

TIIVISTELMÄ

Kansainväliset sopimukset, ohjelmat, instituutiot

Suosituksset

- 1–16 (sopimukset)
- 17–19, 75 (kv-yhteistyö)
- 25–30 (instituutiot)
- 31–34 (ohjelmat ja koulutus)

Keskeisiä toimenpiteitä

- HE tahdonvastaisista katoamisista
- saamelaiskäräjälain muuttaminen, ILO 169
- kolmas perus- ja ihmisoikeustoimintaohjelma, ihmisoikeusselonteko
- instituutioiden vahvistaminen

Syrjintä, sukupuolten välinen tasa-arvo

Suosituksset

- 35, 44-53, 59-61, 92 (lainsäädäntö)
- 36–37, 41-43, 54-58, 62-73, 85, 88–91, 93, 95–96, 98–99 (toimenpiteet)
- 38-40 (instituutiot)

Keskeisiä toimenpiteitä

- yhdenvertaisuuslain osittaisuudistus
- translain uudistus
- perhevapaalainsäädännön uudistus
- työryhmätyö palkka-avoimuudesta

Ihmiskauppa, naiseen kohdistuva väkivalta, perheväkivalta, sukupuolittunut väkivalta

Suosituksset

- 114–115, 118, 121 (sopimukset)
- 20–24, 110–111 (lainsäädäntö)

SAMMANFATTNING

Fördrag, handlingsprogram, institutioner

Rekommendationer

- 1–16 (fördrag)
- 17–19, 75 (internationellt samarbete)
- 25–30 (institutioner)
- 31–34 (handlingsprogram och utbildning)

Centrala åtgärder

- RP mot påtvingade försvinnanden
- ändringar av sametingslagen, ILO 169
- den tredje handlingsplanen för de grundläggande och de mänskliga rättigheterna, Statsrådets redogörelse om politiken för de mänskliga rättigheterna
- stärkande av institutioner

Diskriminering, jämställdhet

Rekommendationer

- 35, 44-53, 59-61, 92 (lagstiftning)
- 36–37, 41-43, 54-58, 62-73, 85, 88–91, 93, 95–96, 98–99 (åtgärder)
- 38-40 (institutioner)

Centrala åtgärder

- ändringar av diskrimineringslag
- ändringar av translagen
- reform av familjeledigheterna
- arbetsgrupp för att stärka lönetransparens

Människohandel, våld mot kvinnor, familjevåld, könsrelaterat våld

Rekommendationer

- 114–115, 118, 121 (fördrag)
- 20–24, 110–111 (lagstiftning)

- 76, 78, 82–83, 100, 103–107, 109, 112–113, 116–117, 119, 122–123 (toimenpiteet)
- 77, 79–81, 100–102, 108, 120 (ohjelmat ja koulutus)

Keskeisiä toimenpiteitä

- seksuaalirikosten teonkuvausten päivitys
- ihmiskaupan vastainen toimintaohjelma
- Istanbulin sopimuksen toimeenpanosuunnitelma
- ihmiskaupan uhrien ja perheväkivallan uhrien auttamisen kehittäminen

Haavoittuvassa asemassa olevat henkilöt 1/4 (alkuperäiskansat)

Suosituksset

- 103, 112, 114–116 (sopimukset)
- 143 (toimenpiteet)

Keskeisiä toimenpiteitä

- saamelaiskäräjälain muuttaminen, ILO 169
- saamelaisten totuus- ja sovintokomissio

Haavoittuvassa asemassa olevat henkilöt 2/4 (vammaiset henkilöt)

Suosituksset

- 135 (sopimukset)
- 136 (lainsäädäntö)
- 137–138 (toimenpiteet)

Keskeisiä toimenpiteitä

- YK:n vammaisten henkilöiden oikeuksien yleissopimuksen kansallinen toimintaohjelma 2020–2023
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Haavoittuvassa asemassa olevat henkilöt 3/4 (lapset)

Suosituksset

- 126, 128 (sopimukset)
- 129, 131–132 (lainsäädäntö)
- 124–125, 127, 133–134 (toimenpiteet)
- 130 (ohjelmat ja koulutus)

- 76, 78, 82–83, 100, 103–107, 109, 112–113, 116–117, 119, 122–123 (åtgärder)
- 77, 79–81, 100–102, 108, 120 (handlingsprogram och utbildning)

Centrala åtgärder

- uppdatering av brottsbeskrivningar av sexualbrott
- handlingsplan mot människohandel
- plan för genomförande av Istanbulkonventionen
- utvecklande av hjälpen till offer för människohandel och offer för familjevåld

Utsatta personer 1/4 (ursprungsbefolkning)

Rekommendationer

- 103, 112, 114–116 (fördrag)
- 143 (åtgärder)

Centrala åtgärder

- ändringar av sametingslagen, ILO 169
- sannings- och försoningskommissionen för samer

Utsatta personer 2/4 (personer med funktionsnedsättning)

Rekommendationer

- 135 (fördrag)
- 136 (lagstiftning)
- 137–138 (åtgärder)

Centrala åtgärder

- nationellt handlingsprogram för FN:s konvention om rättigheter för personer med funktionsnedsättning (2020–2023)

Utsatta personer 3/4 (barn)

Rekommendationer

- 126, 128 (fördrag)
- 129, 131–132 (lagstiftning)
- 124–125, 127, 133–134 (åtgärder)
- 130 (handlingsprogram och utbildning)

Keskeisiä toimenpiteitä

- kansallinen lapsistrategia
- valtakunnallinen nuorisotyön ja -politiikan ohjelma 2020-2023
- hanke lastensuojelulain uudistamiseksi

Haavoittuvassa asemassa olevat henkilöt 4/4 (vähemmistöt, maahanmuuttajat)

Suosituks

- 147, 152–153 (lainsäädäntö)
- 139–142, 144–146, 148–151 (toimenpiteet)

keskeisiä toimenpiteitä

- toimintaohjelma rasismien torjumiseksi ja hyvien väestösuhteiden edistämiseksi
- lakimuutos turvapaikanhakijoiden oikeusturvasta
- Suomen kansallisen romanipoliittinen toimintaohjelma 2018–2022

KP-oikeudet

Suosituks

- 84 (toimenpiteet)

Keskeisiä toimenpiteitä

- asevelvollisuutta koskevat lakimuutokset
- kansallinen demokratiaohjelma 2025

Sosiaaliset oikeudet

Suosituks

- 74 (lainsäädäntö)
- 86, 87, 94, (toimenpiteet)
- 97 (ohjelmat ja koulutus)

Keskeisiä toimenpiteitä

- sote-uudistus
- HE Työkanava Oy:stä
- yritysvastuulain esiselvitykset

Centrala åtgärder

- den nationella barnstrategin
- riksomfattande program för ungdomsarbete och ungdomspolitik 2020–2023
- planerad reform av barnskyddslagen

Utsatta personer 4/4 (minoriteter, invandrare)

Rekommendationer

- 147, 152–153 (lagstiftning)
- 139–142, 144–146, 148–151 (åtgärder)

Centrala åtgärder

- handlingsprogram mot rasism och för goda relationer
- lagändring om rättsskydd för asylsökande
- programmet för romsk politik i Finland 2018–2022

MP-rättigheter

Rekommendationer

- 84 (åtgärder)

Centrala åtgärder

- lagändringar som gäller värnplikten
- det nationella demokratiprogrammet 2025

Sociala rättigheter

Rekommendationer

- 74 (lagstiftning)
- 86, 87, 94, (åtgärder)
- 97 (handlingsprogram och utbildning)

Centrala åtgärder

- social- och hälsovårdsreformen
- RP om Jobbkanalen Ab
- förstudier av företagsansvarslagen

UNIVERSAL PERIODIC REVIEW – THIRD CYCLE

A mid-term report on the implementation of the recommendations by the Government of Finland

FULLY IMPLEMENTED

PARTIALLY IMPLEMENTED

NO MEASURES TAKEN

ACCEPTED RECOMMENDATIONS

RECOMMENDATION	MINISTRY	IMPLEMENTATION MEASURES	STATUS
93.7. Ratify the International Convention for the Protection of All Persons from Enforced Disappearance, recognising in full the competence of the associated Committee (Portugal);	Ministry for Foreign Affairs	The Government is drafting a proposal to Parliament to ratify the International Convention for the Protection of All Persons from Enforced Disappearance. The Government proposes that Finland should recognise the competence of the Committee on Enforced Disappearances in full. The Government Bill is planned to be issued to Parliament in May 2022.	
93.8. Speed up the process of accession to the International Convention for the Protection of All Persons from Enforced Disappearance (Mozambique);	Ministry for Foreign Affairs	Please see reply to recommendation 93.7.	
93.9. Continue with its efforts to ratify the International Convention for the Protection of All Persons from Enforced Disappearance (Argentina);	Ministry for Foreign Affairs	Please see reply to recommendation 93.7.	
93.10. Ratify the Convention on the Protection of all Persons from Enforced Disappearances (Bosnia	Ministry for Foreign Affairs	Please see reply to recommendation 93.7.	

and Herzegovina, France, Montenegro, Italy);			
93.11. Finalise efforts aimed at acceding to the ICPED and thus the full recognition of the competence of the Committee on Enforced Disappearances (Ukraine);	Ministry for Foreign Affairs	Please see reply to recommendation 93.7.	
93.13. Ratify the Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes Against Humanity (Armenia);	Ministry for Foreign Affairs	<p>The Government is not ratifying the Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes Against Humanity and, therefore, will not implement the related recommendation.</p> <p>Finland is a State Party the Rome Statute of the International Criminal Court of 1 July 2002. Article 29 of the Rome Statute, according to which “the crimes within the jurisdiction of the Court shall not be subject to any statute of limitations”, covers the scope of application <i>ratione materiae</i> of the Convention, given that the crimes falling within the jurisdiction of the International Criminal Court are the crime of genocide, the crimes against humanity, war crimes and the crime of aggression.</p>	
93.15. Engage the Sami people in the ratification process of ILO Convention No 169 concerning Indigenous and Tribal Peoples in Independent Countries (Norway);	Ministry of Justice	According to Prime Minister Sanna Marin’s Government Programme, the work to assess the preconditions for ratification of the Convention will continue. The Sámi Parliament will be engaged in this process.	
93.17. Adopt an open, merit-based selection process when selecting national candidates for UN Treaty Bodies elections (United Kingdom of Great Britain and Northern Ireland);	Ministry for Foreign Affairs	When nominating national candidates for UN Treaty Bodies’ elections Finland emphasizes independence and impartiality, recognized competence in the relevant field of human rights, availability to attend the sessions of the Committee in question and balanced gender representation. Finland has not nominated a national candidate for UN Treaty Bodies’ elections since 2012. However, national candidates for the Council of Europe’s monitoring bodies are selected through a public call. The selection process is open and merit-based. A similar procedure would be used for UN Bodies, too.	
93.18. Continue its efforts in the implementation of accepted recommendations from the second cycle and consider sharing good	All Ministries	Finland is committed to implementing the accepted recommendations of the second (and third) cycle and is sharing good practices in this regard. The implementation of the third cycle’s recommendations have been followed and Finland submitted a voluntary mid-term report.	

practices in that regard (Ireland);		The Government prepared a third National Action Plan on Fundamental and Human Rights in 2021 (Publications of the Finnish Government 2021:59. National Action Plan on Fundamental and Human Rights 2020–2023: Developing the monitoring of fundamental and human rights). The action plan serves as an instrument strengthening the monitoring of fundamental and human rights in Finland and in this role, it supports knowledge-based policy-making and fundamental and human rights impact assessment. Fundamental and human rights indicators, which provide a new instrument for monitoring fundamental and human rights in the short term and the long term, have been developed as part of the action plan.	
93.19. Continue its efforts to further improve its relevant legal and administrative frameworks and policies, in conformity with its international commitments (Hungary);	All Ministries	<p>According to the Programme of Prime Minister Sanna Marin’s Government (9 December 2019 -), the role of the Finnish Council of Regulatory Impact Analysis will be strengthened, and a government-level system for ex post regulatory impact analysis will be introduced in Finland. In accordance with the Government’s Programme, resources of the Council has been strengthened in multiple ways. The Government will also draw up a comprehensive action plan for better regulation.</p> <p>A monitoring system covering all state administrative sectors will be created for monitoring equality. A gender impact assessment will be a compulsory part of public administrative functions in all government departments.</p> <p>The Ministry of Education and culture has published several reports and policies concerning accessible higher education, marginal groups in Higher education as well as gender equality and non-discrimination in higher education.</p> <ul style="list-style-type: none"> - Kohti saavutettavampaa korkeakoulutusta ja korkeakoulua https://okm.fi/julkaisu?pubid=URN:ISBN:978-952-263-838-0 15.6.2021 Towards more accessible higher education and higher education institutions Publications of the Ministry of Education and Culture, Finland 2021:35 - Marginaaliryhmät korkeakoulutuksessa : opiskelemaan hakeutuminen, opiskelukokemukset ja tulevaisuuden suunnitelmat HTTPS://OKM.FI/JULKAIKU?PUBID=URN:ISBN:978-952-263-881-6 Marginalised groups in higher education: seeking education, learning experiences and plans for the future Publications of the Ministry of Education and Culture, Finland 2021:26 15.4.2021 - Korkeakouluohjaus ulkomaisen opiskelijan työllistymisen ja integraation tukena 9.2.2021 https://okm.fi/julkaisu?pubid=URN:ISBN:978-952-263-896-0 Higher education guidance to support foreign students find employment and achieve integration Eurostudent VII article series Publications of the Ministry of Education and Culture, Finland 2021:7. - Selvitys korkeakoulujen tasa-arvon ja yhdenvertaisuuden edistämisestä 11.6.2020 https://okm.fi/julkaisu?pubid=URN:ISBN:978-952-263-859-5 	

		<p>Report on the promotion of gender equality and non-discrimination in higher education institutions Series and publication number Publications of the Ministry of Education and Culture, Finland 2020:20</p> <p>The Government appointed a parliamentary committee to prepare a National Child Strategy, which was completed at the end of 2020 and published in February 2021. The Child Strategy creates a strong basis for the implementation, monitoring and assessment of the obligations included in the CRC (The Convention on the Rights of the Child). The National Child Strategy aims at strengthening a child rights-based approach in administration and decision-making. Its objective is to ensure that the rights of the child are realised in all policy areas and levels of administration. The Executive Plan of the National Child Strategy was approved in October 2021. It includes 30 measures complementing projects promoting the rights and welfare of the child by the state government. https://julkaisut.valtioneuvosto.fi/handle/10024/163541. In addition, the Ministry of Education and Culture has published a report on the Sami languages and Sami language education: - Saamen kielten ja saamenkielisen opetuksen kehittämistyöryhmän raportti 15.4.2021 Report of the working group for developing teaching of and in Sámi languages https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/163014/OKM_2021_25.pdf</p>	
<p>93.20. Consider defining rape as a sexual violation in the Penal Code irrespective of the degree of violence used or threatened by the perpetrator (Namibia);</p>	<p>Ministry of Justice</p>	<p>According to its Programme, the government will carry out a comprehensive reform of legislation governing sexual offences based on the principle of physical integrity and the right to sexual self-determination. The definition of rape in the Criminal Code will be amended so that it will be based on the absence of consent while simultaneously ensuring appropriate legal safeguards. The government plans to submit its legislative proposal to the Parliament in early 2022.</p>	
<p>93.21. Amend the Criminal Code to no longer define rape according to the degree of violence used by the perpetrator but rather on the lack of consent of the victim (Portugal);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.20.</p>	
<p>93.22. Penal Code reform to define rape as a sexual violation, irrespective of the degree of violence used or threatened by the perpetrator (Australia);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.20.</p>	
<p>93.23. Continue strengthening national laws on offences related to</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.20.</p>	

violence against women and girls (Botswana);			
93.24. Amend the appropriate legislation in order to endure that the definition of rape covers all cases of non-consensual sexual acts (Brazil);	Ministry of Justice	Please see reply to recommendation 93.20.	
93.25. Provide its existing and new national institutions and bodies for the advancement of women and gender equality with adequate human technical and budgetary resources (Timor-Leste);	Ministries of Social Affairs and Health, Justice, and Economic Affairs and Employment	<p>The Ministry of Justice discusses annually the level of resources with the Ombudsman for Equality. The resources provided have been stable, and the government has allocated resources for a new permanent position (1) for the Ombudsman’s Office as of 2022.</p> <p>In addition to the existing resources, the new Government (6 June 2019 -) has decided that a broadly based Action Plan for Gender Equality will be drawn up to coordinate measures for achieving a gender equal society in various sectors. A monitoring system covering all state administrative sectors will be created for monitoring equality. A gender impact assessment will be a compulsory part of public administrative functions in all government departments.</p> <p>Pay equality will be promoted by continuing the Equal Pay Programme, which must be more ambitious and effective than before. The key aim of the Programme is the commitment of the Government, employers and organisations representing employees to take measures to assess job requirements, to promote equal pay and pay transparency, and to abolish segregation in the world of work. The gender impacts of collective agreements will be assessed as part of the programme.</p> <p>The Action Plan for Gender Equality and Equal Pay Programme will have 2 million euros yearly funding.</p> <p>The Government published an action plan for combating violence against women (2020-2023). The action plan strengthens the support services for victims. The action plan of the Istanbul Convention 2018-2021 has increased the number of the shelters and included many other actions. New action plan of Istanbul Convention is under preparation for the years 2022-2025. The Government will establish a post for an independent rapporteur on violence against women and ensure the implementation of the Istanbul Convention. An action plan against female genital mutilation was published in 2019. The possibility to criminalise forced marriage will be examined. The Government has proposed new regulation on annulling forced marriages (HE 172/2021 vp).</p> <p>As regards the autonomous Åland Islands, since 2010, Statistics and Research Åland (ÅSUB) has annually made a special analysis of gender and gender equality in different policy areas, to be appended to the budget of the county. Over the years, this appendix to the budget has provided information on prevailing differences and dealt with such issues as economy, working life, health and life style, integration, demographic changes, influence, criminality, violence by men against women and domestic violence, from the gender perspective.</p>	

		<p>The gender equality work carried out in Åland is long-term oriented, knowledge-based and target-oriented. The Government of Åland follows an equality agenda, which has specific targets, is strategically oriented towards the year 2030, and is supplemented with structures supporting the implementation of the agenda.</p> <p>Every four years, the Government of Åland, jointly with ÅSUB, issues a statistical publication on gender equality (<i>På tal om jämställdhet</i>) in order to report on differences and similarities between women and men in all sectors of society.</p>	
<p>93.26. Establish a national institution for the advancement of women in accordance with the provisions of the Beijing Platform for Action (Honduras);</p>	<p>Ministry of Social Affairs and Health and Ministry of Justice</p>	<p>The Ombudsman for Equality and the National Non-discrimination and Equality Tribunal supervise compliance with the Act on Equality between Women and Men in private activities and in public administration and public business.</p> <p>The Ombudsman has powers on matters related to gender and gender minorities. The powers of the Ombudsman consist of both combating discrimination and promoting equality. The Ombudsman carries out her tasks primarily by providing guidance and advice. The independent Ombudsman for Equality is under the administrative branch of the Ministry of Justice.</p> <p>The Gender Equality Unit is located in the Ministry of Social Affairs and Health, and it prepares and develops the governmental gender equality policies and gender equality legislation, promotes gender mainstreaming in state administration and is in charge of tasks related to the EU gender equality legislation and policies.</p> <p>The Council for Gender Equality (TANE) works to promote gender equality in society. TANE drafts proposals and provides statements to develop legislation and other measures that affect gender equality. The Council also promotes research on gender equality and supports utilization and implementation of relevant findings. TANE is a parliamentary council and it is appointed by the Government of Finland for the same term of office as Parliament. The members for the Council for Gender Equality are nominated by parliamentary parties. In addition, advisory members represent the following organisations: The Central Association for Men's Organisations in Finland, The National Council of Women of Finland, and The Coalition of Finnish Women's Associations - NYTKIS and Seta - LGBTI Rights in Finland. TANE operates within the Ministry of Social Affairs and Health.</p>	
<p>93.27. Further strengthen its national human rights institutions especially in the form of greater resource allocation (Pakistan);</p>	<p>Ministry of Justice</p>	<p>The Human Rights Centre, its Human Rights Delegation and the Office of the Parliamentary Ombudsman together form the Finnish National Human Rights Institution (NHRI). The National Human Rights Institution is an independent and autonomous institution and its funding is included in budget of Parliament of Finland. The funding is granted by Parliament. The budget allocated to the National Human Rights Institution has increased from 6 201 000 euros in 2017 to 7 145 000 euros in 2020, which included six new staff members (two for the Human Rights Centre and four for the Office of the Parliamentary Ombudsman). In 2021, the budget was increased to 7 517 000 euros.</p>	

