Roma pupils' schooling. Participation in vocational education has also increased markedly among Roma adolescents.

1.1.3. Plans for 2014–2020

The National Board of Education has defined as a priority in state-subsidised development activities to support Roma pupils to complete basic education and to advance to the upper secondary level. Schools need in particular measures to promote Roma pupils' interest in attending upper secondary school, besides their participation in vocational education.

In 2014 the National Board of Education intends to start measures to reach the most challenging Roma pupils and to help them. By 'a challenging group' is here meant the pupils who perform poorly in basic education or who drop out of basic education. The measures will be considered together with various stakeholders.

Many adults among the Roma population have special needs in regard to education, such as completion of basic education or acquiring vocational qualifications. It is important to ensure access to the whole educational system also for adult Roma. The National Board of Education will investigate the education situation and the needs of adult Roma population related to education in 2014. The investigation is one of the measures enshrined in the National Policy on Roma.

1.1.4. Good practices

Developing the cooperation between Romani homes and the school is often the most efficient manner of improving the general school performance in basic education and boost advancing to further studies. The cooperation can be facilitated in many ways. The education system or a school can organise local events (parents' meetings, seminars, camps, evening coffee) for Roma parents and families, where school practices, school subjects or e.g. matters related to further studies are told about. The City of Imatra in south-eastern Finland has drawn up brochures targeted to Roma families about early childhood education and care, pre-school education and basic education. The brochure has been distributed at child health clinics, day care centres and schools. Roma families have welcomed the brochures and events.

Many municipalities that have developed support for the basic education of Roma pupils have supported these pupils by establishing clubs for homework. For instance in Kitee in eastern Finland the regular doing of homework under supervision has improved the skills and readiness for school of many pupils. The homework clubs also serve as a model for sustained school attendance and studies for the whole family. Thanks to the clubs the learning outcomes of Roma pupils have often improved, and this has led to less absence from school.

In the municipalities that have developed support for Roma pupils these pupils are actively encouraged to advance to further studies. As early as in primary school, a study guidance discussion suitable for children should be started with Roma pupils. At secondary school, Roma pupils' own hopes for future should be discussed from their point of view. At best Roma pupils can be provided with mentoring, in the context of which the pupils regularly meet an adult Roma who serves as a model, gives advice and encourages to applying for admission to further studies.

An example of a good practice is that the City of Kauhajoki in western Finland employs a schooling instructor of Roma origin as a bridge builder between schools and parents. Also the school social worker of Kauhajoki, who takes

care of matters of all pupils, is of Roma origin. There are about ten qualified special needs assistants of Roma origin in Finland. According to good practice they assist all children in a class, not only Roma pupils. As regards Roma children, special needs assistants support in particular their identity.

1.1.5. Conclusions

Will be evaluated in the context of the monitoring report on the National Policy on Roma.

1.2. Employment

1.2.1. Steps taken since 2011

In 2012 a campaign called *Asenne meininki* (Attitude solution) targeted to employers was launched to promote the recruitment of young people belonging to minority groups. A particular target group was Roma adolescents. www.equality.fi

The campaign aimed to boost the development of a more favourable attitude climate not only towards Roma but also towards other groups at risk of exclusion from the labour market. One component of the campaign is to produce information material dealing with workplace and working life practices. A reprint has been taken of the handbook *Palkkaisinko romanin* (Should I recruit a Roma employee) (2011), and it has been distributed at e.g. the Centres for Economic Development, Transport and the Environment and is also available on the web.

The provision of services is based on taking into account individual needs, on the basis of which the officials at the Centres for Economic Development, Transport and the Environment choose the services for the client. An employment plan drawn up together with the client guides the provision of services. Multiprofessional cooperation is carried out at all Centres, for instance within the framework of the Act on rehabilitative work. Positive experience has been gained in preparatory training for vocational education, since students need to strengthen their studying skills and repetition in basic skills. When preparing the youth social guarantee, attention was also paid to services for young people who need more than average support. One such group is young people with a different ethnic background.

In connection with the implementation of the Policy on Roma EU funding has been targeted in particular to employment promotion and to the monitoring and prevention of social exclusion.

The European Social Fund's development programme regarding intermediate labour market has funded a pilot project of the Ministry of Employment and the Economy, which gave preparatory training for students of Roma origin so as to qualify them to act as support persons in the employment guidance processes or to coax them to continue their studies in the guidance branch. It was implemented in connection with the project *Uusitaito* (New skills) of the Uusimaa Centre for Economic Development, Transport and the Environment. The training took place from November 2012 to June 2013.

1.2.2. Impact of measures

According to the preliminary observations, projects targeted to Roma to pro-

mote their employment and education as well as to increase inclusion appear to be of vital importance. The different measures of the youth social guarantee should also be targeted to Roma adolescents.

1.2.3. Plans for 2014–2020

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1.2.4. Good practices

Positive experience in the use of support persons of Roma origin for recruitment have been gained in the projects of the present Structural Fund period and projects receiving employment subsidy. Such projects are the project in Kauha-joki on placement in workshop environment and the *Vaaksa* project in municipalities in the Mikkeli region. The employment service centre *Reitti* in Mikkeli has recruited a person of Roma origin for its *Vaaksa* project to facilitate the taking into account of the Roma population's special characteristics in employment. The *Vaaksa* project has also actively disseminated information about this model of operation.

The *TEMPO* project carried out by national appropriations has promoted the employment of immigrants and Roma in Finland. An outcome of the project is a model for coaching jobseeker-clients and a model for supporting employers to accept these clients to workplaces and workplace communities. In practice *TEMPO* has offered all jobseekers job coaching, language and culture coaching, service coaching and psychosocial support. The aim is to find employment on the open labour market.

The implementation of employment-promoting measures has been boosted by obtaining information on Romani culture for instance from coordinators of Roma origin employed at the Regional State Administrative Agencies; there are four such coordinators. The number of jobseekers of Roma origin varies by Centre for Economic Development, Transport and the Environment.

