

JUST/2015/ACTION GRANTS

Technical Report on Progress

When the duration of the action is equal or greater than 24 months, a technical report on progress shall be submitted on paper and electronically within 2 weeks after the action mid-term¹. It shall consist of:

- a progress technical implementation report and
- a summary financial statement ("*Budget & Execution Summary*").

The technical report on progress shall be drafted in English.

The European Commission will reject any incomplete reports.

One hard – signed – copy of the progress report shall be sent to:

European Commission
Directorate-General Justice and Consumers
Unit 0.4: Programme Management
MO59 04/021
B-1049 Brussels

The electronic version shall be sent either on a USB key or CD-Rom or by e-mail to the functional mailbox of the programme.

Agreement Number	JUST/2015/RDIS/AG/9374
Project Title	Rainbow Rights Promoting LGBTI Equality in Europe
Name of the Beneficiary/Coordinator	Ministry of Justice, Finland

Contact details	Name: Krista Nuutinen Address: Eteläesplanadi 15 Postal code: PO Box 25 City: FI-00023 Government Country: Finland E-mail: krista.nuutinen@om.fi Phone: +358295150084
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¹ A progress report may be requested by the Commission in other specific cases (e.g., request for 2nd pre-financing if foreseen in the Agreement, request for amendment).

Co-beneficiaries and Associate Partners (Name + Country)	<p><i>Co-beneficiaries</i></p> <ol style="list-style-type: none"> 1. Ministry of Social Affairs and Health 2. Seta 3. Association of Finnish Local and Regional Authorities 4. Lithuanian Gay League <p><i>Associate Partners</i></p> <ol style="list-style-type: none"> 1. 2. 3. 4.
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Dates of project implementation (Article I.2.2 of the Grant Agreement)	<p>Start date: 1 January 2017</p> <p>End date: 31 December 2018</p>
Period covered by the report	<p>1 January 2017—31 December 2017</p>

Project website(s) (if applicable)	<p>www.oikeusministerio.fi/rainbow-rights</p>
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PART 1 – RESULTS AND IMPACT OF THE PROJECT

1.1. Present the main achievement of your project so far

The main result throughout the different workstreams of the Rainbow Rights project has been **the building of networks of public authorities (both national and local authorities) and NGOs involved in promoting LGBTI equality in Finland and the Baltic countries.** The project's beneficiaries (Ministry of Justice Finland, Association of Finnish Local and Regional Authorities, Seta and LGL) have worked in close cooperation in different workstreams, and within the project, there has been a lot of mutual learning in advancing LGBTI equality locally in Finland and regionally in the Baltic countries and Finland. This close cooperation in implementing different activities of the project has also contributed to building networks with other actors: locally in municipalities in Finland, and regionally between Baltic and Finnish NGOs and authorities.

Regarding the objectives of the project, other main results in developing LGBTI policy measures and advancing LGBTI equality are the following:

a) **Promoting LGBTI awareness through equality mainstreaming**

The project has succeeded in **creating improved knowledge about the implementation of equality planning within municipal authorities** in Finland (especially in five pilot municipalities – Tampere, Oulu, Vaasa, Kuopio and Utsjoki) through benchmarking models for municipal equality mainstreaming, finding new ways to approach equality planning in local workshops (e.g. by using service design methods) and through the data collected from the equality planning survey and the local workshops. E.g. challenges and enablers for equality planning have been identified in pilot municipalities.

b) **Developing local LGBTI policies together with public officials and LGBTI NGOs**

One important result is that **many different municipal actors in the pilot municipalities (Tampere, Oulu, Vaasa, Mikkeli and Turku) are now considering the necessity to address LGBTI equality** in different aspects of the municipalities' work and to take the issue up with their colleagues. The discussions and the concrete agreements with different municipal stakeholders about the implementation of the project have clearly generated interest and made many municipal actors realise that actions are needed and made them acquire a basic understanding of what could be done to improve LGBTI equality locally. Based on the efforts already made in the project, the pilot municipalities are now more willing to demonstrate to the general public that they are committed to developing LGBTI equality.

c) **Promoting mutual learning and exchange of good practices of LGBTI NGOs by cross-border cooperation**

The main achievement is **strengthened cross-border cooperation between the three Baltic States (Lithuania, Latvia and Estonia) and Finland** in promoting and mainstreaming LGBTI rights. Project events organised in Tallinn and Vilnius as well as the NGO exchange period have contributed significantly to the cross-border cooperation process, which started back in 2009. These events have also facilitated mutual learning between Baltic and Finnish actors. Additionally, LGBT groups from

Belarus were actively involved in the regional dialogue held during the Vilnius regional seminar.

d) Raising awareness on multiple discrimination towards LGBTI people in minorities

The Rainbow Rights has succeeded, nationally in Finland, in **opening the discussion about multiple discrimination against LGBTI people belonging to other minorities**, by bringing this topic up for discussion at the national seminar and by facilitating the first discussions between different minority groups. The project seminar also contributed to **raising the visibility** and awareness of LGBTI issues nationally in Finland, as the topic of LGBTI equality was integrated to the discussions on the state of play of the rule of law and human rights in Finland and in Europe.

