



Finnish
Refugee
Council



ANNUAL REPORT

2022

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OPERATING ENVIRONMENT

100 MILLION DISPLACED PERSONS IN THE WORLD

The year 2022 will go down as a sad chapter in the history books, as the number of displaced persons passed the 100 million mark. According to the annual Global Trends Report of the UNHCR, the number of people displaced by war, violence, persecution and human rights abuses had reached 89.3 million by the end of 2021, which is 8 per cent more than the year before and well over double the figure of 10 years ago. The attack of Russia on Ukraine in February 2022 and other conflicts from various African countries to Afghanistan pushed the figure over the dramatic milestone of 100 million.

According to the 2021 statistics, the number of persons with refugee status rose to 27.1 million. Most refugees sought safety, once again, from neighbouring countries, which do not have enough resources to receive the refugees. The number of asylum seekers rose by 11 per cent, reaching a total of 4.6 million. The number of people displaced internally due to conflict rose for the 15th year in a row, reaching no less than 53.2 million in 2021.

The majority of the world's refugees come from just six countries: Syria, Ukraine, Venezuela, Afghanistan, South Sudan and Myanmar. 83% of all the refugees in the world live in developing

countries. Lebanon hosts the largest number of refugees per capita. The highest number of refugees is hosted by Turkey, which had roughly 3.8 million refugees at the end of 2021. Other important host countries are Columbia, Pakistan, Uganda and Germany.

The attack of Russia on Ukraine stirred up the security and immigration policy of all of Europe, but also increased solidarity across nations: countries took in millions of Ukrainians who fled the war and sent coordinated assistance to people who were internally displaced and living in the border areas. Tens of thousands of Ukrainians also arrived in Finland and were granted temporary protection by a historical decision applied throughout the EU. The war in Europe affected Finland's decision to apply for membership in the defence alliance NATO and initiated plans to build a fence on its border with Russia to prevent hybrid influencing.

Although the eyes of Europe were mostly on Ukraine in 2022, the number of crises and conflicts in other parts of the world did not decrease. In Afghanistan, the rights and position of women and girls further deteriorated as the Taliban imposed stricter laws, while in Ethiopia, the war came to an end as the country's government and the Tigray People's



Liberation Front agreed on a cease-fire, but the people continued to suffer from a drought and food scarcity. Tens of thousands of Congolese refugees arrived in Uganda at the same time as the Ebola fever was spreading, and the 2021 military coup in Myanmar could still be seen in the form of violent clashes between the junta and dissidents. In Iran, the death of a young woman in the hands of the morality police sparked waves of protests across the

country against the government. Thousands of protesters have been arrested, several people have died or disappeared and been executed by the government.

These are just some of the examples that show that, after almost 60 years, the work of the Finnish Refugee Council is still sorely needed in different parts of the world to support people who are forced to flee their homes.

FINNISH REFUGEE COUNCIL IN 2022



VISION

We are a trusted and internationally active party, and an effective expert in forced migration in its many forms. With our support, both those who have been forced to flee, as well as hosting countries, are able to build a sustainable and humane foundation for life.

MISSION

We secure the rights and protection of people who have been displaced and we enhance their ability to survive and build peace.

VALUES

Human rights and inclusion
Sustainability and equality
Responsibility and expertise

The Finnish Refugee Council (FRC) is Finland's largest expert organisation specialising in the issues of forced migration. Each year, we help thousands of people recover from conflicts and integrate into new societies. Over the past almost 60 years, our work has had a visible impact not only in Finland, but also in Africa, the Middle East, Asia and Europe.

In order to successfully carry out this important work, we are constantly developing our expertise-based, focused work and practice good governance. Our work is made possible by a comprehensive, effective cooperation network. We are a politically and religiously independent organisation.

The year 2022 was in many ways exceptional in terms of our activities.

As an expert organisation in forced migration, our work focuses on crises and conflicts that force people into a state of emergency in their lives, create a need for protection and force people to flee their homes and often their home countries.

Our work in Uganda, Ethiopia and Myanmar to support the new beginnings of refugees has continued for a long time. Protracted conflicts

around the world also mean protracted states of emergency for the people fleeing them, and supporting their resilience, opportunities, new beginnings and inclusion is one of our main tasks.

In addition to these crises, the refugee issue came to the fore in Europe and in Finland due to the attack of Russia on Ukraine. The speed and the number of people who fled their homes over a short period of time broke historical records and soon created a need for protection and response. History was also made globally in the form of a sad

milestone, when the number of displaced people passed the 100 million mark for the first time.

The war in Ukraine immediately affected FRC's activities. First, we took on the role of providing information, supported by our UNHCR partnership, both in public and to numerous Finns, whose willingness to provide help was overwhelming.

Tens of thousands of Ukrainians arrived in Finland during the year, and we quickly responded to their distress: we started providing counselling and guidance, as there was an urgent need for these. During the year, we hired Ukrainian and Russian-speaking staff members to strengthen these activities. In addition to them, our staff demonstrated their skill and ability to deliver a new, rapid response right from the early stages of the war in Ukraine.

Our work in Finland therefore expanded further. Alongside our response to Ukraine, our previous activities continued as before with a strong and effective approach, and over the year, FRC's activities reached a record number of customers. Hybrid models were applied in many of our activities, according to what we had learned during COVID-19, and online work was also developed.