The Nikula centre in Lahti has been in operation since 2008. It aims to increase the inclusion and communality of Roma and to maintain and inform about the Romani language and culture. The centre has also promoted the placement of Roma on the labour market by providing practical training and job trials, and periods of work with subsidised wages. The wages of the permanent staff of the Nikula centre are paid with project funding from the regional Centre for Economic Development, Transport and the Environment. The centre has also supported persons in apprenticeship training and organised practical training periods related to the supervised probationary freedom of prisoners. A final report of the project is being drawn up, inclusive of an external evaluation.

The City of Jyväskylä has funded a project of the association of Roma young people in Jyväskylä called *Siltana huomiseen* (Bridge to tomorrow) with the aim of supporting Roma young people to be actively involved in functions of society, such as the city's youth work, employment and education market and business life. Young people are also guided and encouraged to take up hobbies and given instructions on healthy lifestyles.

1.2.5. Conclusions

Will be evaluated in the context of the monitoring report on the National Policy on Roma.

1.3. Health

1.3.1. Steps taken since 2011

A survey is being carried out of discrimination experiences in the context of social and health services among older persons belonging to minority groups. The survey also concerns people of Roma origin. It is a part of the implementation of the monitoring system for discrimination, for which the broad-based Committee for Monitoring of Discrimination is responsible. The report will be published in early 2014.

In order to bridge health inequalities between population groups, information is being collected on the health and welfare of the Roma population in Finland. The purpose of the welfare survey is to explore possible socioeconomic inequalities between the Roma and the majority population and needs to remedy them. As referred to in the Policy on Roma the National Institute for Health and Welfare carries out a pilot study of health and welfare among the Roma in 2013. The pilot study including 30 Roma participants will develop research methods and gather feedback about which measurements and questions are felt useful by the persons participating in the study. The study includes a health examination and a structured individual interview. The Policy on Roma includes a measure according to which the Institute for Health and Welfare will carry out an extensive health and welfare survey among the Finnish Roma population. Research-based information is needed to improve the living conditions and health of Roma and to develop social and health services taking into account their needs. Previous population surveys among minority groups have shown that a pilot survey is necessary prior to the planning of an extensive survey. The pilot study is financed by the Ministry of Social Affairs and Health.

The Ministry of Social Affairs and Health arranged together with the Council of Europe and the Hanasaari Swedish-Finnish Culture Centre the 4th International Roma Women's Conference in Hanasaari, Espoo, on 16 – 17 September 2013. The participants totalled almost 200. One hundred of them represented Roma women from 36 countries or more than twenty NGOs. The Finnish participants numbered about 70, the majority of them being Finnish Roma women. In addition, international organisations such as the European Union, organs of the Council of Europe and the Organization for Security and Cooperation in Europe, OSCE, sent their observers to the conference. International non-governmental organisations such as Amnesty International and the European Women's Lobby took part in the conference as observer members.

The aim of the Conference held in Finland was to create a foundation for a European strategy on Roma women. A rapporteur employed by the Council of Europe will draw up *Helsinki Recommendations for Roma Women's Inclusion* based on the country reports made in the context of conference preparations, UN recommendations regarding Roma women and proposals by working groups at the Conference.

As a concrete measure the Conference appointed an Initiative Group of Roma Women Activists to disseminate information about the content of the Conference to international bodies, NGOs and Roma.

This year the Ministry of Social Affairs and Health has published a study report focusing on intimate partner and domestic violence met by Roma women, aiming to improve services targeted to Roma women. According to the study, shelter services are important for Roma women. Those who had used the services appreciated them. It was however felt difficult to get access to services. In order to improve the situation the researchers propose, among other things, increasing the knowledge of legislation among Roma women and the knowledge of Romani culture among employees. For the study, 17 Roma women who had been subjected to intimate partner violence and 17 experts in the field were interviewed.

1.3.2. Impact of measures

The pilot survey, i.e. the planning project, stresses the importance of taking Roma people's own point of view and cultural features into account appropriately in the implementation of the welfare survey regarding Roma. The pilot study project aims to mainstream the inclusion of Roma into the development of social welfare and health care provided to them. A model is created to facilitate carrying out the study by a number of participants that is sufficient at national level. Increasing mutual confidence between the Finnish Roma population and social welfare and health care and the national research and development institute for it, the National Institute for Health and Welfare, is the most important objective of the pilot study project. The pilot study project also responds to the measure under the National Policy on Roma according to which the prerequisites for information collection regarding the Roma should be improved.

The Advisory Board on Romani Affairs and the Council for Gender Equality appointed a broad-based preparatory group in support of the International Roma Women's Conference, consisting of representatives of e.g. regional advisory boards on Romani affairs, gender equality NGOs, the Ombudsman for Equality, women's organisations of political parties, human rights organisations, and the University of Helsinki. The preparatory group formed a network for the promotion of Roma women's equality, and the purpose is to continue its activities. It can highlight the status and rights of Roma women in various contexts, take initiatives, promote the equality of Roma women at national level, organise events and, for instance, coordinate statements about issues important to Roma women's equality.

1.3.3. Plans for 2014–2020

The purpose is to apply in 2014 for further funding for the extensive health and welfare survey referred to in the Policy on Roma, which is to be carried out by the National Institute for Health and Welfare. The aim is to carry out an extensive study on the basis of the pilot study carried out in 2013 with about 1,000 Roma participants aged over 18 years from all over Finland. The challenge is that it is impossible to apply a random sample based on the population register, which is a general method used in population surveys, since registration of ethnic origin is prohibited under the Finnish Personal Data Act. Through networks to be created in cooperation with Roma NGOs and regional actors, volunteers will be invited to partake in the study, and a sample will be formed of those who have registered. The study will be carried out in the different regions of regional administration with a large Roma population (Southern Finland, Eastern Finland, Lapland, South-eastern Finland, Western and Inner Finland, Northern Finland).