<p>93.28. Provide the National Human Rights Institution with sufficient resources to carry out its mandate effectively and independently, including the promotion and protection of economic, social and cultural rights (Guatemala);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.27.</p>	
<p>93.29. Ensure that the Non-Discrimination Ombudsman has the necessary information and resources to make decisions related to mandatory deportations, and can ensure that these are carried out respecting the rights of those concerned (Mexico);</p>	<p>Ministry of Justice</p>	<p>Notwithstanding provisions on secrecy, the Non-discrimination Ombudsman has the right to obtain free of charge any information from other authorities necessary to carry out the duties laid down for her.</p> <p>The Government has provided the Non-discrimination Ombudsman new resources for her duties. One key element has been the need to monitor the increased amount of deportations. New resources enabled the establishment of three new permanent positions in the office of the Non-discrimination Ombudsman. Furthermore, new resources have been allocated for monitoring European deportations.</p>	
<p>93.30. Further assist the efforts carried out by the new Non-Discrimination Ombudsman in providing legal protection and remedies against all forms of discrimination (Indonesia);</p>	<p>Ministry of Justice</p>	<p>A partial reform of the Non-Discrimination Act is currently on the way. A working group has been established to examine and assess possible needs for amendments and to update the legislation to the extent deemed necessary. The issues to be assessed in the reform include, among others things, the competence and tasks of the authorities supervising the Non-Discrimination Act. The reform is expected to be submitted to parliament next year.</p>	
<p>93.31. Continue allocating adequate financial and human resources to effectively implement its national action plan on human rights (Philippines);</p>	<p>Ministry of Justice /All Ministries</p>	<p>The second National Action Plan has been implemented and the third National Action Plan on Fundamental and Human Rights, which covers the period 2020–2023, was adopted as a government resolution on 23 June 2021. The great majority of projects included in the second National Action Plan were effectively implemented. Only two out of 43 projects were not implemented at all. The projects that were not implemented as planned were mainly linked to the health and social services reform that failed in 2019.</p> <p>The third National Action Plan strengthens the monitoring of fundamental and human rights in Finland. A yearly budget of 100 000 euros is allocated for the preparation and implementation of the third National Action Plan for the Government’s term ending in 2023. In addition, human resources regarding the preparation and implementation of the Action Plan have been improved. A new vacancy was established and filled in November</p>	

		2020 at the Ministry of Justice and thus there are now two government officials working with the implementation of the Action Plan.	
93.32. Mobilize adequate resources to complete its Second National Action Plan on Fundamental and Human Rights (Canada);	Ministry of Justice /All Ministries	Please see reply to recommendation 93.31.	
93.33. Sustain and create new platforms for human rights education (Bosnia and Herzegovina);	Ministries of Foreign Affairs, Justice, and Education and Culture	<p>The University of Helsinki, in cooperation with and co-funded by the Ministry of Justice, the Human Rights Centre and the Ministry of Education and Culture, carried out a project in 2018-2019 to develop democracy and human rights education in teacher education. In the project, a database for teaching materials was collected and published and an online course on democracy and human rights education for teachers was developed and piloted. Dissemination of the results and outcomes of the project has continued in 2019-2021. In 2020-2021, learning materials on various themes, such as fundamental and human rights in general, the UN Convention on the Rights of Persons with Disabilities (CRPD), inclusion, and indigenous Sámi people, were produced. Teacher education curricula and study contents have been developed further within a national network of teacher training units.</p> <p>In June 2020, the Ministry of Education and Culture, in co-operation with the Ministry of Justice, set up a Steering Group for the Development of Democracy and Human Rights Education (2020–2023). The tasks of the Steering Group include supporting the implementation of government program goals on democracy and human rights education in schools and educational institutions, pupil inclusion and capacity building of teaching staff, and putting forward proposals for concrete measures. To support the work of the Steering Group, a database on existing democracy and human rights education projects and good practices was created in 2021. The database will be published in 2022. The Steering Group has prepared a plan for a pilot project with the aim of testing and developing various models and practices of democracy and human rights education in schools. The pilot project will be launched in autumn 2022.</p> <p>Increased efficiency of democracy and human rights education is monitored as one of the fundamental and human rights indicators included in the third National Action Plan on Fundamental and Human Rights.</p> <p>The implementation of the revised national core curriculum for basic education began in autumn 2016. The curriculum emphasizes the broad-based “transversal competences” as areas to be taken into account in every subject, by every teacher. The seven competence areas are as follows:</p> <ol style="list-style-type: none"> 1. Thinking and learning to learn 	

2. Cultural competence, interaction and self-expression
3. Managing daily life, taking care of oneself and others
4. Multiliteracy
5. ICT competence
6. Working life competence and entrepreneurship
7. Participation, involvement and building a sustainable future.

Human rights education is very widely covered in the national core curricula, in subjects teaching (especially ethics, religion, geography, history and social studies) and in transversal competencies and in developing aims for the school ethos. The Finnish National Agency for Education provides links to numerous materials and platforms on agency's new web page, collected together with Helsinki University experts.

The Human Rights Centre, the Finnish League for Human Rights and many other NGO's as well as education development networks provide platforms, in-service training and materials. One example is a large-scale project by the Finnish League for Human Rights, which is training for municipal youth workers on issues related to the promotion of human rights. During the training, youth workers receive information on human rights, including Finland's international obligations regarding human rights.

A Democracy and Human Rights Education pilot project and also a project for professionals concerning education on the rights of the child will be carried out as measures of the National Child Strategy.

Åland makes individual inputs into further education at all levels of the education system in order to reinforce its values. Examples of obligatory human rights education include a project intended to prevent sexual violence (Fair sex), an anti-bullying programme (Kiva koulu), and training for all staff on encountering pupils with special needs and on gender equality. Non-discriminatory values and approaches have been mainstreamed in Åland's legislative acts and decrees as well as school curricula at all levels of the education system, without segregation by any criteria, such as race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status. These guiding documents provide support to schools when the provider of education arranges further training on human rights for teachers. It is one of the duties of teachers to attend further training arranged by the provider of education during at least three working days per year. Questions of values are included in all further training of teachers.

The new Act of Åland on child day care and comprehensive school contains a section on non-discrimination and another section on the best interests of the child.

In August annually, school peace is declared for all comprehensive schools in Åland. The purpose of the declaration of school peace is to promote togetherness and a good school atmosphere. In October, comprehensive schools celebrate the International UN Day by providing lessons on human rights. On the UN

		<p>Universal Children’s Day in November, organisations promoting children’s rights arrange activities for schoolchildren.</p>	
<p>93.34. Provide sufficient resources to continue with systematic human rights education and training of teachers at all levels of national education (Slovenia);</p>	<p>Ministry of Education and Culture</p>	<p>The Finnish National Agency for Education has annual budget (around 10 million euros) for the in-service training of 23 000 teachers. Human rights education and training is one of the in-service training themes. The themes are taught also in teachers pre-service training that are provided by universities and teacher training units.</p> <p>Teacher education in Finland is being developed in collaboration with all relevant stakeholders to ensure that the profession remains up-to-date and attractive. A national Teacher Education Forum – which is a broad-based platform – was set up in 2016 with the task to prepare policy guidelines for the development of teacher education in Finland.</p> <p>Knowledge and skills relating to education for democratic citizenship and human rights education are seen one of the important components of a teacher’s expertise in Finland. There are several development projects funded by the Finnish Ministry of Culture and Education and lead by national Teacher Education Forum. The projects are focusing for the development of education for democratic citizenship and human rights education; developing intercultural and inter-worldview sensitive teaching and counselling; and developing language awareness and cultural responsiveness. Education for democratic citizenship and human rights education is seen to provide for teachers the knowledge and skills needed to promote a culture of respect for participation and human rights.</p> <p>Finland is preventing exclusion among young people by nurturing educational equality and equity, and to offer everyone the experience of being included. Teachers play a key role in this work. Inclusion and the human rights-based approach in teacher education has been strengthened. The teacher education projects are developing the preparedness of future teachers to identify exclusionary factors in education. The aim is also strengthen students’ involvement, activating them to participate and develop their skills for acting in changing working life and society.</p> <p>There are many references to the promotion of education for democracy and human rights in the current government programme. The overarching Democracy Programme refers to the importance of education for democracy and human rights, as well as in the National youth work and youth policy programme 2020–2023 and the Right to Learn Programme. The aim is to increase the participation of the pupils and the students in the decision making process in the schools and to develop education for democracy and human rights further. The Ministry of Education and Culture appointed a steering group to implement the references on education for democracy and human rights and students’ participation in the government programme. The aim of the steering group is to draw up proposals for action on this topic.</p>	
<p>93.35. Strengthen and enhance existing laws</p>	<p>Ministry of Justice</p>	<p>In accordance with the current Government Programme, a partial reform of the Non-Discrimination Act is currently on the way. A working group has been established to examine and assess possible needs for</p>	

<p>countering different forms of discrimination, racism and xenophobia (Lebanon);</p>		<p>amendments and to update the legislation to the extent deemed necessary. The issues to be assessed in the reform include, among others, the competence and tasks of the authorities supervising the Non-Discrimination Act, the definition of harassment, and the obligation to address harassment. The reform is expected to be submitted to parliament next year. The government will assess the need to address the most serious forms of organised racism through legislation.</p> <p>The Ministry of Justice has started to prepare an amendment to the Penal Code to add gender among the motives that constitute grounds for increasing the punishment of (any) crime as specified in chapter 6, section 5 of the Criminal Code. The government proposal was given to parliament on 18 February 2021 (7/2021) and is currently under consideration in parliament.</p> <p>The Government of Åland has initiated a revision of the Non-discrimination Act of Åland.</p> <p>In accordance with its programme on the promotion of integration for 2016–2019, the Government of Åland is active in awareness raising, preventive work and inculcation of attitudes both generally and selectively, <i>i.e.</i> by taking measures targeted at the general public and at specific target groups, such as school pupils, teachers, and persons in custody of pupils. The measures are also intended to enable the target groups to participate. In autumn 2019, a survey will be conducted to find out what kinds of measures are needed. The integration programme will be updated on the basis of the survey results. Moreover, the Government of Åland is carrying out the EU-funded Project Safe Haven (<i>En säker hamn</i>), which focuses on efforts to enhance the cooperation and routines related to the reception of refugees among the Government of Åland, municipalities, public authorities and the third sector.</p>	
<p>93.36. Enhance efforts aimed at the elimination of racism, racial discrimination, xenophobia and related intolerance by adopting a long-term systematic response to these scourges (South Africa);</p>	<p>Ministry of Justice</p>	<p>In May 2019, an independent expert working group appointed by the Government issued recommendations on combatting hate speech. The new Government (9 December 2019 -) included some of these recommendations in its Programme published in June 2019.</p> <p>The Government’s action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. The action programme includes 8 key objectives and 52 concrete policy measures for different areas of life. One key topic in the action programme is to enhance the implementation of the Non-discrimination Act and more specifically the legal obligation of public authorities, providers of education, and employers to combat discrimination and to promote equal opportunities.</p> <p>The Ministry of Justice implements together with different partners a range of EU-co-funded projects to promote non-discrimination. The <i>All in for Equality</i> project (2020-2022) aims to address racial and ethnic discrimination, and more specifically to promote capabilities to tackle everyday racism and discrimination and to enhance societal participation of young people with ethnic minority backgrounds.</p> <p>The Government will also take horizontal measures to more effectively address systematic harassment, threats and targeting that pose a threat to the freedom of expression, official activities, research, and media freedom.</p>	

		<p>The Government will ensure sufficient resources and competence for the prevention and detection of the offences mentioned above. Systematic monitoring of the situation in relation to discrimination and hate crime will be promoted both at national and international level.</p> <p>The National Child Strategy will implement a website for bullying against children and young people, for work against sexual harassment, violence, hate speech and discrimination in cooperation with the Finnish National Agency for Education.</p>	
<p>93.37. Continue its efforts to combat all forms of discrimination and promote equality (Azerbaijan);</p>	<p>Ministry of Justice</p>	<p>The Government’s action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. The action programme includes 8 key objectives and 52 concrete policy measures for different areas of life. One key topic in the action programme is to enhance the implementation of the Non-discrimination Act and more specifically the legal obligation of public authorities, providers of education and employers to combat discrimination and to promote equal opportunities.</p> <p>The Ministry of Justice implements together with different partners a range of EU-co-funded projects to promote non-discrimination. The <i>All in for Equality</i> project (2020-2022) aims to address racial and ethnic discrimination, and more specifically to promote capabilities to tackle everyday racism and discrimination and to enhance societal participation of young people with ethnic minority backgrounds. <i>Drivers of Equality</i> and <i>Know Equality</i> projects (2021-2023) aim at supporting effective implementation of the Non-discrimination Act. The projects aim at improving the monitoring of discrimination and equality data collection, as well as raising awareness and building the capacity of public authorities, providers of education and employers in fulfilling their legal obligations to combat discrimination and to promote equal opportunities.</p> <p>One thematic area of the National Action Plan on Fundamental and Human Rights (2017-2019) was the promotion of equality. The Action Plan included several measures for different Ministries, e.g. a qualitative survey on the experiences of intersex children and their families, which was published in February 2019. The Ministry of Justice has supported other ministries in the promotion of equality in their activities, for example by providing them with practical support (trainings, workshops) when drafting equality plans. For more information, please see: http://urn.fi/URN:ISBN:978-952-259-588-1.</p> <p>The National Child Strategy will draw up an education package for sexual orientation and gender diversity, as well as rainbow families for professionals in cooperation with The Finnish Institute for Health and Welfare (THL).</p> <p>Concerning the possible need for legislative changes, please see reply to recommendation 93.36.</p>	
<p>93.38. Continue its efforts and improve its legal and institutional frameworks for protection against discrimination by ensuring the same level of protection for all grounds of</p>	<p>Ministry of Justice</p>	<p>The current Non-discrimination Act together with the Act on Equality between Women and Men prohibit discrimination on several grounds. In addition to the 13 discrimination grounds mentioned specifically in the Non-discrimination Act, the Act includes a prohibition to discriminate on “other personal characteristics”. Also, discrimination is prohibited, regardless of whether it is based on a fact or assumption concerning the person.</p>	

<p>discrimination (State of Palestine);</p>		<p>Assessment of the effectiveness of the current Non-discrimination Act started in January 2019. The final report of the assessment will be ready by November 2020. According to the Government Programme the Non-Discrimination Act will be partially reformed.</p> <p>The Government's action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. The action programme includes 8 key objectives and 52 concrete policy measures for different areas of life. Additionally, the Ministry of Justice implements together with different partners a range of EU-co-funded projects to promote non-discrimination such as the <i>Drivers of Equality</i> and <i>Know Equality</i> projects. The aim of the projects is to support the effective implementation of the Non-Discrimination Act.</p> <p>Also, the Government will assess the need to address the most serious forms of organised racism through legislation.</p>	
<p>93.39. Consider to improve its legal and institutional frameworks for protection against discrimination by ensuring the same level of protection for all grounds of discrimination (Albania);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.38.</p>	
<p>93.40. Step up efforts to improve its legal and institutional frameworks for protection against discrimination (Bulgaria);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.38.</p>	
<p>93.41. Make further efforts to ensure equal protection from discrimination (Hungary);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.38.</p>	
<p>93.42. Adopt a long-term and comprehensive framework to tackle discrimination, racism and xenophobia, focusing both on prevention and on combating human rights violations (Brazil);</p>	<p>Ministry of Justice</p>	<p>The second Governmental Action Plan on Fundamental and Human Rights was implemented during 2017-2019. The Action Plan had four focus areas one of them being the promotion of equality. A large part of the measures mentioned in the Plan have already been implemented and an independent evaluation will be carried out. 9 December</p> <p>Equality and hate crime are monitored as part of the fundamental and human rights indicator framework of the third National Action Plan 2020–2023. The indicators include hate crimes reported to the police, strengthening</p>	

		<p>legislative structures that relate to promoting equality and preventing and combating discrimination, and the development of the knowledge base of the discrimination monitoring mechanism. The indicators can be employed to identify longer-term developments and related trends. The indicator framework is developed for long-term use.</p> <p>The Government will also draft a separate action plan to combat racism and discrimination. Also, the Government will take horizontal measures to more effectively address systematic harassment, threats and targeting that pose a threat to the freedom of expression, official activities, research, and media freedom. The Government will ensure sufficient resources and competence for the prevention and detection of the offences mentioned above. Systematic monitoring of the situation in relation to discrimination and hate crime will be promoted both at national and international level.</p>	
<p>93.43. Improve access to effective legal remedies for victims of discrimination (Slovenia);</p>	<p>Ministry of Justice</p>	<p>In accordance with the current Government Programme, a partial reform of the Non-Discrimination Act is currently on the way. A working group has been established to examine and assess possible needs for amendments and to update the legislation to the extent deemed necessary. The issues to be assessed in the reform include, among others, the competence and tasks of the authorities supervising the Non-Discrimination Act, the definition of harassment, and the obligation to address harassment. The reform is expected to be submitted to parliament next year..</p> <p>Please also see reply to recommendation 93.38.</p>	
<p>93.44. Ensure implementation of comprehensive legislative reform that guaranteed same level of protection for all grounds of discrimination, in particular discrimination on the grounds of sexual orientation and gender identity (Montenegro);</p>	<p>Ministry of Justice and affairs and Health</p>	<p>Discrimination based on sexual orientation as well as on several other grounds is prohibited in the Non-discrimination Act. Discrimination based on gender, gender identity or gender expression are prohibited in the Act on Equality between Men and Women.</p> <p><u>The Constitution of Finland:</u></p> <p>Chapter 2 - Basic rights and liberties</p> <p>Section 6 - Equality</p> <p>Everyone is equal before the law.</p> <p>No one shall, without an acceptable reason, be treated differently from other persons on the ground of sex, age, origin, language, religion, conviction, opinion, health, disability or other reason that concerns his or her person.</p> <p>Children shall be treated equally and as individuals and they shall be allowed to influence matters pertaining to themselves to a degree corresponding to their level of development.</p> <p>Equality of the sexes is promoted in societal activity and working life, especially in the determination of pay and the other terms of employment, as provided in more detail by an Act.</p>	

The scope of the Non-discrimination Act is very broad as it covers all public and private activities with the exception of private and family life and the right to practice religion. Thus, the Act covers all workplace activities, unless the activity is clearly of a private nature. The protection against discrimination is equal regardless of the reason for discrimination. The Act includes provisions on discrimination of the closely related and of presumptive discrimination. Discrimination is thus forbidden regardless of whether it concerns an assumption or a fact about a person or someone closely related to them, for example a family member.

The Non-discrimination Act includes the responsibility of public authorities to assess the situation of equality and enhance non-discrimination by equality plans and their implementation in the functions of the authority in addition to the employer policy. This concerns also local governments, municipalities and cities. The Association of Finnish Local and Regional Authorities as a partner to the RainbowRights -project of the Ministry of Justice carried out a project in order to support the equality planning and its implementation in the municipalities and cities. This included also women with diverse sexual orientations and gender identities and discrimination on multiple grounds. The project was carried out in 2018 - 2019 and was funded by the EU REC-program.

