

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 accept 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. About the time scale of the ratification process, the Government Bill is planned to be issued to Parliament during this electoral term.	
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	Ministry for Foreign Affairs	Please see reply to recommendation 93.7.	

from Enforced Disappearances (Bosnia and Herzegovina, France, Montenegro, Italy);			
93.11. Finalise efforts aimed at acceding to the ICPPED and thus the full recognition of the competence of the Committee on Enforced Disappearances (Ukraine);	<b>Ministry for Foreign Affairs</b>	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);	<b>Ministry for Foreign Affairs</b>	<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);	<b>Ministry of Justice</b>	According to the new Government Programme of Prime Minister Antti Rinne (6 June 2019 -), work will continue to assess the preconditions for ratification of the Convention. 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);	<b>Ministry for Foreign Affairs</b>	<p>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 and, therefore has not been able to implement this recommendation.</p> <p>National candidates for the Council of Europe’s monitoring bodies are selected through a public call. The selection process is open and merit-based.</p>	
93.18. Continue its efforts in the implementation of accepted recommendations	<b>All Ministries</b>	Finland is committed to implementing the accepted recommendations of the second cycle and sharing good practices in this regard. Many of these recommendations were addressed in the Second National Action Plan on	

from the second cycle and consider sharing good practices in that regard (Ireland);		Fundamental and Human Rights for years 2017-2019 and tackled by concrete measures. The Action Plan, with 43 special cross-administrative actions, focused on human rights education, equality and non-discrimination, the right of individuals and groups to self-determination, fundamental rights and digitalisation.  The Government will prepare a third National Action Plan on Fundamental and Human Rights in 2020.	
93.19. Continue its efforts to further improve its relevant legal and administrative frameworks and policies, in conformity with its international commitments (Hungary);	<b>All Ministries</b>	According to the Programme of Prime Minister Antti Rinne's Government (6 June 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. The Government will start preparing this as soon as possible. The Government will also draw up a comprehensive action plan for better regulation.  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.	
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);	<b>Ministry of Justice</b>	The Ministry of Justice has set up a working group on 11 April 2019 to prepare an update of the Criminal Code sections relating to sexual crimes. One of the goals of the working group is to prepare proposition for legislation that would define rape as an act that violates the victim's volition. The working group will also assess and evaluate the need for revision of other provisions of the Criminal Code that relate to sexual crimes.	
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);	<b>Ministry of Justice</b>	Please see reply to recommendation 93.20.	
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);	<b>Ministry of Justice</b>	Please see reply to recommendation 93.20.	
93.23. Continue strengthening national laws on offences related to violence against women and girls (Botswana);	<b>Ministry of Justice</b>	Please see reply to recommendation 93.20.	

<p>93.24. Amend the appropriate legislation in order to endure that the definition of rape covers all cases of non-consensual sexual acts (Brazil);</p>	<p><b>Ministry of Justice</b></p>	<p>Please see reply to recommendation 93.20.</p>	
<p>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);</p>	<p><b>Ministries of Social Affairs and Health, Justice, and Economic Affairs and Employment</b></p>	<p>The Ministry of Justice discusses annually the level of resources with the Ombudsman for Equality. The resources provided have been stable.</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 will draw up an action plan for combating violence against women. The action plan will bring the support services for victims, the number of places in shelters, and the resources allocated to shelters into line with the level required by the Council of Europe. The Government will establish a post for an independent rapporteur on violence against women and ensure the implementation of the Istanbul Convention. The Government will ensure sufficient resources for the work against female genital mutilation. Annulment of forced marriages will be enabled and the possibility to criminalise forced marriage will be examined.</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>	

		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.	
93.26. Establish a national institution for the advancement of women in accordance with the provisions of the Beijing Platform for Action (Honduras);	<b>Ministry of Social Affairs and Health and Ministry of Justice</b>	<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.</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>	
93.27. Further strengthen its national human rights institutions especially in the form of greater resource allocation (Pakistan);	<b>Ministry of Justice</b>	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 the 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 6 805 000 euros in 2019. In 2020, the budget will be further increased to 7 145 000 euros, which includes 6 new staff members (two for the Human Rights Centre and four for the Office of the Parliamentary Ombudsman).	
93.28. Provide the National Human Rights Institution with sufficient resources to carry out its mandate effectively and independently, including	<b>Ministry of Justice</b>	Please see reply to recommendation 93.27.	

the promotion and protection of economic, social and cultural rights (Guatemala);			
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);	<b>Ministry of Justice</b>	<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 enable the establishment of three new permanent positions in the office of the Non-discrimination Ombudsman.</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);	<b>Ministry of Justice</b>	<p>Assessment of the effectiveness of the current Non-discrimination Act started in January 2019. During the assessment, for example, the scope of the mandate of the Non-discrimination Ombudsman is being evaluated.</p> <p>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 during this electoral term.</p>	
93.31. Continue allocating adequate financial and human resources to effectively implement its national action plan on human rights (Philippines);	<b>Ministry of Justice /All Ministries</b>	All ministries have allocated resources for the implementation of their projects that are included in the second National Action Plan on Fundamental and Human Rights 2017–2019. Some projects have received additional project funding. As of June 2019, 34 out of 43 projects were fully implemented. Seven projects were implemented partially or implementation was ongoing. Only two projects have not been implemented.	
93.32. Mobilize adequate resources to complete its Second National Action Plan on Fundamental and Human Rights (Canada);	<b>Ministry of Justice /All Ministries</b>	Please see reply to recommendation 93.31.	
93.33. Sustain and create new platforms for human	<b>Ministries of Foreign Affairs, Justice, and</b>	One of the four priority areas of the second National Action Plan for Fundamental and Human Rights 2017–2019 has been fundamental and human rights education and training. The Action Plan has included measures to strengthen the fundamental and human rights competence of the Government officials and developing the	

rights education (Bosnia and Herzegovina);	<b>Education and Culture</b>	<p>assessment of fundamental and human rights impacts of statute projects as well as strengthening fundamental and human rights education and training at schools. More information about the projects included in the Action Plan can be found at <a href="http://urn.fi/URN:ISBN:978-952-259-588-1">http://urn.fi/URN:ISBN:978-952-259-588-1</a>.</p> <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 will continue in 2019-2020.</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"> <li>1. Thinking and learning to learn</li> <li>2. Cultural competence, interaction and self-expression</li> <li>3. Managing daily life, taking care of oneself and others</li> <li>4. Multiliteracy</li> <li>5. ICT competence</li> <li>6. Working life competence and entrepreneurship</li> <li>7. Participation, involvement and building a sustainable future.</li> </ol> <p>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.</p> <p>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 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.</p> <p>The project will also provide youth workers with concrete methods of discussing human rights issues with young people and how human rights can be promoted as part of everyday youth work. The project is implemented in cooperation with the Municipal Youth Work Developer and Trustee (Kanuuna).</p> <p>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</p>
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		<p>(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.</p> <p>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.</p> <p>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 Universal Children's Day in November, organisations promoting children's rights arrange activities for schoolchildren.</p>	
<p><b>93.34. Provide sufficient resources to continue with systematic human rights education and training of teachers at all levels of national education (Slovenia);</b></p>	<p><b>Ministry of Education and Culture</b></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</p>	

