



Kansalliskielistrategia



Strategy for the National Languages of Finland



Toolkit



Welcome to the toolkit of the Strategy for the National Languages of Finland

The purpose of this toolkit is to help official authorities and public servants to use the linguistic legislation in a way that will guarantee the basic rights of both Finnish and Swedish speaking people.

This toolkit is maintained by the Ministry of Justice.

In order to help authorities, tools have been developed, which demonstrates the use of the Language Act in practical government situations. These tools can be applied by others as well, when they need help in applying the Language Act.

The tools and check-lists can be found on these pages ordered by assignment. The tool is based on the provisions of the Language

Act and the preparatory works to the Act, on the practice followed by the highest supervisors of legality in their decisions, and on the recommendations issued by the Ministry of Justice when monitoring the Language Act.

The Strategy for the National Languages is a decision in principle given by the Finnish government in 2012. The strategy is a strategy for two healthy and vital languages.

The general responsibility of the follow-up has been entrusted on the Ministry of Justice.

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Authorities

This tool is designed to help the authorities and civil servants with the application of the Language Act.

This tool can be used by others as well, when they need help in applying the Language Act. The tool describes good practices for applying the provisions of the Language Act and the principles of good governance.

In their activity, authorities shall protect the linguistic cultural tradition of the nation and promote the use of both national languages

Language Act, section 35, 3rd clause

What does the law provide?

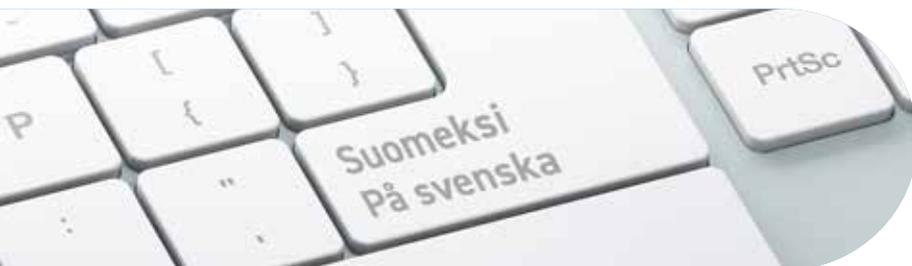
According to the Language Act "An authority shall ensure in its activity and on its own initiative that the linguistic rights of private individuals are secured in practice. A bilingual authority shall serve the public in Finnish and Swedish. An authority shall demonstrate to the public both in its services and in its other activity that it uses both languages."

(Language Act, section 23, 1st and 2nd clause)

"In their activity, authorities shall protect the linguistic cultural tradition of the nation and promote the use of both national languages." (Language Act, section 35, 3rd clause)

The visibility of both national languages, Finnish and Swedish, is an issue of legal protection: private individuals must know that they can exercise their linguistic rights.

The visibility of both languages also has symbolic value since it means that both languages are accepted as part of the public sphere and society.



Publications and other Printed Material

General

- » Display monolingual publications and other printed material so that they can be selected with equal ease in both Finnish and Swedish (Government Proposal 92/2002, p. 87).
- » Develop new terminology simultaneously in Finnish and Swedish. In this way, you create opportunities for the use of both languages. Use the name of a bilingual authority in Finnish and Swedish in all contexts
- » It is preferable to use the same font size for both languages (Government Proposal 92/2002, p. 87).
- » Give both the Finnish and Swedish name for a bilingual authority. Do not merge different languages or their letter combinations in the same name (Parliamentary Ombudsman, decisions no. 2745/4/10, 3581/4/10, 3706/4/10).
- » Use the national languages in the names of authorities. An English name alone is not enough (Parliamentary Ombudsman, decision no. 4032/4/08).

Legislative work

- » When committee reports include legal proposals and are circulated for comments, at least the legal proposals and the summary must be published in both national languages (Language Act, Section 31, Subsection 1).
- » Acts, decrees, legal rules issued by the authorities and generally applicable collective agreements for civil servants are issued in Finnish and Swedish (Constitution, Section 79, Subsection 4; Language Act, Section 30; Act on Confirmation of the General Applicability of Collective Agreements, Section 1, Subsection 2).

Printed Material

- » Prepare publications and other printed material simultaneously in Finnish and Swedish or in two languages (for example Finnish and Swedish texts side by side or on the different sides of the same publication).

