



European  
Commission

Assessing the  
implementation  
of the EU Framework  
for National Roma  
Integration Strategies  
and the Council  
Recommendation on

# Effective Roma integration measures in the Member States 2016

Communication from the Commission  
to the European Parliament, the Council,  
the European Economic and Social Committee  
and the Committee of the Regions



Justice  
and Consumers



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**Cover page:** Drawing 'School is a bridge which unites all' created by Roma and non-Roma pupils from the 'Eidiko Dimotiko Sxoleio Kofon-Varukoon Panoramatos', Thessaloniki, Greece, 1<sup>st</sup> prize winner in the school drawing competition of the European Commission campaign 'For Roma With Roma': [http://ec.europa.eu/justice/newsroom/discrimination/events/151218\\_en.htm](http://ec.europa.eu/justice/newsroom/discrimination/events/151218_en.htm)



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**Assessing the implementation of the EU  
Framework for National Roma Integration  
Strategies and the Council Recommendation on  
effective Roma integration measures in the  
Member States — 2016**

COM (2016) 424, 27 June 2016





# 1. Introduction

Under the EU Framework for National Roma Integration Strategies up to 2020,<sup>1</sup> Member States committed to develop, implement and monitor strategies<sup>2</sup> in line with a comprehensive evidence-based approach. The Commission assesses the implementation and reports annually to the European Parliament and the Council. The EU Framework was reinforced by a Council Recommendation on effective Roma integration measures.<sup>3</sup> The Recommendation extended the Framework to additional areas and called on Member States to communicate annually to the Commission measures taken in line with the Recommendation and progress achieved in implementing the strategies.

This Communication reports on the overall conclusions regarding progress in implementing the EU Framework. It also reviews, for the first time, Roma integration measures put in place under the Council Recommendation. The accompanying Staff Working Document presents a country-by-country assessment, and highlights examples of practices in the various thematic areas. A detailed reporting template has been developed to support Member States' reporting.<sup>4</sup> Some Member States (France, Germany, Slovenia) opted for alternative reporting, while others (Denmark, Luxembourg, the Netherlands)<sup>5</sup> did not report on their measures.

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<sup>1</sup> COM(2011) 173 final, endorsed by the Heads of State and Governments on 23-24 June 2011.

<sup>2</sup> The term strategy is also used to cover integrated sets of policy measures. Member States are referred to by the following abbreviations: AT-Austria, BE-Belgium, BG-Bulgaria, CY-Cyprus, CZ-Czech Republic, DE-Germany, DK-Denmark, EE-Estonia, EL-Greece, ES-Spain, FI-Finland, FR-France, HU-Hungary, HR-Croatia, IE-Ireland, IT-Italy, LT-Lithuania, LU-Luxembourg, LV-Latvia, MT-Malta, NL-Netherlands, PL-Poland, PT-Portugal, RO-Romania, SE-Sweden, SI-Slovenia, SK-Slovakia, UK-United Kingdom. Malta does not have a Roma population on its territory.

<sup>3</sup> OJ C 378, 14.12.2013, 01.

<sup>4</sup> The Working Party on Roma indicators, facilitated by the Fundamental Rights Agency and with the participation of 17 Member States (AT, BE, BG, CZ, EL, ES, FI, FR, HR, HU, IE, IT, NL, PT, RO, SK, UK) developed the reporting framework following the structure of the Recommendation. A Roma integration indicator framework linking measures with inputs and results still needs to be finalised.

<sup>5</sup> NL provided a qualitative study commissioned by the government from the Erasmus University on the living conditions of Roma. DK remained without a nominated National Roma Contact Point for an extended period. A contact point was recently appointed, but no report on measures put in place under the Council Recommendation has been provided to the Commission.

## 2. The Commission's role in supporting Member States

The Commission has linked monitoring progress in Roma inclusion to its wider growth agenda, Europe 2020. Since 2012, five Member States with the largest Roma communities and the most acute challenges have received **Country-Specific Recommendations** on how to make mainstream policies more inclusive for Roma. In 2016 the Recommendations proposed by the Commission focus on promoting the participation of Roma children in quality mainstream education.<sup>6</sup> Legal, policy and financial instruments at European level have been fully aligned with the launch of the 2014-2020 financial programming period.

### 2.1. Building capacity and promoting cooperation

The Commission continues to facilitate dialogue among Member States under the **network of National Roma Contact Points**.<sup>7</sup> It also continues the work of the **Roma Taskforce**, which brings together relevant Commission departments that contribute to the EU Roma integration process. **Bilateral monitoring visits to Member States** take place with in-depth discussions between Commission, national and local authorities and civil society, as well as visits to Roma communities.

The **European Platform for Roma Inclusion**, which gathers all stakeholders at European level, was reformed in 2015 to ensure a more participatory process. The European civil society umbrella organisations that are in regular dialogue with the Commission were closely involved in reforming and preparing the European Platform, which in 2015 focused on multi-stakeholder cooperation and fighting discrimination and anti-Gypsyism.

The Commission committed to support Member States in the development of **National Roma Platforms**. These should play a crucial role in ensuring the transparent and inclusive involvement of all stakeholders in implementation, monitoring and reporting activities.

The Commission also reinforced **local capacity building and networking** initiatives by supporting:

- **twinning of local authorities** (under the 'for Roma with Roma' transnational campaign);<sup>8</sup>
- **joint programmes**<sup>9</sup> with the Council of Europe to invest in mediation, structured dialogue and capacity building of Roma communities and local authorities;
- **networks of transnational cooperation** between authorities at national and local level, as well as (pro) Roma NGOs.

<sup>6</sup> BG, CZ, HU, RO, SK: [http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index\\_en.htm](http://ec.europa.eu/europe2020/making-it-happen/country-specific-recommendations/index_en.htm).

<sup>7</sup> The network meets twice a year. It was set up in 2012 to promote mutual learning and cooperation on implementing National Roma Integration Strategies and to provide Commission support on issues identified by Contact Points. Thematic working groups (currently focusing on transnational cooperation and Roma children) under the network allow for more in-depth discussions.

<sup>8</sup> [http://ec.europa.eu/justice/discrimination/roma/for-roma-with-roma/index\\_en.htm](http://ec.europa.eu/justice/discrimination/roma/for-roma-with-roma/index_en.htm).

<sup>9</sup> ROMED2 and ROMACT programmes.

## 2.2. Fighting discrimination and anti-Gypsyism

In 2015, the Commission stepped up action to fight discrimination, segregation and anti-Gypsyism, including hate speech and hate crime. As guardian of the Treaties, the Commission has a role to guarantee that anti-discrimination legislation, such as the **Racial Equality Directive**,<sup>10</sup> is properly transposed and enforced. The Commission launched a second infringement case on the discrimination of Roma children in education,<sup>11</sup> and continued to investigate suspected discrimination in education and housing in several Member States.

The Commission entered dialogue with Member States to ensure full and correct transposition and implementation of the **Council Framework Decision on racism and xenophobia**<sup>12</sup> after having acquired the power to oversee its application. It also stepped up efforts to assist Member States to ensure effective action on the ground against hate speech and hate crime. It entered into discussion with IT companies, Member States and civil society to ensure the fast removal of illegal hate speech online and to promote the development of counter-narratives.

The Commission launched the **‘for Roma with Roma’** transnational awareness-raising campaign. It aims at fighting anti-Roma stereotypes through working with media, promoting cultural understanding, organising school drawing competitions and supporting twinning projects between local authorities.

In 2015, the Commission published a set of three reference materials to support Member States in fighting discrimination and segregation:

- **Guidance on how** the 2014-2020 European Structural and Investment Funds can be used **to tackle educational and spatial segregation**, with experts providing implementation advice to the Member States most concerned.<sup>13</sup>
- **Know your rights brochure** with guidance on how to present a discrimination claim, explaining victims’ rights in straightforward language to improve enforcement of equality directives and rights awareness.<sup>14</sup>
- **European Toolkit for Schools** on good practices in education, including practices on providing targeted support to Roma children and working with Roma families.<sup>15</sup>

The Commission strongly supported the **European Parliament resolution**<sup>16</sup> **on anti-Gypsyism and the EU recognition of the memorial day of the Roma genocide**. Under its Europe for Citizens programme, the Commission funded projects commemorating the Roma holocaust, and — under the Rights, Equality and Citizenship Programme — local, national and transnational projects on Roma integration and anti-discrimination.

<sup>10</sup> Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L180, 19.07.2000.

<sup>11</sup> Slovakia in April 2015. The first proceeding was launched in September 2014 against the Czech Republic.

<sup>12</sup> 2008/913/JHA, OJ L 328, 28.11.2008.

<sup>13</sup> [http://ec.europa.eu/regional\\_policy/sources/docgener/informat/2014/thematic\\_guidance\\_fiche\\_segregation\\_en.pdf](http://ec.europa.eu/regional_policy/sources/docgener/informat/2014/thematic_guidance_fiche_segregation_en.pdf).

<sup>14</sup> [http://ec.europa.eu/justice/discrimination/files/rights\\_against\\_discrimination\\_web\\_en.pdf](http://ec.europa.eu/justice/discrimination/files/rights_against_discrimination_web_en.pdf).

<sup>15</sup> <http://www.schooleducationgateway.eu/en/pub/resources/toolkitsforschools/general.htm>.

<sup>16</sup> 15.04.2015, 2015/2615(RSP).

## 3. State of play on Roma integration in Member States

In addition to the economic and financial crisis, the refugee crisis posed an unprecedented challenge for Member States. Public authorities are under pressure to address the needs of newly arrived refugees, besides their own vulnerable Roma citizens and the EU or third country nationals of Roma origin living in their territory. Despite the challenges that the integration of these communities present, Member States should not prioritise one over the other. A balanced approach, reconciling all integration needs with mutually supportive and coordinated actions, is required.

This assessment is based on information provided by Member States, complemented by input from civil society. Efforts under the Working Party on Roma integration indicators (coordinated by the Fundamental Rights Agency with the participation of 17 Member States and the Commission) were made to develop a common framework of Roma indicators. While the process has resulted in a detailed reporting template on measures put in place, further work is needed on a Roma integration indicator framework to enable the linking of measures with inputs and results. The template used for this year's reporting posed challenges to some Member States. The Commission is committed to developing a user-friendly reporting methodology closely linked with the indicator framework.

### 3.1. Horizontal measures

**Discrimination continues to be widespread across the EU and is present in all societies, and in all key areas.** This is confirmed by the findings of the recent Eurobarometer survey<sup>17</sup> and feedback from civil society. Member States focus on promoting intercultural dialogue, diversity, information on Roma history and culture, including the Roma holocaust. Some of them already include this information in their school curricula. It is important to address the fight against discrimination of Roma by educating children and putting education in this wider perspective. Some Member States put in place training activities aimed at sensitising civil servants and service providers so that they have proper intercultural understanding when working with Roma. Some also run campaigns against hate crime. All these measures are essential in order to promote equality. Member States are encouraged to develop them.

Despite these efforts, no real improvements can be seen on the ground. Therefore a more systematic approach is needed and Member States are urged to demonstrate greater political will to combat discrimination. **Anti-Gypsyism as a specific form of racism**, closely related to deeply rooted stereotypes and stigmatisation of Roma, is on the rise. It is related to increased radicalisation and extremism in the EU. It is crucial that public authorities distance themselves from racist and xenophobic discourse that targets Roma and effectively criminalise **anti-Roma rhetoric, hate speech and hate crime**. It is important to realise that a reluctance to act also contributes to the acceptance of intolerance in societies.