		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.	
93.35. Strengthen and enhance existing laws countering different forms of discrimination, racism and xenophobia (Lebanon);	<b>Ministry of Justice</b>	<p>Assessment of the effectiveness of the current Non-discrimination Act started in January 2019 and the final report of the assessment will be ready by November 2020. According to the new Government Programme (6 June 2019 -), the Non-discrimination Act will be partially reformed.</p> <p>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 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>	
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);	<b>Ministry of Justice</b>	<p>In May 2019, an independent expert working group appointed by the Government issued recommendations on combatting hate speech. The new Government (6 June 2019 -) included some of these recommendations in its Programme published in June 2019.</p> <p>The Government will draft an action plan to combat racism and discrimination. The action plan will be developed and implemented during this electoral term (2019-2022). 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. 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>	
93.37. Continue its efforts to combat all forms of discrimination and	<b>Ministry of Justice</b>	The Ministry of Justice implemented an EU-co-funded project called Rainbow Rights to combat discrimination against LGBTI people in Finland (1 January 2017 - 28 February 2019). The project aimed at raising awareness and building capacity of public authorities to promote non-discrimination especially at a local level. Another EU	

<p>promote equality (Azerbaijan);</p>		<p>project, Against Hate (1 December 2017 – 30 November 2019), aims at tackling hate crime and discrimination by implementing training sessions on hate crime and non-discrimination legislation (including the obligation to promote equality) for law enforcement professionals (judges, prosecutors and the police).</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: <a href="http://urn.fi/URN:ISBN:978-952-259-588-1">http://urn.fi/URN:ISBN:978-952-259-588-1</a></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 discrimination (State of Palestine);</p>	<p><b>Ministry of Justice</b></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 himself, herself or another.</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 will draft a governmental action plan to combat racism and discrimination. 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><b>Ministry of Justice</b></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><b>Ministry of Justice</b></p>	<p>Please see reply to recommendation 93.38.</p>	

93.41. Make further efforts to ensure equal protection from discrimination (Hungary);	<b>Ministry of Justice</b>	Please see reply to recommendation 93.38.	
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);	<b>Ministry of Justice</b>	<p>The second Governmental Action Plan on Fundamental and Human Rights was implemented during 2017-2019.</p> <p>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. The new Government (6 June 2019 -) will prepare its third Action Plan on Fundamental and Human Rights, and 100.000 euros has been allocated for the preparation and coordination of the implementation of the programme.</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>	
93.43. Improve access to effective legal remedies for victims of discrimination (Slovenia);	<b>Ministry of Justice</b>	<p>Assessment of the effectiveness of the current Non-discrimination Act is carried out at the moment and the final report will be available in November 2020. According to the Government Programme, the Non- Discrimination Act will be partially reformed during this electoral term.</p> <p>Please also see reply to recommendation 93.38.</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);	<b>Ministry of Justice and Ministry of Social Affairs and Health</b>	<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>	

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.

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.

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 practise 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.

		<p>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).</p> <p>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> <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><b>Ministry of Justice and Ministry of Social Affairs and Health</b></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. 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. 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.</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><b>Ministry of Justice and Ministry of Interior</b></p>	<p>An action plan to combat racism and discrimination will be prepared and implemented during this electoral term.</p> <p>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</p>	

		<a href="https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/79849/OMML_25_2017.pdf?sequence=1&amp;isAllowed=y">https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/79849/OMML_25_2017.pdf?sequence=1&amp;isAllowed=y</a> . Finland took part in an EU funded project called PROXIMITY in April 2017-January 2019. The objective of the project was to increase the capacities of local authorities and especially municipal policing to identify and intervene in hate crime and different forms of intolerance. One of the goals was to identify best practices of awareness raising, training etc. at the local level in various European cities.	
93.55. Take measures against xenophobia and Islamophobia. Improve the implementation of the existing legal framework for combating racism (Turkey);	<b>Ministry of Justice</b>	According to the new Government's Programme (6 June 2019 -), the Government will combat racism and discrimination in all sectors of society. An action plan to combat racism and discrimination will be prepared and implemented during this electoral term. Also, the Government will assess the need to address the most serious forms of organised racism through legislation. The Government will also draw up a broad-based action plan for promoting good relations between population groups during the government term to supplement the Government Integration Programme.  Please also see the replies to recommendations 93.35, 93.36 and 93.37.	
93.56. Take further steps to eliminate discrimination, racism and xenophobia in the country (Uzbekistan);	<b>Ministry of Justice</b>	Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.	
93.57. Continue strengthening measures against racism, xenophobia and islamophobia, as well as the migrants' discrimination (Chile);	<b>Ministry of Justice</b>	Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.	
93.58. Further combat racial discrimination and xenophobia, and effectively reducing the number of cases of hate crime (China);	<b>Ministry of Justice</b>	Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.	
93.60. Consider improving the implementation of the legal framework for combating racism (Namibia);	<b>Ministry of Justice</b>	Please see the replies to recommendations 93.35, 93.36, 93.37 and 93.55.	