- » Bilingual publications and other printed material (for example forms) are cost-effective and help to show that you use both Finnish and Swedish and promote their use.

Web

- » Use both Finnish and Swedish on the Internet and in the social media, especially if this medium serves as the official body's principal information channel (Government Proposal 92/2002, p. 93, "the information required by Section 32 is given in both Finnish and Swedish regardless of the form or manner in which it is given").

E-mail Correspondence

- » Use at least Finnish and Swedish in your e-mail contact details (Parliamentary Ombudsman, decision no. 3010/4/11).
- » Use at least Finnish and Swedish in the automatic messages of absence sent by e-mail systems (Parliamentary Ombudsman, decisions no. 2575/4/06, 63/4/07, 2809/2/08).



Information Systems

Here you can find information about how to take into consideration both Finnish- and Swedish-speaking users, in the use and development of information systems and online communications.

- » Make sure that one and the same language can be used at every stage of the information system operation. This is important especially when different programs are combined and updated (Parliamentary Ombudsman, decisions no. 212/4/08, 2523/4/08).
- » Think about online communications from monolingual persons' perspective: Can they get all the necessary information in their own national language, and can they proceed on the site without changing language?
- » Remember both Finnish and Swedish languages when information systems are acquired (see the tool "Consideration of the Language Act in the procurement procedure").
- » Remember both Finnish and Swedish languages in all automatically produced texts.
- » For the authority, create an Internet address that consists of whole Finnish and Swedish words based on the authority's name. This will contribute to the equal realisation of linguistic rights, as referred to in Section 35 of the Language Act (Parliamentary Ombudsman, decision no. 3802/4/07).
- » Prepare online forms in both languages.

Contacts with Private Individuals

- » Include both languages in the planning of service processes.
- » Have bilingual models ready for use (for example letter templates and other materials).
- » Find out in advance to whom you refer a client if the civil servant familiar with the substance lacks adequate Finnish and Swedish language skills to answer questions or to help the client in his or her case.
- » Make sure that everyone knows where to get service in Finnish or Swedish if the service is not provided in both languages at the same place (for example service points and service numbers in different languages, clear signs and other symbols) (Government Proposal 92/2002, p. 87).
- » Use signs, flags or other symbols that clearly indicate what languages you use. Help clients to choose the language they prefer.
- » In uncertain situations, ask which national language the client wants to use (Language Act, Section 23, Subsection 1: "An authority shall ensure in its activity and on its own initiative that the linguistic rights of private individuals are secured in practice", Government Proposal 92/2002, p. 86).
- » Create lists of terms and phrases in your own field, such as greetings, for future use. This facilitates, for example, telephone service and other work in the less used language.
- » Also instruct external staff to use both Finnish and Swedish (for example in greetings).
- » Use Finnish and Swedish in automatic answerphone messages (Parliamentary Ombudsman, decisions no. 1891/4/10, 633/4/07).
- » Contact private individuals in their language, the one they have used before, or in both Finnish and Swedish. This applies to bilingual authorities (Language Act, Section 19, Subsection 3; Section 23, Subsection 3).



Public Appearances and Meetings

- » Use both Finnish and Swedish in public appearances, such as speeches and greetings. This is communicatively effective, makes all feel welcome and increases the languages' coexistence in public.
- » Ensure that the members of a multi-member body know their right to use Finnish and Swedish at meetings (Language Act, Section 28: "A member of the Government and of a State committee, commission, working group and corresponding body as well as a member of an organ of a bilingual municipality has the right to use Finnish or Swedish in a meeting and in a written statement or opinion to be appended to the records or report").
- » Send the meeting materials, whenever possible, in Finnish and Swedish, or partly in both languages.
- » Use one language in oral presentations and another language in the slide show supporting the presentation. This also develops the participants' professional terminology in both languages.

Use Finnish and Swedish at the same time in informal discussions. This contributes to the maintenance of the personnel's language skills and the natural use of both languages.