The project has also created European added value with its work so far. The EU's List of Actions to Advance LGBTI Equality has been used as a framework to the project's cross-border activities. Additionally, the coordinator and co-beneficiaries AFLRA, Seta and LGL have shared information about the project at European level, e.g. to EU governments' LGBTI Focal Points Network and the ILGA-Europe.

1.2. Ethical issues (max. 1/2 page)

Were you faced with any ethical issues during the implementation of the project? How did you solve them?

No major ethical issues have arisen yet. However, within the implementation of the survey on multiple discrimination, ethical issues regarding the research method have been discussed and explored together with the researcher and the Ministry of Justice, as well as with the working group supporting the implementation of the survey. These issues have been solved by following the usual research ethics. Additionally, it was agreed that the main perspective of the survey is to address multiple discrimination on a phenomenon basis, not by focusing on identification of different forms of discrimination within a specific minority group.

1.3. Conclusions and recommendations for the European Commission in terms of legislation/policy-making (if applicable)

None.

PART 2 – WORKSTREAMS AND ACTIVITIES

2.1. Implementation of the Workstreams

How to report on the implementation of Workstreams

You must be consistent with the structure and logic of your project as presented in the Workstreams in Annex I to your Grant Agreement.

Workstream 0 - Management and Coordination of the Project

Workstream 0 is intended for all activities related to the general management and coordination of the project (kick-off meetings, coordination, project monitoring and evaluation, financial management) and all the activities which are cross cutting and therefore difficult to assign just to one specific workstream.

Workstreams 1 – 4

In Workstreams 1 to 4 you must follow the structure and logic of Annex I to your Grant Agreement and present the activities that you implemented in order to achieve the objectives and results described in Part 1, as well as the achieved outputs of these activities.

Each activity/output should be listed only once under the relevant Workstream.

I. Activities

Review the planned activities for the Workstream as presented in Annex I to your Grant Agreement and indicate in this report:

- which of the planned activities were implemented (including a description of these activities:);
- which of the planned activities were not implemented (and explain why);
- if there were any unforeseen activities implemented (including a description of these activities).

Be concrete and specific in your descriptions and explanations.

II. Outputs

Outputs and outcomes/results of your activities, e.g. conferences, seminars, trainings, training modules, events, knowledge, professionals trained, manuals, leaflets, websites, articles, training material packages, books, etc.

Review the outputs for the workstream as presented in Annex I to your Grant Agreement and report all produced outputs for the Workstream.

For events, indicate: title, date of implementation, place of implementation and number of participants.

Example: *Final conference, 9-10/03/2017, Brussels, 219 participants.*

For publications, indicate: precise title, type, format (e.g. printed and/or electronic), languages and number of copies produced.

Examples:

1. *Good Practice Guide on XXX, publication, printed and electronic, EN (100 copies), FR (only electronic), DE (100 copies), IT (only electronic), ES (100 copies), PL (only electronic)*

2. *<http://www.myproject.eu/>, website, electronic, all EU official languages*

I. Activities

Implemented activities

1. Steering Committee, established and 3 meetings organised. All the project's co-beneficiaries (Ministry of Justice, AFLRA, Seta and LG) are represented in the project's Steering Committee, which has the overall responsibility for the project. The main topics of the meetings were:

- 21/04/2017 (9 participants): presentation of workstream action plans, planning of Baltic events 2017, publicity plan, internal evaluation/SWOT analysis and project administration.

- 07/09/2017 (10 participants): workplan updates, internal evaluation session/critical steps discussion, accessibility plan.

- 24/11/2017 (10 participants): workplan updates, mid-term reporting, planning of external evaluation. Also, an evaluation session of the Vilna seminar and planning of Baltic-Finland events 2018 was held as part of the meeting (in this session an additional 5 more participants, of whom 4 were members of the national working group and one a Baltic actor/NGO representative from Latvia).

2. Workstream action plans, including a project timeline: each project partner has updated and presented their action plan at each Steering Committee meeting. The timeline of the project was updated in September 2017.