Reforming the Equality Act

The purpose of the Act on Equality between Women and Men (609/1986, Equality Act) is to prevent gender-based discrimination, promote equality between women and men, and improve the status of women, particularly in working life. The Act is also intended to prevent discrimination based on gender identity or gender expression. The Equality Act was reformed in 2014 (1329/2014) and 2016 (915/2016).

As from the beginning of 2015 bans on discrimination based on gender identity or gender expression were added to the Equality Act along with the responsibility to prevent this kind of discrimination. In the Equality Act, the phrase 'gender identity' refers to an individual's experience of their own clothing habits, behaviour, or by other means. The anti-discrimination regulations of the Act apply also to discrimination based on the fact that an individual's physical gender-defining characteristics are not unambiguously female or male.

In the same reform the requirement to develop and implement a gender equality plan was extended to comprehensive schools. This regulation includes the duty of the education provider, the municipality, to provide instructions and monitor that schools and other educational institutes under its administration fulfil the regulation. The reform also added regulations regarding employer's gender equality plans and pay surveys.

Regulations regarding the independent position of the ombudsman for equality were strengthened, and the new national non-discrimination and equality tribunal was established. As from 15 November 2016 regulations on the promotion of reconciliation were included in the Equality Act (sections 19 – 21).

The Government of Åland has proposed an action plan on equal opportunities for LGBTQIA people in the Ålandic society 2019–2025. The action plan is being adopted this fall.

		<p>The Office of the Åland Ombudsman has initiated a revision of the Non-discrimination Act of Åland. The Office is tasked with promoting and ensuring compliance with, for example, the Non-discrimination Act of the county (2005:66) and the Act of the county (1989:27) on applying Finland’s Gender Equality Act in Åland.</p> <p>Please also see reply to recommendation 93.35.</p>	
<p>93.45. Continue its efforts in the field of combating and eliminating discrimination on the grounds of sexual orientation and gender identity, inter alia, by implementing comprehensive legislative reform that guarantees equal protection from discrimination on all grounds (Albania);</p>	<p>Ministry of Justice and Ministry of Social Affairs and Health</p>	<p>An Act on the legal recognition of gender that respects people’s right to self-determination will be enacted. The requirement of infertility will be removed from the Act, and medical treatments will be separated from the change of legal gender. Gender can be changed, upon application, by an adult who presents a reasoned account of his or her permanent experience of representing the other gender. A period of reflection for those who wish to change their gender will be introduced. Intersex children’s right to self-determination will be strengthened, and cosmetic, non-medical surgeries on young children’s genitals will no longer be performed. A working group tasked with making the necessary proposals regarding transgender persons and intersex children has been set up. The aim is to present a government proposal to Parliament in 2022.</p> <p>The National Child Strategy will establish for health professionals a National Best Practice Guidelines for families being told of their child’s intersex. The intention of the guidelines is to ensure improved support, guidance, education and training for professionals in the important and sensitive task of delivering this news.</p> <p>The National Child Strategy will draw up an education package for sexual orientation and gender diversity, as well as rainbow families for professionals in cooperation with The Finnish Institute for Health and Welfare (THL).</p> <p>As part of the reform of personal identity codes, to be carried out based on a study by the Ministry of Finance, gender will no longer be specified in the personal identity code.</p> <p>An informal governmental network on SOGI issues was established in 2019 to enhance coordination, cooperation, and exchange of information between different organisations. The network participants represent ministries, state agencies, equality bodies, human rights organisations, and civil society organisations.</p> <p>A national analysis report “Towards a more inclusive Finland for LGBTIQ people: Situational assessment of the fundamental and human rights of sexual and gender minorities in Finland 2021” was initiated by the ministries involved in the network. The report was prepared in a participatory process and compiled data gathered from public authorities, civil society actors, and other experts. The report includes objectives and suggestions for policy measures for different administrations for the years to come. The governmental network will support the dissemination and utilization of the report.</p> <p>In 2018, the Government of Åland reserved budget funds for the next five years for preventive work to counteract stereotype gender norms and to combat words and acts of sexual violence among children and young people in Åland.</p> <p>Please also see reply to recommendations 93.35 and 93.44.</p>	

<p>93.54. Strengthen prevention and awareness raising programmes to address xenophobia and violent extremism at the national and sub-regional levels (Philippines);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>Hate crimes are monitored as part of the fundamental and human rights indicator framework of the third National Action Plan 2020–2023.</p> <p>The Government’s action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. The action programme includes 8 key objectives and 52 concrete policy measures for different areas of life. Additionally, the Ministry of Justice implements together with different partners a range of EU-co-funded projects to promote anti-racism and non-discrimination such as the <i>All in for Equality</i> project. Also, the government will take horizontal measures to more effectively address systematic harassment, threats and targeting that pose a threat to the freedom of expression, official activities, research, and media freedom.</p> <p>The Government will ensure sufficient resources and competence for the prevention and detection of these offences. Systematic monitoring of the situation in relation to discrimination and hate crime will be promoted both at national and international level. The National Action Plan on Fundamental and Human Rights (2017-2019) included several measures that aimed at combatting hate crime, discrimination and hate speech, please See https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/79849/OMML_25_2017.pdf?sequence=1&isAllowed=y.</p>
<p>93.55. Take measures against xenophobia and Islamophobia. Improve the implementation of the existing legal framework for combating racism (Turkey);</p>	<p>Ministry of Justice</p>	<p>According to the current Government Programme (9 December 2019), the Government will combat racism and discrimination in all sectors of society. The Government’s action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. Additionally, the Government will assess the need to address the most serious forms of organised racism through legislation.</p> <p>Please also see the replies to recommendations 93.35, 93.36 and 93.37.</p>
<p>93.56. Take further steps to eliminate discrimination, racism and xenophobia in the country (Uzbekistan);</p>	<p>Ministry of Justice</p>	<p>Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.</p>
<p>93.57. Continue strengthening measures against racism, xenophobia and islamophobia, as well as the migrants’ discrimination (Chile);</p>	<p>Ministry of Justice</p>	<p>Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.</p>

<p>93.58. Further combat racial discrimination and xenophobia, and effectively reducing the number of cases of hate crime (China);</p>	<p>Ministry of Justice</p>	<p>Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.</p>	
<p>93.60. Consider improving the implementation of the legal framework for combating racism (Namibia);</p>	<p>Ministry of Justice</p>	<p>Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.</p>	
<p>93.61. Adopt appropriate legislative and policy measures to adjust its legal system and combat and eradicate all forms of discrimination, racism and xenophobia (Honduras);</p>	<p>Ministry of Justice</p>	<p>Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.</p>	
<p>93.62. Continue to introduce effective measures to combat all forms of discrimination, hate speech and hate crime, both online and offline, and ensure that such crimes are effectively investigated (Estonia);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>In the Programme of Prime Minister Sanna Marin’s Government (9 December 2019) it is stated that the Government will assess the need to address the most serious forms of organised racism through legislation. Gender will be added among the motives that constitute grounds for increasing the punishment as specified in chapter 6, section 5 of the Criminal Code.</p> <p>The Ministry of Justice has actively used the European Commission's Rights, Equality and Citizenship (REC) programme to support its work on hate crime and hate speech. Projects have focused on the development of hate crime reporting and data collection, improving the capacity of the police, prosecutors and judges to act against hate crime and hate speech, and producing material to support work against hate crime and hate speech.</p> <p>The Against Hate project (1 December 2017 – 30 November 2019) aimed at tackling hate crime and discrimination by implementing training sessions on hate crime and non-discrimination legislation (including the obligation to promote equality) for judges, prosecutors and the police. The Facts against Hate project (1.12.2019 – 30.11.2021) aims to develop data collection related to hate crime and hate speech, improve local cooperation practices, and produce material to support work against hate crime and hate speech. The Osaavat project (1.4.2021 – 31.3.2023) aims at strengthening work against hate crimes and harassment especially through developing the competence of professionals in various fields.</p>	

		<p>https://yhdenvertaisuus.fi/en/hate-speech https://yhdenvertaisuus.fi/documents/5232670/13949561/Journalists+and+hate+speech/688c9dbeb2c3-dac2-3c8c-094eb53495ae/Journalists+and+hate+speech.pdf.</p> <p>As part of the second National Action Plan on Fundamental and Human Rights (2017-2019), the Ministry of Justice facilitated a national dialogue and networking on the implementation of the Code of Conduct on Countering Illegal Hate Speech, published by certain IT Companies and the European Commission in May 2016. The aim was to implement the Code of Conduct at a national level. In 2019, three round-table discussions were organized. The Ministry of Justice has provided the participants with information on how to commit to the Code of Conduct and join the European-wide cooperation in the area, as well as with case law from the European Court of Human Rights and national courts. The discussions were also attended by representatives of Facebook and Youtube, who described how they are working to combat hate speech. The dialogue between relevant authorities and service providers/social platforms will continue.</p> <p>Fighting Hate Crime is set as one priority in the Police Strategy. Over 1000 police officers have been trained to identify Hate Crime through the OSCE/ODIHR TAHCLE-programme. An annual Hate Crime Detection and Investigation Course is being arranged by the Police University College. A basic hate crime course in English is also arranged annually. The course is directed at local police students and international police students through the ERASMUS-program. A special group investigating hate crimes online with national responsibility was established in 2017 in the Helsinki Police Department. The police are also actively present in various social media platforms to lower the threshold of contacting the police and their presence has also been seen as a good channel for preventing illegal hate speech online. The special group was later merged into bigger police units to spread the gained knowhow. The police launched a compulsory online training for all personnel on non-discrimination and hate crime in the beginning of 2021. The police have organised in-service training on hate crimes in all police departments during the autumn of 2021 ending with a one-day seminar for commanding officers.</p> <p>The National Child Strategy will implement a website against the bullying of children and young people, for work against sexual harassment, violence, hate speech and discrimination in cooperation with the Finnish National Agency for Education.</p> <p>The Office of the Åland Ombudsman has initiated a follow-up of an earlier discrimination study (from the year 2010) to get an up-to-date picture of the discrimination experienced in Åland. Stocktaking is necessary in order to identify and address any need for measures.</p> <p>Please also see reply to recommendation 93.35</p>	
<p>93.63. Enhance efforts to curb hate crimes against certain religious communities, ethnic groups</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>The new Strategy on Preventive Police Work 2019–2023 and the Action Plan by the National Police Board focuses on ensuring the safety and security and the sense of security of different population groups. Accordingly, the police will further increase interaction with minority groups and develop expertise in issues specific to these</p>	

and other minorities including indigenous people (India);		groups. Special focus is given to preventing people from becoming victims of violence and perpetrators of violent acts. Please also see replies to recommendations 93.62, 93.35-93.37 and 93.55.	
93.64. Strengthen measures to prevent hate speech and harassments towards minority groups and persons with disabilities, in line with the National Action Plan for the Prevention of Violent Radicalization and Extremism (Indonesia);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37 and 93.55. The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes. The National Police Board initiated in 2017 court proceedings against the Finnish section of the Nordic Resistance Movement in order to ban it. The movement was openly racist and its members were involved in several violent acts. The case was processed through all court levels. In September 2019 the Supreme Court upheld the ban ordered by the District Court.	
93.66. Intensify efforts to prevent and combat the discrimination against persons with immigration backgrounds (Turkey);	Ministry of Justice	Please see replies to recommendations 93.62, 93.35-93.37, 93.55, 93.44 and 93.139. The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes.	
93.67. Continue to reinforce the measures of fight against xenophobia, racism and intolerance regarding to migrants and asylum seekers (Angola);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37, 93.55, 93.44 and 93.139. The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes.	
93.68. Strengthen measures aimed to fight against discrimination, racism and xenophobia in the country, especially on migrants and asylum seekers (Côte d'Ivoire);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37, and 93.55. The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes.	
93.69. Strengthen efforts to restrict the outbreaks of racism and xenophobia, especially the manifestations of racism on the Internet (Italy);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37, and 93.55. The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes.	

<p>93.70. Strengthen fight against xenophobia in social networks and internet (Algeria);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>Please see the replies to recommendations 93.62, 93.35-93.37 and 93.55.</p>	
<p>93.71. Take more effective measures in order to fight even to eradicate crimes and hate messages against minorities, insisting on prevention and following-up these acts (Côte d’Ivoire);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>Please see the replies to recommendations 93.62, 93.35-93.37 and 93.55.</p>	
<p>93.72. Prevent hate speech on the internet and intensify the combat against hate crime through the implementation of the National Action Plan on Fundamental and Human Rights and other measures (Cuba);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>Please see the replies to recommendations 93.62, 93.35-93.37 and 93.55.</p>	
<p>93.75. Consider including in its next UPR report, information on measures it has taken to analyse potential risk factors of atrocity crimes including through utilisation of the Framework of Analysis for Atrocity Crimes (Rwanda);</p>	<p>Ministry for Foreign Affairs</p>	<p>Finland has adopted in 2016 a policy decision on the responsibility to protect which provides that while Finland is not a high-risk country for RtoP, efforts are required both from the central government and NGOs to prevent social exclusion, support the status of minorities, prevent mounting confrontations in migration issues and combat violent radicalization and extremism. On the national level, Finland's work to promote RtoP is preventive. The 2016 Policy decision was complemented in 2021 by a publication that clarifies the implementation of the commitments. The publication “Finland and the Responsibility to protect” draws attention to the Framework of Analysis for Atrocity Crimes as an important tool for identifying factors that may indicate susceptibility for large-scale atrocity crimes (https://editorum.fi/web/um.fi/publications).</p>	
<p>93.76. Increase state funding for shelter services for victims of violence and especially minorities and vulnerable groups (Islamic Republic of Iran);</p>	<p>Ministry of Social Affairs and Health</p>	<p>The responsibility for financing shelters was transferred to the Government in 2015 and funding for shelters has grown. In 2021, 25.55 million euros have been allocated to shelters. There are national quality guidelines for shelters. All shelters are free of charge.</p> <p>Please see also reply to recommendation 93.100 and 93.112.</p>	

<p>93.77. Develop a comprehensive and coordinated program to fight human trafficking, adopt effective measures to prevent and eradicate human trafficking and organize specialised training for law enforcement and immigration officials and other state officials who enter into contact with victims of human trafficking on issues relating to the identification of victims, the conduct of investigations, the criminal prosecutions and punishment of perpetrators (Russian Federation);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>Finland’s Action Plan against Trafficking in Human Beings was released in May 2021. It was prepared by an intersectional working group that was appointed by the Ministry of Justice in April 2020. The Action Plan is based on five strategic objectives and 55 actions. The strategic objectives are 1) victims of human trafficking are reached and identified, exploitation is detected by the authorities; 2) victims of human trafficking receive the assistance and support they need; 3) criminal liability is established in human trafficking offences; 4) human trafficking is combated together and on a wide front; and 5) anti-trafficking action is developed on a data-driven basis.</p> <p>Finland strives for pre-trial investigation authorities to have a comprehensive and nationwide situational picture of human trafficking crime. Finland’s approach to combating human trafficking is phenomenon-based and Finland considers it important that the phenomenon of exploitation is addressed holistically. The goal is that the activities of pre-trial investigation authorities and particularly the police are managed ambitiously by results-oriented management to achieve more efficient and higher-quality crime prevention and investigation of human trafficking offences.</p> <p>The new national anti-trafficking unit of the police was established by the National Police Board in February 2021. The unit is based in the Helsinki Police Department and the National Bureau of Investigation. It seeks to build up the detection and investigation of human trafficking crime in particular in cooperation with the National Police Board and local police departments. The National Prosecution Authority has also established a network of prosecutors specialized in human trafficking cases.</p> <p>One important goal for Finland is to ensure that the necessary training is provided to state officials and other relevant professionals. The Action Plan includes the following actions to this end:</p> <ol style="list-style-type: none"> 1. Developing and updating the online training materials of the occupational safety and health authority on human trafficking for the purpose of labor exploitation to make the materials suitable for use by other authorities as well (action no. 5). 2. Organizing training for staff in the fields of pre-trial investigation, criminal justice, criminal sanctions (action no. 7) and aviation (action no. 9), social welfare and healthcare professionals (action no. 19) as well as for professionals working with children and young people (action no. 20). 3. Preparing a training plan for the Immigration Service (action no. 11) and providing training to the staff of Employment and Economic Development Offices (TE Offices), instructors in training to migrants and the staff of municipal employment trials and multi-professional guidance and counselling points (action no. 22). 4. Examining the anti-trafficking training needs of the pre-trial investigation authorities (action no. 27) and judiciary staff in both general and administrative courts (action no. 37). Organizing advanced specialized training on human trafficking on a regular basis for prosecutors prosecuting human trafficking cases (action no. 36) and organizing interactive training for legal aid offices (action no. 23).
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<p>93.78. Continue efforts to combat trafficking in human beings and take effective measures to prevent and eradicate human trafficking and adopt procedures for the determination of the best interests of child victims of trafficking (Turkey);</p>	<p>Ministry of Interior</p>	<p>In Finland, the new Government has highlighted the importance of protecting victims of human trafficking. The need to improve their overall situation has been noticed and addressed in the Government Programme.</p> <p><u>Finnish Immigration Service:</u></p> <p>The best interests of the child are paid special attention in the asylum process. According to the Finnish Alien's Act, in every decision that concerns a child, special attention shall be paid to the best interests of the child and to circumstances related to the child's development and health. Matters concerning minors shall be processed with urgency.</p> <p>In the asylum process children who have faced or face possible exploitation is given special attention, and their needs are being considered in relation to for example housing.</p> <p>The asylum unit has a senior adviser who is specialized in minor applicants, and one in THB. These two are collaborating closely with matters specifically related to asylum applicants who are unaccompanied minors. They draft guidelines, give training and advice in case specific matters, follow case practice and inform about the subjects the whole asylum unit.</p> <p>The senior advisors of the asylum unit have been given training both in child specific matters and THB. Exploitation experienced by children as well as human trafficking of children have been given special attention in order to better identify victims and refer them to adequate care and support. Also exploitation and its threat directed towards accompanied children applying for asylum is something that case workers have been trained in detecting.</p> <p>The asylum unit has made annual reports on the amount of minors gone missing in order to map the phenomenon.</p>	

		EASO-Interviewing Children -modul is used in the Asylum Unit for training Senior Advisers.	
<p>93.79. Develop clear guidelines on how to identify and protect victims of trafficking in persons (United States of America);</p>	<p>Ministries of Social Affairs and Health, Interior, and Economic Affairs and Employment</p>	<p>The National Police Board has issued guidelines to the police on identification, protection, referral and investigation of THB. The guidelines were updated in 2020.</p> <p>Guidance for early identification (in Finnish and Swedish) was published in January 2018: https://iom.fi/i/miskaupan-uhriin-ensivaikkeen-tunnistaminen-ja-palveluohjaus. The Ministry informed the media, professionals and the public about identification as news and published a press release on the Ministry's web page: https://stm.fi/artikkeli/-/asset_publisher/uusi-ohje-auttaa-tunnistamaan-ihmiskaupan-uhreja-sosiaali-ja-terveydenhuollossa.</p> <p>The guidance for early identification includes indicators such as detecting signs of exploitation, external control and risk factors. More detailed information on the indicators in Finnish: https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf.</p> <p>Information on assistance measures and indicators to identify victims can also be found on the web page: http://www.ihmiskauppa.fi/en/information_on_helping_victims/identifying_victims_of_human_trafficking</p> <p>The aforementioned indicators were drawn up by Pro-tukipiste as part of its anti-trafficking initiative (<i>Askelmerkit dialogiseen tunnistamiseen</i>), which also received funding from the Funding Centre for Social Welfare and Health Organisations (STEA) like the HOIKU project did. The initiative included the Indicators for dialogical identification project, carried out with the support of the EU's Internal Security Fund. The indicators are also available as a downloadable pdf file: https://pro-tukipiste.fi/wp-content/uploads/2018/04/indicators-of-human-trafficking.pdf</p> <p>IOM has also produced a quick guide for employers and enterprises on how to prevent trafficking for labour exploitation: https://iom.fi/sites/default/files/leaflets/IOM_Pikaopas_Kausity%C3%B6_FINAL_FI.pdf</p> <p>The above guide being developed as part of the HEUNI (the European Institute for Crime Prevention and Control) includes various checklists which contain different measures for the identification and prevention of labour force exploitation.</p> <p>Occupational Safety and Health guidance refers to the indicators provided on the website www.humantrafficking.fi. According to the guidance, OSH inspectors have a duty to recognise potential victims of THB and direct them to the Assistance System, given that they consent to it. Formal identification is, however, carried out by other authorities. The threshold to identify possible victims in occupational safety and health is low, as it is difficult to predict the criminal offence (extortionate work discrimination vs. THB).</p> <p>Social and health care professionals have been given training in different parts of the country. An example of the training arranged in 2019 is a theme training on migrant health and human trafficking for social and health care professionals arranged by the IOM:</p>	