In our operating countries, Uganda, Myanmar and Ethiopia, work continued successfully despite challenges created by the countries' political situations. A new strategy period began in both our domestic and international operations, and a new four-year development cooperation programme was launched. Our humanitarian work grew thanks to new partnerships.

One of our important new programme openings was starting the preparation of a portfolio to combine our domestic and international work.

With the new strategy period, we also refreshed our public image, introducing a new, impactful brand image. Over the year, we engaged in active media work, kept a close eye on the situation in Ukraine, prepared for the spring 2023 parliamentary elections by drawing up FRC's proposals for the government programme and continued our advocacy in various networks and together with the UNHCR.

We also reformed our organisation, its structures and roles to support the new strategy period. Substantial changes included pursuing thematic targets in line with the strategy to create a structural foundation in Finland for our activities that support resilience, employment and livelihoods and social cohesion. The structural reform of the organisation was also implemented in our international activities in country offices, and our growing operations were supported by shared country responsibilities and new roles.

Our administrative capacity was enhanced; we continued our inspection visits, interrupted by the pandemic, to country offices and strengthened both our safety management and the safety planning of our operating countries.

Even during this exceptional year, amidst rapid changes in our operations and responses, we were still able to take major steps forward together. The entire staff of FRC in all our operating countries demonstrated dedication to their work as they lent their expertise, skills and solidarity to help support the new beginnings of refugees fleeing the world's conflicts and wars.



ANNU LEHTINEN
Executive Director
of the Finnish Refugee
Council

FRC'S INTERNATIONAL ACTIVITIES

The beginning of FRC's new strategy period in our international activities was coloured by the start of a new four-year development cooperation programme in our international activities and the growing share of humanitarian work as a result of new partnerships.

Strengthening the resilience and supporting the active agency of refugees are goals that drive all our activities. The role of education is crucial

in promoting livelihood and well-being, and it plays a key role in the work of the FRC in all three programme countries: Ethiopia, Myanmar and Uganda.

Our programme provides training to young people and adults e.g. in basic literacy and farming techniques. Vocational short courses, which also include support for entrepreneurship and employment, improve livelihood opportunities. Financial literacy courses, which

were attended by more than 140,000 refugees in Uganda over the year, help households spend the cash assistance they receive according to a plan to benefit the whole family. Improving resilience and self-sufficiency is even more important now that the funds granted for refugee work outside of Europe have been cut dramatically.

Urgent needs caused by forced migration situations, on the other hand, were responded to through humanitarian aid. In Ethiopia, we worked with a new partner to deliver cash assistance to those who had suffered from the internal conflicts of the country, and supported accommodation by providing materials for repairing destroyed dwellings and by paying rents. We helped the local administration

arrange water supply to provide access to clean water. In Myanmar, we continued our efforts to prevent gender-based violence, and launched similar activities in Ethiopia during the year.



NEW PROJECTS STRENGTHENED FRC'S ROLE IN UGANDA

In 2022, the role of the Finnish Refugee Council as an adult educator in Uganda grew stronger. We received further funding through the World Food Programme for a 6-week basic course in financial skills, allowing us to expand the training to all settlements, reaching over 140,000 refugees.

We continued providing courses in literacy, English language and entrepreneurship, and also expanded our activities to one new settlement. About 6,100 people completed a basic level course; 3,100 in literacy, 2,200 in English language and 800 in entrepreneurship. Of them, 73% were women, 31% young people, 20% Ugandans and 6% disabled. In addition, 1,600 students studied advanced literacy or English. The courses were instructed by 2,000 trained volunteers, of whom 30% were women.

We also launched new activities in 2022. In June, we started a project to strengthen livelihood in which 60 farming households are taught climate-friendly farming methods. In November, we launched a project aiming to support social cohesion where we train local leaders and peace groups on various themes, such as conflict prevention and negotiation skills, citizenship education, leadership skills and legal protection.

When we measured how well the course participants were able to apply the skills they had learned in practice, the results were very positive: the ability of English language learners to understand medicine prescriptions was

initially 30% and rose to 93% by the end of the course. At the start of the literacy training, 48% had the knowledge and skills to prevent common diseases, such as malaria and diarrhoea, and by the end of the course, this percentage had grown to no less than 93%. In the entrepreneurship course, 29% of the participants were able to handle unforeseen expenses at the start of the course, and 66% by the end of it. 10% of the financial skills learners said before the course that they make a plan for their income and expenses and 89% did so by the end of the course. 57% of the members of the farming groups started using one or more climate adaptation measures.

Financial skills training
reached over
140,000
refugees



SUPPORTING THE LIVELIHOOD OF INDIVIDUALS AND RAISING AWARENESS OF GENDER-BASED VIOLENCE IN DIFFICULT CONDITIONS IN MYANMAR

The year 2022 was once again difficult for the people of Myanmar: the country faced a political and humanitarian crisis, which had a radical negative effect on security and limited the availability of vital services, such as health care and education. The recurring waves of the COVID-19 pandemic combined with the political turmoil caused by the coup in February 2021 has deepened the ongoing economic recession and thereby the food security and livelihood opportunities of people. After the coup, more than one million people have had to flee from their homes within their home country, raising the number of internal refugees in Myanmar to almost 1.4 million. In addition, the ever-tightening regulations of the military authorities and disruptions in the banking services have made the operating environment even more demanding for civic organisations.