3. Publicity plan: The publicity plan was prepared together with the project partners and approved by the Steering Committee in September 2017. The publicity plan defines the project's dissemination strategy to actively spread information about the activities and results of the project, as well the communication activities and tools to convey the key messages to target groups and multipliers. The key messages of the project are:

- *Everyone is an equal and valued member of society, regardless of their sexual orientation, gender identity and gender expression.*
- *Promoting equality and non-discrimination benefits the whole society. The Rainbow Rights project contributes to the full equality and inclusion of LGBTI people at municipal level.*

The plan includes the following topics: 1. communication needs, 2. objectives and target groups of the communication activities, 3. key messages, 4. supporters and multipliers of the communication activities, 5. main communication channels and tools, 6. communication activities by workstreams 0-4, 7. visibility rules, 8. internal communication of the project. Also, the publicity plan includes a separate communications matrix, which is used as the main tool to design and report all the communication activities by workstream.

4. Accessibility plan: A short accessibility plan was drafted by the Ministry of Justice, and it was approved by the Steering Committee in November 2017. The purpose of the accessibility plan is to ensure that the project events and materials are easily accessible for everyone. In this way, the project itself implements non-discrimination legislation and promotes equality.

5. Website and social media: The website of the project was created in March 2017. Information about all activities of workstreams 1-4 has been disseminated through the social media channels, such as Twitter, Facebook and Instagram, and regular newsletters of the project partners.

6. Internal evaluation: The Steering Committee has used the internal evaluation process as a tool for better implementation of the project. The Steering Committee has had two evaluation discussions: a SWOT analysis (21/04/2017) and the critical steps discussion (07/09/2017). A satisfaction survey of the national seminar has been carried out. Feedback and/or evaluation discussions on other project events have been organised either with the participants (workshops of pilot municipalities) or with the members of the Steering Committee and the national working group (regional seminar in Vilnius).

Activities delayed or not implemented

None.

Unforeseen activities

1. **National working group** (Finland), established and 3 meetings organised. It was seen necessary to establish a separate working group in Finland with responsibility for the contents and effectiveness of the project. The national working group consists of representatives of all the Finnish project partners and the key actors dealing with issues related to the subject matter of the project, such as NGOs promoting LGBTI equality and the Office of the Ombudsman for Equality. The main topics of the meetings were:

- 03/05/2017(14 participants): overview of the project, planning/feedback on the contents of the current project activities (survey of equality planning to the municipalities, target groups of the local campaigns on LGBTI awareness at local level, a national seminar and a survey on multiple discrimination)
- 28/09/2017 (13 participants): overview of the project, planning/feedback on the contents of the current project activities (results of the survey of equality planning, workshops on the implementation of equality planning for the pilot municipalities, contents of the training material on equality mainstreaming, a survey and NGO meetings on multiple discrimination)
- 28/11/2017 (21 participants): results of the project workstreams in 2017, launching of the project's training videos, networking and sharing current news on LGBTI policy in Finland. This meeting was also attended by experts from Finnish ministries and NGOs, who have earlier taken part in the development of LGBTI policy in Finland.

II. Output(s)

Output 1: Minutes of the Steering Committee meetings and the national working group meetings

Output 2: Work plans by each project partner

Output 3: Publicity plan, including a matrix of communication activities by workstreams

Output 4: Accessibility plan

Output 5: Project website www.oikeusministeriofi/rainbow-rights, in Finnish, Swedish and English (including current news)

Output 6: Project logo

Output 7: Project leaflet/brochure in Finnish, Swedish and English

† Workstream 1: Title: Mainstreaming equality and non-discrimination

I. Activities

Implemented activities

1. **Survey and analysis on existing equality plans** in local municipalities (AFLRA): Description of the survey in the outputs. To support the drafting and analysis of the survey and the contextual implementation of the workstream 1 in general, AFLRA has established a working group consisting of representatives from AFRLA, the Ministry of Justice, Seta and the Office of Non-Discrimination Ombudsman. The working group had 4 meetings (02/06/17, 17/08/2017, 10/10/2017 and 15/12/2017). AFLRA carried out a procurement process for selecting an external expert, which will analyse in more detail the results of the survey and support the drafting of the best practice guidebook. The external expert started analysing the results of the survey in December 2017.

2. **6 workshops for the pilot municipalities** (AFLRA). Description of the workshops in the outputs. AFLRA selected the 5 pilot municipalities (Tampere, Oulu, Vaasa, Utsjoki and Kuopio) in June 2017. To launch the project in the pilot municipalities and to plan the objectives and the contents of the workshop, AFLRA had preparatory meetings with all the pilot municipalities in August-October 2017.