Improving Language Skills

Using Finnish and Swedish and improving language skills in the authorities' internal activities

- » Use and encourage the use of both Finnish and Swedish at meetings.
- » Send the meeting materials, whenever possible, in Finnish and Swedish, or partly in both languages.
- » Use one language in oral presentations and another language in the slide show supporting the presentation. This also develops the participants' professional terminology in both languages.
- » Use Finnish and Swedish at the same time in informal discussions. This contributes to the maintenance of the personnel's language skills and the natural use of both languages.
- » Keep both Finnish-language and Swedish-language newspapers and other reading material visible.



Examples

Take the Strategy of the National Languages into consideration regarding the following:

Examples of bilingual products

- » Templates for letters and forms
- » Electronic models for presentations
- » An authority's logo (Parliamentary Ombudsman, decision no. 3010/4/11)

- » Business cards, cover letters
- » Brochures, publications and annual reports
- » Notices and signs (for example "Pull", "I'll be back soon")



Ensure that literature, culture and science are available in Finnish and Swedish.

Examples of how to protect the linguistic cultural tradition and to promote the use of both national languages

- » Use both Finnish and Swedish in public appearances, such as speeches and greetings.
- » Use Finnish and Swedish in international contexts (for example Suomi/Finland).
- » Ensure that literature, culture and science are available in Finnish and Swedish.
- » Use Finnish and Swedish when giving information about cultural sights.
- » Use Finnish and Swedish in historical names.



Working Groups and Projects

How to consider aspects pertaining to the national languages in working groups and projects?

What does the law provide?

This tool is designed to help the authorities and civil servants with the application of the Language Act (423/2003) in working groups and projects so that the results of their efforts realise the constitutional rights of both Finnish speakers and Swedish speakers. The best

outcome that secures the realisation of linguistic rights is achieved if the language legislation is remembered especially at the outset of the work and thereafter during every phase of the project. The provision of information by the authorities is governed by Section 32 of the Language Act (see the tool "Communication by the authorities"). The Language Act is also applied to purchased services (see the tool "Consideration of the language legislation in the procurement procedure").

The best outcome that secures the realisation of linguistic rights is achieved if the language legislation is remembered especially at the outset of the work and thereafter during every phase of the project.

To be Recorded in the Appointment Decision

Checklist:

Definition of tasks

- » Indication that the task includes the assessment of the project's linguistic impacts
- » Indication that the assessment of linguistic impacts is taken into account in the end result

Consultation during the work

- » Indication that cooperation bodies of key importance to the working group or project (for example, experts in the production of Swedishlanguage services) are consulted

Work plan

- » Indication of the phase of the work where linguistic impacts are assessed
- » Indication that the work schedule includes enough time for translations
- » If the project concerns legislative drafting, see the Better Regulation website of the Ministry of Justice
- » For disseminating information about the project, see the tool "Communication by the authorities"



Working

Checklist:

- » Assessment of linguistic impacts to ensure a result in agreement with legislation – see the Ministry of Justice checklist for assessing linguistic impacts (available only in Finnish and Swedish), which is also suitable for projects other than law drafting
- » Consultation of experts, whenever necessary, in order to ensure an effective outcome in Finnish and Swedish – See information about the consultation process
- » The actions to be taken are specified – Example: language training to ensure adequate language skills
- » Indicators are defined for monitoring actions and effects
- » If the working group's work leads to procurement, see the tool "Consideration of the Language Act in the procurement procedure"

What kind of indicators are used to monitor the linguistic impacts of the outcome?

End Result

The content of the final product must allow the realisation of linguistic rights

A working group report or the final report of a project

- » At least a summary and any legislative proposals must always be in Finnish and Swedish (Language Act, Sections 31-32)
- » Provision of information: see the tool "Communication by the authorities"

- » Determining the responsibility for monitoring so that the realisation of linguistic rights is monitored
- » How and within which period is monitoring carried out?
- » Who is responsible for monitoring?
- » What kind of indicators are used to monitor the linguistic impacts of the outcome?



Communication and Publications

This tool is designed to help the authorities and civil servants with the application of the Language Act (423/2003) in their communication, publication processes and online publications, so that the Basic linguistic rights of both Finnish speakers and Swedish speakers are realised in their access to information. The best outcome that secures the realisation of linguistic rights is achieved if the language legislation is remembered especially at the

outset of the work and thereafter in every phase of the project.

How to consider the Language Act in communication?