Despite all this, more than 13,000 people in total benefitted from FRC's work in Myanmar thanks

to the dedication of our national staff and partners. Our main activities once again were vocational training, which we supplemented with life management training, and work to prevent gender-based violence in the states of Kayah and Kachin. 85% of the people we reached were women and girls, 12% were young people under the age of 24 and 2% were disabled. 75% of all the participants were internally displaced people.

In addition, our activities to prevent gender-based violence reached more than 12,000 people through information campaigns and events and various support services, such as safe houses, legal counselling and psychosocial support. Almost 500 young people attended various vocational courses, such as the basics of welding, motorcycle repair, solar power, hairdressing, sewing and computer skills.

Our activities had a direct impact on the lives of individuals: their self-confidence and possibilities to earn a living improved through vocational education, women's and girls' awareness of safety improved and the first changes in the gender roles and power relations within communities could be seen. Most importantly, by offering the people of Myanmar new encounters and social interaction, we were able to help reduce the traumas created by the humanitarian crisis. One of our successes during the year was a review we conducted of the violence against disabled women, the results of which we disseminated through an extensive campaign.



COUNTRY PROGRAMME OF ETHIOPIA GREW THANKS TO NEW PARTNERSHIPS

The internal conflicts of Ethiopia between different ethnic groups and local and central governments continued in 2022. A peace treaty was successfully signed in November in the Tigray Region, which allowed reconstruction to begin. However, disturbances in other regions continued, and there are 4.2 million internally displaced refugees. The majority, 67%, of the forced migration is caused by conflicts, but the drought that plagues the eastern and southern parts of the country in particular is also forcing people to leave their homes. In addition, there are 820,000 refugees in Ethiopia from its neighbouring countries Eritrea, Somalia and South Sudan.

The FRC launched cooperation with the Ethiopian aid organisation Action for the Needy in Ethiopia (ANE). We started working together in Amhara with vulnerable groups suffering from the internal conflicts of the country. We supported the local authorities in arranging water supply to provide access to clean drinking water and supported accommodation by paying rents and providing supplies for repairing dwellings. In addition, we distributed cash assistance for people to spend on things that they consider important in whatever manner they choose.

Conflicts have significantly increased gender-based violence in the region, and the support measures for those who have experienced violence are insufficient. We surveyed the safety situation of vulnerable groups in the region and looked for solutions to prevent gender-based violence and support its victims.

Our work with refugees from South Sudan continued and, during the year, 2,400 refugees and Ethiopians attended functional literacy training on three refugee camps and nearby areas in Gambella. The urgent need for the training was evident in that, despite circumstances which were often difficult, the number of dropouts remained low, and 83% completed the full nine-month course. We focused on the accessibility of training, e.g. by providing child care, accessible facilities and aids. The majority of the participants, 93%, were women, and 9% were disabled.



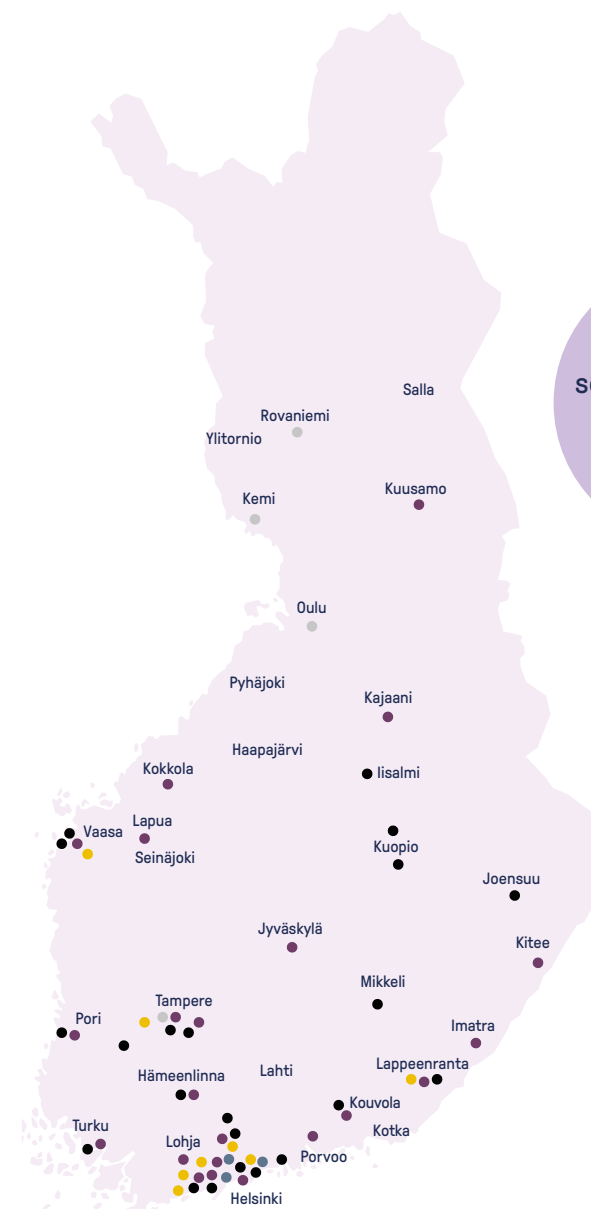
FRC'S ACTIVITIES IN FINLAND



The year 2022 was a time of significant changes in our domestic operations: following FRC's new strategy and the reorganisation of domestic units, we set out to develop our operations to pursue the set goals. Domestic operations were divided under three thematic units, namely the Resilience Unit, the Employment and Inclusive Economic Affairs Unit, and the Community Engagement and Good Relations Unit. With these new units, we set out to develop the competence of our staff towards stronger expertise. At the same time, we identified the areas in which our operations did not yet meet the strategic goals and what type of new activities we would need to ensure that each unit meets its goals.