3. **Peer review workshop on implementation of Equality plans, Sweden** (AFLRA). 7 representatives from the pilot municipalities and 3 project workers from the Ministry of Justice and Seta travelled with AFLRA to Sweden, Stockholm on 8-9/11/2017. The programme included a visit to the Human Rights Department in SALAR (Swedish sister organisation of AFLRA), the Human Rights

Department of the City of Stockholm, RFSL (LGBTI rights NGO) and the Järva youth clinic. The participants have disseminated the results of this benchmarking visit in their own municipalities and also within AFLRA and other project partners.

4. Training modules (Ministry of Justice): Cooperation meetings with the Ministry of Social Affairs, Seta, the Finnish National Agency for Education, the Non-Discrimination Ombudsman and the National Human Rights Institute have been held to define the target groups and the contents of the material and to agree on further cooperation. The first draft of the training module for health care professionals has been prepared.

5. Training material (Ministry of Justice): A procurement process for producing training videos on non-discrimination was carried out and the producer was selected in September 2017. The manuscripts of the videos were planned together with the Ministry of Justice and the film producer. 5 videos were produced during 01/09-31/11/2017.

Activities delayed or not implemented

1. Training sessions for professionals in social services, health and education sectors and the training modules (Ministry of Justice): The pilot training sessions were originally planned to start in the second month of the project period. The planning of the training modules and of the target groups of the training sessions have taken longer than expected due to the project's internal (later start of the both project workers in the Ministry of Justice and weak start in the concrete cooperation with the Ministry of Culture and Education) and external (the national reform of the social and health care system) reasons. All the training sessions will be held in 2018.

2. Seminar on setting indicators for equality mainstreaming to be organised in March 2018 (AFLRA). This seminar was planned to take place right after the project's launch, but AFLRA saw more added value to organise it after the survey results have been analysed and the pilot municipalities have become more committed to the project.

Unforeseen activities

1. The Rainbow Rights project participated in the Municipal Fair on 14-15/09/2017 to disseminate information about the activities of the workstreams 1 and 2. The project partners (Ministry of Justice, AFLRA and Seta) organised the following events at the fair:
 - An info session titled 'Municipal services and LGBTI customers — tips for promoting equality' (21 participants) was held on 14 September.
 - A mini-seminar titled 'Towards an equal municipality' (34 participants) was held on 15 September.
2. Workshop (9 participants) on Rainbow Rights issues at the seminar for municipal gender equality and equality network, 14/12/2017. Title of the workshop: *Rainbow Rights project and LGBTI rights as part of equality planning.*
3. When conducting a survey of equality, it was also important to take into consideration the Sámi speaking minority. Unforeseen activity of translating the survey cover letter into Sámi.

II. Output(s)

Output 1: Survey report. Survey of equality (and gender equality) planning with 36 questions sent to 295 municipalities (survey in Finnish and in Swedish, cover letter also in Sámi):

- 127 (43%) municipalities responded to the survey
- a report coming up (1 March 2018) including an analysis of the survey results, a quantitative analysis of the equality plans and municipal interviews.

Output 2: Workshops on equality planning. 5 half-day (some shorter) local workshops in pilot municipalities, altogether 124 participants (mainly public authorities, such as municipal officials and politicians; and some NGOs). The title of the Workshops was '*Equality planning enhancing well-being*'.

- 2 workshops in Vaasa: 28/10/17 (27 participants) and 19/12/2017 (19 participants)
- 1 workshop in Oulu: 02/11/2017 (33 participants)
- 2 workshops in Kuopio: 13/11/2017 (21 participants) and 18/12/2017 (17 participants)

Additionally, one workshop for all pilot municipalities in Helsinki on 07/11/2017 (7 participants).

Output 3: Training videos, 5 videos on non-discrimination. All videos are subtitled in Finnish and Swedish and additionally 2 videos are subtitled in English (altogether 12 language versions). Topics of the videos:

- VIDEO 1 (5 minutes): Promotion of equality and non-discrimination
- VIDEO 2 (5 minutes): Personal stories of equality and discrimination of minorities (sexual minorities, disabled persons and Finnish Roma minority) (subtitled in English)
- VIDEOS 3-5 (2 minutes/video): Good practices/solutions for promoting equality within municipal/local services
 - Rainbow youth meeting point Kirjava (City of Espoo) (subtitled in English)
 - Accessibility and employment of disabled persons
 - Training and employment model for students with a Roma background