The work with older people of Suomen Romaniyhdistys – Finnish Romani Association continues for the ninth year. The project *Finitiko Phurane kaale* (2013–2015) is a guidance and development project on culture-sensitive services targeted to Roma older people. Outreach work, clubs for older people and information on services provided by authorities have been modelled and will be brought in 2014 to the municipalities involved in the cooperation. The project reaches more than 100 older persons in the Greater Helsinki area.

1.3.4. Good practices

Representatives of the Roma are involved in the planning and implementation of the welfare survey to ensure that the survey will succeed in describing matters that are important to them. The confidence required by participation intensity is also built through inclusion.

A research assistant of Roma origin has been recruited for the pilot project with the task of informing the target population about the survey, recruiting participants and giving personnel at the National Institute for Health and Welfare information about the characteristics of Romani culture. A good practice is that the assistant has completed the Romani culture instructor's diploma.

A broad-based steering group has been appointed for the pilot and the future extensive survey on Roma welfare, consisting of experts working on Roma issues. Gender distribution and regional distribution has been taken into account in the composition of the group. Actors in different sectors (science, local government and NGOs, and expert institutes and the Ministry of Social Affairs and Health) and Roma are represented in the steering group.

The city of Jyväskylä has employed in social housing management services on a permanent basis an instructor of Roma origin who is specialised in mental health and substance abuse problems. The service is intended for all population groups. A benefit of having an instructor of Roma origin is to be able to influence prejudice and the instructor's knowledge of Romani culture.

The Helsinki Deaconess Institute maintains a low-threshold special day centre (Kaalo) that provides services of a social instructor for Roma clients and in particular socially excluded Roma in the Greater Helsinki area. In addition, it works with prisoners and provides guidance and advice to former prisoners and their relatives. The day centre strengthens the inclusion of Roma by creating for them paths to education and training, practical training and work. Two employees of Roma origin are working at the day centre.

As a good project we would like to refer to the *Women's turn* project of Romano Missio (2010–2013) that examined the situation of Roma women prisoners and sought methods to support them. The survey deals with e.g. prison experiences, life situations and service needs of Roma women. The survey shows that the problems of Roma women in prisons are not specific of Roma. However, in supporting Roma women prisoners, attention should be given to access to assistance, building confidence and understanding of the lives of Roma women.

1.3.5. Conclusions

No conclusions can be made regarding the health and welfare of Finnish Roma on the basis of the results of the study objects participating in the pilot survey.

Neither will the outcomes of the pilot survey be reported because the sample was too limited. The experience gained in the pilot survey however indicates that:

- Roma have a favourable attitude towards the welfare survey when they have had the opportunity to influence its planning and implementation from the initial stages;
- Roma want that the same methods as are used in surveys regarding the population at large are used for them in the health examinations and interviews, no special treatment;
- A lot of resources should be allocated to informing about the survey, examination of consent documents, and recruitment of participants in the survey, for instance because of the different way of forming the sample;
- Roma population's participation in the planning and implementation of the survey is vital not only to ensure a successful implementation in practice but also to disseminate the outcomes and good practices created with them.

1.4 Housing

1.4.1. Steps taken since 2011

As a part of the National Policy on Roma the Ministry of the Environment has investigated the housing situation of the Roma population in Finland¹. The results of the survey were discussed at regional seminars.

The national programme *Equality is Priority* arranged in 2012, together with the Ministry of the Environment and regional advisory boards on Romani affairs, a series of four seminars on housing that dealt with problems associated with the housing of Roma, discrimination in access to housing and good practices to promote equal treatment in regard to housing. These *Oma koti kullan kallis* (Home sweet home) seminars were attended by housing and other authorities and representatives of Roma communities and NGOs. A joint report of the seminars was published and disseminated in the form of an electronic version to local authorities in Finland.

As part of the process of promoting equal treatment in regard to housing, a brochure was prepared on housing targeted to Roma *Haetko vuokra-asuntoa?* (Are you seeking a home to rent?) Furthermore, several community meetings were held in cooperation with Roma NGOs. The aim was to launch a discussion about the practice that permission to move house is needed from Roma already living in the area and possibilities to abandon it.

1.4.2. Impact of measures

The survey did not actually produce any new information. It is however useful to explore the housing situation of Roma at certain intervals also by scientific methods. One positive effect of the survey was the initiation of a discussion on internal practices within Roma communities that have been considered sensitive and that affect housing.

1.4.3. Plans for 2014–2020

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¹ Romanien asuminen ja yhdenvertaisuus (Housing of Roma and equal treatment); Törmä S, Huotari K, Tuokkola K. Ministry of the Environment Reports 8/2012

1.4.4. Good practices

Neighbourhood conciliators in housing issues are a good practice in the City of Jyväskylä. Neighbourhood conciliation is about solving everyday conflicts. Those are often caused by different ways and culture of housing. It is often question of settling disputes and agreeing on new ways of acting. A regional letting company in the city of Jyväskylä, Jyväskylän vuokra-asunnot, has trained volunteers as conciliators. Some of them have multicultural knowledge.

The Housing Finance and Development Centre of Finland (ARA) continuously trains the persons responsible for choosing residents, and issues related to Roma housing are dealt with at the training events as needed.

1.4.5. Conclusions

Will be evaluated in the context of the monitoring report on the National Policy on Roma.

1.5. Anti-discrimination

1.5.1. Steps taken since 2011

In 2011–2012 a TV and radio campaign was prepared and implemented to dismantle negative stereotypes targeted at Roma, in which leading Finnish rap musicians played the main role. The campaign could be seen on the national TV1 channel at prime time. Musicians were also interviewed and a DVD was made for training purposes.