		<p>https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf. In 2020, the Ministry of Social Affairs and Health set up a working group to draft legislation on assisting victims of human trafficking. The aim is to improve the status, rights and equality of victim of trafficking. Also, the aim is to make a proposal on how to organize the assistance for the victims of trafficking in the future. The working group's mandate runs until the end of 2022.</p> <p>In June 2020, the Ministry of Social Affairs and Health appointing a working group to prepare new regulation on assisting the victims of human trafficking. The aim is to clarify and simplify the current legislation so that services are better available to all victims. As a part of the work, propositions regarding the provision of safe accommodation to victims will be put forward. The working group has until the end of 2022 to complete its task.</p> <p>A joint government coordinator against human trafficking with sufficient staffing resources has been appointed.</p>	
<p>93.80. Effectively monitor and evaluate the 2016-2017 National Plan of Action against Trafficking in Human Beings and an update in a subsequent UPR report (United Kingdom of Great Britain and Northern Ireland);</p>	<p>Ministry of Interior</p>	<p>Please see replies to recommendation 93.79.</p>	
<p>93.81. Ensure the full implementation of the national action plan on human rights trafficking as a means to ensuring the promotion and protection of victims of trafficking (Botswana);</p>	<p>Ministry of Interior</p>	<p>Please see the replies to recommendation 93.80.</p>	
<p>93.82. Continue strengthening measures of fight against domestic violence and human trafficking, including the increase of the number and geographic coverage of reception of the centres for families and victims (Chile);</p>	<p>Ministry of Social Affairs and Health and Ministry of Interior</p>	<p>A victim of human trafficking has the right to safe housing. Housing can be organized in reception centers, (supported) rental apartments or safe houses. The individual circumstances are taken into consideration when making the arrangements. In Joutseno Reception Center, there are specific spaces reserved for accommodation of victims of human trafficking. In Finland, there is only one safe house particularly for victims of human trafficking. The housing is only meant for women and children. Safe accommodation of male victims is always arranged case by case. Victims of human trafficking can have safe and appropriate accommodation in the whole country. Other safe houses funded by the state can be used as accommodation only if the victims are also victims of domestic violence. This option is suitable for example for victims of forced marriage.</p> <ul style="list-style-type: none"> In the Asylum Unit there are new guidelines on how to detect domestic violence in the asylum process and how to approach the situation. Face-to-face training has been organized for senior 	

officers or case workers in 2019. One priority of Finland's international human rights policy is to prevent and combat violence against women and children.

- The prevention of violence against women is one of the priorities of the current Government Action Plan for Gender Equality.
- The purpose is to ensure the implementation of the Istanbul Convention and to provide specific social and health services for victims of violence.
- The responsibility for financing shelters was transferred to the Government in 2015 and funding for shelters has grown. In 2021 25,55 million euros have been allocated to shelters. Finland has national quality guidelines for shelters and they are free of charge.
- A State-funded 24/7 helpline for victims and survivors of violence opened in December 2016.
- Rape crisis centres have been established in all five University hospitals covering the country and in addition five satellite centers have been established .
- The new Social Welfare Act entered into force in March 2015. It recognizes for the first time on the level of an Act the need for support and social services based on domestic violence.
- In April 2015, several acts were amended to provide authorities and other actors the right to inform the police, notwithstanding professional secrecy, if they have reason to suspect that someone is in danger of being subject to violence. The police use the information to assess the threat of danger and to avoid it.
- We are also developing training materials for professionals in the field of social and health services and the police to increase their competence in dealing with cases of domestic violence.
- The Government key project to address child and family services aims to strengthen the low-threshold services for families, improve early detection of problems and enable help and support at an early stage. One dimension of this reform is to better recognize and support the children and families suffering from domestic violence.
- We have established a permanent network of MARACs, which are multi-agency risk-assessment conferences for helping victims of grave domestic violence. Currently, Finland has 39 MARAC-teams covering the areas of over 100 municipalities. Studies have shown that the MARAC-method has been successful in improving the safety of victims.
- According to Finnish law mediation is always voluntary and in cases of intimate partner violence mediation may be proposed only by the police or prosecutor. The current Government Action Plan for Gender Equality proposes that the authorities clarify the criteria under which domestic violence cases are approved for mediation and how the process advances. A working group has been set up to evaluate and clarify the guidelines for the applicability of the mediation process in domestic violence cases.
- The National Institute for Welfare and Health published in 2016 guidelines for social and health services on how to create a unified service chain for victims of sexual violence. Services should include acute medical and psychological support as well as long-term support and access to legal aid. We have also launched a pilot project for crisis centres for victims of sexual violence. The

Centres will provide acute walk-in services and direct the victim to follow-up treatment and other support services. The long-term aim is to have a crisis centre in each of the five university hospital districts.

The Committee for Combating Violence against Women and Domestic Violence draws up an action plan for Implementing the Istanbul Convention four years at a time, the present action plan was for years 2018-2021, the new one will be accepted at the beginning of the year 2022. One of the objectives laid down in the Government Programme of Prime Minister Sanna Marin's Government was to draw up an action plan for combating violence against women. On 28 January 2020, the Ministry of Justice appointed an intersectoral working group to prepare such an action plan for the governmental period 2020-2023. In the preparation, the working group took into consideration, among other things, the recommendations given to Finland by GREVIO in its first country report to Finland in 2019.

The Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention) entered into force in Finland in August 2015. The Istanbul Convention focuses on the prevention of violence, but it also contains plenty of obligations on protecting victims of violence and on bringing perpetrators to justice.

The Barnahus-project started in 2016 aiming to mainstream practices compliant with the Barnahus standards in investigation processes of suspected cases of violence against children as well as in support and treatment provided for children who have encountered violence. The models for interprofessional cooperation and information sharing between authorities is being introduced nationwide as well as regionally in university hospitals' forensic psychology/psychiatry units in cooperation with other actors. Project coordinators in the participating hospital districts (special catchment areas) will be responsible for implementing activities in line with the objectives in their regions.

The objective of the action plan on Non-Violent Childhoods 2020–2025 is to prevent violence against children aged 0–17 in different growth and operating environments. The action plan deals with the rights of the child, inclusion, factors that protect against violence as well as risk factors and their consequences. The aim is to improve the position of the child victim in the current service, care and crime systems, also taking into account those children who are at risk of ending up using or have already used violence. An action plan for the implementation of the Lanzarote Convention will be published at the beginning of the year 2022.

The National Child Strategy implements a guide and education set on exacting situations of separation and post-separation violence in cooperation with The Finnish Institute for Health and Welfare (THL). The National Child Strategy will carry out child victim research. The study is a unique and extensive survey study based on children's experiences of violence.

One of the priorities in the equality agenda of the Government of Åland for 2019–2030 is to combat violence by men against women, domestic violence and violence of honour and to take measures to prevent these

		<p>phenomena, with a focus on men and masculinity as well as health and quality of life. The work focuses on guidance and routines, awareness raising measures, organised cooperation, and early and long-term oriented prevention.</p> <p>Please see also reply to recommendation 93.100 and 93.112.</p>	
<p>93.83. Seek to adopt procedures for the determination of the best interests of child victims of trafficking and children of victims, including in view of strengthening the identification of victims of trafficking, especially women and children (Bulgaria);</p>	<p>Ministries of Social Affairs and Health, Economic Affairs and Employment, and Interior</p>	<p>The Finnish National Assistance System for Victims of Human Trafficking is a central authority in victim assistance. The assistance system maintains the website “ihmiskauppa.fi/en” that provides different kinds of tools how to identify a victim of human trafficking and how to help them to find guidance and services. Materials are provided in several different languages.</p> <p>The assistance system uses also social media (Twitter, Facebook) to update and educate citizen and officials. The assistance system has a 24/7 phone service for information. Phone calls are coming from officials, organizations, citizens and possible victims of human trafficking. The hotline helps the caller to identify the possible victim of human trafficking and helps the caller how to tell them about their rights and possibilities. The decision to accept the possible victim in the assistance system could be made via phone call as well, if the possible victim agrees with that.</p> <p>The possible victims of human trafficking are rather easily accepted to the assistance system. Assistance system provides the victim a possibility to rest and evaluate his or hers situation with the help of professionals. Reporting the offence to the police or an ongoing investigation related to human trafficking is not needed to be able to taken in for the assistance system.</p> <p>In the Finnish Immigration Service’s Asylum Unit there is senior adviser who is specialized in victims of human trafficking in asylum process and as asylum seekers. In 2017, the job description was extended to cover also issues related to gender based violence. Due to this development more guidelines have been made and case workers have received more and more training related to gender based violence in asylum issues and how to detect the possible victims and how to react and proceed. Also new guidelines on how to detect domestic violence in asylum process and how to approach the situation have been created, as mentioned above.</p> <p>The senior adviser mentioned above works closely together with the senior adviser specialized in minors. A joint training has been provided for the case officers.</p> <p>Please see also reply to recommendation 93.78 and 93.80.</p>	
<p>93.85. Continue efforts to guarantee the representation in political and public life of women belonging to disadvantaged groups like women with disabilities, ethnic</p>	<p>Ministry of Justice and Ministry of Social Affairs and Health</p>	<p>The objective of the Government’s current cross-administrative National Democracy Programme 2025 is to promote participation and new forms of interaction between the public administration and civil society. It covers numerous measures related to civil society and participation outlined in the current Government Programme. The Programme functions as an umbrella for democracy-related projects, which are carried out by different ministries. A central aim of the Programme is to make sure that no-one is left behind as regards to participation. Temporary special measures to accelerate equal participation of women in political participation and decision</p>	

<p>minorities, Roma people and migrants (Colombia);</p>		<p>making in Finland include, for example, the Our elections -campaign, supported by the Ministry of Justice and the Advisory Board for Ethnic Relations, which aims to make migrant voices heard in politics. As part of the campaign, events have been and will be organized with CSO's working closely with migrant women and girls prior the municipal elections of spring 2021 and the forthcoming county elections in January 2022. Additionally, the Ministry of Justice handed out the Democracy Award of 2020 to three civil society actors. One of them was a project by Plan International Finland, which supported migrant girls' civic activity.</p> <p>The National Child Strategy will develop a policy model to support the participation of children in social decision-making through digipanelns ("digiraati") in cooperation with the Ministry of Justice and the Ministry of Education and Culture.</p> <p>In 2019, the Parliament of Åland passed a new elections act for Åland, with accessibility and increased equality as key factors. The Government of Åland has also set up a council of persons with disabilities for Åland as the coordination mechanism for the implementation of the UN Convention on the Rights of Persons with Disabilities and for monitoring the implementation and reporting on it, in order to facilitate related activities in different sectors and at different levels.</p> <p>"An elections school" will be arranged especially for immigrants, incomers, refugees and others voting for the first time, such as young people and people with disabilities, in order to help them understand both the political system itself and the electoral system and the voting procedure. The Government of Åland has an integration coordinator and a project-specific democracy coordinator, who are active in dealing with these questions and cooperate with other important actors within the Government of Åland, the third sector and society as a whole. Moreover, the Government of Åland takes specifically targeted measures as part of its integration training.</p> <p>In its specific activities targeted at incomers, the Government of Åland endeavours to reach the whole group (i.e. even those who otherwise stay at home with children / for other reasons, who are working or who live in institutions), partly by offering activities for children / babysitters on site, and partly by offering remote access to the activities.</p> <p>The Government of Åland runs an information office (Kompassen) for incomers and provides guidance under a career counselling project (Visa Vägen) in addition to the ordinary activities of e.g. the labour market and study service authority Ams and schools. Measures targeted at refugees and other incomers are taken through Project Safe Haven and through the website www.integration.ax. Moreover, the Government of Åland funds a project of Save the Children Åland to provide an open preschool that also parents are welcome to attend.</p> <p>In autumn 2019, Project Safe Haven will start training incomers to communicate information on society and health care to their peers. After the training, the incomers will be employed for training on issues concerning Åland and its society in their native language.</p>	
<p>93.87. Continue with its structural reforms in the</p>	<p>Ministry of Social Affairs and Health</p>	<p>Please see reply to recommendation 93.96</p>	

<p>social welfare and health care with a focus on protecting the rights of women, children and vulnerable groups (Pakistan);</p>		<p>The National Child Strategy involves cross-administratively a research project to address the situation of children and young people at risk of exclusion and unaffected. The Strategy will also implement a project to strengthen child inclusion in the preparation of social security reform and develop an action plan to support children and young people with substance symptoms in cooperation with the Ministry of Social Affairs and Health. The National Child Strategy increases the effectiveness of child and adolescent mental health work by mapping development needs and supporting good practice and skills in cooperation with the Finnish Institute for Health and Welfare (THL).</p> <p>The National Child Strategy prepares a report and assessment of the regulation of self-determination, inclusion and decision-making of children and young people in social and health care in cooperation with the Ministry of Social Affairs and Health.</p> <p>In 2017, the Parliament of Åland passed an Act (2017:56) amending the act of Åland on child day care. Section 4 of the Act defines children in need of special support as children who have difficulties because of a congenital or later acquired physical, mental, cognitive, sensory, emotional or intellectual disability or who, without individual supportive measures, would be at risk of acquiring such disability.</p> <p>Since 2004, Åland has an act on screening the criminal background of persons working with children (2004:3). The purpose of the act is to protect personal integrity and to improve the personal safety of minors under 18 years of age. The act provides a screening procedure for informing employers about the possible criminal background of persons working with minors under 18 years old. In spring 2019, the Government of Åland submitted to the Parliament of Åland a bill for extending the screening of criminal backgrounds to volunteers engaged in activities with children.</p> <p>The Government of Åland is preparing an amendment of the decree of Åland on counselling for pregnant women and children, school and student health care and preventive oral and dental care for children and young people (2015:28), to ensure that also people attending full-time integration training (courses in Swedish as second language) will have the right to student health care.</p>	
<p>93.88. Redouble its efforts to implement the principle of equal pay for work or equal value, including through the further development of the Equal Pay Programme (South Africa);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>According to the Programme of Prime Minister Sanna Marin's Government (10 December 2019 -) the pay equality will be promoted by continuing the Equal Pay Programme, which must be more ambitious and effective than before. The key aim of the programme is the commitment of the Government, employers and organisations representing employees to take measures to assess job requirements, to promote equal pay and pay transparency, and to abolish segregation in the world of work. The gender impacts of collective agreements will be assessed as part of the programme.</p> <p>The Equality Act was reformed in 2014 (1329/2014). The reform also added regulations regarding employer's gender equality plans and pay surveys.</p> <p>There was an overall evaluation of the Equal Pay Programme implemented between 2016 and 2019. The report proposes that future measures for reducing the gender pay gap should be focused on the most effective</p>	

		<p>measures. Increasing pay openness and transparency may be one solution, and in April 2018 the minister responsible for gender equality appointed a rapporteur to explore pay transparency. The rapporteur, Ombudsman for Gender Equality, Jukka Maarianvaara, handed his report to the minister in October 2018. The report contains many concrete measures, including legislative measures, to advance pay equality. The Minister then set a tri-partite working group to consider legislative measures around pay transparency to advance pay equality.</p> <p>The Ministry of Social Affairs and Health appointed a tripartite working group for a period from 21 August 2020 to 31 August 2021 to prepare amendments to the Act on Equality between Women and Men based on entries regarding pay transparency in the Programme of Prime Minister Sanna Marin’s Government. The working group’s report proposes that the Act on Equality between Women and Men should provide personnel, staff representatives and employees suspecting discrimination better access to information regarding pay. (https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/163607/STM_2021_27_rap.pdf?sequence=1&isAllowed=y)</p> <p>In accordance with the Act of Åland (1989:27) on the application of Finland’s act on equality between women and men and with its government programme, the Government of Åland has evaluated the work of the county administration and the subordinate authorities in order to ensure equal pay for work of equal value. The Government of Åland is making analyses and taking measures to ensure equal pay for equal work.</p>	
<p>93.90. Continue to narrow wage disparities between men and women in line with the country’s Equal Pay Programme for 2016-2019 (Sri Lanka);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>According to the Programme of Prime Minister Sanna Marin’s Government (10 December 2019-), the elimination of unjustified pay disparities and pay discrimination will be promoted through statutory measures to improve pay transparency. Unjustified disparities in pay between women and men will be addressed more rigorously than at present. The Act on Equality between Women and Men will be amended to incorporate rights and meaningful opportunities for staff, staff representatives and individual employees to access pay information and address pay discrimination more effectively.</p> <p>Please see replies to recommendation 93.88.</p>	
<p>93.91. Effectively provide for the application of laws prohibiting wage discrimination for equal work between men and women (Uzbekistan);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>According to the Gender Equality Act wage discrimination is forbidden. There are recent developments on this matter. A working group was set up in November 2020 to support the preparation of the government report on gender equality and the development of a system for monitoring gender equality. The government report on gender equality, which will be submitted to Parliament, is being prepared in accordance with the Government Action Plan for Gender Equality. The report will, for the first time, set Finland’s national objectives for gender equality. To support the effectiveness of the report and the adaptation of the goals set in the report, a monitoring system covering all branches of government will be developed.</p>	

<p>93.92. Adopt suitable legislation for the combat and the punishment of discrimination for pregnancy and family licence in the labour market, where reparation for victims will be established (Bolivarian Republic of Venezuela);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>According to the Gender Equality Act discrimination on the basis of pregnancy and family leaves is forbidden.</p>	
<p>93.94. Undertake efforts to strengthen the education system through the provision of mandatory training on human rights education (Maldives);</p>	<p>Ministry of Education and Culture</p>	<p>Finnish National Agency for Education has annual budget (around 10 million euros) for the in-service training of 23 000 teachers. Human rights education and training is one of the in-service training themes. The themes are taught also in teachers pre-service training that are provided by universities and teacher training units.</p> <p>Human rights education is very widely covered in the national core curricula, in subjects teaching and in transversal competencies and also in developing the school ethos.</p>	
<p>93.95. Continue the action aimed for the promotion of gender equality in all public and private activities (Angola);</p>	<p>Ministry of Social Affairs and Health</p>	<p>The Government’s goal is to raise Finland into a leading country in gender equality. The Government aims to improve equality ambitiously in different sectors of society. Special attention will be given to enhancing gender equality in the world of work and in families.</p> <p>A broadly based Action Plan for Gender Equality will be drawn up to coordinate measures for achieving a gender equal society in various sectors. A monitoring system covering all state administrative sectors will be created for monitoring equality. A gender impact assessment will be a compulsory part of public administrative functions in all government departments.</p>	
<p>93.96. Continue to enhance protection and rights of women and children (Bosnia and Herzegovina);</p>	<p>Ministry of Social Affairs and Health /All Ministries</p>	<p>The new Government Programme (December 2019 -) states that:</p> <p><u>Preventing discrimination</u></p> <p>Discrimination on the grounds of pregnancy will be prevented. Legislation will be clarified to ensure that pregnancy and use of family leave may not affect the continuation of temporary employment. The prospects for improving the job security of employees returning from family leave will be studied, with the findings applied in necessary legislative and other measures. Discrimination will be prevented in recruitment. An investigation of the feasibility of anonymous job applications will be done.</p> <p><u>Family leaves</u></p> <p>An ambitious family leave reform supporting the wellbeing of families will be implemented together with the social partners. The aim is an equal division of family leaves and care responsibilities between both parents in families, stronger non-discrimination and equality in the world of work, and reduced pay disparities between</p>	