† Workstream 2: Title: LGBTI Awareness Raising at Local Level

I. Activities

Implemented activities

1. **Local awareness raising campaigns/communication campaigns:** An overall plan of Seta's local awareness raising campaign/communication activities was written. Three videos and related posters about the situations that LGBTI people encounter in public services are being produced. A manuscript for videos produced with the support of an external communication experts was prepared, and a video production company and a photographer contracted. The products will be ready in early February 2018. Communication about the project has included two articles published on Seta's website, a newsletter, a 1-page brochure about the project and Seta's role in it and an Instagram travel blog about an exchange visit.
2. **Local events on LGBTI equality:** The five pilot municipalities were chosen to be Turku, Tampere, Oulu, Vaasa and Mikkeli in consultation with Seta's local member organisations, as the work in the pilot municipalities is carried out jointly with the local partner organisations. Agreement was reached with the municipal actors on the collaboration.
3. **Training of local professionals in social and health services:** Planning/preparation of training ongoing since May 2017. To define the target groups, the dates of training, and the LGBTI equality events, a planning visit was made to each pilot municipality between October and December 2017. Municipal officials from different sectors were also contacted to discuss the project with them. Concept notes about the overall implementation of the project were prepared for three municipalities (Tampere, Oulu, Mikkeli). Efforts were made to define and prepare the training contents of different training sessions based on the target audiences. Seta has also coordinated the participation of its local representatives in the activities of WS1.

Activities delayed or not implemented:

1. **Training of personnel of health and social services:** delayed implementation. Training will take place between January and October 2018.
2. **Local event on LGBTI equality:** Delayed implementation at local level, planning done.

Delays regarding the training and local events are related to following issues:

- Discussions had to be held and agreement about collaboration reached first with Seta's local member organisations and then with many different stakeholders within the municipalities. This has taken longer than expected. People with whom activities have been discussed and planned include administrative and political leaders, people responsible for the overall health and social services, directors of specific health or social service outlets, people working with events, youth service managers, communication managers and different municipal working groups.
- In some municipalities, the project was also subject to the internal approval process within the municipality.

Unforeseen activities

None.

II. Output(s)

Output 1: Local Awareness-Raising campaign/Communication campaigns: two articles published on Seta's website, a newsletter and one blog text published on LGL's website.

† Workstream 3: Title: Transnational and Cross-Broder Cooperation on LGBTI policies

I. Activities**Implemented activities**

1. Regional, thematic seminar in Vilnius (LGL, Ministry of Justice, Seta) on 23/11/2017, 82 participants: a one-day seminar titled '*Rainbow Rights: Advancing LGBTI Equality in the Baltic States and Finland*' was organised, with the aim of sharing information about the recent developments around LGBTI rights and policies in the Baltic countries and Finland and encouraging cooperation between the different Baltic and Finnish actors. One of the objectives of the seminar was also to make the challenges that LGBTI people face in different sectors of life visible and understandable for the public. The European Commission's List of Actions to Advance LGBTI Equality was used as a framework for the content of the seminar. The topics of the seminar included: the current LGBTI policy development, the trans rights, LGBTI equality in education, hate crime and hate speech and health inequalities experienced by LGBTI people. NGO and public sector actors involved in promoting LGBTI equality were invited from all Baltic countries and Finland. To facilitate the networking of the seminar participants, a welcoming ceremony was organised in cooperation with the Finnish Embassy in Vilnius on 22/11/2017.

2. NGO exchange programme (Seta & LGL): Seta's exchange visit to Lithuania took place on 12-24/11/2017. The participants were Seta's Training Coordinator Marita Karvinen and Rainbow Rights Project Coordinator Terhi Aaltonen. The exchange programme was jointly planned by LGL and Seta. During the visit, LGL and Seta shared information and discussed about their work on a number of issues, including work on hate crime and hate speech, homophobic and transphobic bullying, training, ways to collaborate with national and international partners and work with projects. Seta also organised four training sessions for LGL and its partners. The trainings increased participants' understanding of norm-awareness and both Seta' and LGL's work about general issues related to sexual and gender diversity. In addition, Seta had meetings with LGL's seven partner organisations, participated in the regional seminar where both Seta's workers travellers were also speakers, and participated in the Steering Committee meeting. The exchange period contributed to mutual learning and exchange of good practices both related to specific subject matters mentioned above and ways to work for example on advocacy, capacity building/trainings or projects. The exchange also served to the initial planning for the LGL's exchange period in 2018.