In terms of funding, we turned our attention even more from STEA funding to other potential sources of funding. Over the past year, a new EU funding period 2022–2027 began. The funding applications that became available during the year already provided good opportunities to apply for supplementary and entirely new funding, e.g. from the EU Asylum, Migration and Integration Fund (AMIF) and the Internal Security Fund (ISF).

The war in Ukraine also affected our domestic operations. With assistance from the City of Helsinki, we were able to hire an employee with Ukrainian and Russian language skills who worked mainly at the Help Center set up to help Ukrainians. This allowed us to provide counselling and support to Ukrainians in their own language, a service which was urgently needed during the year.



FRC'S ACTIVITIES IN FINLAND:

- Cooperation related to peer activities
- Participants in Järjestöhautomo (organisation incubator) activities
- Volunteer activities
- Remote and in-person school visits by global educators
- Activities to prevent labour exploitation

Almost
1,100

Ukrainians received support and counselling

Counselling sessions with young immigrants
1,140

205
volunteers supported
916 immigrants and
asylum seekers

Employability coaching was attended by about

360
people, **65%** of whom found
employment during the same year

432
clients and **130** professionals
received information and
training on labour exploitation

54
people
participated in
peer-supporter
training

A total of
291 associations and
324 individuals attended
training or were given
advice in relation to civic
engagement

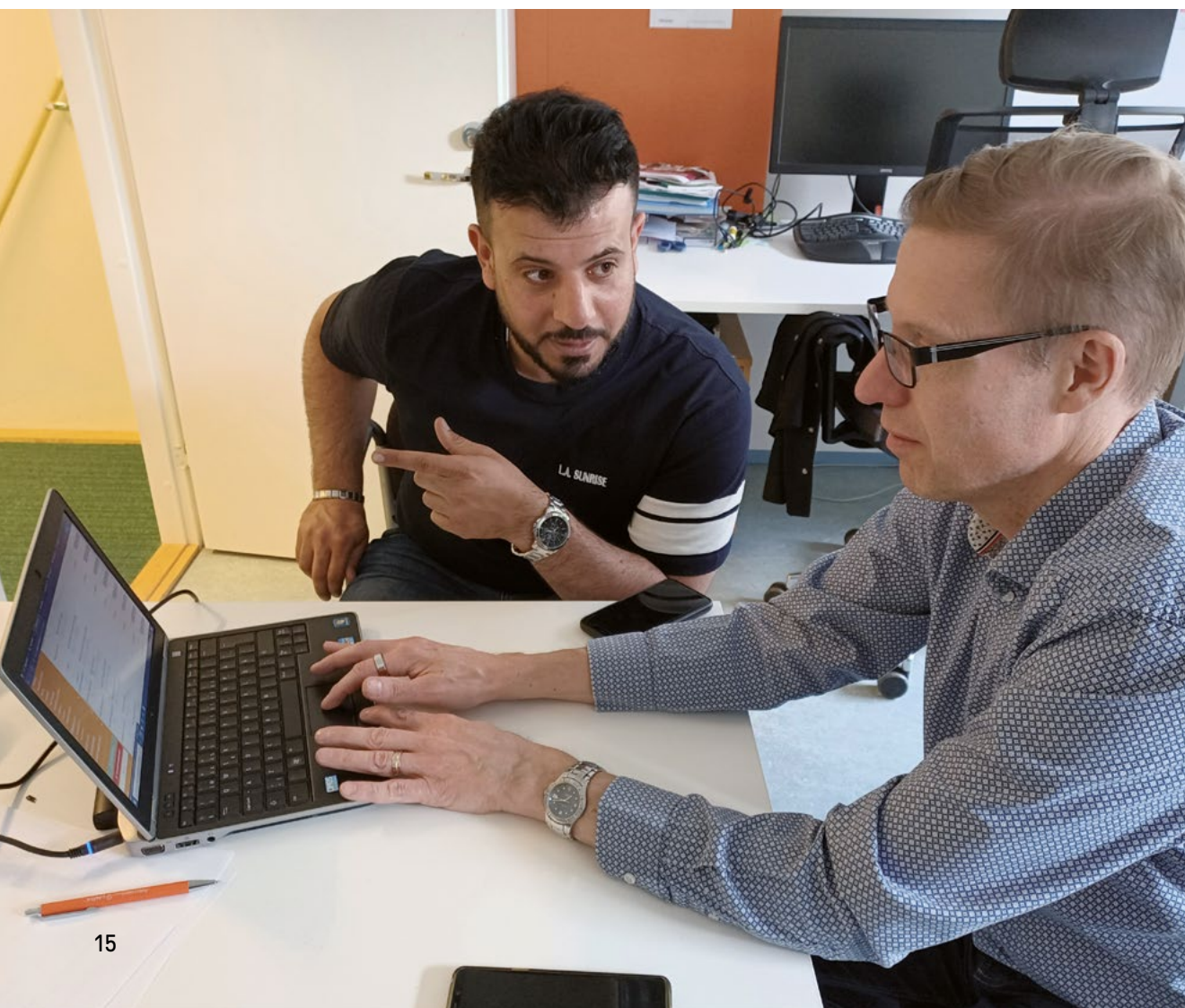
SUPPORTING FAIR LABOUR AND EMPLOYMENT

Employability coaching creates concrete paths to employment for people with a refugee background