Although some Member States took steps to eliminate discrimination and segregation of Roma through the adoption of pro-inclusive legislation – notably in the field of education to foster an equal access for

<sup>17</sup> Special Eurobarometer 437, 2015.

Roma children in mainstream education<sup>18</sup> – exclusion from the workplace, segregation in education and housing persist. Therefore Member States should also make greater efforts to **ensure the effective practical enforcement of anti-discrimination legislation** in order to effectively eliminate discriminatory and segregation practices.

Most Member States reported measures on promoting Roma participation, but **more focus on Roma youth is needed**. The situation of **Roma children** remains particularly worrying. Some Member States undertake measures to fight harassment and bullying. Still, exclusion continues. In some Member States, it is linked to the lack of registration and identity documents, low participation in early childhood education and care, and higher drop-out rates.

Measures recommended by the Council	Member States that have reported a measure
Ensure effective practical enforcement of the Racial Equality Directive	BE, BG, CZ, DE, FI, HR, IT, LT, SI, SK, UK
Implement desegregation measures regionally and locally	ES, HR, SK
Ensure that forced evictions are in full compliance with EU law and international human rights obligations	-
Raise awareness about the benefits of Roma integration	AT, ES, LV
Raise public awareness of the diverse nature of societies, sensitise public opinion to Roma inclusion	AT, DE, ES, LV, PT, SI, SK,
Combat anti-Roma rhetoric and hate speech	AT, DE, ES, HR, SE, SK
Combat multiple discrimination of Roma children and women	AT, CZ, DE, ES, HR, HU, PT, SE, SI, SK
Fight (domestic) violence against women and girls	AT, DE, EL, ES, FI, HR, HU, UK
Fight trafficking in human beings	AT, BG, HR, HU, IT
Fight underage and forced marriages, and begging involving children	SI
Support the active citizenship of Roma by promoting their social, economic, political and cultural participation	AT, BE, BG, CZ, DE, ES, FI, HR, HU, LT, LV, PT, SE, SI SK, UK
Promote the training and employment of qualified mediators	BE, BG, CZ, ES, HR, PT, SI
Raise rights awareness among Roma	AT, DE, ES, HR
Other	BE, BG, FR, HU, HR, IT, LV PT, UK

**Roma women** are mainly addressed under mainstream measures. However, given that they face multiple forms of discrimination (violence, trafficking in human beings and underage and forced marriages, and begging involving children), they should also be addressed with more targeted measures as part of a gender specific and child sensitive strategic approach. Action in these areas is largely lacking despite indications of an increase in the trafficking of Roma for these purposes.<sup>19</sup>

Member States should better address the specific situation of Roma using a combination of mainstream and targeted measures to ensure their effective equal access to rights and mainstream services.

<sup>18</sup> BG, CZ, SK

<sup>19</sup> Europol: Situation Report — Trafficking in human beings in the EU.

## 3.2. Education

**Education continues to receive the most attention by Member States in their integration measures.** The majority of Member States reported measures relevant to early childhood education and care, early school leaving, inclusive education and individualised support. Many Member States have adopted early school leaving strategies, but these do not explicitly target Roma, who continue to be over-represented among early school leavers. Attention to promoting access to and quality of early education is considerable, which serves to prevent later school leaving and improve educational outcomes. A positive paradigm shift recognising the central importance of early education has become visible in recent years. This is shown by increased funds allocated to building kindergartens and legislative changes in several Member States to introduce or extend compulsory preschool education.<sup>20</sup>

Measures recommended by the Council	Member States that have reported a measure
Eliminate segregation	BE, BG, ES, IE, IT, RO, SI, SK
End misplacement in special needs schools	BG, CZ, SK
Fight early school leaving	AT, BE, BG, CY, DE, ES, FI, FR, HR, HU, IT, RO, SE, SK, UK
Promote access to and quality of early childhood education and care	AT, BG, CZ, ES, FI, HR, HU, IT, PL, RO, SK
Provide individualised support	AT, CZ, DE, ES, HR, IT, LT, LV, PL, RO, SK, UK
Promote inclusive teaching and learning methods	AT, BG, CY, CZ, DE, ES, HR, HU, LV, PT, RO, SI, SK, UK
Encourage parental involvement and teacher training	AT, BE, BG, CY, DE, ES, FI, IT, LV, SI, SK
Promote participation and completion of secondary and higher education	AT, BG, CZ, DE, ES, FI, HR, HU, PL, UK
Widen access to second-chance education and adult learning	UK, BG, CY, DE, ES, SI
Other	BE, CZ, ES, FI, DE, HR, HU, IT, LT, LV, RO, SI, SK, UK

A more recent positive development is the promotion of inclusive education and individualised support to children in mainstream education, which serves to prevent placement in special schools on the basis of social background. A pro-inclusive legal environment, which has been reinforced in several Member States, needs to be accompanied by effective implementation measures. Proper monitoring, sustainable funding and relevant teacher education must be secured to achieve tangible results. More attention must be paid to offering second chance education and adult learning, facilitating the transition between education levels, including tertiary education. Pursuing active desegregation measures to provide good quality education to Roma children in a mainstream setting should be a priority. Training programmes should correspond to real labour market needs to effectively improve employment prospects.

<sup>20</sup> BG, CZ, HU, FI

### 3.3. Employment

**Roma participation in the labour market remains very weak.** Member States gave priority to mainstream measures for the unemployed, training, and subsidised jobs for the long-term unemployed. Member States also offer activation/public work, and measures for people with migrant background without, however, significant impact on Roma. Most of them reported measures supporting a first work experience, vocational or on-the-job training, lifelong learning and skills development. Several Member States have taken initiatives on mainstream employment services and self-employment or entrepreneurship. Despite all these measures, Roma still remain the most under-represented group in the labour market. Low levels of education and skills and widespread discrimination are factors explaining poor employment outcomes. Activation and public work have possibly improved employment statistics, but instead of providing a bridge to the open labour market, they had a lock-in effect keeping participants in low-quality, low-income jobs that are insufficient to break out of poverty.

Measures recommended by the Council	Member States that have reported a measure
Support first work experience, vocational training, on-the-job training and lifelong learning	AT, BE, BG, DE, EL, ES, FI, HR, HU, IT, LT, LV, PL, PT, SI, SK, UK
Support self-employment and entrepreneurship	AT, BE, BG, ES, HR, HU, LT, SI, SK
Provide equal access to mainstream public employment services with individualised support	AT, BE, BG, DE, ES, FR, HR, HU, IT, LV, PT, SE, SI, SK
Eliminate barriers, including discrimination, to (re)entering the labour market	AT, FI, DE, ES, HR, HU, LT, SK, UK
Other	BE, CZ, EL, HU, LT, PT, RO, SK

It is evident that all-encompassing, tailored approaches are needed. Innovative measures — promoting social enterprises and Roma entrepreneurship, incentives for employers, reaching out to private employers, targeting Roma under the Youth Guarantee, and promoting social consideration in public procurement — should be better exploited, as well as integrated active inclusion approaches. It is also crucial that the impact of all measures on Roma employment is closely monitored. The fight against discriminatory practices in the labour market should also be reinforced, and there should be closer cooperation with labour inspection. Allocations under the European Social Fund should be fully mobilised to ensure the efficiency and sustainability of measures through integrated and personalised support. Opportunities under the European Agricultural Fund for Rural Development should also be fully used to promote Roma employment in rural areas, where the majority of Roma live.

### 3.4. Health

**Tackling the health inequalities endured by Roma remains an ongoing challenge, in particular in the most deprived areas.** Most Member States reported measures that facilitate access to healthcare and focus on preventive, protective measures, in particular vaccination of children, family planning and raising health awareness. They also work with the NGO sector. However, for some Roma, access to health is limited because of a lack of registration and health insurance coverage. Further efforts are needed to reach out to these vulnerable people, including through their participation in health and social care initiatives. Awareness-raising activities targeting both healthcare professionals and Roma should also be put in place in all Member States.

Measures recommended by the Council	Member States that have reported a measure
Remove barriers to access the healthcare system	AT, BE, BG, CZ, DE, ES, FI, FR, HU, LT, PL,RO, SE, SI, SK, UK
Improve access to medical check-ups, pre- and postnatal care, family planning, etc.	AT, BG, DE, ES, IT, PL, SI, SK
Promote access to free vaccination programmes targeting children, and the most disadvantaged groups and areas	AT, BE, BG, DE, ES, HU, PL, RO, SI, SK
Promote health awareness	AT, BG, CZ, DE, ES, FI, HR, HU, IT, PL, SI, SK
Other	BE, BG, EL, ES, FI, HR, IT, LT, PL, SK

### 3.5. Housing

**The most important housing challenges — namely fighting segregation and preventing forced evictions — were insufficiently addressed.**<sup>21</sup> Several Member States reported measures promoting non-discriminatory access to social housing, while others reported fighting segregation. Both areas should be important for further joined-up, robust action, to be potentially financed from EU funds. Use of European Structural and Investment Funds (ESI Funds) leading to (further) segregation of facilities should be avoided. Addressing segregation requires a long-term approach. Prerequisites to successful desegregation include:

- targeting regions lagging behind and those at risk;
- ensuring coordination between stakeholders and involvement of affected Roma communities in implementation;
- combining infrastructure and human resource development;
- legalising housing;
- launching preparatory and accompanying measures;
- providing adequate housing in an integrated setting;
- anchoring desegregation into an integrated approach.

<sup>21</sup> International human rights organisations and civil society raised multiple concerns during 2015 on a series of forced evictions that took place in several Member States. See for example <http://www.coe.int/en/web/commissioner/-/european-countries-must-stop-forced-evictions-of-roma>. In the majority of cases, no alternative social housing was provided, and in some cases children were removed from their families.



Measures recommended by the Council	Member States that have reported a measure
Eliminate any spatial segregation and promote desegregation	CZ, HU, ES, IT, RO
Promote non-discriminatory access to social housing	AT, BE, BG, CZ, DE, ES, FI, FR, IT, SK, UK
Provide halting sites for non-sedentary Roma	AT, BE, FR, UK
Ensure access to public utilities	ES, HR, RO, SI
Other	AT, BE, BG, CZ, ES, HR, HU, IT, LT, PL, PT, RO, SK

Some of the countries concerned have also put in place measures regarding another priority highlighted by the EU Framework and the Recommendation: providing halting sites for travellers in proportion to local needs. Access to public utilities should be addressed by all Member States concerned in order to improve Roma living conditions.

### 3.6. Structural measures

**Positive steps have been taken in enforcing the work and institutional capacity of the National Roma Contact Points, although their mandate and resources still vary considerably.**

Many of them are involved not only in the coordination of relevant policies, but also in their design and revision. Many were actively involved in aligning policy priorities with available funding for the 2014-2020 programming period.<sup>22</sup> Their efforts contributed to the selection of the socioeconomic integration of marginalised Roma communities as a specific investment priority under the operational programmes. This secured sustainable funding for Roma integration measures until 2020.