3. NGO exchange report (Seta): A NGO exchange report was drafted by Seta and reviewed by LGL. The report includes an overview of the exchange, description of the programme, a situation analysis and lessons learned and conclusions. Seta also wrote a daily travel blog published on Seta's Instagram and one article about the exchange published on LGL's website.

Activities delayed or not implemented:

None.

Unforeseen activities

1. Network meeting in Tallinn on 07/07/2017, 16 participants. The network meeting was organised in

conjunction with the Baltic Pride conference in Tallinn (held on 07/07/2017) for project partners (Ministry of Justice, LGL, Seta) to be able to meet some key Baltic stakeholders and to strengthen the involvement of the Baltic stakeholders in the project. In the meeting, the current situation of LGBTI equality in the Baltic countries was discussed and the possible topics for the Baltic activities of the projects were explored. Additionally, Seta gave a presentation about its work with elderly LGBTI people at the Baltic Pride conference in Tallinn.

II. Output(s)

Output 1: One Regional seminar in Vilnius on 23/11/2017, 82 participants (represented a wide range of actors — Lithuanian, Finnish and Estonian ministries, Lithuanian Equal Opportunities Ombudsman Office, EU delegation, Lithuanian Human Rights Office and NGO actors from all the Baltic countries and Finland).

- From Lithuania, 55 participants
- From Latvia, 6 participants
- From Estonia, 3 participants
- From Finland, 14 participants, including project workers, seminar speakers and members of the national working group
- Also, from Belarus, 4 participants.

Output 2: One NGO exchange programme in Vilnius 12-24/11/2017, 2 participants from Seta Finland

- During the exchange, 4 training sessions by Seta for LGL (6 participants), the National Equality and Diversity Forum (16), Youth Line volunteers (16) and LiMSA's medical students (28) on sexual and gender diversity and norm awareness

Output 3: One exchange report

† Workstream 4: Title: Multiple Discrimination

I. Activities

Implemented activities

1. National seminar with special focus on LGBTI rights and equality in Finland and multiple discrimination 30/10/2017: The Ministry of Justice organised a one-day seminar with the title '*Finland 100 Years and the Rule of Law*' as part of the programme celebrating the centenary of Finland's independence. The aim of the seminar was to examine the Finnish experience as a state governed by the rule of law within the framework of the European Union and to discuss and raise awareness about the state of play of diversity and minority rights in Finland. Special focus in the seminar was given to LGBTI equality and multiple discrimination and the language rights in Finland. The keynote speakers of the seminar were Antti Häkkänen, the Finnish Minister of Justice, and Věra Jourová, European Commissioner for Justice, Consumers and Gender Equality. Other speakers in the seminar were experts representing LGBTI people, language minorities, disabled persons, national ethnic minorities (Sámi and Roma people) and immigrant minorities.

2. Survey of multiple discrimination: The Ministry of Justice carried out the procurement process for the survey in September and selected the Institute of Migration (their researcher specialised in LGBTI equality and discrimination) to carry out the survey. The survey (including the interviews, the questionnaire and the survey report) is conducted between October 2017 and April 2018. The aim of the survey is to identify multiple discrimination faced by LGBTI members of the following minority communities: disabled persons, ethnic minority groups and religious minorities. A working group was established to support the implementation of the survey, and one meeting was held on 01/11/2017 (8 participants).

3. NGO meetings (LGBTI NGO and minority communities): The planning of the dialogue process

started in September 2017. The Ministry of Justice has organised one NGO meeting on 01/11/2017 (8 participants) to identify the relevant stakeholders/target groups and to define the objectives of the NGO meetings to be held in 2018. Based on the first meeting, it was considered important that the future NGO meetings would focus on mainstreaming the concept of diversity within the minorities and sharing the results of the survey of multiple discrimination and that the key persons of the NGOs would be invited to take part in the dialogue process.

Activities delayed or not implemented

1. **Collection of articles**, not implemented: The Ministry of Justice decided to produce more videos than the two which were originally planned (in the workstream 1), not articles. The videos were considered to be more effective material for sharing information about minorities, equality and discrimination in Finland. Instead of producing articles introducing people with diverse identities and backgrounds, three more videos were produced (in this report all the five videos described under the workstream 1). These videos also present people with a minority background and their personal stories on equality and discrimination (which were the topics planned for the articles).

Unforeseen activities

None.