An extensive package of information, a Romani portal of 12 web pages, is being prepared. There will be specific pages for e.g. culture, art, spiritual life, international issues, authorities, Roma population, children, and a network of academic Roma. The portal will be launched at the beginning of 2014, and the Ministry of the Interior together with other government ministries will be responsible for maintaining it.

At the beginning of this year a study report was published on minorities' experiences of the use of legal protection measures. The study also dealt with reports of discrimination made by Roma to responsible authorities (police, the Ombudsman for Minorities and the Ombudsman for Equality, occupational safety and health authorities) as well as interviewed people of Roma origin who have undergone the appeal process.

In January 2014 the Office of the Ombudsman for Minorities will complete a questionnaire survey of Roma people's discrimination experiences in housing and working life, as well as a survey of internal relations in Roma communities. Altogether 250 Roma people have been interviewed for the survey. The purpose is to fill in gaps in research-based information relating to the discrimination encountered by Roma and to develop new methods to intervene in ethnic discrimination and to promote equal treatment. A follow-up study will be carried out in five years.

In 2013 the Ombudsman for Minorities started a pilot project to promote good ethnic relations at the local level. For instance a conciliation process will be experimented with in municipalities with long-standing problems in Roma housing. The aim is to solve conflicts and restore confidence between Roma

and the letting company in the municipality. The situation is being monitored and the cooperation with the local authorities continues in 2014.

1.5.2. Impact of measures

It is difficult to evaluate in the short term the impact of individual events or measures. As regards the EU co-funded projects their success and impact is measured by external evaluators. It takes a long time to change attitudes/for attitudes to change but people's behaviour can be influenced in shorter time. We consider that e.g. the rap campaign was very comprehensive and effective in relation to its target group (young people), but its impact may remain of shorter duration than for instance that of the project on equality in regard to housing.

1.5.3. Plans for 2014–2020

The Romani portal will be developed further in the context of the national programme *Equality is Priority* in 2014–2015. A European conference on Roma and discrimination will be held in 2014, with representatives from all the 34 countries participating in the *PROGRESS* programme (EU member states, candidate countries, and Norway, Iceland and Liechtenstein). The expenses of one representative per country will be covered to ensure sufficient coverage.

The Finnish League for Human Rights is carrying out, with funding from Finland's Slot Machine Association, a project *Yhteistyö voimavaraksi* (Cooperation as a resource) aiming to prevent discrimination of Roma in cooperation with Roma NGOs. It offers information on human and fundamental rights, identification of different forms of discrimination and impact of social exclusion to Roma communities. A telephone hotline that guides and advises Roma in discrimination issues is included. The Finitiko Romani Forum also provides diversified education and information to Finnish Romani NGOs.

1.5.4. Good practices

In 2013 the Youth Department of the City of Helsinki aims to start drawing up an action plan for youth work targeted to Roma, on the basis of which concrete measures will be developed to strengthen the influence of Roma young people and inclusion of them in the planning of activities. The objective is to develop all activities of the Youth Department so as to be good and safe from the point of view of Roma youth. Targeted information is needed for Roma young people about education, and their access to employment should be supported. Joint partnership could be developed with the City of Vantaa since Roma youth already use services across municipal borders.

1.5.5. Conclusions

Dissemination of correct information alone is not enough to alter attitudes, since people select the information they want to receive. More permanent effects can be obtained by targeted information through the right channels. Young people are an important target group in the work to combat discrimination. Good channels to reach young people are the school, youth work and the forms of culture used by them, such as music. It has been possible to reach such young people that are not socially active or interested in minority issues through music favoured by young people.

An important principle in the Finnish work to develop the position and living conditions of the Roma population is that Roma themselves are engaged in it together with authorities and other actors. By participating in the activities the

Roma can themselves influence the content of activities and work on them so that they will benefit Roma.

The activities to improve the status of Roma in society should include measures to enhance their equal treatment and non-discrimination in order to achieve sustainable results. At the same time as the prerequisites for Roma young people's participation are strengthened, prejudice and negative stereotypes should be dismantled among employees and other young people.

2. Funding

2.1. Funding 2011–2013

The central government transfers and discretionary grants to local government included in the government budget are computational sums. Local authorities can apply separately for discretionary government grants for their development activities. The National Development Programme for Social Welfare and Health Care, the *KASTE* programme, can be mentioned as an example. Finland's Slot Machine Association grants annually financial assistance to NGOs operating in the field of social welfare and health care on the basis of applications. The major Romani NGOs obtain both general and project-specific assistance from the Slot Machine Association. Its annual amount is roughly EUR 500,000 to 600,000. The projects of the NGOs implement the objectives of the National Policy on Roma.

Both national and EU funding has been used to finance actions within the *Equality is Priority* programme. Also the access to EU funding requires national funding, whose share for instance in the *PROGRESS* funding was more than 30 per cent. The national funding has been allocated from the budgets of different government ministries. In 2011–2013 a total of EUR 274,500 has been allocated to the work to combat discrimination against the Roma.²

In 2011–2013³ the National Board of Education has granted discretionary government grants totalling EUR 710,000 to 24 municipalities to support the basic education of Roma pupils.

In addition, the National Board grants discretionary government grant for language nest activity in order to revive the Romani language. The amount of the grant totalled EUR 211,000.⁴ In addition, the National Board granted in 2012 a discretionary government grant to teach Romani language as mother tongue in basic education and upper secondary school, amounting to EUR 49,000.

The Ministry of Education and Culture has supported activities of Roma NGOs and civic activities related to Roma from the appropriations for art, culture and youth work in order to strengthen active citizenships and equal treatment.