Some National Roma Contact Points work closely with local authorities, providing methodological support in developing local action plans, and cooperate with representatives of (pro) Roma civil society. Their visibility to all stakeholders is increasing. There is, however, need for further improvement, in particular in respect of **cooperation with local authorities, civil society and especially the private sector in implementation**. Reports from Member States reveal that national public authorities implement the majority of reported measures, especially in education and health, while local authorities are typically responsible for implementing measures in housing and employment. Civil organisations are most active in health, followed by education, but their partnership in implementation in all relevant fields should be further promoted. The potential role of the private sector remains largely unexplored.

In many Member States, cooperation between the Contact Points and **Equality Bodies**<sup>23</sup> is established. Both actors feed policies and provide support, when relevant. There is still a need to increase the human and financial resources for both, to improve their cooperation and make it more effective.

The importance of **transnational cooperation** is increasingly recognised, practised and promoted by all those concerned at all levels. Exchange of best practice takes place between authorities both at national level (e.g. the EURoma network bringing together contact points and managing authorities to improve the use of ESI Funds for Roma inclusion), and at municipal level (e.g. under the EU strategy for the Danube region). Bilateral national agreements (e.g. France-Romania, Sweden-Romania) have been concluded to step up transnational cooperation for Roma integration. Local level transnational cooperation also covers Roma integration (e.g. under the EUROCITIES Roma Taskforce or the new component under the ROMACT programme in support of capacity building and transnational cooperation activities to assist local authorities). Several positive examples of cooperation between municipalities in Western and Eastern

<sup>22</sup> On ESI Funds: [http://ec.europa.eu/regional\\_policy/en/funding/](http://ec.europa.eu/regional_policy/en/funding/); on strengthened partnership in planning, implementing and monitoring ESI funding: [http://ec.europa.eu/regional\\_policy/en/policy/what/glossary/e/european-code-of-conduct](http://ec.europa.eu/regional_policy/en/policy/what/glossary/e/european-code-of-conduct)

<sup>23</sup> Bodies established under EU's equality directives 2000/43/EC, 2004/113/EC and 2006/54/EC.

Europe focus on providing services to Roma, including in the area of education (e.g. Glasgow and Oslo with Belfast, Arad, Craiova, Timisoara) and employment (e.g. Ghent with Glasgow, Athens, Malmö).

Member States have taken steps to develop **monitoring** of National Roma Integration Strategies. The ESIF requirement of having strong monitoring methods in place has an important role in improving the evaluation of the impact of Roma integration measures. Nevertheless, further efforts are necessary to enable an assessment of the results of the reported targeted and mainstream measures on Roma, including their impact on segregation trends, Roma school attainment and employment levels, and access to housing and health services in an integrated setting. To this end, the Fundamental Rights Agency will continue the work on developing Roma integration indicators, which should feed the development of the reporting methodology by gathering inputs from all relevant stakeholders. The monitoring of Roma integration measures and ESI Funds for Roma inclusion should be better aligned through closer coordination of contact points and the managing authorities for ESI Funds to ensure that funds reach Roma.

### 3.7. Funding

In its 2015 Communication, the Commission presented the opportunities available under the 2014-2020 programming period. Member States' broader funding allocations for social inclusion and fighting poverty and discrimination are reported by country in the Staff Working Document. It should be noted that under their broader allocation for social inclusion, 12 Member States<sup>24</sup> selected the new investment priority that allows for **explicit, but not exclusive, targeting of Roma**, and allocated to it a total of €1,5bio. Several other ESIF investment priorities have been identified to contribute to Roma inclusion.<sup>25</sup>

In terms of **national public funding**, among the substantive policy areas, education and housing attract most investment, with much less going to employment and even less for health. Reported national funding for horizontal and structural measures is insignificant. In terms of **ESI funding** and in line with the Country-Specific Recommendations under the European Semester, inclusive (including early) education and employment are the two primary investment areas, with housing also receiving a significant allocation. The amount allocated for health investments is much lower. For horizontal and structural measures, the protection of women and children and the fight against discrimination receive most funding, mainly from ESI Funds.

Several Member States have developed **mapping of Roma communities** by introducing ethnic or socio-economic indicators (i.e. deprived/segregated neighbourhoods, people most in need, poverty maps, etc.) in order to improve targeting and allocation of ESIF for Roma integration

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<sup>24</sup> AT, BE, BG, CZ, ES, FR, EL, HU, IT, PL, RO, SK

<sup>25</sup> E.g. Under the European Social Fund: reducing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education; or combating all forms of discrimination and promoting equal opportunities. Under the European Regional Development Fund: social, health or education infrastructure or support for the physical, economic and social regeneration of deprived communities.

## 4. Enlargement

Roma integration continues to be a key priority in the enlargement process. The Commission works closely with Western Balkan countries and Turkey, and monitors the implementation of commitments. An important effort is being made under the Instrument for Pre-Accession Assistance (IPA II) to support Roma integration programmes at national and regional levels. However, the situation of most Roma communities remains a matter of concern. Adopting legislative or policy documents is not enough. Adequate budgetary means should be allocated at national level to implement integration measures, with special attention given to local implementation. Roma communities need to be fully involved in planning, implementation and monitoring. The Roma Decade<sup>26</sup> ensured that Roma integration became part of the political agenda. The post-Decade phase should concentrate on achieving measurable results on the ground, clearly reducing the gap between Roma and non-Roma, and with special attention to priority areas (education, employment, health, housing and civil documentation) as well as in the cross-cutting fields related to gender and anti-Gypsyism. Roma integration policies must be reinforced in response to the current refugee crisis; a significant portion of returnees to the Western Balkans, designated now as safe countries of origin, are Roma.

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<sup>26</sup> <http://www.romadecade.org/>.

## 5. Conclusions and way forward

The legal, policy and funding instruments at European level have been put in place. Member States have set up coordination structures, introduced targeted and mainstream measures in response to the Council Recommendation, and they have allocated funding. The assessment identified **some positive trends**, such as the growing focus on early childhood education, the new linkage between policy priorities of Roma integration and the use of 2014-2020 ESI Funds and the role of National Roma Contact Points in planning this funding. However, efforts could not prevent further deterioration of the living conditions of Roma and widespread hostility of majority societies. **Serious bottlenecks** have been identified in fighting anti-Roma discrimination, especially residential and educational segregation and prevention of forced evictions. Ensuring sustainable local commitment and implementation remains to be addressed. Cooperation with civil society and private sector engagement in implementation remain insufficient. Accounting for the impact of integration efforts on the ground should also be improved.

Member States should ensure a **political recommitment to Roma integration** so that legal, policy and financial instruments in place are fully used to bring tangible results on the ground. **Local implementation is of the utmost importance.**

**The Commission calls on Member States to address the following urgent priorities:**

- **Enforce anti-discrimination and anti-racism and xenophobia legislation** and safeguards at national and local levels by:
  - monitoring, fighting, reporting and sanctioning anti-Roma discrimination in all policy areas;
  - criminalising public incitement to violence or hatred including on the grounds of ethnic origin;
  - addressing trafficking in human beings with gender specific and child sensitive measures;
  - targeting majority society and key stakeholders with awareness raising and anti-discrimination campaigns to promote understanding of the economic imperative and mutual benefits of Roma inclusion.
- **Prevent evictions on the grounds of ethnic origin** by ensuring that any evictions take place in full respect of fundamental rights, providing adequate alternative housing to evicted families to avoid homelessness and aggravating exclusion, and by exploring the opportunities under ESI Funds' investments to improve the housing situation of Roma.
- **Eliminate segregation in education and housing** in line with Commission guidance through legislation, inclusive policy reform, teacher education, dissemination of inclusive methods and explicit desegregation measures combined with targeted support to tackle all barriers to access, using opportunities under ESI Funds to the full.
- **Put in place safeguards and targeted measures to ensure that mainstream interventions effectively reach out to Roma**, especially in employment and health.
- **Extend and multiply smaller scale initiatives** that have proved to be successful, using 2014-2020 funds.
- **Further develop data collection, monitoring and reporting methodologies** to meet expectations of accountability for the use of public funds and ensure that the impact of targeted and mainstream measures on Roma is assessed and that it leads to policy learning and review.
- **Make full use of National Roma Platforms to ensure inclusive involvement of all stakeholders** in implementation, monitoring, reporting and policy review, to promote exchange, evaluation and transfer of good practices, to build partnerships and to further mobilise Roma communities, local authorities, civil society and the private sector.

The Commission will continue to support Member States, ensure the necessary commitment to Roma inclusion at the European level, and use all available means to promote dialogue and cooperation. **Key Commission priorities include the following:**

- **Take action to ensure full enforcement of anti-discrimination legislation and to fight anti-Gypsyism** by making use of available legal instruments.
- **Support National Roma Platforms** to promote inclusive cooperation of all stakeholders at the national level.
- Support Member States' Roma integration efforts by **facilitating exchange, cooperation and focused thematic discussion under the network of National Roma Contact Points**.
- Ensure **high-level dialogue and policy guidance** by pursuing bilateral monitoring missions, involving national and local authorities as well as civil society.
- Promote participation and dialogue at the European level of all stakeholders under the reformed **European platform for Roma inclusion**.
- **Support capacity building of local authorities and civil society** in order to promote their active mobilisation.
- **Develop a post-2020 strategic approach to Roma integration**, in view of the possible revision of the Council Recommendation foreseen for 2019, taking into account remaining gaps between Roma and non-Roma in education, employment, health and housing, and the fight against discrimination, as well as ongoing reflections on a midterm evaluation of the EU Framework for National Roma Integration Strategies.

Commission staff working document  
accompanying the document

**Assessing the implementation of the EU  
Framework for National Roma Integration  
Strategies and the Council Recommendation on  
effective Roma integration measures in the  
Member States — 2016**

Communication from the commission to the European Parliament,  
the Council, the European Economic and Social Committee  
and the Committee of the Regions

SWD (2016) 209, 27 June 2016





# 1 INTRODUCTION

The purpose of this Staff Working Document is to accompany the Commission's 2016 Communication on assessing the implementation of the EU Framework for National Roma Integration Strategies ('the EU Framework') and the Council Recommendation on effective Roma integration measures in the Member States ('the Recommendation').

Since 2012, the Commission has been annually monitoring progress made by Member States in implementing the National Roma Integration Strategies and the set of integrated policy measures. This year for the first time, the Commission has reviewed the measures taken by Member States in accordance with the Recommendation. The measures listed in the Recommendation, if implemented properly should enhance the effectiveness of the Roma integration process and bring tangible results in improving the situation of Roma.

The structure of this year's Staff Working Document differs from that of previous years as it includes reporting on both instruments. This year's report is also more comprehensive as it covers new elements that reflect the additional provisions included in the Recommendation.

A reporting template was designed and shared with Member States to facilitate the reporting process. However, Member States found reporting on the two instruments challenging with some opting to use alternative reporting (Germany, France, and Slovenia). There were also variations in the level of detail provided by Member States which is reflected in the country fiches. Furthermore, three Member States (Denmark, Luxembourg, and the Netherlands)<sup>27</sup> did not report on their measures.

The Commission for the first time included the chapter on 'Examples of approaches' covering the thematic areas of the Recommendation. This is followed by the chapter on enlargement and the chapter presenting the country-specific summaries reflecting the key elements, and the Commission's assessment on the steps taken by Member States, not only in the four key areas as they are defined in the EU Framework, but also on structural and horizontal issues as referred to in the Recommendation. In the next chapter, the Commission also presents for the first time country fiches on the enlargement countries. Indeed, the part referring to the process of Roma integration in enlargement countries was always included in the political narrative of previous Communications, since the EU Roma integration goals are equally relevant to these countries. However, this year, the Commission went further and included in the Staff Working Document country fiches on enlargement countries. The format and content of these country fiches differ from those of Member States for obvious reasons (the policies and funding applied to enlargement countries differ from the ones applied to Member States).