- » The information given by State or municipal authorities to the public in a bilingual municipality must be in Finnish and Swedish (Language Act, Section 32, Subsection 1).
- » Information relevant with regard to the life, health and

safety of individuals and with regard to property and the environment is issued in both national languages throughout the country (see Language Act, Section 32, Subsection 1). – Note the Act on emergency bulletins (466/2012, enters into force on 1 June 2013). An emergency bulletin must be given in Finnish and Swedish. Guidelines for emergency bulletins are published on the website of the Ministry of the Interior.

- » The publication of reports, decisions or other corresponding texts drawn up by the authorities does not require that these be translated as such. Nonetheless, the authorities must provide for the information needs of both the Finnish-speaking and Swedish-speaking population (see Language Act, Section 32, Subsection 3).

How to consider the Language Act in publications?

- » The information given by State or municipal authorities to the

public in a bilingual municipality must be in Finnish and Swedish (Language Act, Section 32, Subsection 1).

- » The publication of reports, decisions or other corresponding texts drawn up by the authorities does not require that these be translated as such. Nonetheless, the authorities must provide for the information needs of both the Finnish-speaking and Swedish-speaking population (Language Act, Section 32, Subsection 3).
- » When committee reports include legal proposals and are circulated for comments, at least the legal proposals and the summary must be published in both national languages (Language Act, Section 31, Subsection 1).
- » If the report is of considerable significance to the country's Swedish-speaking population, it must be published in its entirety in Swedish. Similarly, a report that deals only with the Åland Islands or that is of particularly great significance to that region must be published in its entirety in Swedish (Language Act, Section 31, Subsection 2).



Specific provisions concerning legislative proposals and reports

- » When committee reports include legal proposals and are circulated for comments, at least the legal proposals and the summary must be published in both national languages (see Language Act, Section 31, Recommendation of the Ministry of Justice OM 3/58/2011).
- » If the Ministry in question deems the report to be of considerable significance to the Swedish-speaking population in the country, the report is published in full in Swedish (see Language Act, Section 31, Subsection 2).
- » A legislative proposal or report that deals only with the Åland Islands or that is of particularly great significance to that region must be published in its entirety in Swedish (see Language Act, Section 31, Subsection 2).
- » If a legislative proposal or report is of significance primarily to the Swedish-speaking population or to the Åland Islands, it may be published in Swedish so that the publication includes a Finnish summary and a Finnish text of the legislative proposal. (see Language Act, Section 31, Subsection 3; Recommendation of the Ministry of Justice OM 3/58/2011; The status of Åland in legislative drafting and in EU affairs, Reports and guidelines of the Ministry of Justice 8/2012).

Checklist for Communication

- » Do you provide communication in Finnish and Swedish throughout the project? – For example, press releases and websites and keeping them up-to-date.
- » Do you time the publication of press releases, websites and other material so that they are available simultaneously in both languages?
- » Have you considered issuing a short press release, which means that there is also less to translate?
- » Did you notice that the Language Act applies to all media, including the Internet?
- » When a press release is published on the Internet, it is aimed at the general public and must be in Finnish and Swedish.
- » Do you enable interviews in both national languages, for example, when the final report is published?
- » Do you take care to use both Finnish and Swedish in the social media, especially if this medium serves as the official body's principal information channel?

Consider this, if the Finnish and Swedish reports of an issue, differ in scope (Language Act, Section 32, Subsection 3):

- » What information is essential for the recipient and must be in Finnish and Swedish?
- » Does the issue have a name or a heading in both languages; in other words, does the reader learn what the issue is about?
- » Is it clear in both languages what the current phase of the matter is (for example, a report, an interim report, a decision)?
- » Who gives additional information in the other language if the principal presenter does not speak that language?
- » If all background material is not published in its entirety in Finnish and Swedish, is there an informative summary in the less used language?
- » Can links be created to other texts published on the same topic or on the same theme?

Checklist for Publications

Checklist for the general planning of publications, including online publications

- » Does everyone involved in writing or commissioning the publication know what the Language Act requires?
 - » Have decisions been made about in-house policies and prioritisation concerning the national languages in publications?
 - » Have both languages been taken into account in the authority's graphic image?
 - » Are there ready-made models serving as examples of how languages should be used?
- » Can the language be switched on any page while still remaining on the same page?
 - » If the text has a link to a page in a different language, is this mentioned by the link?
 - » Do external links work in both languages?
 - » Does the search function work in both languages?

