

Appointment decision

4.2.2025

Case and document number:
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The expert group of the national system for monitoring discrimination, term 2025–2027

The Prime Minister's Office has today appointed the national Discrimination Monitoring System for the period 2025–2027. The purpose of the monitoring system is to promote the systematic collection of information on the realisation of equality in Finnish society.

Term

From 1 February 2025 to 31 March 2027

Background

National monitoring of discrimination has been developed in the Government since 2006, and the Ministry of Economic Affairs and Employment appointed a group of experts for the monitoring of discrimination for the first time in 2008. During the 2023–2027 Government term, the monitoring system is coordinated by the Prime Minister's Office. On 31 August 2023, the Government issued a statement to Parliament on promoting equality, gender equality and non-discrimination in Finnish society. One of the many objectives of the statement is to strengthen the knowledge on racism and discrimination. In order to achieve this objective, the Prime Minister's Office will set a new term for the Discrimination Monitoring System in accordance with the action plan of the statement.

The key tasks of the system were to produce and compile information on discrimination in Finnish society, to increase cooperation between professionals working with discrimination-related matters and to promote the utilisation of information on discrimination in the official decision-making. Awareness of the need for information on discrimination has increased in society, and information is being produced by several parties. Fragmented information must be formed into an overall picture and possible blind spots in the information must be identified. The Discrimination Monitoring System and its expert group aim to support this.

Objectives, tasks and outcomes

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The key objective of the monitoring system for the term 2025–2027 is to strengthen the strategic development of the knowledge on racism and discrimination. During the term, a long-term roadmap will be drawn up for the development of the equality data base, an impact assessment of the anti-racism policy work will be carried out and the nexus between research on racism and discrimination and decision-making will be strengthened. Reports can be ordered and published on the basis of other information needs identified by the expert group of the Discrimination Monitoring System during the term.

Over the years, the coordinating and cooperating role of the monitoring group has been identified to be the key strength of the monitoring system. The monitoring system brings together actors working on the collection of discrimination information and experts in anti-discrimination work a) to identify current information gaps, b) to create a common understanding of the needs and direction of data collection and c) to reflect on the overall picture of Finnish society formed by the discrimination information. Systematic and continuous cooperation is an integral part of the awareness-raising efforts both within the Government and beyond. Dialogue with the research community will be strengthened in the coming term on the basis of the assessment of the 2020–2023 term.

Objective 1: Strategic development of the national knowledge on racism and discrimination

Measures:

- Preparing a roadmap for the development of the national equality knowledge.
- Collecting information on practices in other EU countries, in particular by participating in the activities of the Equality Data Subgroup of the European Commission and the European Union Agency for Fundamental Rights.
- Using the structures provided by the Government's analysis, assessment and research activities in the strategic development of the knowledge on equality.

Objective 2: Government's support for data-driven management with respect to information on equality and discrimination

Measures:

- Promoting the production of information on the equality of different population groups in the Government in cooperation with the ministries.
- Continuing to produce concise research reviews.
- Developing ways to promote the use of information in the Government's decision-making and policy preparation.

Objective 3: Promoting cooperation between experts working on the topic

Measures:

- Compiling an expert group for monitoring discrimination to define policies for the development of the monitoring of discrimination at national level.
- Organising regular meetings between the expert group and researchers and non-governmental organisations specialised in discrimination.
- Discussing current issues related to the monitoring of discrimination in the project group of the Equality Communication project.
- Organising an expert forum for equality research to which actors working on the subject, particularly research institutes and universities, will be invited as widely as possible.

Objective 4: Ordering and publishing studies and reports on discrimination

Measures:

- Ordering and publishing studies and reports that the secretariat and the expert team consider necessary.
- Ordering a report that brings together discrimination studies in 2026.

Organisation

The Prime Minister's Office establishes the Discrimination Monitoring System. The activities of the Discrimination Monitoring System are coordinated by a secretariat consisting of officials from the Prime Minister's Office and the Ministry of Justice. An expert group for monitoring discrimination is appointed for the period 2025–2027.