		<p>the sexes. Families will have more opportunities for choice and flexibility in taking family leave. The reform will be implemented in a way that treats everybody equally, including diverse families, and allows for various forms of self-employment. The reform should be implemented in a way that gives mothers and fathers an equal quota of months. Earnings-related leaves allocated to fathers will be prolonged without reducing the share currently available to mothers. Family leave must also include a freely chosen period of parental leave. An increased earnings-related component corresponding to the present share for mothers will be paid to both parents. The reform must satisfy the requirements of the directive on the safety of pregnant workers and the directive on work-life balance.</p> <p>The Government appointed a parliamentary committee to prepare a National Child Strategy, which was completed at the end of 2020 and released in February 2021. The Child Strategy creates a strong basis for the implementation, monitoring and assessment of the obligations included in the CRC (The Convention on the Rights of the Child). The National Child Strategy aims at strengthening a child rights-based approach in administration and decision-making. The Executive Plan of the National Child Strategy was approved in October 2021. It includes 30 measures complementing projects promoting the rights and welfare of the child by the state government. https://julkaisut.valtioneuvosto.fi/handle/10024/163541</p> <p>In spring 2017, the Government of Åland conducted a study on domestic violence in Åland (Våld i nära relationer på Åland 2017 – Undersökning om förekomst av våld i nära relationer). Raised awareness of people’s exposure to different types of violence is a prerequisite for change. The Government of Åland intends to prepare an action plan on combat of domestic violence.</p> <p>Furthermore, the Government of Åland is continually taking measures under the equality agenda 2019–2030. In accordance with the agenda, an opportunity is offered for, for instance, capacity-building related to the promotion of health, creation of safety and the prevention of violence among young people.</p> <p>In 2018, the Government of Åland reserved budget funds for the next five years for preventive work in order to counteract stereotype gender norms and to combat words and acts of sexual violence among children and young people in Åland.</p> <p>The Government of Åland has also submitted a bill for a new social welfare act of Åland, including provisions on an obligation of staff to report defects, and a bill for an act of Åland on aged people, including provisions on an obligation of staff to report on aged people who are manifestly incapable of taking care of themselves, their health or safety and who need social or health services.</p> <p>Please also see replies to recommendations 93.87 and 93.125.</p>	
<p>93.97. Lead campaigns of public awareness in the media to fight against drugs consume, abusive consume of alcohol and</p>	<p>Ministry of Social Affairs and Health</p>	<p>The Government will boost the economy of wellbeing by investing in measures that foster people’s health and wellbeing and reduce their need for services. The health and wellbeing impacts of decisions will be assessed comprehensively, and prevention and treatment of chronic diseases made more effective. New low-threshold services in lifestyle counselling and prevention will be introduced. Addictions will be reduced.</p>	

<p>suicide, between young women and girls (Algeria);</p>		<p>To foster preventive work and to harmonise substance abuse services, the Government will update the substance abuse strategy. Smoking and the overall consumption of alcoholic beverages will be reduced. A cross-sectoral Government resolution on drug policy will be prepared to increase the efficiency of services for drug users and to reduce the harmful effects of drug use.</p> <p>Drawing on earlier work, the Government will prepare a mental health strategy with a focus on mental health as a resource. The strategy will secure people’s mental health rights and mental health services, incorporating them into existing structures. It will also prevent suicides and strengthen the competence of mental health professionals. The legislation on mental health and substance abuse services will reformed at the same time.</p> <p>The National Child Strategy will develop an action plan to support children and young people with substance symptoms in cooperation with the Ministry of Social Affairs and Health. The National Child Strategy increases the effectiveness of child and adolescent mental health work by mapping development needs and supporting good practice and skills in cooperation with the Finnish Institute for Health and Welfare (THL).</p> <p>In spring 2019, the Government of Åland commissioned a programme to prevent suicides (<i>Program för suicidprevention – åtgärder för en nollvision</i>). Among other purposes, the programme aims at proposing short-term and long-term measures, based on the local conditions, in different sectors of society.</p> <p>The overall political targets of the Government of Åland in counteracting addiction-related problems and promoting public health are stated in its policy programme on alcohol, drugs, doping, smoking and gambling 2017–2020. The programme includes measures in this field, planned by the departments of the Government of Åland and the authorities subordinate to it.</p>	
<p>93.98. Exert more efforts aiming at the elimination of all forms of discrimination against women, particularly in the labour market (Libya);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>The Government aims to improve equality ambitiously in different sectors of society. Special attention will be given to enhancing gender equality in the world of work and in families.</p> <p>A broadly based Action Plan for Gender Equality will be drawn up to coordinate measures for achieving a gender equal society in various sectors.</p> <p>A monitoring system covering all state administrative sectors will be created for monitoring equality. A gender impact assessment will be a compulsory part of public administrative functions in all government departments.</p> <p>The elimination of unjustified pay disparities and pay discrimination will be promoted through statutory measures to improve pay transparency. Unjustified disparities in pay between women and men will be addressed more rigorously than at present.</p> <p>Pay equality will be promoted by continuing the Equal Pay Programme and there are measures to prevent discrimination.</p>	
<p>93.99. Continue the work accomplished to prevent gender-based</p>	<p>Ministry of Social Affairs and Health</p>	<p>Please see also reply to recommendation 93.98.</p>	

<p>discrimination, promote equality between women and men and thus improve women's condition, particularly in working life (Cuba);</p>	<p>and Ministry of Economic Affairs and Employment</p>	
<p>93.100. Continue its good efforts to address violence against women (Lithuania);</p>	<p>Ministry of Social Affairs and Health</p>	<p>Finland ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). The Convention entered into force on 1 August 2015 in Finland. The Istanbul Convention covers all forms of violence against women. The Convention encourages the Parties to apply the Convention to all victims of domestic violence, paying particular attention to women and girls as victims of gender-based violence. In Finland, the Convention is also applicable to men and boys experiencing domestic violence.</p> <p>The Committee for Combating Violence against Women and Domestic Violence (NAPE) was established at the beginning of 2017. Cooperation with NGOs is promoted to counter violence against women and domestic violence. A division with NGO representation was set up for the Committee for Combating Violence against Women and Domestic Violence, tasked with outlining and supporting NGO measures geared towards implementing the Istanbul Convention, etc.</p> <p>The Istanbul Convention Action plan 2018-2021 was drawn up by the Committee for Combating Violence against Women and Domestic Violence (NAPE), which is the coordinating body required under Article 10 of the Istanbul Convention and was established 2017. A new action plan (2022-2025) will be published at the beginning of the year 2022.</p> <p>The Action plan 2018-2021 contains a total of 46 measures for different administrative branches. The implementation of the measures started in 2018, with NGOs involved in the implementation of several Articles. The Action plan is drawn up for a four-year period, but the Committee for Combating Violence against Women and Domestic Violence will monitor its progress on an annual basis, supplementing it as required. The Ministry of Social Affairs and Health is responsible for the planning and steering of work aimed at combatting violence against women in collaboration with the other ministries and NGOs.</p> <p>Finland has strengthened violence against women laws, and their enforcement and implementation (sexual harassment and stalking were criminalised. All sexual offences against adults, with the exception of sexual harassment, were made subject to public prosecution. In the legislative history of the Criminal Code, much attention has been paid to violence against women. Thus, despite the gender neutral wordings of the legislation, it can be considered gender sensitive.)</p> <p>Finland has introduced, updated or expanded national action plans on ending violence against women and girls, e.g. FGM-Action Plan was updated and published in February 2019.</p>

Finland has introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services) as well as strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls.

Campaigns for public awareness raising and changing of attitudes and behaviours have been arranged.

Work in primary and secondary education, including comprehensive sexuality education, has been intensified.

- Perpetrator programmes have been arranged although the network of services is not nationwide covering
- Training has been organised e.g:
- Further training created within the EU- EPRAS project (Enhancing Professional Skills and Raising Awareness on Domestic Violence, Violence against Women and Shelter Services) has been disseminated to form part of basic and further training for healthcare and social welfare professionals and police officers.
- Efforts have been made to promote the introduction of existing training materials for use in education in equality, human rights and security skills, and in sex education as part of health education and, as applicable, other subjects (e.g. <https://thl.fi/en/web/children-young-people-and-families>, Tunne- ja turvataitoja lapsille, in Finnish, <http://www.julkari.fi/handle/10024/126027>, Tunne- ja turvataitoja nuorille, in Finnish http://www.julkari.fi/bitstream/handle/10024/90817/Opas_21%20_verkko.pdf?sequence=1&isAllowed=y)
- E.g. intimate partner violence is comprehensively addressed in training for police officers, and the National Police Board has issued instructions on the referral of victims to assistance. The Police are obligated to refer victims to assistance.
- Victim Support Finland (RIKU) has the main responsibility for providing assistance but actors specialised in women who have experienced intimate partner violence are also used on the local level, e.g. all seven Girls' Houses are now engaged in sexual violence work (in the cities of Helsinki, Espoo, Turku, Tampere, Kuopio, Oulu and Rovaniemi)
- The Police are engaged in active cooperation with health and social authorities, and several municipalities also use the MARAC cooperation model (Multi-Agency Risk Assessment Conference). The National Police Board has employed one specialist to develop the MARAC model, and has given new guidelines to the police to combat violence against women.
- Efforts have been made to increase awareness of residential shelters among the population as part of the EPRAS project, while also marketing the Nollalinja helpline.
- The development of practices of supporting parents who are taking care of children at home into employment continues in cooperation with The Ministry of Economic Affairs and Employment and

		<p>Ministry of Social Affairs and Health. Immigrant women are identified as one of the core target groups in this effort.</p> <ul style="list-style-type: none"> • An action plan Non-violent childhoods for preventing violence against children (2020-2025) has as the objective to prevent violence against children aged 0–17 in different growth and operating environments. The action plan deals with the rights of the child, inclusion, factors that protect against violence as well as risk factors and their consequences. The aim is to improve the position of the child victim in the current service, care and crime systems, also taking into account those children who are at risk of ending up using or have already used violence. http://www.julkari.fi/bitstream/handle/10024/136205/URN_ISBN_978-952-343-082-2.pdf?sequence=1&isAllowed=y). • Efforts have been made to promote the introduction of existing materials for use in education in equality, human rights and security skills, and in sex education as part of health education and, as applicable, other subjects. • Surveys on child victims will be carried out regularly (next in 2019) as part of the national School Health Promotion Surveys. • Quality standard work for perpetrator programmes has been carried out (2018-2019) by the Federation of Mother and Child Homes and Shelters. • Implemented awareness raising initiatives targeting the general public and young women and men in educational settings • Worked with technology providers to set and adhere to good business practice • THL’s Centre for Gender Equality Information carried out a project to adapt and introduce to Finland a Norwegian guide on gender based hate speech, intended for young people aged between 13 and 18. The project was funded by the Nordic Council of Ministers for Gender Equality, while an NGO partner, Finnish. Information was disseminated about the guide #EmmeVaikene – Mitä on vihapuhe ja miten se liittyy sukupuoleen? –opas, in Finnish http://urn.fi/URN:ISBN:978-952-302-940-8–opas, in Finnish http://urn.fi/URN:ISBN:978-952-302-940-8 . • Against-hate project (2018-2019) (https://api.hankeikkuna.fi/asiakirjat/80ac0a59-5434-4983-b89e-e2ab0013ba21/2bc22362-57af-452e-b3da-3ef61bb10838/KIRJE_20181005075747.pdf), • The Gender Equality Barometer provides up-to-date information on online hate speech against women. 	
<p>93.101. Ensure proper implementation of policies directed towards combating violence against women, including the recommendations made by the Committee on the Elimination of Discrimination against</p>	<p>Ministry of Social Affairs and Health</p>	<p>Please see reply to recommendation 93.100.</p>	

Women regarding sexual violence (Republic of Moldova);			
93.102. Establish a specific action plan to combat gender-based violence with a special system of prevention for this type of violence and also broaden the network of assistance for victims of sexual violence or gender-based violence (Spain);	Ministries of Social Affairs and Health, Economic Affairs and Employment, Interior, Justice, and Education and Culture	<p>The Committee for Combating Violence against Women and Domestic Violence (NAPE) has drawn up an action plan for the implementation of the Istanbul Convention for 2018-2021. The Action Plan has altogether 46 measures and they focus on different branches of administration. The Ministry of Justice has been taking part in the implementation. Prime Minister Sanna Marin's Government (10 December 2019 -) published also an action plan combating violence against women 2020-2023. Furthermore, a position of an independent reporter for violence against women will be established.</p> <p>According to Non-discrimination Act (1325/2014) Education providers have had an obligation to have a specific action plan for preventing verbal and physical violence. Every employer has a legal obligation to systematically promote and improve gender equality. In addition, every employer with a minimum of 30 employees must also have a plan for gender equality (in that plan there are often action plan in case of sexual harassment and violence).</p> <p>All schools and educational institutes have a legal obligation to have an equality and equity plan and work accordingly together with staff, students and parents.</p> <p>Please see also reply to recommendation 93.100.</p>	
93.103. Promote gender equality and further combat violence against women (China);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.100.	
93.104. Undertake further measures aimed at eradicating violence against women (Georgia);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.100.	
93.105. Ensure the implementation of measures aimed at combatting violence against women (Iceland);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.100.	
93.106. Strengthen efforts to prevent violence against women. (Iraq);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.100.	

<p>93.107. Continue its efforts in eliminating discrimination and preventing violence against women and children as well as undertaking further measures, with a longer-term strategy, aimed at protecting women's rights (Iceland);</p>	<p>Ministries of Social Affairs and Health, Justice, Economic Affairs and Employment, Interior, and Education and Culture</p>	<p>Please see also reply to recommendation 93.100 and 93.102.</p> <p>The National Child Strategy will carry out a child victim research. The study is a unique and extensive survey study based on children's experiences of violence. The Strategy also implements a guide and education set on exacting situations of separation and post-separation violence in cooperation with The Finnish Institute for Health and Welfare (THL).</p>
<p>93.108. Prepare a national plan with allocated targets to combat violence and discrimination against women and provide access and financial aid to support services, and strengthen cooperation between different government agencies (Islamic Republic of Iran);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior, and Education and Culture</p>	<p>The multisectoral Committee for Combating Violence against Women and Domestic Violence (NAPE) has implemented an action plan for the implementation of the Istanbul Convention for 2018-2021 and drawn up an action plan for 2022-2025. According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023.</p> <p>Sanna Marin's published an action plan combating violence against women 2020-2023</p> <p>Furthermore, a position of an independent rapporteur on violence against women will be established. A Government bill to establish the post of a rapporteur on violence against women was submitted to parliament in September 2021. According to the Government bill, the Non-Discrimination Ombudsman would be appointed as the rapporteur on violence against women. As the rapporteur, the Non-Discrimination Ombudsman would monitor violence against women and domestic violence, the functioning of national legislation, and the implementation of international obligations. The Ombudsman would also monitor and assess measures and policies to prevent and combat violence against women and domestic violence in accordance with the Istanbul Convention. The rapporteur could observe all forms of violence against women and domestic violence. The rapporteur could also observe intersecting issues, such as violence against women belonging to minorities or violence against women with disabilities.</p> <p>According to Non-discrimination Act (1325/2014) Education providers have had an obligation to have a specific action plan for preventing verbal and physical violence. Every employer has a legal obligation to systematically promote and improve gender equality. In addition, every employer with a minimum of 30 employees must also have a plan for gender equality (in that plan there are often action plan in case of sexual harassment and violence).</p> <p>All schools and educational institutes have a legal obligation to have an equality and equity plan and work accordingly together with staff, students and parents.</p> <p>Please see also reply to recommendation 93.100.</p>

<p>93.112. Consolidate support services for women victims of violence (Republic of Moldova);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</p>	<p>The Committee for Combating Violence against Women and Domestic Violence (NAPE) has drawn up an action plan for the implementation of the Istanbul Convention for 2018-2021. The Action Plan has altogether 46 measures and they focus on different branches of administration. Please also see reply to recommendation 93.108 i.a. on the establishment of a position of an independent rapporteur on violence against women</p> <p>The Act on State Compensation to Producers of Shelter Services (1354/2014) entered into force 1 January 2015. According to the Act the responsibility for financing the services provided in the shelters lies with the State. Until January 2016 the financing was based on community budgeting.</p> <p>The purpose of the new law is to guarantee qualitative and comprehensive shelter services all over the country. The new legislation defines also competence requirements for the shelter personnel. The provided services include high-quality services for immediate help for a crisis situation, 24/7 living and psychosocial support, counselling and guidance for every person in need regardless of residence and free of charge.</p> <p>For the year 2021, a total of 25.55 million euros have been allocated to 29 shelters that accommodate altogether 211 family places.</p> <p>The shelters are open for anyone — women, men and children of all ages — who have experienced or have been threatened of domestic violence. Children usually stay in the shelter with a parent. The above-mentioned law enabled also adults with no children to enter a shelter while previously shelters accepted only women accompanied with children.</p> <p>The shelters cover geographically different parts of Finland and include also places for the Swedish-speaking minority, as well as migrant women and children. The majority of the shelters are also accessible for persons with disabilities. In 2016, the National Institute for Health and Welfare piloted a so-called remote shelter project for sparsely populated areas which involved establishing a 24/7 remote shelter in connection with a social and health care unit. Psychosocial support for shelter customers was provided from a central shelter via remote access. The operation of the remote shelter in the pilot area has been made permanent from 2017 onwards with the help of Government funding. The aim is to have similar remote shelters in other sparsely populated areas in the future.</p> <p>A shelter is meant to be a short-term refuge during a crisis. The length of the stay is always based on individual needs. A shelter has staff available 24 hours a day and victims can go there either on their own initiative or on referral. It is possible to go to a shelter anonymously. Staying in a shelter is cost-free to the client.</p> <p>The shelters are financed, instructed and monitored by the Ministry of Social Affairs and Health while the National Institute for Health and Welfare is responsible for the national coordination and development of the shelters. Whilst in the coming years, the number of shelter places will grow with the increased funding by the state, the expansion process and quality of the services is under controlled scrutiny by the National Institute https://thl.fi/en/web/thlfi-en/services/special-government-services-in-social-welfare-and-health-care/shelters-for-victims-of-domestic-violence, www.nollalinja.fi/shelters-for-victims-of-domestic-violence.</p>
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<p>93.113. Provide adequate support services to protect victims of domestic and sexual violence (Turkey);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</p>	<p>Please also see reply to recommendations 93.87, 93.96, 93.100, and 93.102.</p> <p>Under the Act of Åland on shelters (2015:117), the county must ensure access to shelters by victims of domestic violence. The purpose of the act is to contribute to protecting and assisting those at risk of violence by ensuring shelter activities. The long-term goal is to contribute to counteracting domestic violence and to increase equality between women and men in the county. The Act is intended to improve compliance in the county with the Council of Europe Convention on preventing and combating violence against women and domestic violence.</p>	
<p>93.115. Implement the “Council of Europe Convention on preventing and combating violence against women and domestic violence” in order to provide improved</p>	<p>Ministries of Foreign Affairs, Justice, Social Affairs and Health, Economic Affairs</p>	<p>Please see reply to recommendations 93.100, and 93.102.</p>	

protection and assistance to women and children that have become victims of violence (Germany);	and Employment and Interior		
93.116. Strengthen the measures to combat violence against women as well as support victims and survivors of such violence (India);	Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior	Please see reply to recommendations 93.100 and 93.102. According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023.	
93.117. Further continue its efforts to combat domestic violence and intensify the implementation of the Government Action Plan for Gender Equality (Mongolia);	Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior	Please see reply to recommendations 93.100 and 93.102.	
93.119. Provide further support assistance services to better protect victims of domestic violence (Sierra Leone);	Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior	Please see reply to recommendations 93.100 and 93.102.	
93.120. Establish a national action plan to address domestic and family violence (Australia);	Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior	According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023. Please see reply to recommendations 93.100 and 93.112 and 93.113.	
93.121. Establish a national coordination unit and provide adequate resources and other support for the implementation of the Council of Europe	Ministries of Justice, Social Affairs and Health, Economic Affairs	Please see reply to recommendation 93.100.	

