



The fight against
discrimination –
co-operation between Allianssi
and non-discrimination ombud

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Allianssi in a nutshell

- A national **lobbying** and **service** organisation in the field of youth work founded in 1992
- The national youth council of Finland
- A non-profit NGO with no political or denominational affiliations
- Its members (130) include most of the national youth and educational organisations
- Serves the youth as well as the whole range of youth work



Advocacy in the field of non-discrimination

- Special interest in youth with intersectional threat of discrimination (on the basis of ethnic or national origin, language, state of health, disability, sexual orientation etc)
- Action is strongly guided by 130 member organizations, many of which are lobbying organizations working with certain grounds of discrimination e.g. disabilities, LGBTIQ, language minorities and indigenous people.
- Allianssi organizes equality network that brings together NGO's specialists and young people with experiences of discrimination, collects information from member organizations and other co-operation bodies in the field of youth work.



Working with the ombud

- In Finland, non-discrimination issues have their own legislation separated from equality legislation. Equality act is for the gender equality issues only.
- The ombud and council of non-discrimination was established in 2016 (non discrimination act was updated in 2015)
 - Allianssi has worked with ombud on implementing the new act in in the field of youth work and youth NGO's.
 - Allianssi has a member in the ombud's council of non-discrimination issues.



Equality planning

- the non-discrimination act of -15:
 - An employer who regularly employs at least 30 persons must have a plan for the promotion of equality and non-discrimination.
- Allianssi and the ombud work to encourage smaller organisations and NGO's to establish equality planning even though it's not required by law.
 - Youth and student organisations have been forerunners in equality planning.
- Many youth NGO's get financial aid from the ministry of education
 - The condition for the aid is that NGO's commit to promote equality and non-discrimination and that they have valid equality plan in place.



Working with the ombudsman

- The office of non-discrimination ombud offers training for Allianssi and other national youth organisations.
- Allianssi supports non-discrimination and equality planning and implementing legislation by offering education and how to do -instructions for NGO's and youth workers.
- Allianssi also provides training, ready to use -materials and checklists for event planners to ensure accessibility and to prevent harassment in voluntary work and on youth events.



To be improved

- Lack of awareness of rights among youth remains a challenge
 - Only few young people contact the Ombudsman or other authorities when suspecting discrimination
 - Underreporting prevents access to justice
- Victims of multiple discrimination probably most vulnerable; for example LGBT youth with immigrant background or minority-language youth with a disability
- More data needed on discrimination of young people