Regarding funding, data referred to in the country fiches are based on the financial allocations under the 2014-2020 European Structural and Investment Funds. [Marginalised Roma communities are expected to benefit from measures funded mainly under the objectives of promoting social inclusion, combating](#)

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<sup>27</sup> The Netherlands shared a qualitative study commissioned by the Dutch government with the ERASMUS University in Rotterdam on the living conditions of Roma.

poverty and combating discrimination targeted to the socially disadvantaged people (including but not limited to Roma ). It is important to note this in order to avoid any misunderstanding or confusion.

Nevertheless, for the first time (during the programming period 2014-2020) a European Social Fund investment priority on the ‘socio-economic integration of marginalised communities, such as Roma’ has been selected by 12 Member States. This enables explicit but not exclusive targeting of Roma. For these Member States, the specific amounts allocated to this priority are also highlighted under the funding section of the country fiches. Apart from social inclusion, investments under employment and education can also contribute to the implementation of National Roma Integration Strategies or integrated sets of policy measures. No adequate information has been provided by Member States on the use of national budgets.

As was the case in previous years, assessment for this year’s Communication also takes into consideration contributions from organisations representing civil society and other stakeholders. Those who have provided a contribution are listed below.<sup>28</sup>

Organisation	Geographical scope
ERGO Network	General contribution and BG, CZ, FR, HU, RO, SK, ES
EUROCITIES and members from Ghent, Berlin, Grenoble, Glasgow, Gothenburg, Norway, Romania	General contribution and BE, DE, FR, SV, UK, RO
European Roma Information Office – ERIO	BG, HR, FR, IT, NL, PL, SK, SL
European Roma Rights Centre – ERRC	General contribution and BG, CZ, FR, HU, IT, RO, SK
Habitat for Humanity and members from BG, HU, RO	BG, HU, RO
Open Society Foundation and member from Prague	General contribution and HR, SK, CZ
Interfederal Centre for Equal Opportunities and Opposition to Racism (Equality Body )	BE
AMALIPE Center for Interethnic Dialogue and Tolerance	BG
National Network of Health Mediators	BG
Integro Association	BG
RomaVersitas Association & Interethnic Initiative for Human Rights Foundation, members of NC Intellect	BG
The Health of Roma Foundation	BG
Platform for Social Housing	CZ
IQ Roma servis	CZ
The Public Defender of Rights (Equality Body)	CZ
Central Council of German Sinti and Roma	DE
Hildegard Lagrenne Foundation	DE
Federal Anti-Discrimination Agency (FADA) Equality Body	DE
Kirkens Korshær	DK
Roma Association UNGA	ES
Fundación Secretariado Gitano	ES

<sup>28</sup> The Commission also took into account the study commissioned by the European Parliament’s LIBE committee (Evaluation of the EU Framework for National Roma Integration Strategies, PE 536.485), and the World Bank’s recent report on Being Fair, Faring Better: *Promoting Equality of Opportunity for Marginalised Roma*.

Helsinki Deaconess Institute	FI
Human Rights Institute from FR, NL and SK	FR, NL, SK
Reformed Church in Hungary (separate contributors from Krisztina Nagy, Szabina Sztojka)	HU
Autonomia Foundation	HU
Pavee Point Traveller and Roma Centre	IE
Associazione 21 luglio ONLUS	IT
Roma Center for Health Policies – SASTIPEN	RO
O Del Amenca	RO
Asociatia OvidiuRo	RO
Nevo Parudioms Association	RO
ETP Slovakia – Center for Sustainable Development	SK
Church of Sweden	SV
Roma Support Group	UK
National Federation of Gypsy Liaison groups	UK

The following abbreviations are used in the text and country summaries. For ease of reference they are listed below:

CoE	Council of Europe
EAFRD	European Agricultural Fund for Rural Development
ERDF	European Regional Development Fund
ESIF	European Structural and Investment Funds
IPA	Instrument for Pre-accession Assistance
NGO	Non-governmental organisation
NRCP	National Roma Contact Point
NRIS	National Roma Integration Strategy
OP	Operational Programme

The term 'Roma' is used, in line with other documents of the European Commission and various international organisations, as an umbrella term, to refer to a number of different groups (such as Roma, Sinti, Kale, Gypsies, Romanichels, Boyash, Ashkali, Egyptians, Yenish, Dom, Lom) and also includes Travellers, without denying the specificities and varieties of lifestyles and situations of these groups.

## 2 EXAMPLES OF APPROACHES

The Commission identified a wide range of approaches covering the areas of the EU Framework and the Recommendation. This section highlights a series of examples on the approaches implemented in Member States mainly by public and civil actors. In some cases, the approaches highlighted cover more than one thematic area. In such cases, the approach has been included under the most relevant thematic heading. The approaches presented below do not necessarily constitute a good practice. The selected initiatives have been chosen because of specific elements identified as success pre-conditions.

### 2.1 HORIZONTAL MEASURES — DISCRIMINATION, ROMA WOMEN, ROMA CHILDREN, EMPOWERMENT, AND POVERTY REDUCTION

#### Fighting anti-Roma rhetoric and protests

The 2015 'Together we are better' campaign was initiated by the Amalipe Center and includes several schools, community centres and youth groups as a peaceful response to the growing anti-Roma rhetoric and protests in Bulgaria. It aimed to involve both Roma and non-Roma people in joint activities to support local schools and prevent ethnic tensions, strengthen dialogue, and encourage tolerance and solidarity to avoid future conflicts. The campaign included over 80 public events in more than 40 municipalities and brought together around 3600 people. It was supported by national and international political figures and diplomats. The campaign was supported by many non-Roma Bulgarians, teachers, head teachers, artists and many others who spoke out publicly to promote tolerance and solidarity among ethnic groups. (Bulgaria)

#### Fighting stereotypes and discrimination in the public sector

The SKUPA-J project ('Raising awareness of public employees, the Roma and the general public with a view to overcome social barriers and improve co-existence') supports national activities combating discrimination and promoting equality. The training sessions on identifying and overcoming stereotypes, prejudice, discrimination — initially targeting police officers — were successfully extended to public servants employed in primary schools, social work centres, employment offices, and municipalities.

In order to effectively prevent discrimination and improve the quality of the services delivered to Roma, the project includes awareness-raising activities for public servants and the Roma community on fundamental rights, acquiring intercultural communication skills and knowledge of the multiple challenges faced by Roma, putting in place partnerships with representatives of the Roma community, mediation and education activities targeting locations with the most acute challenges. (Slovenia)

#### Increasing awareness of equality in schools

The Irish Human Rights and Equality Commission launched a campaign to increase awareness of equality issues in schools, for example concerning gender equality, disability or cultural diversity. The main tool is a training manual designed to provide teachers with equality-based teaching resources for use across the curriculum to encourage pupils to take action on equality, human rights and social justice issues in the classroom, at school or within their wider community. The inclusion of pupils was an important aspect in developing the training materials, which also involved the support of the Irish traveller movement. (Ireland)

### **Fighting racism in the media**

The High Commission for Migration's measures to fight discrimination include 'a trainer's team' of 30 people to undertake awareness-raising campaigns and actions around the country, a website 'Racism on Internet' that allows citizens to file complaints on racial discrimination, and measures targeting media, such as training sessions for media professionals on addressing migration and ethnic minority issues and a recommendation on references to nationality, ethnicity and religion in the news. **(Portugal)**

### **Fighting anti-Gypsyism from local to national level**

The two-year project implemented by a partnership of NGOs led by Integro addressed hate speech in electronic media. Activities focused on training and mobilisation of Roma youth, Roma women and community activists to recognise hate speech and react against it by legal means. Systematic media monitoring was conducted and 135 cases of hate speech against Roma were reported to the Commission for Protection against Discrimination, the Council of electronic media and the Committee on media ethics. This resulted in more than 70 proceedings and 31 decisions and prescriptions to journalists and the media. In addition, a number of campaigns, petitions, open letters and round tables were held with representatives from the Roma community, NGOs, institutions and the media to discuss the influence of hate speech on the implementation of integration policies and societal relationships. **(Bulgaria)**

### **Transnational cooperation for Roma inclusion**

The French authorities are active in transnational cooperation, more particularly decentralised cooperation with Romania. Social inclusion projects within the framework of decentralised cooperation covers a wide variety of actions. Some aim at supporting inclusion of Roma. (Paris: regeneration of a disadvantaged district of Bucharest; Nantes: supporting several villages in association with 'Families, a roof'; Grand Lyon: building a multifunctional centre in the village of Tinca) **(France, Romania)**

### **Federal programme against racism and right-wing extremism**

Funding provided for nine pilot projects fighting anti-Gypsyism under the new federal programme against racism and right-wing extremism. This funding is provided to the documentation centre of German Sinti and Roma. The projects take an educational approach in particular towards young people, and are based mainly at local and regional level in various parts of the country. **(Germany)**

### **Training of Roma foster parents**

Targeted training of Roma foster parents to improve placement of Roma children in need of care. In foster parent training sessions, applicants of Roma origin must be given priority and their participation in training and enrolment in foster parent networks should be encouraged. **(Hungary)**

### **Promoting public participation of Roma youth**

The 'Au Mensa' project on Roma youth participation used participatory methods to collect young Roma aspirations and develop ways of participating in society. Young Roma acting as researchers collected information using various methods including social media, interviews and questionnaires. Based on the results, a young Roma club was founded providing leisure activities and support in education and employment. A Roma Youth Council aiming to get their voices heard in public decision-making processes was launched. The aim was also to transfer the model of the Roma Youth Council to other cities. The council has its own web page and Facebook profile. **(Finland)**

### **Culturally sensitive service-package, resettlement support for Roma women**

The 'Womens's turn' project developed a culturally sensitive service-package with practices that have been incorporated into the mainstream prison services. Roma women have been hired to work as

mentors in prisons to support female Roma prisoners. The follow-up 'Time for change' post-release resettlement project supported the resettlement of Roma women. Targeted stakeholders include Roma and non-Roma NGOs and public authorities dealing with crime. **(Finland)**

### **Roma integration project of the Traveller and Roma Mediation Centre**

To reinforce the positive integration dynamic, the pilot Roma integration project of the Traveller and Roma Mediation Centre focuses on developing the skills of Roma families (language, social skills, knowledge of institutions, familiarity with cultural traditions etc.), and on better access to primary services in the employment, housing and social services sectors. **(Belgium)**

### **Targeted assistance through an integrated and comprehensive approach**

'Takeaway packages' will be provided in 150 of the most deprived villages and towns. A comprehensive approach will involve outreach activities, early childhood education and care, financial literacy and health awareness initiatives, social housing, pre-school facilities, community centres and social enterprises. Implementation is to be guaranteed by national authorities through large scale long-term interventions and complemented by smaller-scale projects run by municipalities or NGOs. **(Slovak Republic)**

### **Sure Start children's homes to fight poverty in disadvantaged regions**

Development and expansion of Sure Start's children's homes, focusing on settlements with a population of over 1000 disadvantaged people with a non-decreasing child birth rate to support disadvantaged children (including Roma) in cooperation with their parents. Developing appropriate infrastructure so that Sure Start can provide their services (by transforming, renewing, modernising and changing the functions of existing buildings, indoor and outdoor spaces). **(Hungary)**