<p>Convention on preventing and combating violence against women and domestic violence (Canada);</p>	<p>and Employment, and Interior</p>		
<p>93.122. Take further measures to address violence against women, including domestic and sexual violence, especially in the field of prevention (Estonia);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior, Environment, and Education and Culture</p>	<p>According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023. The cross-cutting theme of the action plan is the prevention of violence.</p> <p>The new Strategy on Preventive Police Work 2019–2023 and the Action Plan by the National Police Board focuses on ensuring the safety and security and the sense of security of different population groups. Women, young people and children are especially taken in consideration. Accordingly, the police is working to prevent domestic violence and intimate partner violence and violence against women. The police take part in the multi-professional Marak risk-assessment scheme, a key instrument in the prevention of domestic violence and intimate partner violence and violence against women, as well as in the assessment of risk of repeated violence.</p> <p>The aim of the police is to meet all its obligations arising from the implementation of the provisions of the Istanbul Convention on preventing and combating domestic violence and violence against women. A concrete example of this is the ongoing project “Enhancing Professional Skills and Raising Awareness on Domestic Violence, Violence against Women and Shelter Services”. It is a multi-professional project where the Police University College is responsible for the planning of the training package as regards continuing education for the police. The National Police Board has assigned one specialist to ensure that the provisions are properly implemented.</p> <p>According to Non-discrimination Act (1325/2014) Education providers have had an obligation to have a specific action plan for preventing verbal and physical violence. Every employer has a legal obligation to systematically promote and improve gender equality. In addition, every employer with a minimum of 30 employees must also have a plan for gender equality (in that plan there are often action plan in case of sexual harassment and violence).</p> <p>Please see also reply to recommendation 93.100 and 93.113.</p>	
<p>93.123. Take all the necessary measures to put an end to violence committed against women and children (Libya);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, Environment, and</p>	<p>According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023.</p> <p>According to Non-discrimination Act (1325/2014) Education providers have had an obligation to have a specific action plan for preventing verbal and physical violence. Every employer has a legal obligation to systematically promote and improve gender equality. In addition, every employer with a minimum of 30 employees must also</p>	

Education and Culture

have a plan for gender equality (in that plan there are often action plan in case of sexual harassment and violence).

New data basis:

- National School Health Promotion Study
- Well-being, health, schoolwork, and participation of children and youth aged 10-11, 14-15 and 16-17 years.
- New modules on violence and harassment, and experiences of children placed in non-parental care.
- Health, wellbeing and services of young children (LTH)
- Pilot study on four-month-old babies and their families (national survey 2020)
- National survey on four-year-old children and their families
- Electronic reporting system on national, county and municipal level according to many background variables (gender, age, disability, migrants, mother's education)
- Some outcomes of the programme to address child and family services in Finland (2016-2019):
- Starting of about 130 new family centers
- Web course on multi-professional co-operation <https://verkkokoulut.thl.fi/web/suojele-lasta>
- Guidebook on evaluating impacts on children <http://www.julkari.fi/handle/10024/136377>
- Guidebook on health and social care at schools <http://www.julkari.fi/handle/10024/136782>
- Guidebook on family centres
- Instructions for foster care
- Training on family-friendly workplaces
- Training on systemic child protection
- Research reports, policy briefs and working papers on health and wellbeing of children; children in non-parental care; disabled children; sexual minorities; immigrant youth etc.

Action Plans:

- Part I (published 4/2018): on prevention of injuries, selfharm & suicides and physical and psychological punishment 2019-2025
- Part II (will be published 11/2019): Prevention on violence experienced by children, content e.g.:
 - Childrens' rights
 - Childrens' Participation
 - Multiprofessional collaboration & information change
 - Safety skills education, sexual education
 - Family violence, intimate partner violence in the family
 - Violence, bullying, harassment in various settings (school, kindergarten, free time, hobbies)
 - Sexual violence

		<ul style="list-style-type: none"> ○ Vulnerable groups: disabled, performance or physically challenged, ethnic groups, sexual minorities ○ Special questions: tortured children, children as victims of human trafficking, unaccompanied asylum seeker children, FGM, Violent radicalisation etc. ○ Governmental funding for development and extend the barnahus-model nationwide 2019-2023. <p>The National Child Strategy will carry out a child victim research. The study is a unique and extensive survey study based on children's experiences of violence. The Strategy also implements a guide and education set on exacting situations of separation and post-separation violence in cooperation with The Finnish Institute for Health and Welfare (THL).</p> <p>Please see also reply to recommendation 93.100 and 93.113.</p>	
<p>93.124. Reinforce the measures to protect the rights of child (Georgia);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, and Education and Culture</p>	<p>Please see reply to recommendation 93.123.</p> <p>The National Child Strategy creates a strong basis for the implementation, monitoring and assessment of the obligations included in the CRC (The Convention on the Rights of the Child). The Strategy aims at strengthening a child rights-based approach in administration and decision-making. Its objective is to ensure that the rights of the child are realised in all policy areas and levels of administration. The Executive Plan of the National Child Strategy includes 30 measures complementing projects promoting the rights and welfare of the child by the state government. https://julkaisut.valtioneuvosto.fi/handle/10024/163541</p>	
<p>93.125. Provide training on the rights of the child to public officials and civil servants (Timor-Leste);</p>	<p>Ministries of Foreign Affairs, Justice, and Social Affairs and Health</p>	<p>The National Courts Administration provides regularly training on the rights of the child for judges and the Ministry of Justice provides annual training on the rights of the child for public legal aid attorneys. In 2021-2023, the Ministry of Justice runs a project called the Voice of Children and Young People in Europe, which is part of a joint European project (CP4Europe), coordinated by the Council of Europe and co-funded by the European Union and the Council of Europe. The goal of the project is to facilitate the participation of children and young people in policy-making at the national level e.g. by developing methods, gathering best practices, producing training materials and providing training for public authorities on children's right to participate in decision-making. In addition to the Ministry of Justice, the Office of the Ombudsman for Children and, within the framework of the implementation of the national children's strategy, the Ministry of Social Affairs and Health and the Prime Minister's Office, participate in the project.</p> <p>The Police University College is arranging annually a year long training program in dealing with crimes committed against children. The training highlights multi-professional intervention and is aimed to police officers and social & health authorities alike.</p>	

Two officers have been hired by the National Police Board to evaluate the situation nationally and to create new guidelines and training. The officers are funded by the Ministry of Social Affairs and Health as part of the Barnahus-project.

In-service training is annually organised for employees at maternity and child health clinics as well as for partners, managers, teachers and researchers in the field. Annually approximately 500 persons participate in the training. Relevant professionals were also provided with training on the amendments to the new Social Welfare Act and Child Welfare Act and a guidebook was published and updated. The training has provided information on the concept of the best interests of the child and on the obligation to establish the child's opinion and hear the child. Training has also been and will be provided to relevant professionals on other new legislation, such as the Paternity Act and the Child Custody Act.

A Handbook for Child Welfare (*Lastensuojelun käsikirja*), available on the Internet and also accessible by private persons, gives comprehensive information and guidance on child welfare, social welfare and the rights of the child to professionals. It also includes advice on complaint procedures.

The National Child Strategy implements a Handbook for Child Welfare also for children and young people in cooperation with The Finnish Institute for Health and Welfare (THL).

In 2018, a training for authorities on the Convention on the Rights of the Child was organised by the MFA and the Office of the Ombudsman for Children.

The National Child Strategy sets up up-to-date lesson packages for early education and school on child strategy and children's rights. A Democracy and Human Rights Education pilot project and also a project for professionals concerning education on the rights of the child will be carried out as measures of the National Child Strategy.

The National Child Strategy produces an educational set for child impact assessment, child budgeting and child inclusion and support materials for municipalities and regions. The Strategy implements an education set on the rights of the child, and in particular child inclusion, for professionals.

The Government of Åland grants regularly support to such organisations as Save the Children Åland and the Åland Disability Association for awareness raising and capacity building measures. Moreover, the Government of Åland has organised training on the rights and inclusion of children with disabilities.

Please see also reply to recommendation 93.123.

<p>93.126. Bring its legislation on the right of children during the asylum procedure in line with the Convention on the Rights of the Child (France);</p>	<p>Ministry of Interior</p>	<p>Section 6 of the Aliens Act provides that, in any decisions concerning a child under eighteen years of age, special attention must be paid to the best interest of the child and to circumstances related to the child's development and health.</p> <p>Before a decision is made concerning a child who is at least twelve years old, the child must be heard unless such hearing is manifestly unnecessary. The child's views must be taken into account in accordance with the child's age and level of development. A younger child may also be heard if the child is sufficiently mature to have his or her views taken into account. Matters concerning minors must be processed with urgency. Furthermore, according to section 97a (194/2015) of the Aliens Act, the asylum interview of an unaccompanied minor must be attended by his or her representative.</p> <p>In an asylum decision concerning a child, the Finnish Immigration Service always explains how it has assessed the best interests of the child in the case.</p> <p>The Finnish Immigration Service has updated its instructions for the consideration of children's cases and the related decision-making in the Service, in particular regarding hearing of a child in light of the views adopted by the CRC in the communication A.B. v. Finland (51/2018). The instructions deal with the general definition of the best interests of the child, the consideration of children's applications for residence permits and their sponsor status, encounters with children as asylum seekers, removals of children from the country, citizenship and travel documents. The instructions are based on norms concerning children's rights and their recommended interpretations as well as international treaties and national regulation. They also draw on case law and refer to rulings of the Supreme Administrative Court concerning the best interests of the child in residence permit and asylum matters. On the whole, the instructions deal with children as persons in need of special protection.</p> <p>According to an amendment made to the Aliens Act (in force since March 2019) the minor doesn't need to be under 18 years old at the time when the decision for the family tie based residence permit is made but at the time of the application for international protection. The decision to the residence permit application for the family members of the minor should be made without any delays.</p> <p>Reviewing the family reunification criteria is included also in Prime Minister Sanna Marin's Government Programme. According to the program, we will discontinue the application of a requirement for sufficient financial resources at least to minor family reunification sponsors who have been granted a residence permit due to a need for international protection. The aim is also to ensure that more children receiving international protection could live with their parents when a residence permit on the grounds of family ties would more rarely be refused based on circumventing the entry regulations. The proposal also aims to specify that, in accordance with the recently adopted ruling of the Court of Justice of the European Union, the minor status of the child should be the time when the residence permit application of the family member was submitted.</p>	
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<p>93.127. Establish additional standards to guarantee the swift and appropriate appointment of guardians to unaccompanied minors (Portugal);</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>The role and nomination of the legal guardian or representative is defined in the Reception Act for the asylum seeking unaccompanied minor. A legal guardian or representative must be appointed for the UM without any delay. The reception center where the child is registered finds a suitable legal guardian or representative for the child and makes an application about the nomination to the district court. Before the application is made the child must be heard. The decision about the nomination is made by the district court. All unaccompanied minors seeking for asylum have legal guardians or representatives and they are all also appointed legal counsels to assist them in their application process.</p> <p>All asylum seekers have right to have legal counsels who assist them in their application process including families with children. However, what comes to the minors with their families, since guardians act as their legal representatives, it depends on the legal counsel family has chosen as well as family's asylum claims how individually the legal counsel looks into family's children's individual interests. In some situations it's possible to nominate a legal guardian or representative for a minor applying an asylum with their family for example in a situation when there are problems inside the family or the parents are not capable of taking care or representing their child(ren).</p> <p>Guardians to unaccompanied minors are appointed swiftly and appropriately according to the Reception Act (746/2011) and Integration Act (1386/2010).</p>
<p>93.128. In cases when the Finnish authorities decide that the separation of children from their natural family is necessary for the best interests of the child, that this measure be adopted according to a decision taken by a judicial authority, as requested by the provisions of the article 9 of the Convention on the Rights of the Child (Romania);</p>	<p>Ministry of Social Affairs and Health</p>	<p>Provisions on child welfare are laid down in the Child Welfare Act.</p> <p>If the health or development of a child are endangered by the child's growth environment or the child himself or herself and the supportive measures in open care are not suitable, possible or sufficient, the child must be taken into care. However, a child may be taken into care only if the substitute care is assessed to be in the best interests of the child.</p> <p>Before a child is placed away from home, it must be investigated whether the child could live with persons close to the child or whether these persons could otherwise participate in supporting the child.</p> <p>Taking into care is valid indefinitely. It may be terminated, however, if there is no longer need for it and the termination is in the best interests of the child.</p> <p>A decision on taking a child into care is made by the municipal officeholder directing social services. If the parents or a child aged 12 or more are opposed to the taking into care, <u>the decision shall be made by a regional administrative court.</u></p> <p>All decisions are subject to appeal. The appeals are considered by a regional administrative court or the Supreme Administrative Court.</p> <p>Substitute care means arranging the care and upbringing of a child that has been taken into care, placed urgently or placed on the basis of an interlocutory order issued by a regional administrative court away from the child's</p>

		own home. Substitute care may be arranged as family care in a foster family or as institutional care in a children's home.	
93.131. Ensure full implementation of laws prohibiting corporal punishment in all settings, including through campaigns to raise awareness among adults and children, as well as the promotion of positive and non-violent forms of discipline that do not affect the upbringing of children (Uruguay);	Ministry of Justice and Ministry of Social Affairs and Health	<p>Corporal punishment of children is prohibited in the Finnish Criminal Code, and all matters of physical abuse towards children can be considered as assault crimes.</p> <p>According to follow-up data, the use of disciplinary violence has decreased considerably over the past 20 years.</p> <p>The National Child Strategy implements a guide and education set on exacting situations of separation and post-separation violence in cooperation with The Finnish Institute for Health and Welfare (THL).</p> <p>The action plan for preventing violence against children "Non violent childhoods" 2020-2025 includes actions against all types of violence against children.</p> <p>National steering pays attention to parenting support and the related upbringing skills. Several operating models have been adopted to reduce disciplinary violence by, e.g., developing emotional skills and promoting positive upbringing methods. Organisations and the Finnish Institute for Health and Welfare (THL) have drafted material for increasing knowledge of the harmfulness of disciplinary violence.</p>	
93.132. Review national laws to prohibit the detention of minors (Portugal);	Ministry of Justice and Ministry of Social Affairs and Health	No general prohibition has been planned or implemented. However, according to the Criminal Code, Chapter 6, Section 9, a sentence of unconditional imprisonment shall not be imposed for an offence committed by a person under 18 years of age, unless there are serious reasons for this. When assessing the significance of a serious reason, the placement of the perpetrator in a child welfare institution referred to in section 57 of the Child Welfare Act (417/2007) shall be taken into account. As of 1 January 2019, the law provides for new alternatives to remand prison both pre-trial and post-trial that are also applicable to minors.	
93.135. Accompany the implementation of the Convention on the Rights of Persons with Disabilities with sufficient funds and concrete indicators through a new National Policy on Disability (VAMPO) that continues VAMPO 2010-2015 (Spain);	Ministry of Social Affairs and Health	<p>Since the Convention on the Rights of Persons with Disabilities entered into force in Finland in June 2016, the National Disability Policy Program (VAMPO) was replaced by national Action Plan, which defines the national objectives for the implementation of the Convention, the concrete measures promoting the implementation and the follow-up measures. The Action Plan is drawn up for each term of office of the Advisory Board for the Rights of Persons with Disabilities (VANE). VANE is the national coordinating mechanism for the Convention. The Board's role is to advance national implementation of the Convention. The first Action Plan "Right to social inclusion and equality" 2018-2019 was published in March 2018. The follow-up report on the Action Plan was published in June 2019.</p> <p>The second national Action Plan for years 2020-2023 was published in February 2021. The Action Plan comprises 110 measures, and different ministries have committed themselves to their implementation. The implementation of the measures will be monitored during the action plan period and assessed at the end of the</p>	

		<p>period. The human rights indicators of the UN Office of the High Commissioner for Human Rights have been used to describe the current situation in each content areas of the Action Plan.</p> <p>The Action Plan emphasises the importance of social inclusion of persons with disabilities in the changing operating environment and the importance of accessibility as a precondition for implementing the other rights. One of the main objectives of the Action Plan is to increase awareness of the rights of persons with disabilities and to mainstream these rights in different administrative branches and more widely in society.</p>	
<p>93.136. Strengthen antidiscrimination legislation to ensure equal access for persons with disabilities to public accommodations, commercial facilities, and transportation (United States of America);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Environment and Transport and Communications</p>	<p>The Government Decree on Accessibility of Buildings (241/2017) entered into force on 1 January 2018. The decree clarifies the requirements for accessible building. It also aims at improving the conformity of provisions and thus promoting compliance with accessibility requirements. Accessibility requirements are aimed purposefully at different building types in such a way, that the more public the uses of the building, the higher the requirements are. The decree is applicable to new construction and repair or alteration work requiring a building permit. The Ministry of the Environment has published guidelines on accessible construction to supplement the new degree.</p> <p>Discrimination on the ground of disability is prohibited in the current Non-discrimination Act. In accordance with the current Government Programme, a partial reform of the Non-Discrimination Act is currently on the way. A working group has been established to examine and assess possible needs for amendments and to update the legislation to the extent deemed necessary. It is expected that the reform will be submitted to parliament next year. As regards the autonomous Åland Islands, legislative competence in anti-discrimination issues is shared between the State of Finland and the county of Åland, because the non-discrimination legislation applies to all sectors of society, with the exception of private life and the practising of religion.</p> <p>In 2017, Åland's Disability Council (<i>Rådet för personer med funktionsnedsättning</i>) draw the attention of the national Non-discrimination Ombudsman to the deficient non-discrimination act of Åland. The Office of the Åland Ombudsman is expected to submit to the Government of Åland a proposal for the revision of the non-discrimination act at the end of August 2019. The most important amendment to be made is to include in the act a provision concerning failure of reasonable accommodation, which is considered as one form of discrimination (CRPD, Article 2).</p> <p>The Ministry of Transport and Communications refers to the Non-Discrimination Act and states that there is not a separate law on these issues for transport, but the Non-Discrimination concerns also transport. In addition to legislation, practical measures are needed. The Ministry of Transport and Communications has published a report on the definition and availability of accessibility information and increasing awareness among providers of mobility services with a set of recommendation (Publications of the Ministry of Transport and Communications 2021:18).</p>	
<p>93.137. Continue efforts on the promotion of opportunities of productive and paid employment for</p>	<p>Ministry of Social Affairs and Health and Ministry of</p>	<p>A working capacity programme for people with partial work capacity will be implemented to ease access to employment. Pilot projects for the deployment of effective services and schemes will be launched as part of this</p>	

<p>people with disabilities (Colombia);</p>	<p>Economic Affairs and Employment</p>	<p>programme. The rehabilitation system will be redesigned based on the proposals of the rehabilitation committee.</p> <p>The intermediate labour market will be developed. Access to employment-promoting and individual services will be enhanced for those in need of special support (including people with partial work capacity, immigrants, people with disabilities, young people and older members of the workforce). The availability of work coaches in employment and social services will be improved. The availability of mental health services will be ensured.</p> <p>The operating conditions of social enterprises will be improved by revising their funding and providing support to strengthen business expertise.</p> <p>The Government's aim is that a condition is set for social employment in public procurement.</p> <p>The system of rehabilitative work will be remodeled to incorporate social rehabilitation, allowing for the individual rehabilitation needs of people who are long-term unemployed or disadvantaged in the labour market with a view to strengthening their working life skills and ensuring their social participation.</p> <p>The Government of Åland intends to study the need for legislative measures concerning, for example, the social service system supporting inclusion in the labour market.</p> <p>Please also see reply to recommendations 93.136 and 93.138.</p>
<p>93.138. Continue consultations on the rights of people with disabilities with a view to implement non-discriminatory policies and legislations (Maldives);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Environment, Education and Culture, and Transport and Communications</p>	<p>The Ministry of Transport and Communications published an action programme <i>Making digital transport and communication services accessible action programme 2017-2021</i> in spring 2017 to ensure that common digital services are suitable for as many people as possible. The action programme puts forward concrete priority measures that can be implemented and monitored in the short term, in order to increase equal access to digital transport and communications services. One of the measures in the action programme is to clarify legislation required while taking equality impacts and opportunities into account to increase accessibility whenever new legislation is being drafted or current laws are being amended. Please see also reply to the recommendation 93.136.</p> <p>The Government of Åland has set up a disability council for the county (<i>Rådet för personer med funktionsnedsättning</i>). The council is a cross-sectoral advisory body, functioning as the coordination mechanism for the implementation and follow-up of the Convention on the Rights of Persons with Disabilities and for reporting on the implementation. It is intended to facilitate related activities in different sectors and at all levels.</p> <p>The county of Åland is represented in the national Advisory Board for the Rights of Persons with Disabilities (the coordination mechanism referred to in Article 33, para. 1 of the Convention)</p> <p>The Government of Åland participates in the work of the Council of Nordic Co-operation on Disability, which is the cooperation body of the Nordic countries for implementing the Convention on the Rights of Persons with Disabilities.</p>

