

## FINLAND

### **Context**

In Finland, the fight against discrimination is supported very much by the municipalities. They group together, including experts and NGOs, in order to reach the target group of migrants. Immigrants mainly came until now from Russia and Arab countries, recently more and more from Estonia and other new member states of the EU.

Trade unions have not been involved so much until now, but recently it is to be seen a greater awareness of trade unions, that migrants have to be seen as a group who is less been paid. They have to receive the same rights and employment. But there is a lack of labour possibilities especially in the south of the country, like transportation or cleaning.

So the task of the trade unions would be to avoid black market in several branches. But this has to be developed, as trade unions are not so independent, they are depending on policies, so projects are still in the phase of getting together the right people and organisations. Institutional structures will be used, to set up a structure of negotiations for an equal level of salaries.

New forms of partnerships for integration of immigrants combatting discrimination could be buildt by a triangle of government, employers and trade unions structures.

### **1. Trade unions and companies, combatting discrimination.**

**Partenaires** : Companies and trade unions.

**Lieu**: Jyväskylä, Finland.

**Date de début** : Future project.

**Date de fin** : --

**Domaine** : Combatting discrimination and avoid black markets in transport and cleaning industries.

**Budget** : Future project.

**Source** : Project budget from the authorities of Jyväskylä.

**Nombre de personnes** : 2 – 10.

**Cible** : Immigrants, especially from new member states of the EU in the northern part of Europe.

**Résultat** : Expected: Anti discrimination system to avoid black market in the transport and cleaning industries, institutionalised as a transferable model.

The project ist still in the phase of discussing the idea. The model can be taken up easily, but it will need authorities to conduct and mediate the process in the beginning, as awareness of companies and trade unions to migration problems is still weak in general.

### **Strong aspect**

The partnership would allowe an insight in the economic problems of two important branches which attract migrants all over Europe as low paid workers.

It would develop strong partnership structures, sustainable and effective because of differents tasks and a shared aim to avoid black markets.