The Ministry of Social Affairs and Health has granted funding to the pilot study carried out by the National Institute for Health and Welfare regarding the health and welfare of Roma. The total budget of the study was EUR 121,000. The sum allocated to the investigation regarding intimate partner and domestic violence among Roma women was EUR 60,000. The Ministry has also allocated human resources to the implementation and monitoring of the National Policy on Roma. Local authorities have also had the possibility to apply for discre-

² Textbooks on Romani history EUR 32,000; a recruitment campaign targeted to employers EUR 23,000; a survey of discrimination experiences among (Roma) older people in social and health care services EU 9,000; regional seminars regarding the housing of Roma EUR 34,000; A TV and radio campaign EUR 30,000; an education project for Romani and disability NGOs on project activities EUR 51,500; preparation of the Romani portal EUR 86,000; a study of experiences of using legal safety measures among minorities EUR 9,000.

³ In 2011 EUR 250,000, in 2012 EUR 300,000, in 2013 EUR 160,000

⁴ In 2011 EUR 61,000; in 2012 EUR 75,000, in 2013 EUR 75,000

tionary government grant from the Ministry's Development Programme for Social Welfare and Health Care (KASTE) for their development work.

The Ministry of Employment and the Economy has funded a reprint of the handbook *Palkkaisinko romanin* (Should I recruit a Roma employee). The *TEMPO* project was funded by the Centre for Economic Development, Transport and the Environment and the Helsinki Deaconess Institute in 2008–2012. The *UusiTaito* (New skills) project is a European Social Fund project administered by the Uusimaa Centre for Economic Development, Transport and the Environment.

The Ministry of the Environment funded the survey regarding Roma housing. In addition, different ministries have targeted a considerable amount of human resources to the work for the Roma.

2.2. Funding 2014–2020

The Ministry of Employment and the Economy is preparing together with stakeholders Finland's Structural Fund programme for 2014–2020, and the draft programme has been circulated for comments. In their comments both the Ministry of Social Affairs and Health and the Advisory Board on Romani Affairs emphasise the need to highlight the position of Roma as a target group of the programme. In the present draft programme the Roma are, accordingly, clearly mentioned as a target group in the policy line for promotion of inclusion and combating poverty. The policy line regarding the mobility of labour force mentions ethnic minorities, to which the Roma belong.

The Development Programme for Social Welfare and Health Care (*KASTE*) 2012–2015 is a programme of the Ministry of Social Affairs and Health to reform Finnish social and health policy. The programme consists of six sub-programmes that concern inclusion of groups at risk, welfare and health, services for children, young people and families with children, services for older people, social and health care service structures and information systems, and management. Special needs of the Sami language speakers and sign language users, as well as of other language and cultural minorities are taken into account in the promotion of inclusion, welfare and health, and development of services.

The achievement and implementation of the objectives of the *KASTE* programme are supported by allocating discretionary government grants to development projects for social welfare and health care, which local authorities can apply for. Annually, EUR 17.5 million is available for project funding, totalling roughly EUR 70 million in 2012–2015.

2.3. *Best practices*

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2.4. *Conclusions*

A number of municipalities have availed themselves of the opportunity to apply for discretionary government grants for supporting the basic education of Roma pupils and carried out projects to promote the schooling of Roma pupils. This has meant significant improvements in both the schooling of Roma pupils and welfare of families in general.

The Development Programme for Social Welfare and Health Care, *KASTE*, offers an opportunity for local authorities to apply for discretionary government grants for projects in accordance with the National Policy on Roma. So far, no Roma project has however been started with funding from the *KASTE* programme.

3. **More information**

3.1. *Consulting Roma NGOs*

The steering and monitoring group for the implementation of the Policy on Roma organised a hearing for Roma NGOs on 17 May 2013 in Helsinki.

Eight Roma NGOs of different sizes and operating in different sectors from across Finland were present. In addition, one NGO submitted a written opinion. The purpose of the hearing was to gather views of Roma NGOs on how the Policy on Roma is seen from their perspective and how the Policy could make use of the knowledge and skills of Roma NGOs. The starting point was that through their NGOs the Roma population gets an opportunity to exert influence and take part in the implementation and monitoring of the Policy. At the event NGOs told about their activities and future plans, challenges and resources, as well as priorities and benefits of the Policy on Roma.

NGOs have a similar view on what are the priorities of the Policy on Roma: child and youth work, support for families, prevention of social exclusion and promotion of inclusion. They each implement the objectives and measures of the Policy. A major obstacle to strengthening the activities is the lack of funds and personnel. The NGOs would also need encouragement to seek partnership with local authorities. NGOs are committed to the Policy on Roma and find that its objectives and measures are correctly directed, even though difficult to understand. Information about the Policy on Roma should be directed in particular to those Roma NGOs that are not aware of it yet. It became clear at the event that NGOs are willing to implement the Policy on Roma in cooperation.

3.2. *Hearing Roma adolescents*

The Advisory Board on Romani Affairs heard on 10 June 2013 Roma young people and young adults about how they could be supported to engage in hobbies and obtain themselves a profession in the field of culture and performing arts. Besides members of the Advisory Board, the event was attended by young adults from Turku, who had been involved in the musical *Syvä laulu* (Deep song) in the summer of 2012. Roma youth in northern and western Finland are very interested in developing their skills and pursuing hobbies in the field of performing arts, making drama and musicals. A course in performing arts should be organised for Roma, with teaching in visual arts, drama and music. There is a comprehensive network of music institutes in Finland, and Roma

children and adolescents should be guided to take part in their instruction. At the moment only few Roma children are studying at them. There is not always sufficient confidence among Roma in their own skills, and their self-confidence should be boosted. There are many possibilities but Roma adolescents should be able to make use of them fully.

3.3. Consulting local authorities

The steering and monitoring group for the National Policy on Roma set up by the Ministry of Social Affairs and Health held a hearing for representatives of local authorities in Helsinki on 11 October 2013. Local authorities have a key role in implementing the Policy's objectives in their areas. The purpose of the hearing was to gather views of local authorities on how the Policy is seen in municipalities and how it could be possible to support the activities of local authorities by means of the Policy on Roma in the implementation of the Policy. The event was attended by representatives of 11 municipalities.