Checklist for the graphic image of publications

- » Use the name of a bilingual authority in Finnish and Swedish in all contexts.
- » It is preferable to use the same font size for both languages.
- » Use both national languages in the name of a bilingual authority. An English name alone is not enough.

Checklist especially for online publications

- » Is the language selection easy to find?

Process description and checklist for publications

Planning of the publication

- » Prepare publications and other printed material simultaneously in Finnish and Swedish or make them bilingual (for example Finnish and Swedish texts side by side or on the different sides of the same publication.
- » Reserve enough time for translation already at this stage.
- » See the tool “How do you show that you use the national languages and how do you promote their use?” for additional practical tips.
- » Does the publication include legislative proposals? See Language Act, Section 31.



Potential procurement

- » If any subcontractors are used, do they know that the final product must meet the provisions of the Language Act?
- » See the tool “Consideration of the Language Act in the procurement procedure”.



Translation

- » Who translates?
- » Is the translation done by the authority or is it purchased from an external supplier?
- » What is translated?
- » Has enough time been reserved for the translation process, including proofing?
- » Plan the schedule so that the Finnish and Swedish versions can be published at the same time.



Distribution

- » If the publication has different language versions, make sure that recipients get the publication in their own language.
- » Bilingual authority: remember a bilingual cover letter.



Procurement

Consideration of the Language Act in the Procurement Procedure

The purpose of this tool is to illustrate the relationship between the Act on Public Contracts and the Language Act and to help the authorities and civil servants to pay due attention to the Language Act in the procurement procedure.

What does the law provide?

In general, the Act on Public Contracts (348/2007) applies to govern-

ment procurement procedures. However, the outcome of the procurement, such as a service or a product, must be such that it ensures the basic linguistic rights of Finnish-speaking and Swedish-speaking citizens, as provided in the Language Act (423/2003).

State authorities, as well as bilingual municipalities and joint municipal authorities, must provide

services in Finnish and Swedish. If a task vested in a public authority is assigned to a private body, the authority must ensure that

the level of linguistic services provided in the performance of the task remains unchanged (Language Act, Section 25).

Assessment of Linguistic Impacts in the Procurement Procedure

Assessment of linguistic impacts in the procurement procedure means assessing in which language(s) the acquired product or service must be functional. The assessment must be carried out when the object of the contract is defined. Then the language properties of the product or service acquired can be taken into account when the invitation to tender is drafted and when tenders are submitted; this will also be seen in the outcome of the procurement. This means at least the following:

Lawfulness

Responsibility for the outcome of the procurement rests with the authority. Bilingual authorities, as well as bilingual municipalities and joint municipal authorities, must ensure that the outcome of purchased services safeguards the linguistic rights of both Finnish-

speaking and Swedish-speaking CITIZENS (see Language Act, Section 25).

Economic impact

If the fact that the object of the contract must be functional in different languages is not taken into account until the stage when the contracting authorities are bound by the invitation to tender and the tenders, the costs can rise significantly (compare, for example, the acquisition of a standard product and the construction of a tailored feature in an information system project).

Impact on schedule

The assessment of linguistic impacts performed after the definition phase may delay the entire procurement process and may also affect other processes

» For example: organisational development, other acquisitions.



Language of the Procurement Procedure

In the procurement procedure, the language of the invitation to tender and tenders is determined according to the Act on Public Contracts (348/2007).

Is the procurement procedure to be managed in one or two languages?

- » The language of the procurement procedure only applies to the procedure, not the outcome of the procurement. The language of the invitation to tender and tenders must not have an adverse effect on the language(s) of the product or service acquired and thereby on the realisation of citizens' linguistic rights.
- » The language selected for the procurement procedure must not exclude potential tenderers from the further phases of the process. - For example: in bilingual municipalities, monolingual service providers must also have the opportunity to submit a tender in their own language.
- » In some cases, such as EU contracts, the procurement procedure may be carried out in one of the Union's official languages (see Act on Public Contracts, Section 41).

In bilingual municipalities, monolingual service providers must also have the opportunity to submit a tender in their own language.