<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><b>Ministry of Justice</b></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><b>Ministry of Justice and Ministry of Interior</b></p>	<p>In the programme of Prime Minister Antti Rinne's Government (6 June 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>In February 2018 the Ministry of Justice launched an EU funded project called Against Hate. The objectives of this two-year project are to</p> <ol style="list-style-type: none"> <li>1) develop practical measures to identify, prevent and tackle hate crime and hate speech; to establish national networks of diverse actors to monitor and combat online hate crime and hate speech;</li> <li>2) to develop monitoring systems for online hate speech and hate crime;</li> <li>3) to share information between public authorities at the EU-level on successful measures taken to monitor and fight hate crime and hate speech; and</li> <li>4) to develop services assisting victims.</li> </ol> <p>So far a mapping on activities against hate crime and hate speech has been published, as well as report on victims' experiences on hate crime. In May 2019 five regional trainings were organized for judges, prosecutors and police officers on hate crime. In February 2019 a campaign on recognizing punishable hate speech was launched, together with a check list on how to identify punishable hate speech. The campaign featured two videos that aired also on national television (1.6 million viewers). All material is available in English: <a href="https://yhdenvertaisuus.fi/en/hate-speech">https://yhdenvertaisuus.fi/en/hate-speech</a></p> <p>Material for journalists on encountering hate speech was published in May 2019. The material is also available in English: <a href="https://yhdenvertaisuus.fi/documents/5232670/13949561/Journalists+and+hate+speech/688c9dbeb2c3-dac2-3c8c-094eb53495ae/Journalists+and+hate+speech.pdf">https://yhdenvertaisuus.fi/documents/5232670/13949561/Journalists+and+hate+speech/688c9dbeb2c3-dac2-3c8c-094eb53495ae/Journalists+and+hate+speech.pdf</a>.</p> <p>As part of the National Action Plan on Fundamental and Human Rights (2017-2019), the Ministry of Justice facilitates 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 is</p>	

		<p>to implement the Code of Conduct at a national level. In 2019 two 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 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.</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 and other minorities including indigenous people (India);</p>	<p><b>Ministry of Justice and Ministry of Interior</b></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 groups. Special focus is given to preventing people from becoming victims of violence and perpetrators of violent acts.</p> <p>Please also see replies to recommendations 93.62, 93.35-93.37 and 93.55.</p>	
<p>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);</p>	<p><b>Ministry of Justice and Ministry of Interior</b></p>	<p>Please see replies to recommendations 93.62, 93.35-93.37 and 93.55.</p> <p>The Government of Åland is active in preventive awareness raising activities and inculcation of attitudes.</p>	

93.66. Intensify efforts to prevent and combat the discrimination against persons with immigration backgrounds (Turkey);	<b>Ministry of Justice</b>	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);	<b>Ministry of Justice and Ministry of Interior</b>	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);	<b>Ministry of Justice and Ministry of Interior</b>	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);	<b>Ministry of Justice and Ministry of Interior</b>	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.	
93.70. Strengthen fight against xenophobia in social networks and internet (Algeria);	<b>Ministry of Justice and Ministry of Interior</b>	Please see the replies to recommendations 93.62, 93.35-93.37 and 93.55.	
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);	<b>Ministry of Justice and Ministry of Interior</b>	Please see the replies to recommendations 93.62, 93.35-93.37 and 93.55.	

<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><b>Ministry of Justice and Ministry of Interior</b></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><b>Ministry for Foreign Affairs</b></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.</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><b>Ministry of Social Affairs and Health</b></p>	<p>The responsibility for financing shelters was transferred to the Government in 2015 and funding for shelters has grown. In 2019, 19.55 million euros have been allocated to shelters. The aim is to increase funding yearly by 2 million euros by 2023 in order to increase the number of 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</p>	<p><b>Ministry of Justice and Ministry of Interior</b></p>	<p>In 2019 the Ministry of Justice has arranged specialized labour law training for Judges and Public Legal Aid Attorneys. Courses focusing on labour law also cover human trafficking and exploitation. In addition, the Ministry of Justice provides yearly training on criminal law and on asylum matters for Judges and Public Legal Aid Attorneys. Those trainings also focus on issues relating to human trafficking.</p> <p>Approximately 1000 police officers undertook in 2018 an in-service training in identifying and investigating THB. Furthermore, an online training course has been created on the Police University Collage system and can be taken by any police officer. Special THB components have been included in the curriculum of Police University Collage.</p> <p><u>Finnish Immigration Service:</u></p> <p>For the purpose of identifying victims, an expert on trafficking human beings (later THB) has been appointed to the asylum unit. In addition to the asylums unit's THB expert there are appointed contact persons specialized in</p>	