FRC's employability coaching provides customers with a refugee background with working life skills, networks and opportunities to attend job interviews. There was a lot of interest in the activities in 2022, and they produced significant results: 365 people registered

for employability coaching. We monitored the employment of 60 people who had attended the course before, and 60% of them found a job within 4 months of the end of the course.

We successfully organised coaching sessions in various ways: remotely, in hybrid format via Zoom and at FRC's office and as in-person sessions in a three-week intensive course.



In 2022, we had a total of 65 working life mentors who support immigrant jobseekers, and 215 mentoring pairs were formed during the year by mentors and coaching participants. A separate package was produced for the training of working life mentors as part of the basic training for FRC's volunteers.

In 2022, we maintained old business partnerships and identified and negotiated new ones to support the employment of immigrants. Our closest cooperation so far continued with IKEA Finland, which hired 23 people who had completed the coaching. We also intensified our operations with the authorities and planned new business cooperation models so that expanding operations in the upcoming years would be possible.

Towards fair labour through cooperation

The Fair Labour project prevents labour exploitation in Finland and supports victims of labour exploitation in accessing support services and provides training for employees, the authorities and other experts. After the COVID-19 restrictions were lifted, our activities took off: in 2022, we carried out effective face-to-face customer work, the competence of our team improved with the addition of two new staff members and, thanks to their language skills, we were able to provide more counselling in customers' native languages. At the same time, our operations expanded to include Russian-speaking customers, mainly Ukrainian refugees.

In 2022, the Fair Labour project involved 432 people in various forms of activity. We organised traditional information sessions and attended various events to provide pop-up counselling – going to the places where our customers were, namely, educational institutions and

The TE Employment Service. As the result of our outreach efforts, we carried out most of our work in the form of individual consultations.

The most significant and promising partnership that began in 2022 was the one with the Assistance system for victims of human trafficking and the IKUT project and Lassila & Tikanoja company. Together with these partners, we helped victims of human trafficking and others in a vulnerable position to find employment in a safe and responsible workplace after their experience of exploitation. We also organised a recruitment day with Lassila & Tikanoja, which was attended by about 30 jobseekers.

A major achievement in 2022 was also our visits to the reception centres in Rovaniemi, Kemi and Oulu, where we had conversations with customers and provided counselling and guidance, in addition to the information sessions we organised in different languages at Villa Victor, the multicultural centre in Oulu. Other great results include the information sessions we organised together with Sauma Career Training about the rules of working life and employees' rights, and presenting the theme in our speech at the Integration2022 event.

"The most significant and promising partnership that began in 2022 was the one with the Assistance system for victims of human trafficking and the IKUT project and Lassila & Tikanoja."

RESPONDING TO GLOBAL AND INDIVIDUAL SITUATIONS

Wide selection of languages enabled record amounts of support and counselling

Our Kurvi operations provide support, counselling and training on specific issues related to immigration. The year 2022 was a busy one with good results: our counselling reached a record number of people during the year and we had more than 1,140 counselling sessions. During the year, we organised more than 18 training

events, with more than 600 participants. In addition to counselling and training, we reached out to young people in challenging life situations over 1,400 times as part of our guidance work. During the year, we also provided consultation for professionals about 100 times in total.

During the year, the customers of Kurvi were able to receive counselling and guidance in Finnish, English, Arabic, Kurdish, Ukrainian, Russian, Dari,

"The broad language skills of our staff made the extensive selection of service languages possible."

Swahili, Persian, French, Norwegian and Swedish. The broad language skills of our staff made this extensive selection of service languages possible and allowed us to reach a record number of customers.

Satisfaction surveys indicate that the customers involved in our activities and our partners were also extremely satisfied. The record-breaking year was made particularly successful by the feedback received on our work, which demonstrates that Kurvi's activities as a whole are not only quantitatively, but also qualitatively valuable.

Rapid responses and smooth cooperation to support Ukrainians

The offensive war launched by Russia against Ukraine also forced the FRC to respond quickly to the situation of the Ukrainian people: as soon as the war started, we established an intra-organisational working group to find ways to help the Ukrainians. Based on the needs assessment of the working group, we started offering counselling and guidance to Ukrainians with funding from the City of Helsinki. At first, we provided counselling and guidance in English via remote connections, and later also in Ukrainian and Russian both by phone and face-to-face at the Help Center in Vallila, Helsinki.

As part of our Kurvi operations, we provided counselling to Ukrainians almost 260 times, 50 times via remote connections and otherwise face-to-face at the Help Center. Near the end of the year, we were able to continue counselling with funding from the City of Helsinki: thanks to this, more than 220 Ukrainians received counselling, over 140 times face-to-face and almost 80 times remotely. We therefore provided counselling to Ukrainians almost 500 times in total in 2022.