It appeared from many contributions by local authorities that there is uncertainty about which body should be responsible for Roma issues in the municipality. The management of Roma issues often depends on the activity of some individual officials. It was suggested as a concrete solution to mainstreaming Roma issues that each municipality should appoint an official responsible for Roma issues. Reference was also made to local authorities' limited resources as an obstacle to implementing the Policy on Roma. Local authorities were encouraged to apply for financing for instance from the *KASTE* programme. It was also stated that good results can be achieved even by scanty resources if there is willingness and potential to cooperate.

It was proposed at the hearing that local Roma groups could convene annually to share good practices. It was also proposed that representatives of government ministries should be invited to hearings arranged by municipalities. In this way, local authorities could obtain more information about how Roma issues are handled at the level of ministries.

3.4. Questionnaire by the City of Vantaa

The City of Vantaa carries out a questionnaire to employees and chiefs of the city in 2013. The aim of the questionnaire is to survey how the city's services reach the Roma population. According to the preliminary results, special services are needed for Roma in employment services, and Roma pupils need support at school. It has been identified in early childhood education and care that many Roma children have weak motoric skills. The questionnaire has proved to be an efficient method of information collection. The intention is to carry out the questionnaire in other municipalities in Finland as well.

Aino-Inkeri Hansson
Director-General

Viveca Arrhenius
Ministerial Counsellor, Social Affairs

APPENDIX 4

PROPOSAL FOR MEASURES TO BE MONITORED IN THE FUTURE

1. Policy Guideline: Enhancing the participation of Roma children in early childhood education and care

Action	Responsible body/bodies
1. Taking Roma children into account in early childhood education and care plans and when reforming the core curriculum for early childhood education.	Ministry of Education and Culture
2. Providing information about the Romani culture as part of the basic and continuing education of early childhood education and care personnel.	Ministry of Education and Culture
3. Supporting the education and care of Roma children in foster care and their rights to their own language and culture.	Ministry of Social Affairs and Health
4. Building up knowledge of the Romani language and culture and the skills of Roma children by encouraging municipalities to recruit early childhood education personnel with a Roma background and Roma cultural instructors for day-care centres, and to launch language nest activities.	Ministry of Education and Culture
5. Targeting support services at Roma families and informing the families of them as part of child health clinic activities and work with families in the municipalities.	Ministry of Social Affairs and Health
6. Encouraging municipalities in more effective family and child health clinic work targeting the Roma and recruiting family workers with a Roma background.	Ministry of Social Affairs and Health

2. Policy Guideline: Enhancing the social inclusion and equal treatment of Roma children and youth in basic education and upper secondary education

Action	Responsible body/bodies
7. Supporting Roma pupils at the important junctures of education and ensuring by adequate measures that they complete basic education.	Ministry of Education and Culture, Finnish National Board of Education
8. Taking the needs of Roma children and young people into account by developing pupil and student welfare activities and study guidance in basic and upper secondary education.	Ministry of Education and Culture, Finnish National Board of Education
9. Proposal for a new measure: Guiding Roma youth to secondary level education.	Finnish National Board of Education
10. Making use of apprenticeship training, possibilities offered by alternative vocational education and training, and workshop activities for young people as a channel for the on-the-job learning, guidance to education and access to the labour market of Roma youth.	Ministry of Education and Culture, Ministry of Employment and the Economy
11. Taking young Roma people into consideration in the organisation of multi-professional cooperation and youth reachout work in municipalities.	Ministry of Education and Culture
12. Encouraging higher education institutions to include information about the Romani culture in the education of class teachers and vocational teachers as well as in basic and continuing education.	Ministry of Education and Culture, Universities
13. Taking Roma children and young people into account in national child welfare quality recommendations.	Ministry of Social Affairs and Health

14. Supporting and increasing the possibilities of Roma children to take part in leisure activities within the framework of school activities and work with children and young people in municipalities.	Ministry of Education and Culture
15. Improving the possibilities of Roma children and youth to participate, exert influence, and be heard in issues affecting them and in society.	Ministry of Education and Culture

3. Policy Guideline: Enhancing the participation of Roma in vocational adult education and training

Action	Responsible body/bodies
16. Ensuring that education providers and employers recognize the impacts of discrimination as an impediment to employment for the Roma, making more effective efforts to find jobs that are relevant to their education and training.	Ministry of Education and Culture, Ministry of Employment and the Economy
17. Creating operating methods for removing practical obstacles that prevent adult Roma from taking part in education and training, making use of the models of preparatory training and personalisation of studies in the basic vocational education and training for adult Roma.	Ministry of Education and Culture, Ministry of Social Affairs and Health, Ministry of Employment and the Economy, Finnish National Board of Education
18. Introducing more effective funding systems that encourage study.	Ministry of Education and Culture, Ministry of Social Affairs and Health, Ministry of Employment and the Economy
19. Informing the Roma population of the options for adult education and the guidance and advisory services.	Ministry of Education and Culture, Ministry of Employment and the Economy
20. Increasing the number of Roma in apprenticeship training for various tasks and public sector jobs, also by utilising the possibility of subsidised apprenticeship training.	Ministry of Education and Culture
21. Making use of the educational offer of NGOs, liberal adult education institutions and general upper secondary schools for adults in the education of the Roma.	Ministry of Education and Culture
22. Encouraging the recruitment of ethnic minorities to government tasks.	Ministry of Education and Culture, Ministry of the Interior, Ministry of Employment and the Economy

4. Policy Guideline: Supporting and enhancing the Roma population's access to the labour market.

Action	Responsible body/bodies
23. Ensuring that Roma jobseekers get an individual assessment of service needs as part of their jobseeking and service processes.	Ministry of Employment and the Economy
24. Promoting Roma jobseekers' possibilities of taking part in labour market and vocational training by various methods.	Ministry of Employment and the Economy
25. Promoting the employment and more effective guidance to further education of Roma youth covered by the Youth guarantee and multiprofessional cooperation in the Employment and Economic Development Offices and municipalities.	Ministry of Employment and the Economy
26. Enhancing the guidance of difficult-to-employ Roma jobseekers to services, including Labour Force Service Centres, workshops and rehabilitative work activities.	Ministry of Employment and the Economy