### **Access to basic integrated services for the most vulnerable**

Hirundo is a day centre maintained by the Helsinki Deaconess Institute in cooperation with the City of Helsinki for Roma travelling within the EU. It provides services such as shower, meals, internet and corresponding low-threshold services. The centre also provides guidance in acute medical problems and appropriate information on Finland. <https://www.hdl.fi/en/ajankohtaista-in-english/1296-diakonissalaitos-jatkaa-romanikerjalaisten-auttamista-3> **(Finland)**

## **2.2 EDUCATION**

### **Legislative reform**

The new School Act provides for an extension of all-day schooling, creates state standards for civic and intercultural education and bans segregated classes. **(Bulgaria)**

The adoption of pro-inclusive legislation aims at fostering equal access for Roma children to mainstream education by providing support to children with educational needs in mainstream settings; introducing compulsory final pre-school year to ease the transition into primary education; and improving diagnosis and planned investments for expanding kindergarten infrastructure and increasing participation of Roma children in quality pre-school education. **(Czech Republic)**

Amendment of the School Act, prohibiting the placement of children in special schools on the basis of their social backgrounds. Planned investments into expanding kindergarten infrastructure. **(Slovak Republic)**

Compulsory final year kindergarten introduced from the academic year 2015-2016. **(Finland)**

Compulsory kindergarten from the age of three was introduced from the academic year 2015-2016, and accompanied by investments into expanding kindergarten infrastructure. **(Hungary)**

### **Focal point schools: A social project that became policy**

Focal point schools educate pupils from more than one locality (in rural areas). Full-day schooling for grades 1 to 8, free transportation and free school meals were ensured. In addition, teacher training and school materials for full-day schools were provided. The project was implemented in 794 schools where increased attendance and attainment were reported. The project initially funded by the European Social Fund has been sustained with national funding. **(Bulgaria)**

### **Zones of educational priority**

The mainstream programme 'School and Social Inclusion Actions', starting from the academic year 2015-2016, aims to expand and improve the initiative of zones of educational priority. Schools in these zones have contributed to reducing school dropout rates and improving basic skills. This initiative is not specifically directed at Roma, but rather the general population; however, most Cypriot Roma live in the zones of educational priority. **(Cyprus)**

### **School mediation**

School mediators of Roma origin act as a link between the school and the families with Roma children in schools. **(Belgium)**

### **Support for integration of Roma children and youth**

The project funded by the EEA Financial Mechanism is implemented by the NGO 'Center for Education Initiatives' in cooperation with municipalities of Daugavpils City, Jelgava city, Valmiera city, Valdermarpils city and Ventspils city. The main activities of these projects are: 1) training of Roma mediators and supporting their work in schools and educational centres; 2) establishing resource centres for Roma children; 3) organising intercultural events; 4) providing informative materials; and 5) training teachers on diversity management and non-discrimination in education. **(Latvia)**

### **Free after-school tuition**

The mainstream project (which covers Roma in addition to other groups) funded by the city of Vienna during the 2014-2015 academic year started to offer free after-school tuition at primary schools in Vienna in autumn 2014. The aim was to provide high quality support to children in need of assistance. Since February 2015, this assistance was further rolled out to new middle schools [*Neue Mittelschulen*] and secondary academic schools [*Allgemeinbildende höhere Schulen*]. The latter have been working in close cooperation with primary schools. The project reached 15 000 primary school pupils in Vienna and around 10 800 new middle school pupils. After-school tuition in primary schools is provided on-site. Additional classes are provided at the schools based on an analysis of needs. Following an evaluation, the idea is for the schools to have more autonomy in setting the focal points for courses in the future. This tuition is being provided at all 220 public primary schools. Key areas also include homework assistance and language development for children whose first language is not German. **(Austria)**

### **National project for the inclusion and integration of Roma children**

This national project focuses explicitly, but not exclusively on Roma, Sinti and Caminanti children. The two areas of focus refer to family involvement and school reception/inclusion. The aim is to facilitate access to local social services for the whole family in order to also promote adequate health protection pathways. The programme initially involved 23 schools, of which 18 primary schools and five lower

secondary schools, with a total of 42 classes and over 900 students, of whom about 156 were Roma, Sinti and Caminanti students. **(Italy)**

## 2.3 EMPLOYMENT

### **'Fit to job' approach**

Various Länder (Land of Rheinland-Pfalz, Berlin, Hamburg, North Rhine-Westphalia, Bavaria, Baden-Württemberg etc.) implement projects aimed at improving employment prospects for Roma, and in particular Roma youth. The 'Fit to job' approach is carried out through intensive one-to-one work with the applicant, starting already at school, through school career guidance, vocational training, language support, work with families, and employment services. **(Germany)**

### **Adult education to improve Roma labour market entry**

Funded by the European Social Fund, the Rainer project 'Roma energy through education' (2015-2018) is a Roma-targeted measure aiming to facilitate labour market entry by improving the level of education, supporting jobseekers and succeeding at work through coaching among the Roma population in Central Finland. The project — sometimes covering all the target population — demonstrates that targeted approaches can also work in municipalities with a small Roma population and underlines the importance of cooperation among multiple actors such as social, employment, housing offices and educational centres. The long-term aim is to create a framework for sharing and promoting good practice in targeted Roma services by making use of the existing professional networks at local, regional and national level. **(Finland)**

### **Civil-corporate cooperation to promote Roma employment in the private sector**

The INTEGROM project coordinated by the Boston Consulting Group and Autonomía Foundation mobilised a voluntary coalition of diverse stakeholders (companies, civil and professional organisations). The aim of the programme was to help educated young Roma find employment in the private sector, at major companies, primarily in administrative positions. The partners are various large firms open to hiring more Roma employees. Roma participants are supported with training and personal coaching to be successful in the recruitment process, while the partner companies pay special attention to recruitment and provide on-the-job mentoring. (<http://inclusive.growthlab.cid.harvard.edu/laszlo-juhasz>; <http://www.integrom.hu>) **(Hungary)**

### **Targeted employment services to improve Roma labour market access**

The transfer of the Spanish Acceder programme to Italy, which will be supported by the European structural and investment funds, is a programme to promote the social inclusion of Roma through access to the labour market. For the moment, however, the project is in its early phase. **(Italy)**

### **Social considerations in public procurement**

The Slovak Republic piloted social considerations in public procurement. Contract performance clauses set out how contracts should be performed and require the contractor to hire a set number of workers from the Roma minority or long-term unemployed. To bring tangible results, it should be well promoted. **(Slovak Republic)**

### **Roma labour mediators**

Since 2008, mediators have been hired under the national programme "Activate the Inactive" targeting the inclusion of discouraged and inactive people in the labour market, including through trainings and



registration at the labour offices. The Roma mediators work mostly in predominantly Roma districts. As a first step, they hold formal and informal meetings with people from the Roma target group in order to assess their personal capacity to take up work, provide practical guidance to search for jobs and inform them of work opportunities. In 2015, youth mediators started supporting young NEETs by acting as intermediaries between the inactive young people and the institutions that provide social, health, educational and other services **(Bulgaria)**.

### **Improving Roma employment through services and fighting stereotypes**

The project financed by the European Social Fund and implemented by five Roma organisations will run until 2020. The project aims at developing a positive attitude towards Roma and eradicating stereotypes, and changing employer/employee relations in recruiting Roma. Plans exist to finance activities such as individual or group motivation, assessment of personal needs, development of social and professional skills, sociocultural activities, vocational guidance, providing information, consultation, development of general skills (e.g. digital literacy, languages, and entrepreneurship), vocational training, mediation and other assistance for jobseekers. **(Lithuania)**

### **Roma restaurant 'Romani kafenava'**

This project promotes the development of social entrepreneurship and, having received funding under a public tender, has proved sustainable. The project aims at providing job creation opportunities, cultural preservation and fighting stereotypes. The restaurant is decorated in a traditional Roma style and offers traditional dishes. **(Slovenia)**

### **Romano Cher — Casa Romilor**

The project, co-financed by the European Social Fund, aimed at socioeconomic integration and restoration of Roma craftsmanship in the Romanian labour market. The initiative involved various categories of Roma craftsmen. The social and economic activities run by the project and those carried out in the Romano ButiQ workshops were supported by a national TV and local radio communication campaign through posters and flyers, website design ([www.mestesukar.ro](http://www.mestesukar.ro)), Facebook page, dedicated YouTube channel, online flash banners, mock release etc. Another important objective of the project was to create associations that protect the interests of those who practise the craft. The project laid the foundation for 30 organisations in the social economy locally. **(Romania)**

### **Assessment of 2007-2013 experience leads to complex targeted project to boost Roma employment**

The 2014-2020 European Social Fund Operational Programme Knowledge Education Development includes a comprehensive range of Roma-specific measures to improve the educational and employment situation, as well as to eliminate barriers to Roma employment and social integration. The assessment of Roma-specific projects carried out in the previous programming period under Operational Programme Human Capital revealed that the employment project should be: local-based, targeted to a limited group of people (20-60); and implemented in close cooperation with local actors active in and respected by the community (Roma associations, traditional leaders, elders, Roma assistants). Attention should be paid to existing individual skills and the needs of participants in order to guide them to the most suitable profession in the local labour market. Traineeships in particular proved to be effective in increasing the chances for future employment/self-employment and also for addressing employers and co-workers negative stereotypes of Roma. Projects will therefore ensure that all identified success factors are fully incorporated. It is expected that during the 2014-20 programming period in total 3 086 Roma (approximately 18 % of the total Roma population) will be covered by this project and 28 % of participants will be employed within 6 months after completing the programme

(including self-employment). Projects selected in 2016 should ensure support to 1545 Roma and 28 % employment rate should be reached. **(Poland)**

## 2.4 HEALTHCARE

### **'Healthy communities' programme**

The national project co-run by the Ministry of Health and the programme's original creators (an NGO platform of stakeholders and various interested professions), funded by the 2014-2020 European Structural and Investment Funds. The project was based on past experience that proved positive. While in 2003 it was implemented in 11 Roma settlements, in 2015 it was already implemented in 254. It aims at promoting access to healthcare through participatory, community-based health mediation. **(Slovak Republic)**

### **Improving access to healthcare services in disadvantaged regions**

Efforts were made to improve equal access to healthcare services by incentivising general practitioners to fill vacancies in disadvantaged areas. The programme targets municipalities, which have districts with long-term vacancies and doctors not holding the qualification for practising as a general practitioner. Targeted training for healthcare professionals on handling cultural differences in treatment and a 40-hour transcultural bioethics training module has been incorporated in healthcare vocational and professional training. **(Hungary)**

### **Health mediation**

The project 'Together for a better health, for us, by us' aims to improve the health status of Roma by directly supporting Roma health mediators and by establishing and supporting a network of non-governmental organisations to integrate, improve and extend the role of Roma health mediators in the respective countries. **(Transnational: Bulgaria — Hungary — Romania — Slovakia)**

The national network of health mediators in Bulgaria provides : assistance to residents of socially excluded Roma communities, support for preventive healthcare (regular check-ups, vaccination), and family planning, help to eliminate and reduce the spread of communicable diseases. Since 2007, the profession of 'Health mediator' has been included in the Bulgarian National Classification of Professions. Some 170 health mediators are currently working in more than 90 municipalities in Bulgaria and are financed through the state budget. Bulgaria plans to increase the number of health mediators supported by the state by transferring funds to the municipalities. At the end of 2015, the Ministry of Health declared its intention to establish a working group on adopting standards for the work of the health mediators. Meetings of the working group are planned for 2016. A pilot project of health mediation in three hospitals (Yambol, Samokov and Lom) was also launched. **(Bulgaria)**