<p>relating to the identification of victims, the conduct of investigations, the criminal prosecutions and punishment of perpetrators (Russian Federation);</p>		<p>THB in all the different offices of the Finnish Immigration Service. All the caseworkers have a possibility to consult the asylum unit's THB expert and THB contact persons on a low threshold. A basic training on THB and its different forms is given to all new caseworkers in the Asylum Unit of the Finnish Immigration Service. In addition, there are some caseworkers specialized in working with THB.</p> <p>A written guidance and instructions on identification is available to all case workers. The guideline includes practical instructions for clarifying THB during an asylum interview. In addition, it includes detailed rules of procedure on cooperation with the Assistance System, e.g. on presenting an asylum seeker to the System.</p> <p>The Finnish National Assistance system for Victims of Human Trafficking is a central authority in victim assistance. Since 1 January 2017 the Assistance System has been a part of the Finnish Immigration Service, but has its status as an independent decision maker. Assistance is thus provided by the Assistance System whereas decisions on residence permits or asylum status are made by the other units of the Finnish Immigration Service. The Assistance System covers all of Finland and it decides who can receive assistance as a potential or identified victim of THB.</p> <p>If the asylum unit identifies a potential victim of THB during the asylum procedure (including Dublin procedure), it refers the victim with his or her consent to the Assistance System. Referral can also be made by the staff of the reception centers housing and providing services for the asylum seekers.</p> <p>In 2020 EASO training module Trafficking in Human Beings is about to be provided to the senior officers working for the Finnish Immigration Service.</p> <p>"Ihme" project 2018-2019: Project has enabled vast trainings for the police officers and boarder guards on how to recognize and identify the victims of human trafficking when applying asylum and in early stages of asylum process.</p>	
<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><b>Ministry of Interior</b></p>	<p>In Finland the new Government has highlighted the importance of protecting the victims of human trafficking. Their overall situation and the need to improve it have 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> <p>EASO-Interviewing Children -modul is used in the Asylum Unit for training Senior Advisers.</p>	
<p>93.79. Develop clear guidelines on how to identify and protect victims of trafficking in persons (United States of America);</p>	<p><b>Ministries of Social Affairs and Health, Interior, and Economic Affairs and Employment</b></p>	<p>The National Police Board has issued guidelines to the police on identification, protection, referral and investigation of THB. The guidelines are in the process of being updated.</p> <p>Guidance for early identification (in Finnish and Swedish) was published in January 2018: <a href="https://iom.fi/fi/ihmiskaupan-uhriin-ensivaiheen-tunnistaminen-ja-palveluohjaus">https://iom.fi/fi/ihmiskaupan-uhriin-ensivaiheen-tunnistaminen-ja-palveluohjaus</a>. The Ministry informed the media, professionals and the public about identification as news and published a press release on the Ministry's web page: <a href="https://stm.fi/artikkeli/-/asset_publisher/uusi-ohje-auttaa-tunnistamaan-ihmiskaupan-uhreja-sosiaali-ja-terveydenhuollossa">https://stm.fi/artikkeli/-/asset_publisher/uusi-ohje-auttaa-tunnistamaan-ihmiskaupan-uhreja-sosiaali-ja-terveydenhuollossa</a>.</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: <a href="https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf">https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf</a>.</p> <p>Information on assistance measures and indicators to identify victims can also be found on the web page: <a href="http://www.ihmiskauppa.fi/en/information_on_helping_victims/identifying_victims_of_human_trafficking">http://www.ihmiskauppa.fi/en/information_on_helping_victims/identifying_victims_of_human_trafficking</a></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: <a href="https://pro-tukipiste.fi/wp-content/uploads/2018/04/indicators-of-human-trafficking.pdf">https://pro-tukipiste.fi/wp-content/uploads/2018/04/indicators-of-human-trafficking.pdf</a></p> <p>IOM has also produced a quick guide for employers and enterprises on how to prevent trafficking for labour exploitation: <a href="https://iom.fi/sites/default/files/leaflets/IOM_Pikaopas_Kausity%C3%B6_FINAL_FI.pdf">https://iom.fi/sites/default/files/leaflets/IOM_Pikaopas_Kausity%C3%B6_FINAL_FI.pdf</a></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 <a href="http://www.humantrafficking.fi">www.humantrafficking.fi</a>. 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: <a href="https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf">https://iom.fi/sites/default/files/pictures/IOM_julkaisu_web.pdf</a>.</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><b>Ministry of Interior</b></p>	<p>According to the new Government Programme, the status of victims of human trafficking will be improved, regardless of the progress of criminal proceedings in the human trafficking case.</p> <p>An Act on assistance to victims of human trafficking so that local authorities can assist the victims will be enacted. A reference to victims of human trafficking will be added to the acts that concern healthcare and social welfare. The Act on the Reception of Persons Applying for International Protection and on Identifying and Assisting Victims of Trafficking in Human Beings will be updated so that it will no longer be so closely connected to the criminal procedure, as required by international obligations. Provisions on safe and supported housing services for victims of human trafficking will be enacted and the services will be provided in the manner required by EU law. The responsibility for supervising and overseeing the services will be assigned to the National Institute for Health and Welfare.</p> <p>A joint government coordinator against human trafficking with sufficient staffing resources will be appointed.</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><b>Ministry of Interior</b></p>	<p>Please see the replies to recommendation 93.80.</p>	
<p>93.82. Continue strengthening measures of fight against domestic violence and human</p>	<p><b>Ministry of Social Affairs and Health</b></p>	<p>The victim of human trafficking has a right to have a safe housing. The housing can be organized either 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</p>	

<p>trafficking, including the increase of the number and geographic coverage of reception of the centres for families and victims (Chile);</p>	<p><b>and Ministry of Interior</b></p>	<p>for accommodation for victims of human trafficking. In Finland there is only one safe house particularly for the victims of human trafficking. The housing is only meant for women and children. Male victim's safe accommodation is always arranged case by case. Victims of human trafficking can have a safe and appropriate accommodation in the whole country. Other safe houses funded by the state can be used as an accommodation only if the victims are also victims of the domestic violence. This option is suitable for example for the victims of a forced marriage.</p> <p>In the Asylum Unit there are new guidelines on how to detect domestic violence in asylum process and how to approach the situation. Face to face training has been organized for senior officers or case workers in 2019.</p> <ul style="list-style-type: none"> <li>• One priority of Finland's international human rights policy is to prevent and combat violence against women and children.</li> <li>• The prevention of violence against women is one of the priorities of the current Government Action Plan for Gender Equality.</li> <li>• The purpose is to ensure the implementation of the Istanbul Convention and to provide specific social and health services for victims of violence.</li> <li>• The responsibility for financing shelters was transferred to the Government in 2015 and funding for shelters has grown. In 2019 19,55 million euros have been allocated to shelters. The aim is to increase funding yearly by 2 million euros by 2023 in order to increase the number of shelters. We have national quality guidelines for shelters and they are free of charge.</li> <li>• A State-funded 24/7 helpline for victims and survivors of violence opened in December 2016.</li> <li>• The rape crisis centres have been established in Helsinki, Turku and Tampere University hospitals and they will be established in the remaining University hospitals in Kuopio and in Oulu in few months time.</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> <li>• As a result of the National Action Plan to Combat Violence Against women, we have established a permanent network of MARACs, which are multi-agency risk-assessment conferences for helping</li> </ul>
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		<p>victims of grave domestic violence. Currently, Finland has about 40 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.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul> <p>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 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><b>Ministries of Social Affairs and Health, Economic Affairs and Employment, and Interior</b></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.</p>	

		<p>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. Face to face training has been organized for senior officers or case workers in 2019.</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.</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 minorities, Roma people and migrants (Colombia);</p>	<p><b>Ministry of Justice and Ministry of Social Affairs and Health</b></p>	<p>In the Action Plan on Democracy Policy for 2017–2019 special focus was given to equal participation opportunities. The Ministry of Justice has in co-operation with other ministries and NGO's conducted targeted campaigns during the last elections, with the aim to enhance civic participation among migrants. Election information is provided in approximately twenty of the most spoken languages in Finland. Information is provided in easy to read format, text versions, videos and braille. Special attention has been given to ensuring accessible polling stations and accessible e-democracy services.</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 <a href="http://www.integration.ax">www.integration.ax</a>. 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 social welfare and health care with a focus on protecting the rights of women, children and vulnerable groups (Pakistan);</p>	<p><b>Ministry of Social Affairs and Health</b></p>	<p>Please see reply to recommendation 93.96</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><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></p>	<p>According to the Programme of Prime Minister Antti Rinne's Government (6 June 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 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>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><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></p>	<p>According to the Programme of Prime Minister Antti Rinne's Government (6 June 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>93.91. Effectively provide for the application of laws prohibiting wage discrimination for equal work between men and women (Uzbekistan);</p>	<p><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></p>	<p>According to the Gender Equality Act wage discrimination is forbidden.</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><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></p>	<p>According to the Gender Equality Act discrimination on the basis of pregnancy and family licence is forbidden.</p>	