In the past year, we hired Ukrainian and Russian speaking employees and trained volunteers in order to support Ukrainians as well as possible. Work for Ukraine was carried out flexibly across units within the organisation and cooperation was successfully demonstrated to help those who had been displaced.



PROMOTING INTER-POPULATION RELATIONS AND INTEGRATION, PEER ACTIVITIES THAT SUPPORT INCLUSION

In 2022, our Kasvokkain peer activities continued their high-quality work by organising peer-supporter training, organisation coaching and training and talks by experts on organising peer activities. More than 700 people participated in these services. With the help of peer activity training, meetings and coaching, we had an indirect impact on the lives of thousands of people and improved their everyday lives. According to the feedback, peer activities reduced loneliness and increased well-being and a sense of empowerment in our target group.

During the year, we trained a total of 54 new peer-supporters, including nine Ukrainian-speaking peer-supporters to meet the urgent need. Our peer supporter bank now has 241 qualified supporters who speak 80 different languages. As a new concept, we organised assistant supporter training for people who speak Arabic, but not Finnish, to allow them to also get involved in civic activities, build networks and find their place in the new society.

The national VeTo network, coordinated by us, enabled the updating of employees' information and skills, allowing them to provide important services for their customers. The VeTo network met 9 times and we received 7 new members.

Peer-supporter training and the support for launching and organising peer activities were considered valuable. We also received positive feedback on the topical nature of culturally sensitive peer activities.

Strengthening a diverse civil society

We continued our productive work at our Järjestöhautomo (Organisation incubator) and strengthened the skills and problem-solving abilities of multicultural associations and civil society actors. The counselling, coaching and training of the Järjestöhautomo reached 324 participants in 291 associations in 23 different locations. The support we provided improved basic skills in civic engagement, such as association, project and financial administration, fundraising and grant application. The measurements of skill levels conducted during the training, and counselling questionnaires demonstrated an extremely high quality and predicted impact: over 90% of the associations demonstrated an improvement in their skills.

Supporting immigrants' coping skills in everyday life and society

As the COVID situation eased, our volunteer activities continued mainly as in-person activities. The aim was to support immigrants' coping skills in everyday life and society. Our Suomalaisuus volunteers supported immigrants e.g. in dealing with everyday matters, job seeking and learning Finnish. 91% of the Suomalaisuus customers felt that they received help from the volunteer in their situation. In the spring, our volunteers started providing counselling at the Ukraine Help Center for those who had fled Ukraine, and over the course of the year, they organised over 600 counselling sessions at the centre. The instructors of our Puhutaan groups held over 100 group sessions where immigrants had a chance to practice speaking Finnish. 90%

of the group participants felt that their Finnish language vocabulary had improved as a result of their participation. Our volunteer activities reached 916 immigrants altogether.

Department of Teacher Education and organised human rights and climate-themed workshops at the universities of Helsinki and Joensuu, where we reached 30 class teacher students.

Global education helps understand global phenomena

Our global educators made 18 school visits over the year to grades 7–9 and upper secondary schools. During these school visits, we reached 560 young people all across Finland. In addition, we worked in cooperation with Finnish Development NGOs Fingo and the



REFUGEES OF THE YEAR 2022

The Finnish Refugee Council has been honouring the Refugee Woman of the Year since 1998 and the Refugee Man of the Year since 2016. Through the award, we want to highlight the diverse experiences of people with a refugee background, support them in

REFUGEE WOMAN OF THE YEAR: LAMA KOURDI

Fleeing the war in Syria, Lama Kourdi came to Finland in 2015 with her husband and firstborn child in 2015. Already back then, Lama focused her attention on the rights and well-being of immigrant women and children: she has been their advocate in a number of projects, in addition to which she started a club for immigrant women to increase their awareness of their rights.

One of Lama's goals as Refugee Woman of the Year was also to improve the understanding of professionals. According to her, misunderstandings and assumptions are all too common, if the parties are not familiar with each other's backgrounds. Education is, indeed, one of the most important things in life, says Lama, and she encourages people immigrating to Finland to pursue studies. This will open doors to society and employment.

realising their goals in their new home country and making their voice heard in the debate on immigration. In 2022, our choices emphasised the willingness and activity to take a stand on immigration and influence the general debate on the topic.

The Refugees of the Year 2022, both from Syria, have talked openly about their journeys and life in Finland and bravely shared their experiences to help develop Finnish integration services.

REFUGEE MAN OF THE YEAR: ALADDIN DELLI

Aladdin Delli came to Finland with his brother in 2019 as a refugee. Before arriving in Finland, Aladdin had received a visa to Russia to have an eye surgery due to his reduced eyesight, but due to a medical error, he became deafblind.

Having worked as a speech therapist in his home country, Aladdin became extremely interested in the Finnish language as soon as he arrived in the country, and after learning the language himself, he worked as a trainee assistant with a Finnish language teacher. In addition to teaching the language, other important things to Aladdin are supporting the integration of refugees arriving in Finland and improving the position of immigrants in the labour market. Aladdin works as a volunteer, introducing immigrants to their new home town and the Finnish culture, customs and language.