II. Output(s)

Output 1: National seminar 'Finland 100 Years and the Rule of Law' 30/10/2017. The whole seminar day had 270 participants and the thematic session on LGBTI equality and multiple discrimination 51 participants. The participants represented a wide range of Finnish decision-makers, public officials, NGO experts, political parties and academia. Also, 13 embassies of the EU Member States in Finland participated in the first part of the day. The seminar was well present on Twitter, e.g. the seminar included a media campaign on social media (Twitter) to raise awareness about the promotion of equality in Finland.

Output 2: One NGO meeting 01/11/2017 (8 participants): the participants represented the LGBTI, Roma and immigrant communities and the disabled groups.

Output 3: Interviews/survey of multiple discrimination. The data collection for the qualitative survey started in November 2017, first by carrying out approximately 20 interviews with LGBTI people belonging to other minorities. The data collection also included checking other data available, such as the results of the previous questionnaire to LGBTI people made by one of Seta's member organisation and the results of the reports produced by the national discrimination monitoring system.

2.2. Timeline (max. 1 page)

Please confirm that the project will be completed by the deadline set in the Agreement. Which corrective measures were taken to make up for any delays ?

All the activities will be completed before the final deadline, even though there have been some delays. All the project partners have reviewed the timeline and planned the activities so that everything will be implemented in due time. The timeline and the work plans have been updated and checked regularly in the Steering Committee meetings.

Due to the recruitment of project staff in the Ministry of Justice, AFLRA and Seta, the project activities (especially in the WS1, WS2 and WS4) have started later than planned in the original timeline. Additionally, there have been two changes in the project staff. As a corrective measure for these, the Ministry of Justice/coordinator of the project has supported all the partners in the launching of the project. The Ministry has also tried to facilitate good communication between the partners regarding the contextual planning and the management of the project.

Regarding the workstream 2, it was originally planned that the activities of the WS2 would be implemented rather evenly throughout the project implementation. However, when the implementation began, it became evident that it made sense to reserve more time for thorough planning and preparations in consultation with diverse local stakeholders of the events and training sessions. The better planning will allow the activities of the WS2 to be implemented within a shorter time period.

2.3. Visibility of EU funding (max. 1/2 page)

How was the visibility of the European Union's financial support ensured throughout the project?

All the publications produced so far (e.g. training videos) and communications (e.g. flyer, website, news, blog texts), as well as the invitations, programmes and participant lists of the seminars, workshops or other events of the project have indicated that they received funding from the EU. The project has produced its own document templates (word, power point), which all include the EU flag and the EU REC funding text ('The Project Rainbow Rights is supported by the Rights, Equality and Citizenship (REC) Programme of the European Union.'). The Ministry of Justice/the coordinator of the Rainbow Rights project has recommended the beneficiaries to use these templates in all communication, and all the beneficiaries use these templates in their activities/communication.

The visibility rules of the EU funding have been included in the bilateral agreements made between the coordinator/Ministry of Justice and other beneficiaries. Additionally, the visibility rules have been introduced to all project workers in the beginning of the project, as well as in the Steering Committee meetings. The project partners have made a common publicity plan for the project which includes the visibility rules of the EU funding and the funding text in three languages (EN, FI, SE).

The project website (www.oikeusministerio.fi/rainbow-rights) is available in three languages (FI, SE, EN) and all the publications of the project will be published on this website, which

also indicates that the project has received funding from the EU. Additionally, the project beneficiaries Seta and LGL have published news about the project on their websites, indicating the funding according to the EU visibility rules.

2.4. Main problems/difficulties in the implementation (max. 1/2 page)

Were you faced with any problems/difficulties during the implementation of the project? How did you solve them?

Regarding the survey of equality planning (WS1), it was difficult to get a high response rate from municipalities. This is a very common challenge with all municipal surveys. The final response rate was 43% (127 municipalities). This forces the analysis to focus more on the qualitative rather than on the quantitative data.

Regarding the WS2, the planning and preparations have taken longer than originally planned, and therefore there has been a delay in organising the training sessions and events in the pilot municipalities. Sometimes it has been difficult to identify and get in touch with all the right people in the municipalities. In all cases, the initial contact person in the municipality has helped to get in touch with the other people within the municipality.

2.5. Cooperation within the partnership (max. 1/2 page)

How did the Co-beneficiaries and Associate Partners participate in the project and what was their role?

Three of the co-beneficiaries, AFLRA, Seta and LGL, have implemented the project activities / workstreams, for which they were responsible, as planned and agreed in the project agreement.