93.94. Undertake efforts to strengthen the education system through the provision of mandatory training on human rights education (Maldives);	<b>Ministry of Education and Culture</b>	<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>	
93.95. Continue the action aimed for the promotion of gender equality in all public and private activities (Angola);	<b>Ministry of Social Affairs and Health</b>	<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>	
93.96. Continue to enhance protection and rights of women and children (Bosnia and Herzegovina);	<b>Ministry of Social Affairs and Health /All Ministries</b>	<p>The new Government Programme (6 June 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 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>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 reply 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 suicide, between young women and girls (Algeria);</p>	<p><b>Ministry of Social Affairs and Health</b></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>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>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</p>	

		2017–2020. The programme includes measures in this field, planned by the departments of the Government of Åland and the authorities subordinate to it.	
93.98. Exert more efforts aiming at the elimination of all forms of discrimination against women, particularly in the labour market (Libya);	<b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b>	<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>	
93.99. Continue the work accomplished to prevent gender-based discrimination, promote equality between women and men and thus improve women's condition, particularly in working life (Cuba);	<b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b>	Please see also reply to recommendation 93.98.	
93.100. Continue its good efforts to address violence against women (Lithuania);	<b>Ministry of Social Affairs and Health</b>	<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</p>	

	<p>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.</p> <p>The Action plan 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> <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.</p> <p>Campaigns for public awareness raising and changing of attitudes and behaviours have been arranged.</p> <p>Work in primary and secondary education, including comprehensive sexuality education, has been intensified.</p> <ul style="list-style-type: none"> <li>• Perpetrator programmes have been arranged.</li> <li>• Training has been organised e.g:</li> <li>• 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.</li> <li>• 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. <a href="https://thl.fi/en/web/children-young-people-and-families">https://thl.fi/en/web/children-young-people-and-families</a>, Tunne- ja</li> </ul>	
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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 Women regarding sexual violence (Republic of Moldova);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.100.	
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);	<b>Ministries of Social Affairs and Health, Economic Affairs and Employment, Interior, Justice, and Education and Culture</b>	<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 Antti Rinne's Government (6 June 2019 -) will draft a new violence against women action plan. 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	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.100.	

combat violence against women (China);			
93.104. Undertake further measures aimed at eradicating violence against women (Georgia);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.100.	
93.105. Ensure the implementation of measures aimed at combatting violence against women (Iceland);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.100.	
93.106. Strengthen efforts to prevent violence against women. (Iraq);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.100.	
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);	<b>Ministries of Social Affairs and Health, Justice, Economic Affairs and Employment, Interior, and Education and Culture</b>	Please see also reply to recommendation 93.100 and 93.102.	
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);	<b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior, and Education and Culture</b>	<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 Antti Rinne's Government (6 June 2019 -) will draft a new violence against women action plan. 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</p>	

		<p>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><b>93.112. Consolidate support services for women victims of violence (Republic of Moldova);</b></p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b></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. The Ministry of Justice has been taking part in the implementation. Prime Minister Antti Rinne's Government (6 June 2019 -) will draft a new violence against women action plan. Furthermore, a position of an independent reporter for violence against women will be established.</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 2019, a total of 19.5 million euros have been allocated to 28 shelters that accommodate altogether 202 family places. The funding of the shelters has been increased in few years (2017-2019) by 45 per cent.</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 <a href="https://thl.fi/en/web/thlfi-en/services/special-government-services-in-social-welfare-and-health-care/shelters-for-victims-of-domestic-violence">https://thl.fi/en/web/thlfi-en/services/special-government-services-in-social-welfare-and-health-care/shelters-for-victims-of-domestic-violence</a>, <a href="http://www.nollalinja.fi/shelters-for-victims-of-domestic-violence">www.nollalinja.fi/shelters-for-victims-of-domestic-violence</a>.</p> <p>A nationwide free of charge 24/7 helpline service to all victims of violence started operating in December 2016. <a href="https://thl.fi/en/web/thlfi-en/-/nollalinja-and-domestic-violence-shelters-operate-throughout-the-winter-holidays">https://thl.fi/en/web/thlfi-en/-/nollalinja-and-domestic-violence-shelters-operate-throughout-the-winter-holidays</a>.</p> <p>The national telephone helpline on domestic violence and violence against women (Nollalinja) is available in Finnish, English and Swedish and it offers support and referrals to specialist services by trained social and health care professionals. Moreover, the National Institute for Health and Welfare continuously advertises Nollalinja for women.</p> <p>In May 2017, a rape crisis centre as stipulated by the Istanbul Convention was started in Helsinki University hospital. In 2019, the crisis centres in Tampere and Turku started and in Oulu and Kuopio, the centers will start in few months and until 2020, we have the crisis centres in each of the five university hospitals.</p> <p>A national model guideline according to the HUS crisis centre was published in 2018 <a href="https://www.julkari.fi/handle/10024/137274">https://www.julkari.fi/handle/10024/137274</a>.</p> <p>A national guideline for helping victims of sexual violence was published in the spring of 2016 and district hospitals have received directions on creating a local treatment chain for helping victims of rape and other forms of sexual abuse. The treatment chain is aimed at creating a seamless continuum of a rape victim's treatment, as well as generating more consistent and uniform nationwide services. The treatment chain includes the examination of the rape victim, as well as the provision of both physical and mental treatment and support services. Furthermore, the legal status of the victim is improved by ensuring the victim's access to legal aid. All 20 hospital districts have been informed on the guidelines and have been provided training for the launch of local treatment chains.</p> <p>Please see also reply to recommendation 93.100.</p>	
93.113. Provide adequate support services to protect	Ministries of Justice, Social Affairs and Health,	Please also see reply to recommendations 93.87, 93.96, 93.100, and 93.102.	

victims of domestic and sexual violence (Turkey);	<b>Economic Affairs and Employment, and Interior</b>	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.	
93.115. Implement the “Council of Europe Convention on preventing and combating violence against women and domestic violence” in order to provide improved protection and assistance to women and children that have become victims of violence (Germany);	<b>Ministries of Foreign Affairs, Justice, Social Affairs and Health, Economic Affairs and Employment and Interior</b>	Please see reply to recommendations 93.100, and 93.102.	
93.116. Strengthen the measures to combat violence against women as well as support victims and survivors of such violence (India);	<b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b>	Please see reply to recommendations 93.100 and 93.102.	
93.117. Further continue its efforts to combat domestic violence and intensify the implementation of the Government Action Plan for Gender Equality (Mongolia);	<b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b>	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);	<b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b>	Please see reply to recommendations 93.100 and 93.102.	