The Product or Service Acquired

Must the product's output be generated in more than one language?

- » For example: can the information system print out documents in the recipient's language, Finnish or Swedish (customer perspective, legality)

In which language(s) must the product or service be functional?

- » For example: can the information system be used in Swedish in a Swedish-language or bilingual municipality (civil servant perspective).

Is bilingualism a standard or an additional feature in the product?

- » For example: an additional feature usually costs more than a standard feature in an information system; this must be taken into account in the definition of the contract and in the budget (cost perspective).



Recruitment

Consideration of Language Skills in Recruitment

This tool is designed to help the authorities and civil servants with the application of the Act on the Knowledge of Languages Required of Personnel in Public Bodies (424/2003) in their recruitment so that the personnel's knowledge of the languages needed in the job is ensured.

What does the law provide?

State authorities are required to:

» In an announcement concern-

ing an official position or other service position that is subject to application or is vacant, the State authorities must include a reference to any qualification criteria set for the knowledge of languages, as well as a reference to language skills required for the work assignments or considered an advantage in recruitment (Section 4).

» When a person is being recruited for an official position or otherwise for service, it must be verified that his or her knowledge of languages meets the

language requirements for the work assignments (Section 3).

Establishing qualification criteria for the knowledge of languages

(Section 5)

- » Qualification criteria for the knowledge of languages may be set for the personnel of the State authorities only by virtue of an Act or by virtue of a decree issued by the Government or the relevant Ministry under said Act.
- » Qualification criteria concerning Finnish and Swedish skills must always be laid down if the personnel's assignments include exercise of public power that is significant in view of the rights and obligations of individuals.
- » Knowledge of languages may be required of municipal personnel in accordance with the provisions of the Local Government Act (365/1995) unless otherwise provided in an Act or by virtue of an Act.
- » Independent institutions under public law may set requirements for their personnel's language skills, if these are not laid down in an Act or by virtue of an Act.

Consideration of language skills in recruitment

Drawing up a job description

- » What language skills and at what level are needed in the job?
- » Should there be legal provisions on this?



Announcement for an official post

- » Qualification criteria for language proficiency and language skills considered an advantage must be mentioned.



Interview

- » Ensuring formal and practical language skills.



Memorandum of presentation

- » All qualification criteria and merits must be specified.



Municipalities

Bilingual municipalities and joint municipal authorities are required to serve the public in both Finnish and Swedish.

The language used in administrative matters is determined in a bilingual municipality by the party's language of choice.

The municipality has to show that it's serving in both languages by, for example providing varying guides, forms, and flyers in both languages. The client has to be

able to, as easy as possible, get information on where to get service in their own language.

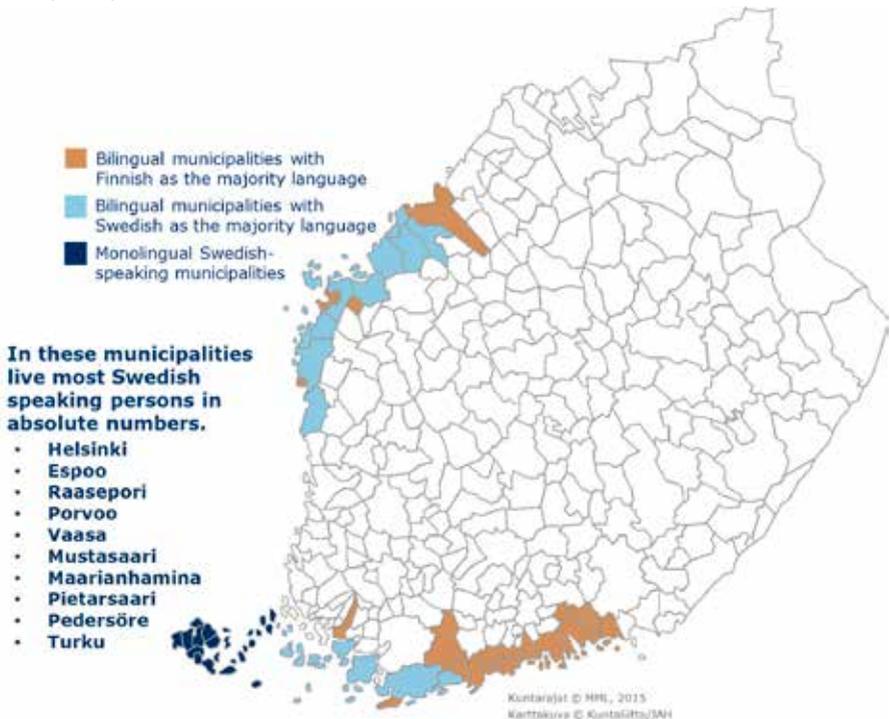
The quality of the service can't be dependent on which language, Finnish or Swedish, the client is using. To get information about the preferred language, the authority can enquire, which language the client prefers to use.