		Please also see reply to recommendation 93.136.	
<p>93.139. Establish and promote culture-sensitive initiatives to provide services for minority groups such as Roma and Sami and for migrants and refugees (Maldives);</p>	<p>Ministries of Justice, Ministry of Social Affairs and Health, Economic Affairs and Employment, Interior, and Education and Culture</p>	<p>According to the Non-discrimination Act, authorities, education providers and employers have an obligation to promote equality, which can include the provision of culture-sensitive services. These key actors are provided with training, practical tools and capacity-building in the framework of different policy initiatives such as the Government’s Action Programme to combat racism and to promote good relations.</p> <p>The Finnish Immigration Service has an ongoing Osaka project 2018-2019 that aims to support and improve the studying and working possibilities of the asylum seekers. Project also aims to support the mental state of asylum seekers and to encourage them to take part and integrate in society, participate in different activities provided in reception centers and to stay active while in asylum process.</p> <p>According to the Integration Act the municipality and the employment and economic development office are jointly responsible for the arranging of the measures and services promoting and supporting integration. Municipalities as well as Employment and economic development offices have to ensure that their services suit the needs of the immigrants.</p> <p>The services are further developed in line with the objectives set out in the government integration programme.</p> <p>The Sámi art and culture is supported with an appropriation in the state budget each year. The appropriation strengthens the realization of Sámi cultural self-government. The allocation of the appropriation for artists, arts and cultural organizations and events is decided by the Sámi Parliament, as provided in the Sámi Parliament Act. The Sami Film, Children's Culture and Music Centers are also supported with a separate appropriation. The Sámi cultural heritage is supported by funding the Sámi Museum Siida's activities for about 0.9 million euros a year. In addition, the Ministry of Education and Culture grants non-recurring subsidies for various Sámi culture projects. In addition, the Ministry of Education and Culture supports annually the Sámi language nests activities both in Sámi homeland area and in other parts of Finland.</p> <p>The Finnish Roma Policy Program (ROMPO) 2018-2022 supports the preservation and development of the Roma language, art and culture (action line 4). The Arts Promotion Center, under the Ministry of Education and Culture, annually supports private artists, workshops, and communities by providing grants to promote cultural diversity and combat racism. In addition, since 2016, the Arts Promotion Center has been running a program to promote cultural diversity and mobility. The development program employs two provincial artists in charge of promoting cultural diversity, and two provincial artists in the Sámi culture. The aim of the project is to increase openness, to prevent racism and hate speech, and to involve different sections of the population as cultural agents and experiencers.</p> <p>Ministry of Education and Culture has financed the Supporting Immigrants in Higher Education in Finland – SIMHE initiative as of 2016. The aim of the SIMHE services is to streamline the identification and recognition of the prior learning of highly educated migrants arriving with different statuses, including asylum seekers, as well</p>	

		<p>as to facilitate their access to higher education, completion of degrees and employment in the Finnish labour market at the national and regional levels.</p> <p>Culture for All service is supported through operating grants by the Ministry of Education and Culture. The service promotes cultural diversity and equality among cultural operators nationwide. In addition, in 2017 and 2018, support has been accorded to cultural projects promoting the integration of immigrants.</p> <p>The special needs of minority groups, migrants and refugees have also been addressed in the national core curricula.</p> <p>Every year the Ministry of Social Affairs and Health grants special state subsidies to Sámi municipalities for maintaining and developing Sámi social and health services.</p> <p>Finland's National Roma Policy 2018-2022 has a policy guideline for promoting equal treatment and access to services among Roma, which includes measures to enhance service providers culture-sensitive approach towards Roma.</p> <p>The Government of Åland is responsible for the EU-funded Project Safe Haven, which is a joint effort between municipalities, public authorities and the third sector to enhance their cooperation on the reception of refugees and integration in Åland. The project focuses mainly on the reception of quota refugees but also benefits migrants in general.</p> <p>The organisations cooperating in the project are municipalities, the social and health authorities in Åland, other public authorities, non-governmental organisations and the volunteering sector. One necessary focus of the project is to develop know-how and services in the social and health sector so that the special needs of the quota refugees entering Åland will be taken into account. The project produces easily accessible information material for its target groups, i.e. employees, decision-makers, inhabitants of municipalities, migrants and quota refugees.</p> <p>The participants in the project will jointly take coordinated measures, arrange awareness raising training, and elaborate models and routines for a more rapid resettlement of quota refugees on equal terms in Åland, regardless of municipality of residence.</p> <p>Please also see reply to recommendation 93.86</p>	
<p>93.140. Consider to introduce incentives for better political participation of minorities and immigrants with a view to uphold their integration into society (Serbia);</p>	<p>Ministry of Justice and Ministry of Economic Affairs and Employment</p>	<p>The Government's action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. One aim of the programme is to develop more accessible structures and methods for consultations to ensure participation opportunities for groups at risk of discrimination.</p> <p>The objective of the Government's cross-administrative National Democracy Programme 2025 is to promote participation and new forms of interaction between the public administration and civil society. It covers numerous measures related to civil society and participation outlined in the current Government Programme.</p>	

		<p>The Programme functions as an umbrella for democracy-related projects, which are carried out by different ministries. A central aim of the Programme is to make sure that no-one is left behind as regards to participation. As part of the Programme, the Advisory Board for Ethnic Relations, which operates within the Ministry of Justice, will set up up a working group on multilingual and immigrant Finns as societal actors. The objective of the working group is to increase understanding of the obstacles, solutions, actions, and necessary resources for multilingual and immigrant Finns’ societal participation. The working group will prepare recommendations i.a. on participation in elections and equal participation between elections. Temporary special measures to accelerate equal participation of migrant women in political participation and decision making in Finland include, for example, the Our elections -campaign, supported by the Ministry of Justice and the Advisory Board for Ethnic Relations, which aims to make migrant voices heard in politics. As part of the campaign, events have been and will be organized with CSO’s working closely with migrant women and girls prior the municipal elections of spring 2021 and the forthcoming county elections in January 2022. Additionally, the Ministry of Justice handed out the Democracy Award of 2020 to three civil society actors. One of them was a project by Plan International Finland, which supported migrant girls’ civic activity. During this electoral term the Government will draw up a broad-based democracy programme in order to further develop democratic procedures and enhance civic participation.</p> <p>The present government integration programme (2016-2019) includes measures to increase migrants’ general participation and integration into society.</p> <p>We have launched a two-year project to build a more comprehensive migration policy for Finland. The objective is to find out what people and organizations need from Finland's immigration policy, and the work will cover all aspects of migration and integration. Process will be built on innovative methods of stakeholder participation. Service design plays a key role in developing new methods for building connections and discussion between authorities, stakeholders, minority groups and individual migrants.</p>	
<p>93.141. Continue with the policies of inclusion of the Roma population (Peru);</p>	<p>Ministry of Social Affairs and Health</p>	<p>Finland's National Roma Policy's (2018-2022) primary objective is to support the progress in the societal integration of Roma and positive development of Roma linguistic, cultural and social rights.</p> <p>The National Child Strategy will draw up a report on the implementation of the welfare and rights of Roma children in Finland in in cooperation with the Ombudsman for Children in Finland.</p>	
<p>93.142. Continue its efforts to prevent discrimination against Roma (Timor-Leste);</p>	<p>Ministry of Justice and Ministry of Social Affairs and Health</p>	<p>Discrimination and multiple discrimination have been taken into account in the National Roma Policy 2018-2022 as cross-cutting theme with specific measures among all policy guidelines. The Government’s Action programme to combat racism and to promote good relations 2021-2023, as well as the National youth work and youth policy programme 2020–2023, include concrete measures that address discrimination against Roma.</p> <p>Please see the replies to recommendations 93.54 as well as to 93.62, 93.35-93.37 and 93.55.</p>	

<p>93.143. Protect the economic, social and cultural rights of the Sami people from the negative effects that may result from logging and other activities carried out by private agents (Guatemala);</p>	<p>Ministries of Justice, Ministry of Social Affairs and Health, Economic Affairs and Employment, Education and Culture, and Agriculture and Forestry</p>	<p>According to the Constitution of Finland (Section 17.3) the Sami, as an indigenous people, as well as the Roma and other groups, have the right to maintain and develop their own language and culture. In their native region, the Sami have linguistic and cultural self-government, as provided by an Act (Section 121.3). The public authorities shall guarantee the observance of basic rights and liberties and human rights (Section 22). According to statements by the Constitutional Law Committee of Parliament, the culture of the Sámi people include traditional livelihoods.</p> <p>According to section 9 of the Act on the Sámi Parliament, the authorities are obligated to negotiate with the Sámi Parliament in certain matters that affect the status of the Sámi as an indigenous people. The Ministry of Justice prepared, together with the Sámi Parliament, a memorandum gathering good practices on the implementation of the obligation to negotiate. Under section 6 of the Act on Metsähallitus (234/2016), the management, use and protection of natural resources governed by Metsähallitus in the Sámi homeland referred to in the Act on the Sámi Parliament (974/1995) must be adjusted to ensuring the opportunities of the Sámi people to practice their culture. Under section 39, subsection 2 of the Act, municipal Advisory Committees must be appointed in municipalities located entirely in the Sámi homeland, for dealing with the sustainable management and use of State lands and waters and the related natural resources.</p> <p>The Sámi homeland is one of the most sparsely populated areas within the EU, with approximately 20,000 people living in the area of more than 30,000 square kilometres. A total of 90 per cent of the homeland consists of State lands governed by Metsähallitus. Of these lands, 72 per cent are conservation and wilderness areas governed by Metsähallitus and 13 per cent are subsistence economy areas governed by the Metsähallitus Property Development Unit without any profit target. A total of 15 per cent of the State lands area within the Sámi homeland has been assigned to Metsähallitus for forestry purposes, and approximately half of this percentage is being used for those purposes.</p> <p>Regarding the principles for assigning and planning lands governed by Metsähallitus, the Government states that new sites for building holiday housing in the Sámi homeland are rented only in plan areas. Unplanned areas are governed by an agreement between Metsähallitus and the Sámi Parliament, the Skolt Village Assembly and the reindeer herding cooperatives in the homeland. When planning to conclude agreements on rights of use, leasehold and routes in unplanned areas in the homeland, Metsähallitus requests an advance opinion of the cooperatives. Before concluding such agreements, Metsähallitus endeavours to reach a consensus with the cooperatives.</p> <p>Metsähallitus does not give the landowner's consent to ore prospecting in the Sámi homeland.</p> <p>In the natural resource planning for the Sámi homeland, the objectives of forest use and management are set both for the homeland in its entirety and for each reindeer herding cooperative separately. The Akwé: Kon Group for natural resource planning takes stock of the needs of those using the area from the perspective of traditional livelihoods, conveys them to the planning process, and assesses the impacts on Sámi culture.</p>
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		<p>The coordination of forestry operations is based on the agreement concluded in 2014 by the Sámi Parliament, the Skolt Village Assembly, the reindeer herding cooperatives in the Sámi homeland and Metsähallitus concerning the practices to be followed in the homeland and the conclusion of more detailed local agreements. The implementation of the agreement is being monitored annually in negotiations between the parties.</p> <p>The reindeer herding cooperatives in the Sámi homeland are given in advance an opportunity to influence all felling and cultivation plans and the construction of new roads. The plan maps are sent beforehand to the chairman of the local cooperative, who has three weeks time to inform Metsähallitus about possible needs for change and negotiations or to request extended time for considering the matter. A consensus is sought in the negotiations, and the agreed details and the related maps are recorded in a memorandum. Metsähallitus does not conduct felling operations in the homeland unless a consensus on them has been reached with the local reindeer herding cooperative.</p> <p>A total of 10 per cent of the Sámi homeland is privately owned, and the main part of this area is being used for forestry. The Constitution of Finland protects the right of private landowners to use their lands, for instance by felling trees. However, in most of the Sámi homeland there is in practice no economic activity. The homeland also includes wide conservation areas, which makes it impossible, even in theory, to carry out large-scale economic activity in the area. There are no active mines in the Sámi homeland. The local population has extensive rights to use the renewable natural resources in the area for recreation.</p> <p>In October 2021, the Government appointed the Truth and Reconciliation Commission Concerning the Sámi People. The aim of the commission is to collect Sámi people’s experiences of the actions of the Finnish state and its various authorities and to make this information visible to the public.</p>	
<p>93.144. Strengthen national efforts to protect migrants and refugees. (Iraq);</p>	<p>Ministries of Justice, Social Affairs and Health, Interior, Economic Affairs and Employment, and Ministry of Education and Culture</p>	<p>The Integration Act sets the basis for measures promoting the integration of migrants. The measures are developed continuously according to the objectives set out in the government integration programme. The present programme (2016-2019) is coming to its end and the preparations of the next programme have started.</p> <p>On protection against discrimination, please see replies to recommendations 93.62, 93.35-93.37 and 93.54-93.55.</p> <p>In summer 2021, legislative amendments enhancing refugees’ legal aid and access to justice entered into force. Please also see reply to recommendation 93.140. The Scholar Rescue Fund (IIE-SRF) programme offers scholars threatened or persecuted in their home country the chance to continue their work in a safe environment. The programme is established by the U.S. Institute of International Education (IIE) and Finnish National Agency for Education co-funds the programme in Finland and coordinates the cooperation with the Finnish higher education institutions.</p>	

		Representatives from universities across Finland launched the Finnish section of Scholars at Risk (SAR) in 2017. SAR is an international network of more than 460 higher education institutions in 35 countries working to protect threatened scholars and promote academic freedom.	
93.145. Strengthen social integration policies, especially for migrants (Lebanon);	Ministry of Economic Affairs and Employment	The Integration Act sets the basis for measures promoting the integration of migrants. The measures are developed continuously according to the objectives set out in the government integration programme. The present programme (2016-2019) is coming to its end and the preparations of the next programme have started.	
93.146. Strengthen the policies related to receiving and integration of migrants and refugees (Peru);	Ministry of Economic Affairs and Employment and Ministry of Interior	Please see replies to recommendations 93.145, 93.151 and 93.152.	
93.147. Adopt legislation and policy measures to effectively promote and protect human rights for refugees, migrants and rights of ethnic minorities (China);	Ministries of Foreign Affairs, Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, Education and Culture, Environment, and Transportation and Communications	<p>The Government will combat racism and discrimination in all sectors of society. The Government's action programme to combat racism and to promote good relations was adopted in October 2021 and will be implemented in different administrative sectors during 2021-2023. The action programme includes 8 key objectives and 52 concrete policy measures for different areas of life.</p> <p>The special needs of minority groups, migrants and refugees have been addressed in the national core curricula.</p> <p>Finland's current legislation provides good foundation for the promotion of the equality of Roma population. Also the National Roma Policy 2018-2022 has mainstreamed actions and measures targeted specifically at the Roma population that create further capacities for improvements in the human rights and socioeconomic status of Roma.</p> <p>In summer 2021, legislative amendments enhancing refugees' legal aid and access to justice entered into force.</p> <p>On the protection against discrimination and hate crime, please see replies to recommendations 93.62, 93.35-93.37 and 93.54-93.55.</p>	
93.148. Continue its effort to combat discrimination, particularly against migrant workers (Bangladesh);	Ministry of Justice and Ministry of Economic Affairs and Employment	<p>Determined action will be taken to tackle discrimination in recruitment and the competence and awareness of the authorities in minority issues will be increased.</p> <p>Please also see the replies to recommendations 93.62, 93.35-93.37 and 93.54-93.55.</p>	

<p>93.149. Take urgent measures for the investigation and punishment of acts of hate and discrimination towards migrants, refugees and minorities, and to deepen its programmes of awareness to the population in general and to public officials (Argentina);</p>	<p>Ministries of Justice, Interior, and Education and Culture</p>	<p>Fighting Hate Crime is set as one priority in the Police Strategy. Over 1000 police officers were given training in identifying Hate Crime through the OSCE/ODIHR TAHCLE-programme. An annual Hate Crime Detection and Investigation Course is being arranged by the Police University College. A basic hate crime course in English is also arranged annually directed both to local police students as well as international police students through the ERASMUS-program. Special group investigating hate crimes online were established 2017 in Helsinki Police Department with national responsibility. Police is also actively present in various social media platforms to lower the threshold of contacting the police and it has also seen as a good channel for preventing illegal hate speech online. The special group was later merged into bigger police units to spread the gained knowhow.</p> <p>The police launched a compulsory online training for all personnel on non-discrimination and recognizing punishable hate crime in the beginning of 2021. The police have organised in-service training on hate crimes in all police departments during the autumn of 2021 ending with a one-day seminar for commanding officers. The campaign featured two videos that aired also on national television (1.6 million viewers). All the material is available in English: https://yhdenvertaisuus.fi/en/hate-speech. Law enforcement officials, prosecutors and judges have been trained in the project, and the Osaavat project continues capacity building of police officers by training. Furthermore, a guidebook for prosecutors and judges was published as part of the Against Hate project.</p> <p>Please see the replies to recommendations 93.62, 93.35-93.37 and 93.54-93.55.</p>	
<p>93.150. Ensure the effective protection of migrants, particularly women migrant workers, against discrimination (Philippines);</p>	<p>Ministries of Justice, Social Affairs and Health, and Economic Affairs and Employment</p>	<p>The new Strategy on Preventive Police Work 2019–2023 and the Action Plan by the National Police Board focuses on ensuring the safety and security and the sense of security of different population groups. Accordingly the police will increase interaction with minority groups and develop expertise in issues specific to these groups. Special focus will be given to preventing people from becoming victims of violence and perpetrators of violent acts.</p> <p>Please see the replies to recommendations 93.62, 93.35-93.37 and 93.54-93.55.</p>	
<p>93.151. Provide the necessary protection to and preserve the dignity of asylum seekers, ensure their access to legal assistance, facilitate the family reunification procedures for migrants, and provide them with social security (Egypt);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</p>	<p>In the Finnish Immigration Service there are several ongoing projects aiming to improve the legal assistance provided to asylum seeker and to improve their overall situation while in asylum process. More social workers with specific skills (family social work, crisis support) have been hired to reception centers.</p> <p>ONE 2018-2020: Project aims to improve the legal assistance provided to asylum seekers in reception centers. Project finds out the current standard of legal assistance provided at the moment and makes plans how to develop it. In summer 2021, legislative amendments enhancing refugees’ legal aid and access to justice entered into force.</p> <p>Psygyke 2019-2021, Paloma 2016-2018 and 2019-2021: Projects aim to improve the mental health work provided in reception centers.</p>	