The members and deputy members of the expert group are:

Chair, Docent Pascal Doh, Diana ry,
deputy member doctoral student Omotomilola Ikotun

member of the Board Christine Namdar, Society for the Study of Ethnic Relations and International Migration (ETMU),
deputy Board member Michelle Francett-Hermes

Secretary General Peter Kariuki, Advisory Board for Ethnic Relations ETNO,
deputy member expert Nina Suorsa

Chief Specialist Tuuli Anna Renvik, City of Helsinki Urban Research and Statistics Unit,
deputy member Senior Researcher Pasi Saukkonen

expert Mikko Joronen, Human Rights Centre,
deputy member expert Susan Villa

Senior Ministerial Adviser Maija Lummeppuro, Cultural Affairs, Ministry of Education and Culture,
deputy member Senior Ministerial Advisor Satu Heikkinen

Secretary General Janette Grönfors, Advisory Board on Romani Affairs, RONK,
deputy member designer Henry Lindgren

Senior Researcher Sari Vanhanen, Migration Institute of Finland,
deputy member Research Director Marja Tiilikainen

Chief Specialist Hanne Huvila, Ministry of the Interior,
no deputy member

Senior Specialist Anni Hyvärinen, Ministry of Social Affairs and Health, Equality unit,
no deputy member

Senior Officer Miko Lempinen, Office of the Ombudsman for Equality,
deputy member Senior Officer Päivi Lehto

Research Professor Anu Castaneda, Finnish Institute for Health and Welfare,
the deputy member will be appointed later

Specialist Researcher Marjut Pietiläinen, Statistics Finland,
deputy member Chief Actuary Joonas Toivola

Senior Adviser Seija Jalkanen, Ministry of Economic Affairs and Employment,
deputy member Senior Specialist Juho Peltonen

Senior Specialist Matti Jutila, Office of the Equality Ombudsman,
deputy member Non-Discrimination Ombudsman Kristina Stenman

The chair and vice-chair of the expert group are appointed from among the group in connection with the organisation.

Secretariat:

Chief Specialist Katriina Nousiainen, Prime Minister's Office,

Senior Specialist Sanna Malkki, Prime Minister's Office

Senior Specialist Risto Alatarvas, Prime Minister's Office

Senior Specialist Panu Artemjeff, Ministry of Justice

Senior Specialist Mia Luhtasaari, Ministry of Justice

If necessary, the expert group may invite other experts in non-discrimination work or data collection to attend its meetings.

Section 4a, subsection 1 of the Act on Equality between Women and Men. (609/1986, amended by 657/2021), the proportion of both women and men in government committees, advisory boards and other corresponding bodies must be at least 40 per cent, unless there are special reasons to the contrary.

The names and organisations of the members of the project working group, as well as their roles and working terms in the project, will be published on the Government's project page for the duration of the project.

Expenses and general provisions

The Prime Minister's Office (TAKP account 230121, function 1250500018) is responsible for the costs of the Discrimination Monitoring System expert group as part of the implementation of the Equality Communication. The financing of surveys, reports and other publications carried out within the framework of the Discrimination Monitoring System is agreed separately between the Government and the Ministry of Justice. Separate funding for research and investigation work is applied for from other ministries or the EU Commission, as necessary.

Reporting/monitoring

The secretariat of the Discrimination Monitoring System expert group reports on the progress of the work to the project group and steering group of the Equality Communication implementation project, where applicable.

Director General

Harri Martikainen

Director of Unit

Jouni Varanka

Distribution Diana ry
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Advisory Board for Ethnic Relations ETNO
City of Helsinki Urban Research and Statistics Unit
Human Rights Centre
Ministry of Education and Culture
Advisory Board on Romani Affairs, RONK
Sámi Parliament
Migration Institute of Finland
Ministry of the Interior
Ministry of Social Affairs and Health, Equality unit
Ombudsman for Equality
National Institute for Health and Welfare Anchor stakeholder
Statistics Finland
Ministry of Economic Affairs and Employment
Non-Discrimination Ombudsman

Kopion saajat