<p>93.120. Establish a national action plan to address domestic and family violence (Australia);</p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b></p>	<p>Please see reply to recommendations 93.100 and 93.112 and 93.113.</p>	
<p>93.121. Establish a national coordination unit and provide adequate resources and other support for the implementation of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Canada);</p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b></p>	<p>Please see reply to recommendation 93.100.</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><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior, Environment, and Education and Culture</b></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>It can be noted that the aim of the police is to meet all its obligations arising from the implementation of the measures laid down in the Istanbul Convention aimed at preventing and combating domestic violence and violence against women. As 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.</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>	

		Please see also reply to recommendation 93.100 and 93.113.	
<p>93.123. Take all the necessary measures to put an end to violence committed against women and children (Libya);</p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, Environment, and Education and Culture</b></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><u>New data basis:</u></p> <ul style="list-style-type: none"> <li>• National School Health Promotion Study</li> <li>• Well-being, health, schoolwork, and participation of children and youth aged 10-11, 14-15 and 16-17 years.</li> <li>• New modules on violence and harassment, and experiences of children placed in non-parental care.</li> <li>• Health, wellbeing and services of young children (LTH)</li> <li>• Pilot study on four-month-old babies and their families (national survey 2020)</li> <li>• National survey on four-year-old children and their families</li> <li>• Electronic reporting system on national, county and municipal level according to many background variables (gender, age, disability, migrants, mother's education)</li> <li>• Some outcomes of the programme to address child and family services in Finland (2016-2019):</li> <li>• Starting of about 130 new family centers</li> <li>• Web course on multi-professional co-operation <a href="https://verkkokoulut.thl.fi/web/suojele-lasta">https://verkkokoulut.thl.fi/web/suojele-lasta</a></li> <li>• Guidebook on evaluating impacts on children <a href="http://www.julkari.fi/handle/10024/136377">http://www.julkari.fi/handle/10024/136377</a></li> <li>• Guidebook on health and social care at schools <a href="http://www.julkari.fi/handle/10024/136782">http://www.julkari.fi/handle/10024/136782</a></li> <li>• Guidebook on family centres</li> <li>• Instructions for foster care</li> <li>• Training on family-friendly workplaces</li> <li>• Training on systemic child protection</li> <li>• 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.</li> </ul> <p><u>Action Plans:</u></p> <ul style="list-style-type: none"> <li>• Part I (published 4/2018): on prevention of injuries, selfharm &amp; suicides and physical and psychological punishment 2019-2025</li> <li>• Part II (will be published 11/2019): Prevention on violence experienced by children, content e.g.: <ul style="list-style-type: none"> <li>○ Childrens' rights</li> <li>○ Childrens' Participation</li> </ul> </li> </ul>	

		<ul style="list-style-type: none"> <li>○ Multiprofessional collaboration&amp; information change</li> <li>○ Safety skills education, sexual education</li> <li>○ Family violence, intimate partner violence in the family</li> <li>○ Violence, bullying, harassment in various settings (school, kindergarten, free time, hobbies)</li> <li>○ Sexual violence</li> <li>○ Vulnerable groups: disabled, performance or physically challenged, ethnic groups, sexual minorities</li> <li>○ Special questions: tortured children, children as victims of human trafficking, unaccompanied asylum seeker children, FGM, Violent radicalisation etc.</li> <li>○ Governmental funding for development and extend the barnahus-model nationwide 2019-2023.</li> </ul> <p>Please see also reply to recommendation 93.100 and 93.113.</p>	
<p><b>93.124. Reinforce the measures to protect the rights of child (Georgia);</b></p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, and Education and Culture</b></p>	<p>Please see reply to recommendation 93.123.</p>	
<p><b>93.125. Provide training on the rights of the child to public officials and civil servants (Timor-Leste);</b></p>	<p><b>Ministries of Foreign Affairs, Justice, and Social Affairs and Health</b></p>	<p>The Ministry of Justice provides yearly training on the rights of the child for Judges and Public Legal Aid Attorneys.</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 &amp; health authorities alike.</p> <p>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.</p>	

		<p>A Handbook for Child Welfare (<i>Lastensuojelun käsikirja</i>), 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.</p> <p>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.</p> <p>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.</p> <p>Please see also reply to recommendation 93.123.</p>	
<p><b>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);</b></p>	<p><b>Ministry of Interior</b></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>In April 2015, the Finnish Immigration Service published instructions for the consideration of children's cases and the related decision-making in the Service. 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>The information above is older/general information that was already given in the actual UPR report.</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</p>	

		<p>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 Finnish Immigration Service has extended its hearing policy in asylum process to concern even younger children. The aim of the improvement in the asylum process is to make sure the child is heard and has a right to express himself or herself. Case officers have received training on how to hear a child in asylum process. When creating the guidelines for the new practice co-operation was made with different professional (including a lawyer and a child specialized psychologist).</p>	
<p>93.127. Establish additional standards to guarantee the swift and appropriate appointment of guardians to unaccompanied minors (Portugal);</p>	<p><b>Ministry of Justice and Ministry of Interior</b></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</p>	<p><b>Ministry of Social Affairs and Health</b></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>9 of the Convention on the Rights of the Child (Romania);</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 court.</u></p> <p>All decisions are subject to appeal. The appeals are considered by a 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 an administrative court away from the child's own home. Substitute care may be arranged as family care in a foster family or as institutional care in a children's home, correctional school or another child welfare institution.</p>	
<p>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);</p>	<p><b>Ministry of Justice and Ministry of Social Affairs and Health</b></p>	<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>One of the key themes included in the <i>National Action Plan for Safety Promotion among Children and Youth</i> published in 2018 and in its objectives and measures is the prevention of disciplinary violence. The Action Plan's measures are particularly targeted at the rights of the child, parenting support and training of personnel.</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, <i>e.g.</i>, 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>	
<p>93.132. Review national laws to prohibit the detention of minors (Portugal);</p>	<p><b>Ministry of Justice and Ministry of Social Affairs and Health</b></p>	<p>No general prohibition has been planned or implemented. As of 1 January 2019, the law provides for new alternatives to remand prison both pre- and post-trial, applicable also to minors.</p>	
<p>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</p>	<p><b>Ministry of Social Affairs and Health</b></p>	<p>Since the Convention on the Rights of Persons with Disabilities entered into force in Finland in June 2016, the National Policy on Disability (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</p>	