- **AFLRA** has coordinated and implemented the activities regarding the implementation of the equality planning in the Finnish municipalities (Workstream 1). AFLRA's role in the project is to improve the planning process and the implementation of equality planning of the local authorities and to create opportunities for mutual learning experiences between Finnish municipalities and also with other Member States. AFLRA works closely with five pilot municipalities (Kuopio, Tampere, Oulu, Vaasa and Utsjoki).
- **Seta** has coordinated and implemented all the activities of the workstream 2. Additionally, Seta has taken part in the workstream 1 and 4 by sharing expertise on LGBTI equality.
- **LGL** has coordinated and implemented the events under the workstream 3.

Additionally, these three co-beneficiaries have monitored and planned together with the Ministry of Justice/coordinator the implementation of the project, by participating in the work of the Steering Committee. Seta and AFLRA have also participated in the meetings of the national working group in Finland.

The coordinator and the co-beneficiaries have so far cooperated actively in all workstreams, with the aim of having crosscutting synergies within the project. Some examples of cooperation:

- In the pilot municipalities that are the same for Seta and ALFRA (Tampere, Oulu and Vaasa), Seta and AFLRA have had some joint meetings with the municipal counterparts and made a joint plan of project activities with one municipality.
- Seta's exchange programme visit to Vilnius was jointly planned by LGL and Seta, while logistics were coordinated by LGL.

The **Ministry of Social Affairs and Health** has participated in the planning of the activities in the workstream 1 (training material for the social and health care sector) and their representative has been actively involved in the project's national working group.

SIGNATURES

DECLARATION

In addition to the provisions of Articles I.7 and II.8, the Beneficiaries warrant that the European Union has the rights to use or publish the information included in this report and its Annexes.

We, the undersigned, confirm that we are duly authorised to sign this declaration on behalf of the Beneficiaries. We certify that the information given in this report is correct, and confirm that the Annexes are complete, accurate, and adopted/approved by the Beneficiaries.

Name of the person responsible for implementing the project:

KRISTA NUUTINEN

Signature:



Place:

Helsinki

Date:

29.1.2018

Name of the legal representative of the Beneficiary/Coordinator:

JOHANNA SUURPAA

Signature:



Place:

Helsinki

Date:

29.1.2018

COMPULSORY ANNEX

- The *Budget & Execution Summary* sheet of the financial statement (Annex III to the Agreement) showing the amounts spent on each budget heading.

BUDGET & EXECUTION SUMMARY

Ref.	Budget heading	Estimated expenditure	%	Declared expenditure	Change %	Total eligible expenditure	Check % change max. + 20%
A	Staff	300 760,00		113 802,29	-62,16 %	113 802,29	-62,16 %
B	Travel	101 466,00		30 102,11	-70,33 %	30 102,11	-70,33 %
C	Equipment	0,00		0,00	#JAKO/0!	0,00	#JAKO/0!
D	Consumables	0,00		0,00	#JAKO/0!	0,00	#JAKO/0!
E	Other direct costs	178 450,00		54 882,34	-69,24 %	54 882,34	-69,24 %
	Total Direct Costs A+B+C+D+E	580 676,00		198 786,74		198 786,74	Check % indirect costs
F	Indirect costs (max 7%)	35 000,00	6,03 %	11 986,00	6,03 %	11 986,00	6,03 %
	Total Eligible Costs	615 676,00		210 772,74		210 772,74	
G	Contribution in kind/non eligible	22 000,00		4 264,35		4 264,35	
	Total Costs	637 676,00		215 037,09		215 037,09	

Ref.	Budget heading	Estimated income	%	Declared income	%	Accepted income
I	Financial contributions specifically assigned by donors to the financing of the eligible costs & Income generated by the financed activities	0,00	0,00 %	0,00	0,00 %	0,00
K	Other income, including own contribution from the beneficiary/-ies	130 000,00	21,12 %	110 000,00	52,19 %	110 000,00
	EU Contribution	485 676,00	78,88 %			
	Total	615 676,00				
G	Contribution in kind/non eligible	22 000,00				
	Total Income	637 676,00				

FINAL PAYMENT CALCULATION		Beneficiary request
A	(Total Eligible Costs x % EU Contribution)	166 257,54
B	(Max. amount of EU Contribution)	485 676,00
	Base of final payment request (lowest amount of A/B)	166 257,54

EC final decision	
	166 257,54
	485 676,00
	166 257,54
NA	Profit = (Lowest amount of A/B as per EC final decision + "!") - Total Eligible Costs as per EC final decision
	Final EU Contribution after application of the no-profit rule = (Lowest amount of A/B as per EC final decision) - (Profit x EU % as per EC final decision)
	166 257,54
	388 540,80
	-222 283,26
	Final payment

J	Pre-financing paid	388 540,80
	Final payment requested by the beneficiary	-222 283,26