"I want to make women more aware of their rights and encourage them to pursue studies. Improving the understanding of professionals is also important, because misunderstandings can easily occur, if the parties are not familiar with each other's cultures or religions." - Lama Kourdi

"I hope to be an inspiration to other refugees arriving in Finland who believe that the Finnish language or coping in a new environment is hard. I also hope to be able to change any prejudices that employers may have and build trust between immigrants and Finns." - Aladdin Delli

STRENGTHENING OUR ROLE AS AN EXPERT THROUGH AN INFLUENTIAL BRAND AND ACTIVE MEDIA WORK

In 2022, the role of the FRC as an expert on questions related to forced migration grew stronger with the implementation of a new, effective brand strategy, active media work and systematic external communication. The brand reform was carried out consistently throughout the year in cooperation with the creative change agency Måndag, which specialises in social advocacy and environmental and human rights themes, and by autumn, the organisation had a new brand that highlights humanity, expertise and internationalism.

Our media work was extremely intense due to the war in Ukraine: over the year, interviews and background on topics were requested from the FRC almost 50 times. In addition to interviews on other themes, our media work included organising a course for journalists, providing information about immigration and refugees.

We produced a steady flow of information on our website and social media about FRC's activities and their results and published blog posts dealing with current topics related to immigration. We also engaged in successful communication cooperation with various networks and partners, such as the UN Refugee Agency UNHCR, the One UN Finland communication team, IKEA Finland and Lassila & Tikanoja. In autumn 2022, we also served as the chair of the One UN Finland communication team.

Our fundraising exceeded the targets set for 2022. The total amount raised was more than 579,000 euros. In the spring, we received a total of 100,000 euros in donations from companies to help people fleeing the war in Ukraine.

In addition, we organised an emergency fundraiser for the UNHCR, which produced 87,000 euros. Towards the end of the year, our

fundraising was driven by a successful Christmas campaign aimed at both private and corporate donors. The campaign reminded people of the importance of empathy and suggested that, instead of fear and confrontation, we can bring warmth and caring into the world and thereby also hope.

Over the course of the year, we also implemented a CRM system reform and obtained a new donation platform for online donations.

We would like to thank all the donors who supported our activities!



NATIONAL AND INTERNATIONAL ADVOCACY TOGETHER WITH PARTNERS

The attack of Russia on Ukraine also affected our advocacy work, where we closely monitored the situation from the beginning of the war and actively participated in both public debate and the teams coordinating reception. We engaged in advocacy to fulfil the rights of those fleeing Ukraine and tried to defuse confrontations between refugees arriving from different countries.

Our advocacy work gained international recognition when we attended the Tripartite Consultation on Resettlement in Geneva, organised a discussion event at the European Humanitarian Forum and were invited to speak at an event organised by the Nordic Council of Ministers in Vilnius concerning refugee reception services.

“We engaged in advocacy to fulfil the rights of those fleeing Ukraine and tried to defuse confrontations between refugees arriving from different countries.”

We prepared for the 2023 parliamentary elections, and produced our own proposals for the government programme, which we distributed to decision-makers, other key persons and stakeholders. We influenced legislation and one of our biggest successes was the inclusion of the multilingual civic orientation developed by FRC in the new Act on the Promotion of Immigrant Integration.

During the course of the year, we enhanced and supported expertise, advocacy and cooperation within the organisation by organising internal trainings. We also continued our well-received podcast “Welcome To My Backyard” with 10 new episodes.

Our partnership with the UN Refugee Agency UNHCR grew stronger. We highlighted positions taken by the UNHCR and wrote joint statements for different media. We continued coordinating the network of refugee actors and established new cooperation relationships e.g. in the field of climate advocacy.



We continued our podcast, “Welcome To My Backyard”, with 10 new episodes.



ORGANISATIONAL REFORM AND STRONGER STRUCTURES DRIVE THE ORGANISATION FORWARD

In 2022, the main focus of financial and administrative development was on enabling even more extensive and versatile programme activities. Over the past period, we systematically enhanced the administrative capacity of the organisation's head office in Helsinki and its country offices.

New resources allowed us to enhance internal financial monitoring and reporting and continue our inspection visits to country offices, which had been interrupted by the pandemic. We continued the system and process development of country offices as required by the multichannel funding,

and reviewed and adapted the administrative structure and tasks to better suit the wider range of work done in our operating countries.

We enhanced safety management and planning by creating a Code of Safe Conduct for the organisation and by developing the local safety plans of our country offices in Myanmar and Ethiopia.

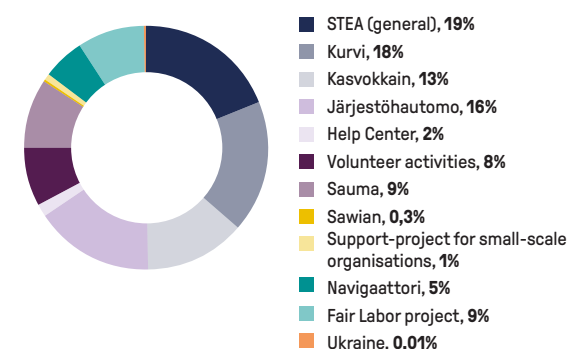
In Finland, we carried out an organisational reform where operational performance, the meaningfulness of the work and the balance of the strain caused by various activities were

further developed by improving the flexibility of roles and investing in the working culture. We created a new, post-pandemic hybrid work model for our staff in Finland to allow them to combine in-office and remote work even more flexibly. We reformed the organisation's pay system to take into consideration the greater demands of the tasks and the incentive effect of performance evaluation. Training in the period focused on expert communication, occupational well-being and the global refugee situation.