<p><b>Policy on Disability (VAMPO) that continues VAMPO 2010-2015 (Spain);</b></p>		<p>inclusion and equality” was published in March 2018. The follow-up report on the Action Plan will be published in September 2019. The consultation process for the second Action Plan will start with the hearing for disability organisations in November 2019, to be followed by negotiations between VANE and several ministries.</p>	
<p><b>93.136. Strengthen antidiscrimination legislation to ensure equal access for persons with disabilities to public accommodations, commercial facilities, and transportation (United States of America);</b></p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Environment and Transport and Communications</b></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. Research on the effectiveness of the current Non-discrimination Act is carried out at the moment and the final report will be available in November 2020. According to the Government Programme, the Non- Discrimination Act will be partially reformed during this electoral term.</p> <p>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><b>93.137. Continue efforts on the promotion of opportunities of productive and paid employment for people with disabilities (Colombia);</b></p>	<p><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></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 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><b>93.138. Continue consultations on the rights of people with disabilities with a view to implement non-discriminatory policies and legislations (Maldives);</b></p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Environment, Education and Culture, and Transport and Communications</b></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.</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> <p>Please also see reply to recommendation 93.136.</p>	
<p><b>93.139. Establish and promote culture-sensitive initiatives to provide services for minority groups such as Roma and</b></p>	<p><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment,</b></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.</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</p>	

<p><b>Sami and for migrants and refugees (Maldives);</b></p>	<p><b>Interior, and Education and Culture</b></p>	<p>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.</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>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>
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<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><b>Ministry of Justice and Ministry of Economic Affairs and Employment</b></p>	<p>During this electoral term the Government will draw up a broad-based action plan for promoting good relations between population groups to supplement the Government Integration Programme.</p> <p>The Action Plan on Democracy Policy for 2017–2019 was adopted as a government resolution on 16 February 2017. The objective of the action plan was to respond to challenges related to democracy in Finland and to promote citizens’ participatory rights and the exercise of these rights. Special focus has been given to youth participation and the political participation of immigrants.</p> <p>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>93.141. Continue with the policies of inclusion of the Roma population (Peru);</p>	<p><b>Ministry of Social Affairs and Health</b></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>93.142. Continue its efforts to prevent discrimination against Roma (Timor-Leste);</p>	<p><b>Ministry of Justice and Ministry of Social Affairs and Health</b></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.</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><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Education and Culture, and Agriculture and Forestry</b></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.</p> <p>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</p>
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93.144. Strengthen national efforts to protect migrants and refugees. (Iraq);	<b>Ministries of Justice, Social Affairs and Health, Interior, Economic Affairs and Employment, and Ministry of Education and Culture</b>	<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>	
93.145. Strengthen social integration policies, especially for migrants (Lebanon);	<b>Ministry of Economic Affairs and Employment</b>	<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>	

93.146. Strengthen the policies related to receiving and integration of migrants and refugees (Peru);	<b>Ministry of Economic Affairs and Employment and Ministry of Interior</b>	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);	<b>Ministries of Foreign Affairs, Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, Education and Culture, Environment, and Transportation and Communications</b>	<p>The Government will combat racism and discrimination in all sectors of society. The Government will draw up an action plan against racism and discrimination.</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>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);	<b>Ministry of Justice and Ministry of Economic Affairs and Employment</b>	<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>	
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);	<b>Ministries of Justice, Interior, and Education and Culture</b>	<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.</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><b>Ministries of Justice, Social Affairs and Health, and Economic Affairs and Employment</b></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><b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, and Interior</b></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.</p> <p>Psykyke 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></p> <p>National legislation about the requirements for the subsistence limit in the family re-unification process was reformed in 2016. Requirements for the certain subsistence limit were added for the persons receiving subsidiary protection. Anyway, when comparing the amount of positive and negative decisions given in 2017-2019 no major effects on the outcomes of the residence permit decisions can be noted.</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><b>Ministry of Interior</b></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.</p> <p>The Government aims to increase the amount of quota refugees and from year 2020 the yearly amount of quota refugees is going to vary from 850 to 1050. 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 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 Owal Group is public.</p> <p>The Ministry of Justice has evaluated the legal aid provided to the asylum seekers. The report stated the quality of the legal aid provided is varying. The new government plan aims to make changes into legislation, reverse the restriction the past government has made and to increase the amount of the free legal aid provided to asylum seekers.</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</p>	
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		<p>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 the Parliament by summer 2020.</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).	Ministry of Interior	Please see reply to recommendation 93.152.	
<b>PARTIALLY ACCEPTED RECOMMENDATIONS</b>			
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);	Ministries of Foreign Affairs, Justice, and Economic Affairs and Employment	<p>ICED: Please see reply to recommendation 93.7.</p> <p>ILO 169: Please see reply to recommendation 93.15.</p> <p>ICMW: Please see reply to recommendation 93.2</p>	
93.50. Revise the Trans Act by abolishing the need for sterilization, other medical	Ministry of Social Affairs and Health	The following aims have been included in the Programme of Prime Minister Antti Rinne's Government (6 June 2019 -): An act on the legal recognition of gender that respects people's right to self-determination will be	

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);		enacted. The requirement of infertility will be removed from the act, and medical treatments will be separated from the change of legal gender.	
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 guidelines, and to amend laws specific to hate crime and hate speech (Islamic Republic of Iran);	<b>Ministry of Justice and Ministry of Interior</b>	<p>In 2019 the Ministry of Justice has arranged specialized training focusing on hate crime and hate speech for judges, prosecutors and police officers. 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.</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 National Police Board has issued guidelines to the police on reporting and recording hate crime.</p> <p>Please see also replies to recommendations 93.62, and 93.35, 93.36, 93.37, 93.55.</p>	
93.109. Increase its funding to actors engaged in combatting violence and sexual abuse of women (Sweden);	<b>Ministries of Justice, Social Affairs and Health, Economic Affairs and Employment, Interior, and Education and Culture</b>	The Programme of Prime Minister Antti Rinne's Government (6 June 2019 -) will strengthen the availability of resources.	
93.114. Continue its efforts to implement the Istanbul Convention by ensuring	<b>Ministries of Justice, Social</b>	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	