		<p>Terttu 2017-2019: Project aims to survey the overall health situation of the asylum seekers and improve the health check provided to asylum seekers in early stages when residing in reception center.</p> <p>Lapset puheeksi vastaanottopalveluissa (2017-2020): Project aims to improve the situation of the unaccompanied minors, children and families in reception centers.</p> <p><u>Family re-unification:</u> See recommendation 93:126.</p> <p>The Finnish Immigration Service and Finnish embassies abroad have aimed to ease and improve the application process for the family members living abroad. The employees of the Finnish Immigration Service’s immigration unit have traveled to Beirut to organize interviews for the Syrian applicants who are not able to travel to Turkey legally.</p> <p>Enter Finland service has provided a more affordable and easier way to apply for a residence permit online.</p> <p>A training by the immigration unit has been provided for the persons working in the embassies and making the family re-unification interviews.</p>	
<p>93.152. Evaluate the impact of recent changes made to policies and legislation which seem to restrict the international protection regime for asylum seekers and refugees and ensure that all persons in need of international protection receive fair treatment and that refugees’ rights to reunification is respected (Kazakhstan);</p>	<p>Ministry of Interior</p>	<p>Finland’s national asylum process and policy is based on EU legislation and the current government plan and its action plan.</p> <p>The new Government Programme (6 June 2019 -) has several improvements related to national asylum process and the asylum seekers’ situation. The new Government highlights the fact that the European Union’s member states need to find joint solutions to the asylum situation in Europe. Finland addresses the human rights orientated approach to asylum issues. In summer 2021, legislative amendments enhancing refugees’ legal aid and access to justice entered into force.</p> <p>The amount of quota refugees was increased to 850 persons in 2020 and further to 1,050 persons this year. The quota for 2022 is at least 1,050 persons and will include a share of 150 persons for Afghan refugees to be resettled from Iran to Finland. In addition, we are currently considering a further increase on top of the basic quota. This possible increase would be reserved for Afghan refugees in Iran. In a Government Programme the Government highlights the importance of developing the resettlement program closely with UNHCR. When considering the possible candidates for the resettlement program the vulnerability of the person and family ties should be highlighted.</p> <p>The national asylum process has recently been evaluated impartially by a private actor (Owal Group) in co-operation with different kinds of actors in the field of asylum. The recommendations have been noted and the Finnish Immigration Service has created a plan and a scheme how to improve its work. No major shortcomings or problems were found, but 26 minor points to develop were given. Most of the points given were already taken into considerations by the Immigration Service before the report was published. The report highlighted the evaluation of the quality of the asylum decisions. More senior advisers are already been hired to work in a</p>	

		<p>asylum units legal support unit to evaluate the quality of the decisions. Also skilled interpreters have been hired to the Finnish Immigration Office to evaluate the quality of the interpretation in asylum hearings.</p> <p>The report also noted the quality of the country of origin information and recommended if UNHCR or other specialists could be working with the Immigration Service when drafting the COI guidelines. In the Finnish Immigration Service there is an AMIF funded project about to start in late 2019. The project aims to improve the quality and the up-to-dateness of the country of origin information.</p> <p>The report made by Owl Group is public.</p> <p>The legislation concerning the subsequent asylum applications has been modified in 2019 and the updated legislation aims to clarify the processing the applications and possible deportations if the new grounds for asylum are given at that point. There is no case law yet from the administrative courts.</p> <p>The Government's proposal HE273/2018 was accepted and it improved the situation of the minor with a refugee status or a residence permit when applying for residence permits for the rest of the family abroad. The reform highlighted the minor doesn't need to be under 18 years old at the time when the decision for the family tie based residence permit is made. The decision to the residence permit application for the family members of the minor should be made without any delays.</p> <p>The Government Programme (6 June 2019 -) states the discontinuation of application of a requirement for sufficient financial resources to minor family reunification sponsors who have been granted a residence permit due to a need for international protection. Preparations for a project to prepare necessary legislative amendments is under consideration. A governmental proposal is planned to be given to Parliament by summer 2020.</p>	
<p>93.153. Thoroughly and comprehensively review its legislation regarding the granting of asylum and migration in order to align it with its international obligations and standards (Honduras).</p>	<p>Ministry of Interior</p>	<p>Please see reply to recommendation 93.152.</p>	

PARTIALLY ACCEPTED RECOMMENDATIONS

<p>93.12. According to the compromise acquired after the UPR of 2012, ratify the International Convention on the Protection of all Persons from Enforced Disappearances; ILO Convention n° 169 on the indigenous and tribal people; and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Bolivarian Republic of Venezuela);</p>	<p>Ministries of Foreign Affairs, Justice, and Economic Affairs and Employment</p>	<p>ICED: Please see reply to recommendation 93.7. ILO 169: Please see reply to recommendation 93.15. ICMW: Please see reply to recommendation 93.2</p>	<p>Yellow and Red vertical bars</p>
<p>93.50. Revise the Trans Act by abolishing the need for sterilization, other medical treatment, and a mental health diagnosis, as requirements for a person's legal recognition of their gender identity and ensure that medical procedures performed on intersex infants and children take into account the best interest of the child (Sweden);</p>	<p>Ministry of Social Affairs and Health</p>	<p>Please see reply to 93.45. The National Child Strategy will establish for health professionals a National Best Practice Guidelines for families being told of their child's intersex. The intention of the guidelines is to ensure improved support, guidance, education and training for professionals in the important and sensitive task of delivering this news. The Strategy prepares a report and assessment of the regulation of self-determination, inclusion and decision-making of children and young people in social and health care in cooperation with the Ministry of Social Affairs and Health.</p>	<p>Yellow vertical bar</p>
<p>93.65. Ensure that the law enforcement, security and judicial authorities have the necessary knowledge and skills to address hate crimes against immigrants, asylum seekers and refugees by providing mandatory training and</p>	<p>Ministry of Justice and Ministry of Interior</p>	<p>In 2019 the Ministry of Justice arranged specialized training focusing on hate crime and hate speech for judges, prosecutors and police officers. The training of police officers will be continued in the Osaavat project during autumn 2021. Since 2017, the Ministry of Justice has provided training on criminal law and on asylum matters for judges and Public Legal Aid Attorneys. Those trainings also focus on issues relating to hate crimes. Fighting hate crime is set as one priority in the Police Strategy. Over 1000 police officers were given training in identifying hate crime through the OSCE/ODIHR TAHCLE-programme. An annual Hate Crime Detection and Investigation Course is being arranged by the Police University College. A basic hate crime course in English is</p>	<p>Green vertical bar</p>

<p>guidelines, and to amend laws specific to hate crime and hate speech (Islamic Republic of Iran);</p>		<p>also arranged annually. The course is directed both at local police students as well as international police students through the ERASMUS-program. A special group investigating hate crimes online was established in 2017 in the Helsinki Police Department with national responsibility. The police are also actively present in various social media platforms to lower the threshold of contacting the police and it has also been seen as a good channel for preventing illegal hate speech online. The National Police Board has issued guidelines to the police on reporting and recording hate crime. The special group was later merged into bigger units to spread the gained knowhow. The police launched a compulsory online training for all personnel on non-discrimination and hate crime in the beginning of 2021. In-service training on hate crimes has been organized in all police departments during the autumn of 2021, ending with a one-day seminar for commanding officers.</p> <p>Please see also replies to recommendations 93.62, and 93.35, 93.36, 93.37, 93.55.</p>	
<p>93.109. Increase its funding to actors engaged in combatting violence and sexual abuse of women (Sweden);</p>	<p>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, and Education and Culture</p>	<p>According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023. Some of the measures included in the action plan are implemented by awarding state grants to actors that do preventive work.</p>	
<p>93.114. Continue its efforts to implement the Istanbul Convention by ensuring that it has a sufficient budget, increase the number of shelters for women and children victims of violence, strengthen penalties for rape, improve the training of professionals for a better reception of victims, better processing of their complaints (France);</p>	<p>Ministries of Justice, Social Affairs and Health, Interior, and Social Affairs and Health</p>	<p>The Committee for Combating Violence against Women and Domestic Violence (NAPE) has drawn up an action plan for implementation of the Istanbul Convention for 2018-2021. The Action Plan has altogether 46 measures and they focus to different branches of administration. The Government will establish a post for an independent rapporteur on violence against women and ensure the implementation of the Istanbul Convention.</p> <p>According to the current Government Programme, an action plan for combating violence against women will be drawn up. An intersectoral working group, led by the Ministry of Justice, prepared the action plan, which was published in October 2020. The action plan contains 32 measures, which will be implemented by spring 2023. The action plan contains several measures aiming at improving the skills and knowledge of professionals working with victims of violence against women.</p> <p>According to its Programme, the Government will carry out a comprehensive reform of legislation governing sexual offences based on the principle of physical integrity and the right to sexual self-determination. The definition of rape in the Criminal Code will be amended so that it will be based on the absence of consent while simultaneously ensuring appropriate legal safeguards. The Government plans to submit its legislative proposal to parliament in early 2022.</p>	

<p>93.118. Allocate sufficient resources in order to ensure full implementation of the Council of Europe Istanbul Convention on Preventing and Combating Violence Against Women and Domestic Violence (Netherlands);</p>	<p>Ministries of Foreign Affairs, Justice, Economic Affairs and Employment, Social Affairs and Health, Interior, and Education and Culture</p>	<p>Please see reply to recommendation 93.109.</p>	
<p>NOTED RECOMMENDATIONS</p>			
<p>93.1. Withdraw its reservation on the International Covenant on Civil and Political Rights (South Africa, Portugal);</p>	<p>Ministry of Foreign Affairs and Ministry of Justice</p>	<p>Finland monitors actively reservations made to international human rights treaties and objects to reservations deemed to be incompatible with the purpose and objective of the treaty. As regards the Covenant on Civil and Political Rights, Finland has valid reservations concerning the obligation to segregate juveniles, the prohibition to change a final conviction or acquittal and the prohibition of war propaganda. The necessity of these reservations and the possibility of withdrawing them are reviewed periodically.</p>	
<p>93.2. Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Philippines, Egypt, Honduras);</p>	<p>Ministries Foreign Affairs, Economic Affairs and Employment and Social Affairs and Health</p>	<p>The Government is not ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and, therefore, will not implement the related recommendations.</p> <p>Finnish law makes no distinction between migrant workers and other immigrants. The same constitutional rights and ratified human rights instruments protect all. Their eligibility for social security is based either on employment or residence in Finland. In addition to the national social security legislation, social security agreements concluded by Finland and the European Union’s social security legislation – all including the obligation of equal treatment – influence the status of foreign employees.</p>	
<p>93.3. Promptly ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and the Convention on Indigenous and Tribal Peoples No. 169 of the ILO (Guatemala);</p>	<p>Ministries of Foreign Affairs, Justice, Economic Affairs and Employment, and Social Affairs and Health</p>	<p>ICMW: please see reply to recommendation 93.2</p> <p>ILO 169: Please see reply to recommendation 93.15.</p>	
<p>93.4. Consider ratifying the International Convention on the Protection of the</p>	<p>Ministries of Foreign Affairs,</p>	<p>Please see reply to recommendation 93.2.</p>	

Rights of All Migrant Workers and Members of Their Families (Mozambique, Chile);	Economic Affairs and Employment, and Social Affairs and Health		
93.5. Consider ways forward for the ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Indonesia);	Ministries for Foreign Affairs, Social Affairs and Health, and Economic Affairs and Employment	Please see reply to recommendation 93.2.	
93.6. Continue to consider acceding to the Convention of the Rights of All Migrant Workers and their Families and recognize the competence of its committee (Uruguay);	Ministries for Foreign Affairs, Social Affairs and Health, and Economic Affairs and Employment	Please see reply to recommendation 93.2.	
93.14. Ratify International Labour Organization Convention No.169 concerning Indigenous and Tribal Peoples in Independent Countries (Mexico);	Ministry of Justice	Please see reply to recommendation 93.15.	
93.16. Consider ratifying International Labour Organization Convention No.169 (Peru);	Ministry of Justice	Please see reply to recommendation 93.15.	
93.46. Eliminate, in the case of transsexuals, the requirement of sterilization, medical treatments and mental health diagnoses, in order	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	

to complete the process of legal recognition of gender identity (Mexico);			
93.47. Amend the current Act on Legal Recognition of the Gender of Transsexuals by abolishing the need for sterilization or infertility as requirement for a person's legal recognition of their gender identity (Netherlands);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	
93.48. Eliminate sterilisation as a necessary criterion for the recognition of gender of transgender persons (Portugal);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	
93.49. Remove the current norm for mandatory sterility to officially register the gender reassignment (Spain);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	
93.51. Legislative reform to remove the requirement of infertility or sterilisation as a condition for the legal recognition of gender reassignment (Australia);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	
93.52. Remove the requirement of infertility or sterilisation before an individual may change their gender on legal documents (Canada);	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	
93.53. Amend its laws to remove the requirement for	Ministry of Social Affairs and Health	Please see reply to recommendation 93.45..	

sterilisation or infertility before recognition of the gender of transsexual persons and further, to consider moving to a process allowing persons to self-declare their gender identity (Ireland);			
93.59. Take effective and rapid steps through the enactment of legislation to combat hate speech, Islamophobia, and aggressive racist acts, which are increasingly prevalent in society, and ensure to address their effects in the long term (Egypt);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37 and 93.55.	
93.73. Take an effective stand against hate speech and aggressive attitudes that are becoming increasingly mainstream (Islamic Republic of Iran);	Ministry of Justice and Ministry of Interior	Please see replies to recommendations 93.62, 93.35-93.37 and 93.55.	
93.74. Ensure that its policies, legislation, regulations and enforcement measures effectively serves to prevent and address the heightened risk of business involvement in abuses in conflict situations, which includes situations of foreign occupation (State of Palestine);	Ministry of Foreign Affairs and Ministry of Economic Affairs and Employment	The Government follows up the issue as part of the implementation of the UN's Guiding Principles on Business and Human Rights on a regular basis.	
93.84. Release prisoners detained as conscientious objectors to military	Ministry of Economic Affairs	Finnish legislation provides possibility to conduct the non-military service instead of conscription. The Non-Military Service Act (1446/2007), which took effect at the beginning of 2008, reduced the duration of non-	

<p>service and ensure that civilian alternatives to military service are not punitive or discriminatory and remain under civilian control (Uruguay);</p>	<p>and Employment and Ministry of Defence</p>	<p>military service to 362 days. The non-military service duration is the same than conscription for those who train for more demanding duties. The Non-Military Service Act also acknowledges the right to conscientious objection during times of crisis.</p> <p>Aside from their respective durations, any comparisons of military service and non-military service must also consider the associated overall strain of each form of service, their differences in principle, and their manner of implementation. Military service conducted in a closed garrison from which leave of absence obtained, even during leisure time. Non-military service conducted under civilian conditions that entitle the individual to enjoy leisure time in accordance with normal working hours (not exceeding 40 hours weekly). Freedom of movement is not restricted in any way. Ministry of Economic and Employment of Finland has the responsibility to supervise and develop the non-military service.</p> <p>The Act on the exemption of Jehovah’s Witnesses from military service under certain conditions was repealed on 1 April 2019. This change in legislation has made the military service as an institution more equal since all religious communities in Finland are now treated the same.</p> <p>The Government is constantly developing non-military service. Equality between persons attending non-military service and persons attending military service is a key element of non-military service legislation. Organisations representing persons attending non-military service participate actively in developing non-military service.</p>	
<p>93.86. Provide protection for the family as a natural and basic unit of society (Egypt);</p>	<p>Ministry of Social Affairs and Health</p>	<p>Finnish family policy is up against new challenges in the form of new kinds of needs and more complexity in families with children. Non-traditional nuclear families already account for around one third of all families in Finland, and the number of blended families and rainbow families is increasing. Existing practices and benefits do not always meet the real needs in families. Our society has so far failed to find sufficiently effective ways to promote the reconciliation of work and family and to ensure more balanced sharing of care responsibilities. Poverty among families with children is most common in single-parent families and in families where children are under the age of three.</p> <p>The Programme of Prime Minister Sanna Marin’s Government continues the programme to address child and family services. The Ministry of Social Affairs and Health has continued the implementation of the programme to Restructure Child and Family Services. The aim is to strengthen preventive support and services for children and families. The implementation of the family center model continues across the country and the quality and availability of preventive child and family services is strengthened. Furthermore, multiprofessional cooperation between social- and healthcare and education services in supporting children in child protection/welfare is also strengthened.</p> <p>The National Child Strategy undertakes influence campaigns with private sector actors and the public sector to reconcile work and family in cooperation with the Ombudsman for Children in Finland.</p> <p>Please also see reply to recommendation 93.100.</p>	

<p>93.89. Eliminate the persistent wage gap for labour between women and men by eliminating the significant segregation amongst the genders on the labour market (Russian Federation);</p>	<p>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</p>	<p>According to the Programme of Prime Minister Sanna Marin's Government (10 December 2019 -) the pay equality will be promoted by continuing the Equal Pay Programme, which must be more ambitious and effective than before. The key aim of the programme is the commitment of the Government, employers and organisations representing employees to take measures to assess job requirements, to promote equal pay and pay transparency, and to abolish segregation in the world of work. The gender impacts of collective agreements will be assessed as part of the programme.</p>	
<p>93.93. Take further measures to address discrimination of non-native Finnish citizens in the area of employment, particularly in reducing the wage gap between immigrants and native Finns (Serbia);</p>	<p>Ministry of Economic Affairs and Employment</p>	<p>In the field of the labour market and social security policies aim to guarantee and foster fair, equal and inclusive policies and practices for all. Our labour legislation is wide in scope and gender neutral. The companies should have the level playing field and the workers fair working conditions as provided in laws and collective agreements. Fair market benefits companies, workers and society as a whole. Human rights, labour law rights belongs to everybody, all workers in Finland, including migrant workers.</p> <p>Cooperation with stakeholders and social partners and trust for the authorities is very high in Finland. The role of the collective agreements and social partners is unique and strong.</p> <p>Regional State Administrative Agencies are in charge of the supervision and direction of standards and practices in workplaces. In its enforcement work national and foreign workers are treated same manner. The occupational safety and health authorities focus on ensuring that the minimum employment terms of foreign workers are observed the same way as these are provided to national workers to safeguard the equal treatment and prevent discrimination. One of the main goals is to prevent enterprises from gaining competitive advantage from violation the minimum terms.</p> <p>Cross border cooperation is needed between different authorities and the new European Labour Authority will tackle cross border enforcement problems.</p>	
<p>93.110. Implement new measures to ensure victims of rape seek redress and modify the law to ensure the penalties for rape are more severe (Sierra Leone);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.20.</p> <p>According to its Programme, the Government will assess the punishments for the most aggravated violent and sexual offences to ensure that they are proportional both to the degree of harmfulness of the offence and to the punishments imposed for other offences.</p>	
<p>93.111. Carry out a review of criteria for prosecuting cases of rape and sexual assault, to ensure that lack of consent, not only the use of force, is given adequate</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.20.</p>	

<p>consideration when bringing cases for prosecution (United Kingdom of Great Britain and Northern Ireland);</p>			
<p>93.130. Provide training in the area of the rights of the child for state officials and civil servants at all levels, in particular to prevent cases of the unjustified removal of children from their families (Russian Federation);</p>	<p>Ministry of Justice and Ministry of Social Affairs and Health</p>	<p>Training on the rights of the child please see reply to recommendation 93.125. Removal of children from their families please see reply to recommendation 93.128.</p>	<p>Yellow and Green</p>
<p>93.133. Adopt measures to hold juvenile and adult offenders separately (Russian Federation);</p>	<p>Ministry of Justice</p>	<p>Juveniles under the age of 18 years are, according to the law, as a rule to be held separately from adult offenders both pre- and post-trial. The Criminal Sanctions Agency will decide during 2021 the prisons where special units solely for juvenile offenders below the age of 18 will be established. These units will become operational at the beginning of 2022. Due to the very low number of juvenile offenders below the age of 18, both on remand and convicted, the best solution is to establish units for juveniles in only a few prisons and to provide tailored support and services for juveniles in these units. Alternatives to remand prison (as of 1.1.2019), when applied to minors, facilitate keeping juveniles and adults separately from each other.</p>	<p>Red</p>
<p>93.134. Take measures to separate young detainees from adults in all places of detention (Algeria);</p>	<p>Ministry of Justice</p>	<p>Please see reply to recommendation 93.133.</p>	<p>Red</p>