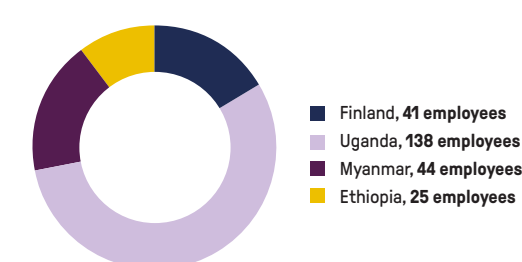
The development in data administration focused on finalising data protection guidelines for the entire organisation. In addition, we increased centralised administration of IT equipment and improved data security throughout the organisation.

FRC's work is carried out in all operating countries by a diverse and skilled team of professionals. The staff of the country offices has been hired locally, with the exception of country directors. At the end of 2022, we had a staff of 41 in Finland, 138 in Uganda, 44 in Myanmar and 25 in Ethiopia.

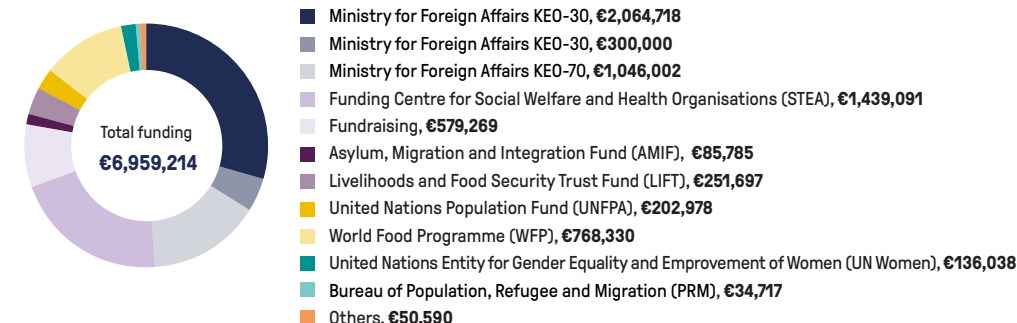
Domestic programme work per project



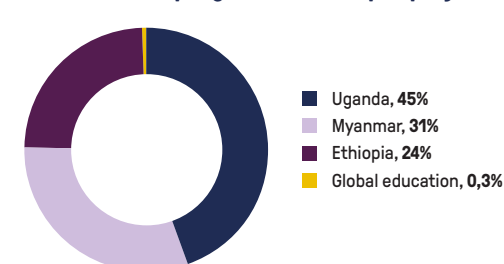
Staff per country at the end of the year



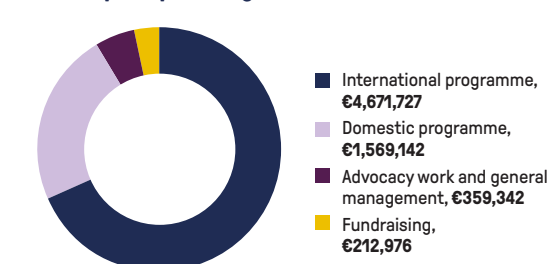
Income



International programme work per project



Costs per operating area



MEMBERS OF THE BOARD:

Liisa Jaakonsaari (Chair)
Pekka Sauri
Anne Rasskasov
Irma Ertman
Suvi Purhonen
Maria Bernas-Hilli
Lea Rankinen
Merja Viherala
Mojtaba Qanezadeh

Ramieza Mahdi (alternate member)
Päivikki Kumpulainen (alternate member)

MEMBER ORGANISATIONS:

Svenska Kvinnoförbundet rf
The Women's Organisation of the Swedish People's Party in Finland
Svensk Ungdom, Svenska folkpartiets ungdomsorganisation rf
Swedish Youth of Finland
Finlands svenska Marthaförbund r.f.
The Swedish Martha Association in Finland

Kokoomuksen Opiskelijaliitto Tuhatkunta ry
Student Union of National Coalition Party
Suomen Nuorten Naisten Kristillisten Yhdistysten (NNKY) Liitto ry
YWCA of Finland
Nuorten Kotkien Keskusliitto
Suomen Ammattiliittojen Keskusjärjestö SAK ry
The Central Organisation of Finnish Trade Unions
Sosialidemokraattiset Naiset ry
Social Democratic Women of Finland
Suomen Kansanopistoyhdistys ry
The Finnish Folk High School Association
Business and Professional Women (BPW) Finland ry
Keskustaopiskelijat ry Centre Students Finland
Vihreiden nuorten ja opiskelijoiden liitto (Vihreät Nuoret) ry
Federation of Green Youth and Students of Finland
Kansalaisopistojen liitto KoL ry
The Finnish Association of Adult Education Centres
Sosialidemokraattiset Nuoret ry
Social Democratic Youth of Finland
Vasemmistonuoret ry Left Youth
Kansainvälinen Solidaarisuustyö ry International Solidarity Work
MIELI Suomen Mielenterveys ry MIELI Mental Health Finland
In addition to the member organisations, the association had 173 individual members.



**Finnish
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