<p>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><b>Affairs and Health, Interior, and Social Affairs and Health</b></p>	<p>and they focus to different branches of administration. The Government will draw up an action plan for combating violence against women. The action plan will bring the support services for victims, the number of places in shelters, and the resources allocated to shelters into line with the level required by the Council of Europe. The Government will establish a post for an independent rapporteur on violence against women and ensure the implementation of the Istanbul Convention.</p> <p>The Ministry of Justice has set up a working group on 11 April 2019 to prepare an update of the Criminal Code sections relating to sexual crimes. One of the goals of the working group is to prepare proposition for legislation that would define rape as an act that violates the victim's volition. The working group will also assess and evaluate the need for revision of other provisions of the Criminal Code that relate to sexual crimes.</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><b>Ministries of Foreign Affairs, Justice, Economic Affairs and Employment, Social Affairs and Health, Interior, and Education and Culture</b></p>	<p>Please see reply to recommendation 93.109.</p>	
<b>NOTED RECOMMENDATIONS</b>			
<p>93.1. Withdraw its reservation on the International Covenant on Civil and Political Rights (South Africa, Portugal);</p>	<p><b>Ministry of Foreign Affairs and Ministry of Justice</b></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><b>Ministries Foreign Affairs, Economic Affairs and Employment and Social Affairs and Health</b></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>	

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);	<b>Ministries of Foreign Affairs, Justice, Economic Affairs and Employment, and Social Affairs and Health</b>	ICMW: please see reply to recommendation 93.2 ILO 169: Please see reply to recommendation 93.15.	Red and Yellow
93.4. Consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Mozambique, Chile);	<b>Ministries of Foreign Affairs, Economic Affairs and Employment, and Social Affairs and Health</b>	Please see reply to recommendation 93.2.	Red
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);	<b>Ministries for Foreign Affairs, Social Affairs and Health, and Economic Affairs and Employment</b>	Please see reply to recommendation 93.2.	Red
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);	<b>Ministries for Foreign Affairs, Social Affairs and Health, and Economic Affairs and Employment</b>	Please see reply to recommendation 93.2.	Red
93.14. Ratify International Labour Organization Convention No.169 concerning Indigenous and Tribal Peoples in	<b>Ministry of Justice</b>	Please see reply to recommendation 93.15.	Yellow

<b>Independent Countries (Mexico);</b>			
<b>93.16. Consider ratifying International Labour Organization Convention No.169 (Peru);</b>	<b>Ministry of Justice</b>	Please see reply to recommendation 93.15.	
<b>93.46. Eliminate, in the case of transsexuals, the requirement of sterilization, medical treatments and mental health diagnoses, in order to complete the process of legal recognition of gender identity (Mexico);</b>	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
<b>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);</b>	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
<b>93.48. Eliminate sterilisation as a necessary criterion for the recognition of gender of transgender persons (Portugal);</b>	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
<b>93.49. Remove the current norm for mandatory sterility to officially register the gender reassignment (Spain);</b>	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	

93.51. Legislative reform to remove the requirement of infertility or sterilisation as a condition for the legal recognition of gender reassignment (Australia);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
93.52. Remove the requirement of infertility or sterilisation before an individual may change their gender on legal documents (Canada);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
93.53. Amend its laws to remove the requirement for 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);	<b>Ministry of Social Affairs and Health</b>	Please see reply to recommendation 93.50.	
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);	<b>Ministry of Justice and Ministry of Interior</b>	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	<b>Ministry of Justice and Ministry of Interior</b>	Please see replies to recommendations 93.62, 93.35-93.37 and 93.55.	

increasingly mainstream (Islamic Republic of Iran);			
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);	<b>Ministry of Foreign Affairs and Ministry of Economic Affairs and Employment</b>	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 service and ensure that civilian alternatives to military service are not punitive or discriminatory and remain under civilian control (Uruguay);	<b>Ministry of Economic Affairs and Ministry of Defence</b>	<p>Finnish legislation provides possibility to conduct the non-military service instead of conscription. The Non-Military Service Act (1466/2007), which took effect at the beginning of 2008, reduced the duration of non-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>	
93.86. Provide protection for the family as a natural	<b>Ministry of Social Affairs and Health</b>	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	

<p>and basic unit of society (Egypt);</p>		<p>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 Government will continue the programme to address child and family services. We will bring the family centre model into wider use, and the role of maternity and child health clinics will be developed. We will reinforce couples counselling and parenting support services, and child guidance and family counselling services will be improved. Preventive services for families under the Social Welfare Act will be strengthened, and the eligibility criteria for families to qualify for home services will be eased.</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><b>Ministry of Social Affairs and Health and Ministry of Economic Affairs and Employment</b></p>	<p>According to the Programme of Prime Minister Antti Rinne's Government (6 June 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><b>Ministry of Economic Affairs and Employment</b></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>	

		Cross border cooperation is needed between different authorities and the new European Labour Authority will tackle cross border enforcement problems.	
<b>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);</b>	<b>Ministry of Justice</b>	The Ministry of Justice has set up a working group on 11 April 2019 to prepare an update of the Criminal Code sections relating to sexual crimes. One of the goals of the working group is to prepare proposition for legislation that would define rape as an act that violates the victim's volition. The working group will also assess and evaluate the need for revision of other provisions of the Criminal Code that relate to sexual crimes.	
<b>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 consideration when bringing cases for prosecution (United Kingdom of Great Britain and Northern Ireland);</b>	<b>Ministry of Justice</b>	The Ministry of Justice has set up a working group on 11 April 2019 to prepare an update of the Criminal Code sections relating to sexual crimes. One of the goals of the working group is to prepare proposition for legislation that would define rape as an act that violates the victim's volition. The working group will also assess and evaluate the need for revision of other provisions of the Criminal Code that relate to sexual crimes.	
<b>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);</b>	<b>Ministry of Justice and Ministry of Social Affairs and Health</b>	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.	
<b>93.133. Adopt measures to hold juvenile and adult offenders separately (Russian Federation);</b>	<b>Ministry of Justice</b>	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. New alternatives to remand prison (as of 1.1.2019), when applied to minors, facilitate keeping juveniles and adults separately from each other.	
<b>93.134. Take measures to separate young detainees</b>	<b>Ministry of Justice</b>	Please see reply to recommendation 93.133.	

from adults in all places of detention (Algeria);			
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