Monolingual municipalities and joint municipal authorities functions mostly in their own

language. The language used in administrative matters is as a rule the language of the municipality. In matters set in motion by an authority, and which fall directly on one's basic rights, or if an authority obligates an individual, everybody has, even in monolin-

gual municipalities, by law a right to use their own language.

A State authority is always required to function in both Finnish and Swedish.



U PORRAS TRAPPAN

What Does the Law Provide?

The division made in the Language Act is between monolingual and bilingual municipalities and authorities

A municipality is a basic unit in language division. Municipalities are monolingual or bilingual by law. The language division is based on records of language gotten from the Population Information System, and the division is confirmed by the Finnish government decennially. A person can register only one language as their mother tongue, or the language of their own.

A Monolingual municipality

The language of the municipality, is used in monolingual municipalities and joint municipal authorities,

unless the authority chooses otherwise by request, or by regulation.

Hence the notices of meeting, protocols, ordinances and other such rules are drawn up only in the language of the municipality. Furthermore, the municipality is obligated to inform and announce only in its own language.

A bilingual municipality

In bilingual municipalities, a member in a municipal organ has the right to use Finnish or Swedish, in meetings.

A member can also leave a written statement or opinion, for example a dissenting opinion, in their own language differing from the language of the protocol. If one such

as this is attached to the protocol, it has to be translated to the language of the protocol. According to the Language Act, the protocols and notices of meeting of a bilingual municipal council have to be compiled in both languages. The language of other organs notices of meeting and protocols is decided by the municipality. In matters regarding to a party, the decision, has to be compiled in the processing language.

In matters regarding to a party, excerpts from the protocol has to be given in the processing language. If the excerpt from the protocol is requested by someone other than the party, it has to be given in the language of the protocol. If the protocol is compiled in both languages, the excerpt has to be given in the requested language.

A party is a person, whose rights, benefits or obligations are affected by the decision.

Strategy for the National Languages for the Municipalities



The purpose of the tools of the Strategy for the National Languages, is to help municipalities' and federations of municipalities' authorities, office-holders and employees, to apply the language legislation in their work in a way that will secure the basic rights of both Finnish-speaking and Swedish-speaking people. The tools illustrate the Language Act in practice in different governmental tasks.

(available only in Finnish and Swedish)



Language Immersion

Language immersion is a learning tool, where the goal is a functional bilingualism. Language immersion education is started during the early childhood education, and in the best case it carries out until the end of elementary education. This is called an early perfect language immersion.

There are though many types of education given under the name of language immersion. The original goal set for language immersion, is that the children who are native in the majority language will learn the minority language through language immersion. The majority of immersion courses arranged in Finland are held in Swedish for Finnish-speaking people. Language immersion has

proven to be a successful form of education.

Actions to support the supply of language immersion have been compiled in the Strategy for the National Languages.

- » Better conditions are created for ensuring adequate and high-standard immersion teaching. To enable this goal, within the appropriations reserved in the State Budget for the personnel training of teaching staff, enough immersion teachers are trained both within basic training and further training to meet this country's need for them.
- » As part of the preparations for the training, the need for im-

The original goal set for language immersion, is that the children who are native in the majority language will learn the minority language through language immersion.

mersion teachers is determined on the basis of the demand for immersion. Together with universities, the Ministry will create a specialization path for immersion teachers within the training programs for kindergarten teachers, class teachers and subject teachers.

- » A curriculum for national immersion teaching is drawn up as part of the revision of curricula in basic education. The core curriculum takes into account the continuum and special features of immersion teaching.
- » Municipalities and parents are informed of immersion activities and possibilities.



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