27. Promoting the employment of Roma jobseekers in the open labour market by using the TE Office's support measures.	Ministry of Employment and the Economy
28. Making the activities of Romani affairs contact persons in Employment and Economic Development Offices more effective, providing more training and developing the content of the activities and the contact person's job description to support the development of services and employment support forms for Roma customers.	Ministry of Employment and the Economy
29. In cooperation with the TE Offices, implementing an ESF funded pilot project, in which guidance and support services are provided for the Roma by support persons with a Roma background.	Ministry of Employment and the Economy
30. Developing and targeting operating models developed in projects promoting the employment of Roma by using job coaching and jobseeker services.	Ministry of Employment and the Economy
31. Influencing employers and training providers in order to find work placements and jobs for Roma jobseekers.	Ministry of Employment and the Economy
32. Creating preconditions for Roma organisations to act as service providers and employers of Roma support persons, also by utilising employment policy assistance for organisations.	Ministry of Employment and the Economy
33. Ensuring that those Roma who are interested in entrepreneurship receive entrepreneurship advice, training and support services provided by the business services of the Employment and Economic Development Offices.	Ministry of Employment and the Economy
34. Preparing a guide or a website that provides versatile information about employment relationships and workplace and working life practices for the Roma population in working age.	Ministry of the Interior
35. Collecting more information about the Romani culture, living conditions of the Roma and discrimination faced by the Roma in the labour market and targeting it at Employment and Economic Development Office employees, labour market organisations and supervisory authorities.	Ministry of Employment and the Economy, Ministry of the Interior
36. Conducting research on discrimination in working life and recruitments in particular, in which the Roma are involved as one of the groups. Publishing a study in 2014 on discrimination experienced by the Roma in working life, conducting a follow-up study in five years' time.	Ministry of Employment and the Economy, Ombudsman for Minorities

5. Policy Guideline: Promoting the wellbeing of the Roma population and targeting social welfare and health services more accurately.

Action	Responsible body/bodies
37. The National Institute for Health and Welfare will carry out an extensive study that examines the Roma population's situation regarding their living conditions, health, wellbeing and housing, and their needs for services.	Ministry of Social Affairs and Health
38. Taking into account the needs of the Roma population when planning and developing health and social welfare services nationally and in municipalities.	Ministry of Social Affairs and Health
39. The needs of the Roma population will be taken into account in national social welfare and health care sector development programmes and other programmes aiming to develop wellbeing.	Ministry of Social Affairs and Health
40. Improving the effectiveness of multidisciplinary cooperation aiming to prevent the exclusion of the Roma at the local level in cooperation with Roma actors.	Ministry of Social Affairs and Health
41. Ensuring the Roma population's equal access to social work services for adults in municipalities.	Ministry of Social Affairs and Health

42. Selecting a regional centre of expertise on social welfare to which developing social welfare and health care services for the Roma population and relevant information and training activities could be assigned as a area of special expertise.	Ministry of Social Affairs and Health
43. Ensuring that older Roma people are taken into consideration in municipal policies for older people and in developing services for older people.	Ministry of Social Affairs and Health
44. Encouraging municipalities to recruit employees with a Roma background for social welfare and health care services.	Ministry of Social Affairs and Health
45. Improving the efficiency of preventive work by paying attention to young Roma people in need of particular support who have both mental health and intoxicant abuse problems.	Ministry of Social Affairs and Health
46. Informing the Roma population about municipal sports services for Roma women and men of different ages.	Ministry of Education and Culture
47. Proposal for a new measure: Training social welfare and health care personnel and the police to recognize family and intimate partner violence and to intervene in it using a culturally sensitive operating method.	Ministry of Social Affairs and Health, education and police personnel

6. Policy Guideline: Ensuring equal treatment in housing and reducing insecurity

Action	Responsible body/bodies
48. Studying the housing situation of the Roma as part of a study on the health and wellbeing of the Roma, and drawing up development proposals on the basis of its results.	Ministry of Social Affairs and Health
49. Finding out about possibilities of developing a national operating model for the prevention of discrimination at the local level that is based on cooperation between the various administrative branches of municipalities (social welfare services, housing, debt advisory services, child welfare, work with families etc.) A particular objective of this measure is to prevent the vicious circle triggered by housing problems.	ESF project, municipalities
50. Supervising the prohibition of ethnic discrimination in issues related to the housing of the Roma population, paying particular attention to the offer of non-subsidised and private rental properties to the Roma, publishing a study on discrimination experienced by the Roma in housing in 2014 and a follow-up study in five years' time.	Ombudsman for Minorities
51. Studying the situation of social welfare housing services targeted at the Roma and making any necessary development proposals.	Ministry of Social Affairs and Health
52. Developing and boosting the dissemination of information and training provision on equality and non-discrimination for the security sector and authorities, including the employees of emergency response centres, debt advisory services, enforcement authorities, prosecution service, judicial system, criminal sanctions agency and police. Ensuring the smooth progress of criminal processes to address racism or suspected discrimination in the operation of the police and the prosecution and justice authorities.	Ministry of the Interior, Ministry of Justice
53. Measures improving the security of the Roma population are included in local security plans, and the implementation of these measures will be followed up. The Roma population will be consulted in security issues that concern them.	Ministry of the Interior

<p>54. Proposal for a new measure: Supporting the readjustment of released prisoners by providing them with intensified guidance and services (housing, health care, adult education, workshop activities).</p>	<p>Ministry of Social Affairs and Health, Ministry of the Environment, Ministry of Justice, Ministry of Education and Culture, Ministry of Employment and the Economy</p>
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7. Policy Guideline: Promoting the development of the Romani language and culture