### **Improving access to vaccination**

The Flemish government organises a system of mobile vaccination vehicles to explain the benefits of vaccination. **(Belgium)**

### **Supporting access for Roma students to medical studies**

Grants schemes supporting medical scholarships for Roma students **(Bulgaria, Poland)**

### **Improving hygiene and providing safe water for marginalized Roma communities**

The measures include rodent control, disinfection and de-infestation as well as promoting access to safe and potable water in marginalised Roma communities. **(Slovak Republic)**

## 2.5 HOUSING

### Relocation and social integration programme in the region of Madrid

IRIS is a public institution funded by the region of Madrid that implements rehousing, relocation and social integration programmes for marginalised communities living in slums/illegal settlements. Since 2000, IRIS purchases and renovates houses in the region of Madrid and resettled families pay subsidised rents, significantly below market value. Desegregation and integrated approach are key aspects in the work of IRIS, as the flats purchased by IRIS are distributed across the entire region of Madrid in order to avoid the creation of ghettos, and social services are offered in parallel for a better integration of the families in their new environment. Therefore the structure of the IRIS programme is twofold: 1) Housing scheme: IRIS buys flats on the private market or from the regional social housing stock and rents them out at subsidised rates to marginalised families. 2) Social scheme: 3-5 years of social support consisting of three main phases: preparing the transition before moving, adapting to the new housing situation and integrating (support for access to education, health services, administrative support, neighbourhood conflict prevention, etc.) Over 2300 families have moved to standard housing through this programme, with an integration rate of the relocated families reaching 96 %. IRIS was funded by the European Regional Development Fund 2000-2006 and will again feature in the current programming period with some EUR 30 million in funding for the eradication of remaining slum settlements in the region of Madrid (Spain)

### Federal plan against homelessness

The mainstream plan applicable in the five biggest cities in Belgium — and more recently extended to three smaller cities — aimed at giving immediate accommodation to the most vulnerable homeless persons, including Roma. (Belgium)

### 'Romcivic'

Romcivic is a project for the inclusion and citizenship of people living in slums and shanty towns, partly financed by the National Roma Contact Point. This project is run with the help of a team of 24 young volunteers, including 18 from Eastern Europe and living in settlements. (France)

### Tackling the lack of registration among Roma

Romania issued a comprehensive anti-poverty package (included in the anti-poverty strategy), which includes the provision of identity documents for Roma. This will generate a positive trend in enabling better access by Roma to other basic areas and services such as education, housing, labour market and healthcare services. (Romania)

### Statutory right to means-tested guaranteed minimum income

The means-tested guaranteed minimum income is a mainstream measure intended to support those who are no longer able to support themselves. Their monthly requirements in terms of food, clothing, hygiene products, heating and electricity, household goods, other personal needs such as adequate social and cultural participation, and housing is provided in a sum of money that is revised annually. The means-tested guaranteed minimum income ensures that all those entitled to it are afforded the same minimum living standards. The means-tested guaranteed minimum income is paid monthly, and for 2016 stands at EUR 837.76 for single people and EUR 1 256.64 for couples. These amounts include a 25 % share for housing costs. The housing cost component can be reduced if the individual pays little or no housing costs. The minimum standards for children vary across federal states, but remain high across the board. People without health insurance cover who are eligible for the means-tested guaranteed minimum

income are registered for statutory health insurance by the federal states. This allows recipients of means-tested guaranteed minimum income to obtain an e-card. **(Austria)**

## 2.6 STRUCTURAL MEASURES — COOPERATION AND COORDINATION, MONITORING, AND FUNDING

### Improving cooperation and coordination

Finland considers that the involvement of Roma together with the authorities and other stakeholders is vital in developing their social status and living conditions. The advisory board on Romani affairs and the four regional advisory boards on Romani affairs serve as cooperation bodies between relevant authorities and the Roma population. Their task is to promote the status, social inclusion and living conditions of Roma. Furthermore, there are a growing number of municipal Roma action groups. **(Finland)**

Various German states (Baden-Württemberg, Bremen, Hessen, Rheinland-Pfalz, Bavaria) concluded contractual agreements or state contracts (in Bavaria a ‘Joint Declaration’) with the respective regional associations of the central council of German Sinti and Roma, which must implement minority protection. These agreements define the cooperation of the state governments with the central council regarding all issues concerning Sinti and Roma such as promoting cultural identity, fighting against anti-Gypsism, preserving the graves of Sinti and Roma who were persecuted under national socialism, etc. **(Germany)**

The Ministry of EU Funds, in its capacity as National Roma Contact Point, initiated the creation of the interministerial committee to facilitate dialogue and cooperation among relevant national authorities. This is an important first step to ensure optimal cooperation of the ministerial lines. The interministerial committee aims at interinstitutional coordination to implement the National Roma Integration Strategy, with the support of other ministries and local and central public administrations. It also ensures coherence during the implementation of measures through other national programmes or strategies. **(Romania)**

### Integrated local action plan for the inclusion of marginalised residents

EU funding allowed Glasgow to develop an integrated local action plan covering all key areas (education, employment, health and housing) to support integration of marginalised residents, including Roma, in the Govanhill neighbourhood. Thanks to the dedicated efforts of Glasgow city council and its partners, the lives of Roma have been steadily improved **(United Kingdom, Scotland)**

### Local cooperation for Roma integration

Gothenburg was selected through a competitive process by the national government to be one of the five pilot municipalities for Roma inclusion 2012-2015 as part of the Swedish 20-year strategy (until 2032). The pilot project has been raising awareness among municipal institutions about the national strategy as well as creating support structures for its implementation. Close links have been forged between local and national services and civil society in the areas of education, housing and the national job centre. **(Sweden)**

### Local action/funding

During the 2007-2013 programming period, the Hungarian rural development programme dedicated EUR 260 million to local development in rural areas under the LEADER initiative,<sup>29</sup> and provided support

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<sup>29</sup> LEADER is a community-led local development method for mobilising and developing rural communities through local public-private partnerships.

to some 13000 projects. An equal opportunities programme office was established to organise training to help Roma present project proposals under LEADER. Similar support during the 2014-2020 programming period would be welcome. **(Hungary)**

### **Promotion of an integrated approach at local level**

Spain has organised various seminars with national, regional and local authorities to exchange knowledge and experience and to encourage regions to make use of the European Structural and Investment Funds, especially with regards to complementing the European Social Fund and the European Regional Development Fund (ERDF). As a result, two regions (Madrid and Murcia) have incorporated activities specifically targeting marginalised communities including Roma in their recently adopted operational programmes under the ERDF by way of Investment Priority 9.2 (Madrid and Murcia), including a specific programme to eradicate shanty towns. **(Spain)**

### **Empowerment and cooperation through Local Action Groups**

The municipality of Tundzha (in South-Eastern Bulgaria, 24000 inhabitants, 3,881 identifying as Roma) sets a positive example of the benefits of empowerment through Local Action Groups (LAG) for the design of the municipality's integration policies. The LAG (created with the help of the local facilitator under ROMACT and using the network of labour/health mediators) identified and prioritised the necessary actions to address the problems of the vulnerable groups in the fields of education, employment, health and housing. As a result, Tundzha municipality and the LAG jointly developed a Municipal Plan for Roma Integration (2015-2020). This is part of a long-term investment programme that contains previously implemented measures (e.g. cancellation fees in kindergartens, new kindergartens/facilities for children, vocational training, improved street network and infrastructure) and future projects (e.g. social housing, equal access to quality health services). **(Bulgaria)**

### **Mapping of Roma communities**

Mapping Roma communities facilitates comprehensive and targeted support provided through 'Takeaway packages' to 150 of the most deprived Roma communities. **(Slovak Republic)**

Mapping Roma settlements in municipalities with over 15 000 inhabitants is useful to have a more accurate picture of the scale of existing problems. **(Italy)**

In November 2014, the Romanian institute for research on national minorities started implementing a two-year project on mapping of Roma communities for community-level monitoring. The EUR 1 million project funded by the European Economic Areas and Norwegian Financial Mechanism for the period 2009-2014 targeted local Roma communities, local level administration and civil society. Participation by the communities was an important element. Based on data collected, a set of indicators for monitoring progress of Roma inclusion at the local level will be developed and applied to results-based monitoring. **(Romania)**

### **Improving data collection to feed monitoring**

In its efforts to meet the National Roma Contact Point's information needs to monitor progress in social inclusion, the Hungarian Central Statistical Office included questions on ethnicity in major sample surveys (Labour Force Survey, Survey on EU Statistics on Income and Living Conditions). The method was tested during the 2011 population census. The data collected made it possible to calculate the core outcome indicators for monitoring the implementation of the national social inclusion strategy on Roma inclusion. **(Hungary)**

### **Qualitative research for policy review and Roma empowerment**

The qualitative research project 'Educational pathways for Roma in Austria' by the Ministry for Education and Women – financed under the European Social Fund – was based on 125 interviews carried out by a research team of 15 interviewers, 14 of whom were of Roma origin. Besides contributing to evaluation and policy review, the project proved to have an empowerment role, ensuring Roma participation. **(Austria)**

### **Review of National Roma Integration Strategy, including baseline data and outcome indicators**

Poland conducted a comprehensive study in order to improve the quality and functioning of the National Roma Integration Strategy before its adoption covering the period 2014-2020. Specific objectives, measures and actions have been defined in four key thematic areas. Indicators have been established as well as a monitoring and evaluation structure, including the creation of an electronic database. **(Poland)**

## **2.7 CULTURE (ADDITIONAL AREA NOT COVERED UNDER THE EU FRAMEWORK OR THE RECOMMENDATION)**

### **Estonian Roma community through the eyes of Roma children**

In order to fight discrimination and increase public understanding of young Roma and the Roma community, a targeted photo project was initiated by the civil society organisation 'MTÜ Ambulartoorium' in 2015. During the project, Roma children and young people were given cameras and took pictures of what they considered important or interesting and wrote a story to accompany their photos. A dedicated website will be created in 2016 to exhibit the photos and the best photos will also be published in a book. **(Estonia)**

### **Early marriage: culture or abuse?**

The project implemented by civil society, and supported by the Commission under the Daphne programme, aimed at raising awareness on how to act as a mediator at the onset of early/forced marriage. The target groups are Roma, teachers, Roma representatives, and experts in the field of social work, counselling and healthcare, NGOs and the police. Activities included training on mediation, door-to-door visits and the creation of a prevention programme for schoolchildren on topics like reproductive health, cultural diversity, violence, peaceful resolution of conflicts, and a sociological study on early marriage practices in some Roma communities. **(Transnational: Slovenia, Bulgaria and Italy)**

### **'The Roma Spirit Awards'**

A project initiated by the Slovak Republic, replicated by the Czech Republic and brought to the European level, aims to promote the efforts by individuals and organisations in improving the situation of Roma. The project also promotes a positive image of Roma, Roma culture and contributes to the elimination of stereotypes and prejudices against Roma. The Roma Spirit Awards are given in categories such as non-profit/non-state organisations, company/employer/firm, city/municipality, individual, media and good deed of the year. **(Slovakia)**

### **'Khamoro' (in Roma language 'sun')**

The largest and most famous professional Roma festival in the world has been held in Prague by the NGO Slovo 21 since 1999. The festival promotes diverse Roma culture, offers unique concerts by Roma bands from all over the world, exhibitions, film projections, dance workshops, as well as specialised seminars and conferences. <http://www.khamoro.cz/> **(Czech Republic)**

### **Museum of Roma culture**

The first museum dedicated to Roma culture was established in Bucharest, Romania in 2013. It aimed at objectively presenting and promoting Roma culture. Civil associations, academic institutions and local authorities worked together to create the museum. The need for the museum was rooted in the deeply prejudiced public discussions about Roma and their culture, often confronted with stereotyping. The museum has not only a series of artefacts related to Roma culture, but a dynamic conglomerate of ideas and stories, illustrated through objects, installations and people, so as to generate debate on all levels of society. The Museum accommodates periodic exhibitions, crafts and dance workshops, debates and cultural events. **(Romania)**

## 3 ROMA INTEGRATION IN ENLARGEMENT COUNTRIES

The Roma communities in the Western Balkans and Turkey continue to suffer from discrimination, and little progress has been made on the ground throughout the last year. Large gaps persist between Roma and non-Roma in access to education, employment, healthcare and housing. Furthermore, limited progress was achieved in 2015 as regards citizens registration.

The end of the Roma Decade in 2015 brought the conclusion of an important cycle of Roma integration activities by Decade members from the Western Balkans. Most Western Balkans countries concluded the implementation phase of their Roma Decade integration Strategies and related Action Plans, and have adopted new ones. Turkey drafted its first Roma integration strategy and action plan, following a consultation process. These were adopted in April 2016.

The European Commission has continued to develop its tools to monitor Roma integration more efficiently. Roma integration work within Chapter 23 negotiations on 'Judicial and Fundamental rights' for Montenegro and Serbia has been of particular significance. The third round of Roma inclusion seminars is nearly completed in the Western Balkans countries, with seminars held in Bosnia and Herzegovina, Kosovo\* and Serbia in 2015. The implementation of the conclusions of the Roma seminars continued to be monitored in the annual Stabilisation and Association Agreement Subcommittees. Finally, the visa liberalisation process allowed for a close assessment of the evolution on the ground, especially for Kosovo and Turkey that have Roma related benchmarks in their visa liberalisation action plans.

The results of the independent thematic evaluation of IPA I (2007-2013) projects for Roma communities in Western Balkans and Turkey, were presented in 2015. These include the following recommendations for improving the efficiency of the use of IPA II (2014-2020) funds: greater political commitment and financial allocations to implement Roma integration priorities both from the Commission and the enlargement countries; enhanced monitoring; inclusion of the gender dimension and closer involvement of civil society. Publication of the list of measures that will be taken to implement the 11 evaluation recommendations is foreseen in 2016.

This Staff Working Document includes for the first time country fiches identifying for the Western Balkan countries and Turkey the main data available on:

- Estimated size of Roma populations<sup>30</sup>,
- Main policy documents and bodies responsible for their implementation,
- Fora for civil society participation in the definition and implementation of Roma policies,
- State of play in priority areas (education, employment, health and housing)<sup>31</sup>,
- Frameworks for dialogue/work on Roma integration at EU level,
- Amount of IPA funds invested in Roma integration projects (2007-2015).

<sup>30</sup> Council of Europe data; "average figure"

(<http://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680088ea9>).

<sup>31</sup> State of play 2014, indicators per priority area; "Roma Inclusion Index 2015" (Decade of Roma inclusion Secretariat Foundation; [http://www.romadecade.org/cms/upload/file/9810\\_file1\\_roma-inclusion-index-2015-s.pdf](http://www.romadecade.org/cms/upload/file/9810_file1_roma-inclusion-index-2015-s.pdf)), and for Kosovo: Roma, Ashkali and Egyptian Communities in Kosovo Multiple Indicator Cluster Survey 2013-2014 (<http://ask.rks-gov.net/eng/mics>).

\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.



# 4 FINDINGS FROM THE COMMISSION'S ASSESSMENT IN MEMBER STATES

## AUSTRIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Strong non-discrimination measures in place, complemented by targeted measures to prevent Roma discrimination particularly. Measures aiming at raising awareness about the Roma Holocaust. Modules on the subject of 'human rights' in basic training. Projects on Roma women on career and educational guidance and mandatory in-service training for police officers. Documenting race-motivated incidents against Roma in the 2013-2015 Anti-Gypsyism Report; Romane Thana exhibition in the Vienna City Museum etc.

Consider up scaling the targeted measures at national level and put in place effective measures for their sustainability. It should be clear to what extent Roma women benefit from the mainstream policies and measures. Results of projects specifically addressed to Roma women and benefits of mainstreaming for Roma women should be monitored and clearly presented.

#### POVERTY REDUCTION

ESF — Roma-specific measures under investment priority —measures to ensure discrimination — free access to the labour market through empowerment and training of the Roma communities.

Evidence gathering should be developed to assess the impact of these measures on Roma.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Mainstream and targeted measures meant to support access to school. Measures including free after-school tuition at schools. Measures on mandatory early language development support in public childcare facilities. Strategy to combat early school leaving; expansion of full-day schooling; supplementary native language tuition, individual learning assistance for Roma children, supplementary native language tuition etc.

Evidence gathering on educational outcomes and the impact of these measures on Roma children should be developed.

#### EMPLOYMENT

Measures supporting career and educational guidance. Information and awareness raising meant to reduce barriers in accessing labour market. Measures to ensure transitions in between school and labour market, Language courses at various levels, vocational trainings etc.

Consider monitoring the impact of the mainstream measures on Roma.

#### HEALTHCARE

Support is provided through mainstream policy measures. The measures include Health Pilots -MiMi, Migrants care services, mammography screening for socially disadvantaged women and female migrants, Parent-teacher dialogue platform — project.

The impact of the mainstream measures on Roma should be assessed and monitored. Targeted measures to address the specific needs of the Roma people, in particular those of vulnerable women and children should be considered.

Cultural awareness-raising of healthcare professionals and health-related awareness-raising of the Roma community should be considered.

**HOUSING**

Mainstream measures such as statutory right to means-tested guaranteed minimum income, equal access to housing (council and emergency housing) or Vienna Housing Hub etc.

Consider targeted measures to support the specific needs of Roma in access to housing through an integrated approach.  
Put in place effective monitoring mechanism to assess the extent of the impact the mainstream measures on housing have on Roma.

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The National Roma Contact Point coordinates the design, development and implementation of policy measures in support of Roma integration. The involvement of various stakeholders in the process is ensured through the Roma Dialogue Platform which is organised frequently over the year. The Ombudsman for Equal Treatment is also represented at the Roma Platforms. The Commission will financially support AT to continue organising National Roma Platforms.

The NRCP is efficiently performing its overall responsibilities yet further empowering through strengthening the administrative capacity of the National Roma Contact Point should be considered.  
Consider training for Roma Civil Society to effectively contribute to the monitoring and implementation of the policy measures on Roma.

**MONITORING**

Monitoring and evaluating is performed through the collection of relevant qualitative data on the social and economic impact of these measures. The surveys are conducted in line with the applicable national and EU legislation and international obligations, in particular with regards to personal data protection.  
Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.

Ensure that the results of the surveys performed are followed up and translated into efficient policy measures to address the specificities of the challenges identified.  
Measuring the impact of the mainstream measures on Roma should be considered.  
Better involvement of the Civil Society Organisations in the monitoring of the policy measures on Roma should be better addressed.

**FUNDING**

In the 2014-20 period a total of €553 mio (€11 mio ERDF, €138 mio ESF and €404 mio EAFRD). has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount Austria also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €4 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation. National funding is provided through mainstream programs..

Progress has been made in terms of targeted funding under ESF –Roma specific measures.  
Further use of existing possibilities under the EU Funds to support Roma inclusion should be considered.

**SUMMARY OF KEY FINDINGS**

Progress has been made in terms of developing the mechanism of coordination and cooperation of relevant stakeholders in the Roma inclusion process by enabling an effective communication platform, as well as in terms of targeted funding under ESF –Roma specific measures. The NRCP is efficiently and actively performing its responsibilities in line with the EU Framework for NRIS. The impact of the mainstream measures on Roma should be assessed and monitored. Consider targeted measures to address the specific needs of the Roma people, in particular those of vulnerable women and children. Cultural awareness-raising of healthcare professionals and health-related awareness-raising of the Roma community should be considered. Better involvement of the civil society in the monitoring of the policy measures should be ensured.. Consider training for Roma civil society to effectively contribute to the monitoring and implementation of the policy measures on Roma.

## BELGIUM

(Gens du voyage are included under umbrella term Roma)

### HORIZONTAL MEASURES

KEY ELEMENTS	ASSESSMENT
<b>FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN</b>	
<p>Flanders launched a plan against discrimination in housing (which is prohibited by the Flemish housing code). No specific antidiscrimination measures targeting non-Roma are reported.</p>	<p>Awareness measures aimed at the general public should be further exploited. A correct criminalisation of anti-Roma rhetoric and hate speech should be ensured. It also should be clear to what extent Roma women benefit from the mainstream policies and measures. Measures addressed specifically to Roma women and children should be put in place. Given that a mainstream welfare system is functioning in Belgium, focus on facilitating access to it through mediation is given. However, the impact of mainstream policy measures should be measured in order to ensure that the needs of the Roma are met.</p>
<b>POVERTY REDUCTION</b>	
<p>Programme funded by city of Ghent and regional government to reduce risk of poverty among children (not aimed at Roma but rather at any population considered at risk including Roma). Pilot project specifically targeting Roma (developing the skills of Roma families (language, social skills, knowledge of institutions) and better access to primary services)</p>	<p>The impact of mainstream policy measures should be measured in order to ensure that the needs of the Roma are met.</p>

### POLICY AREAS

KEY ELEMENTS	ASSESSMENT
<b>EDUCATION</b>	
<p>Specific plan to tackle early school leaving in Flanders. Local parental involvement projects in the Flemish community, to increase parental involvement through school mediators of Roma origin who act as a link between the school and families with Roma children in schools in the French Community. The Brussels Capital Region supports a mediation programme for Roma families in schools in the Brussels area that have a large number of children from ethnic backgrounds.</p>	<p>There are still many Roma children not able to go to school and overrepresentation of the Roma in special education system. More targeted support should be followed when addressing the low attendance and poor attainment of Roma pupils. As a general guideline, developing a good cooperation with the families is important to address early school leaving. However, to deliver the expected results, it needs to be part of a comprehensive approach. Although BE is one of the 6 EU countries where participation in early childhood education is almost universal for children from 3 years old, lower participation rates and less regular attendance of specific groups such as Roma are noted. There is also variation in the quality of provision. The communities are taking new measures to address those challenges. In order to encourage pre-school attendance, there is currently a debate on the possibility of reducing the age at which schooling is compulsory.</p>
<b>EMPLOYMENT</b>	
<p>Roma are mainly targeted within the mainstream measures for the unemployed people. Project launched with the support of ESF, specifically targeting the Roma families.</p>	<p>A more targeted approach to ensure access to and increase participation of Roma to employment mainstream measures should be considered</p>
<b>HEALTHCARE</b>	
<p>24 experts (some of whom are of Roma origin) have been selected and will work in Ghent, Brussels and Charleroi as intercultural mediators. The Flemish government organised a system of mobile vaccination</p>	<p>Many Roma are unaware of the existence or are unfamiliar with the provisions of healthcare services. Awareness raising campaigns should be considered.</p>

vehicles, touring to explain the benefits of vaccination.	Promoting access to health through health mediators (also of Roma origin) will help this process.
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#### HOUSING