Action	Responsible body/bodies
<p>55. Making Romani language nest activities an established work form. Ensuring that resources are adequate and assessing the impact of the activities.</p>	<p>Finnish National Board of Education</p>
<p>56. Finding out how the right to maintain and develop their language guaranteed for the Roma in the Constitution is implemented in lower-level legislation and its implementation.</p>	<p>Ministry of Justice</p>
<p>57. Ensuring that the additional funding in central government budget for promoting artistic activities and performances reaches Roma artists.</p>	<p>Ministry of Education and Culture</p>
<p>58. Finding out about possibilities of setting up a Roma cultural centre.</p>	<p>Ministry of Education and Culture</p>
<p>59. Establishing the prerequisites for including an exhibition of Romani history and traditional culture as part of the permanent activities of an existing museum.</p>	<p>Ministry of Education and Culture</p>
<p>60. Making sure that the Roma have the prerequisites for practising their traditional art forms within the municipal cultural services.</p>	<p>Ministry of Education and Culture</p>
<p>61. Enhancing the visibility of the Roma minority as part of Finnish society in Finnish Broadcasting Company's programme production, developing the production of information and current issues programmes targeted at the Roma population, also in the Romani language, and creating operating methods for consulting the Roma minority in the planning of Finnish Broadcasting Company's programme production.</p>	<p>Finnish Broadcasting Company (YLE)</p>
<p>62. Establishing the possibilities of starting Nordic cooperation in radio and television productions in order to produce programmes in the Romani language and about the Roma.</p>	<p>Finnish Broadcasting Company (YLE), Nordic Council of Ministers</p>
<p>63. Supporting Roma organisations in creating a positive public image by organising media training.</p>	<p>Ministry of the Interior</p>

8. Policy Guideline: Promoting the equal treatment of Roma and preventing discrimination.

Action	Responsible body/bodies
<p>64. In developing the overall monitoring of discrimination, attention will be paid to developing an indicator for monitoring the discrimination encountered by the Roma population.</p>	<p>Ministry of the Interior, Discrimination Monitoring Group</p>
<p>65. Developing equality planning carried out by the authorities and encouraging the authorities to include the possibility of affirmative action in equality plans referred to in the Non-discrimination Act. Ensuring that the equality plans include concrete measures.</p>	<p>Ministry of the Interior</p>

<p>66. Developing measures for combating and preventing multiple discrimination and building up the Roma population's awareness of multiple discrimination and the related legislation.</p>	<p>Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of the Environment, Ministry of Education and Culture</p>
<p>67. Providing Roma organisations with more information about multiple discrimination and possible interventions.</p>	<p>Ministry of the Interior, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Ministry of Education and Culture</p>

9. Policy Guideline: Developing the administrative structures for handling Romani affairs and enhancing the policy on Roma

Action	Responsible body/bodies
<p>68. Ensuring that the National Advisory Board on Romani Affairs has adequate resources for promoting the policy on Roma, reinforcing its personnel resources by establishing a new post for an expert in the Board.</p>	<p>Ministry of Social Affairs and Health</p>
<p>69. Updating the tasks and composition of the National Advisory Board on Romani Affairs, reforming the regulations on the participation of Roma organisations in it.</p>	<p>Ministry of Social Affairs and Health</p>
<p>70. Establishing a Regional Advisory Board on Romani Affairs in the Regional State Administrative Agency for Western and Inland Finland and a post of a planning officer in it.</p>	<p>Ministry of Social Affairs and Health, Regional State Administrative Agency</p>
<p>71. Ensuring that operating appropriations are reserved for the Regional Advisory Boards on Romani Affairs in the appropriations allocated to regional government authorities.</p>	<p>Ministry of Social Affairs and Health, Regional State Administrative Agencies</p>
<p>72. Strengthening cooperation structures between local authorities and the Roma population in order to encourage the inclusion of the Roma by promoting the setting up of local working groups on Romani affairs by those municipalities or joint municipal authorities with a high number of Roma residents. Appointing contact persons for Romani affairs in municipalities.</p>	<p>Ministry of Social Affairs and Health, ABRA</p>
<p>73. Launching a study on how hearings for the Roma minority could be developed in administration, drafting of laws and legislative work at the municipal and regional levels.</p>	<p>Ministry of Justice, ABRA, Regional ABRA</p>
<p>74. In order to promote the equality of the Roma, including in the central government budget a fixed appropriation of EUR 3 million earmarked for discretionary government transfers to municipalities for developing services, support measures and cooperation structures targeted at the Roma population that complement the basic services.</p>	<p>Ministry of Social Affairs and Health</p>
<p>75. Including the government resolution on implementing the National Policy on Roma as part of the government programme for the term of the policy.</p>	<p>Prime Minister's Office</p>
<p>76. Including the promotion of the Roma population's inclusion and equality in the action and development plans of various administrative branches.</p>	<p>Ministries</p>
<p>77. Building up the information base on the Roma population and developing methods for assessing the impacts of the National Policy on Roma.</p>	<p>Statistics Finland, National Institute for Health and Welfare</p>

10. Policy Guideline: Participation in international cooperation on Romani issues

Action	Responsible body/bodies
78. Tapping European Union Structural Funds more effectively in the implementation of the National Policy on Roma and taking part in the activities of the European Structural Funds network.	Ministry of Employment and the Economy, Ministry of Social Affairs and Health
79. Promoting the solution of problems related to Roma who travel between countries, beg and peddle in the European Union, the Council of Europe and the OSCE.	Ministry for Foreign Affairs, ABRA, Ministry of Social Affairs and Health
80. Informing local authorities about the provisions on the position and rights of poor and homeless EU citizens and the operating methods required by them.	Ministries
81. Supporting voluntary work carried out by the third sector to support poor and homeless Roma arriving from other EU countries.	Ministries