<p>In Wallonia, a decree is guaranteeing permanent settlements for the travellers in ten cities.</p> <p>Flanders launched a plan against discrimination in housing (prohibited by the Flemish housing code).</p> <p>Plan against homelessness applicable in the five biggest cities in Belgium and more recently extended to three smaller cities aimed at providing a home immediately to the most vulnerable homeless persons, include people of Roma origin.</p>	As regards the situation of travellers in particular, regional authorities have made genuine efforts to improve the quality of camping sites and at the same time they have adapted their housing codes in order to accommodate for permanent dwelling on existing camp sites.
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### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

<p>The management of the Roma integration policy is the responsibility of three different actors who will establish a permanent dialogue between them: the Ministry for Social Integration (acting as NRCP), the interministerial conference and (from 2016) the new National Roma Platform.</p>	<p>This new structure, coming after a period of uncertainty, will help the implementation of Roma integration policy. The participation of Roma and Roma organisations remains a challenge; for the moment it is weak but the situation should improve with the setting up of the national platform. Roma community should be encouraged to participate in the process, especially the Roma youth, who demand to be involved. Cooperation with the Equality Body is functioning.</p>
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#### MONITORING

<p>Ethnicity is not a variable that is recorded (not legally authorised) and thus, there is currently no specific data on Roma population benefitting from social assistance.</p> <p>Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.</p>	The impact of mainstream policy measures should be measured in order to ensure that the needs of the Roma are met.
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#### FUNDING

<p>For the period 2014-20 a total of €407 mio (€19 mio ERDF, €340 mio ESF and €48 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount, Belgium also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €10 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.</p> <p>ESF Operational Programmes (OP) 2014-2020 have been devised at the level of the federated entities (no federal OP for the period).</p> <p>All OPs have a 'social inclusion' axis, but the ESF OP for Flanders is the only OP which integrates the priority 'Socio-economic integration of marginalised communities such as the Roma'. It foresees to spend €10 mio ESF for this issue in 2014-2020.</p>	Existing possibilities under the ESIF funds for targeted measures to support inclusion Roma should be further exploited and effectively implemented.
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### SUMMARY OF KEY FINDINGS

The new structure of the NRCP and the national Roma platform are promising. Little progress is identified in the key areas. Given that the mainstream welfare system is in place and functioning in Belgium, focus is given to facilitating access to it through mediation. **Meanwhile**, the impact of mainstream policy measures should be measured in order to ensure that the needs of the Roma are met. Targeted measures should be further exploited by using the existing possibilities under the ESIF funds. The involvement of Roma in design and implementation of relevant measures should be reinforced.

## BULGARIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Measures focused on police force training, prevention of juvenile delinquency, promotion of tolerant inter-ethnic relations through sport, prevention of trafficking in human beings. The mainstream program for reducing domestic and gender based violence pays attention to Roma women and girls. National Strategy 'Vision for de-institutionalisation of children in Bulgaria' is set as one of the national priorities (since 2010). Empowerment is covered under cultural initiatives for preservation of Roma heritage and support for young talented Roma artists. NGO projects aiming at promoting tolerance, community development in marginalised communities and fighting hate speech in media.

Robust safeguards and legal measures should be introduced to guarantee the practical enforcement of anti-discrimination legislation as well as to ensure criminalisation of anti-Roma rhetoric, hate speech and hate crime<sup>32</sup>.

Preventive measures to combat domestic violence and to protect children' rights are to be accompanied by effective support services for victims. Targets, funding and results of the projects should be provided. Targeted measures to combat forced or early marriages and adapted legal provisions are needed.

The overrepresentation of Roma children in foster care should be tackled also by social assistance measures having a poverty reduction impact.

Ensure better involvement of Roma representatives at the local level is necessary. Greater attention should be paid to the impact of political and media messages' on inclusion policies; measures should be implemented (targeting society as a whole) to raise awareness of the benefits of Roma integration for everyone.

Worrying increase in evictions of Roma in 2015 were identified, in particular before the municipal elections. Evictions should be avoided or executed on the basis of a judicial or administrative decision which would also include due guarantees for the evicted persons (proposal of an adequate alternative accommodation)

#### POVERTY REDUCTION

Mainstream measures under the National Social Inclusion policies and new investment priority 'Socio-economic integration of marginalised communities such as the Roma' under ESF.

The impact of the future social assistance reform on Roma should be evaluated to ensure coherence between mainstream and targeted poverty reduction measures.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

New Strategy for the Educational Integration of Children from Ethnic Minorities and Pre-school and School Education Act. Important provisions outlaw segregated classes and extend the focal school protection to kindergartens. Support measures include extending all day schooling, new teacher profile for support to students from ethnic minorities.

NGOs initiatives from various funding sources.

Measures to fight segregation and reduce early school leaving are financed through small grants of the Centre for Educational Integration of Children and Students from Ethnic Minorities.

The Operational Program Science and Education for Smart Growth announced its first targeted calls for supporting educational integration at all levels.

Institutional capacity, political support and appropriate funding, particularly at local level, have to be ensured for the new legislation and strategy to bring results.

Targeted measures to increase the participation of Roma children in inclusive early childhood education are needed. Efforts should concentrate in removing the main barriers (poor infrastructure and kindergarten capacity, lack of trained staff, hidden educational costs, transportation and parents' involvement).

Existing NGO initiatives for inclusive education and fighting early school leaving need to be sustained and considered when reforming the mainstream system.

Targeted and mainstream measures should aim at desegregation and at preventing the concentration of socio-economically disadvantaged

<sup>32</sup> The incorrect transposition of Framework Decision 2008/913/JHA has led to a lack of criminalisation of bias motivated hate crime and hate speech which particularly targeted the Roma community especially over the internet.

Educational infrastructure investments also aiming at increasing the access to quality and inclusive education are foreseen under the Operational Programme Regions in Growth.

students, including Roma, in low performing schools. Support measures for reintegrating children of seasonal migrants should be introduced.

#### EMPLOYMENT

The program 'Activation of the inactive people' finances the Roma labour mediators posts.  
First steps to outreach to the non-registered young people who are not in employment, education or training (NEETs) with the support of the youth mediators.  
Roma students explicitly mentioned under the graduated teachers' support of the Youth Guarantee.  
Subsidised employment was provided by the National program 'From Social Assistance to Employment'.

Besides the health and employment mediators, Roma are insufficiently represented in the public services.  
More efforts are needed to outreach the Roma NEETs by Youth Roma mediators and effectively support their return to education or integration into the labour market.  
The lack of monitoring of discrimination in the labour market should be addressed.  
Opportunities for social enterprises, entrepreneurship, reaching out to private and public employers should be better exploited.  
Job creation opportunities in rural areas including those under the new Rural Development Program (RDP) should be considered by the authorities and civil representatives. The eligibility requirement for the Local Development Strategies should reflect the interests of vulnerable groups, including Roma.

#### HEALTHCARE

One or several projects are reported under each Council Recommendation measure in the field of health.  
Mobile units for preventive care for mothers and children mainly in areas with compact Roma population.  
National Program for improving maternal and child health (2014-2020).  
Expansion of the health mediator network and support for Roma students' enrolment in medical courses sustained.  
National Program for AIDS and TB Prevention.

The biggest challenge remains in ensuring health insurance for all. The recent amendment of the Public Health Insurance Act does not address this situation. The transitional grace period for re-entering the insurance system should be extended. It is necessary to assess and tackle the multiple difficulties socially-disadvantaged Roma face in acquiring health insurance and access to primary care.  
The Health Strategy's Action Plan for vulnerable groups has expired and the authorities have to ensure that the activities are sustained.  
The health needs of vulnerable (Roma) women and children should receive special attention. More efforts are needed regarding vaccination and medical check-ups.  
Filling healthcare vacancies in disadvantaged areas should be ensured.  
The awareness-raising activities targeting both the healthcare professionals and Roma communities could be strengthened.

#### HOUSING

Integrated social housing projects financed through two 2007-2013 Operational Programmes (Regional Development and Human Resources Development) were completed in Devnya, Vidin and Dupnitsa.  
39 major municipalities are eligible beneficiaries for 'Sustainable and integrated urban development' activities funded by the ESIF 2014-2020 Operational Programme Regions in Growth. Integrated social housing projects for disadvantaged groups can be financed.

Municipalities' involvement in integrated housing projects remains to be ensured. Engagement with local actors, including the representatives of Roma communities, targeted work and specific campaigns are of crucial importance.  
Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). Opportunities under the Operational Programme Regions in Growth (axis 'Sustainable and integrated urban development') should be fully used to help implementation of the National Strategy for Roma Integration within these 39 municipalities, as well as help with their Regional Strategies and Municipal Plans. Municipalities should be further guided and supported to initiate adequate housing measures aiming at social inclusion. The financing and development of detailed urban plans should be enhanced.  
The biggest challenge remains in defining a solution for the allegedly illegal dwellings in which many Roma live. Eviction should be avoided or orders accompanied by a clear proposal of alternative housing (including social housing through ESIF investment).

## STRUCTURAL MEASURES

### KEY ELEMENTS

### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP is in charge of the cross-sectoral coordination of the NRIS implementation and monitoring, and involved in sectoral coordination and funding decisions.

183 actualised local Roma integration plans. The ESF operation 'Integration' will invest 40 million EUR in projects for implementation of the soft measures of the Municipal Roma Integration Plans.

NGO representatives participate in Monitoring Committees of the key EU funded programs for the period 2014 – 2020.

Strengthening the role, human and financial resources of the NRCP and the Equality Body should be ensured.

The national Roma platform, financed by the Commission, should contribute to better involvement with civil society and all pertinent stakeholders.

The local plans should not be a formalistic exercise and contain specific targets and funds. The resistance or lack of capacity of local authorities to implement integrated sustainable measures need to be addressed.

#### MONITORING

EU grant for the development of a 'SYSTEM for monitoring, evaluation and control of the implementation of the NRIS'. The National Statistical Office is partner of the project. Civil society is also involved.

Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.

Monitoring and reporting should be improved. The new system should include outcome and impact indicators. It is also crucial that the deadline for the ex-ante conditionality is fully respected.<sup>33</sup>

Monitoring and evaluation of the impact of mainstream measures on Roma should be ensured.

#### FUNDING

In the 2014-20 period, a total of €1.2 billion (€233 mio ERDF, €401 mio ESF and €565 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**). Under this amount Bulgaria also selected a new Roma-specific investment priority (**explicitly targeting Roma**) with a total allocation of €143 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS implementation.

Complementarity of the operations targeting or mainstreaming Roma inclusion is important to ensure an integrated approach tackling several areas where a sustainable solution is crucially needed.

The local level implementation of the NRIS should be strengthened with better guidance and incentives for local authorities to take action.

It has to be ensured that funds are used in line with the Commission guidance on desegregation and under no circumstances to contribute to (further) segregation of communities/educational facilities.

Funding opportunities for Roma inclusion under EARDF and ERDF should be better exploited.

The Interministerial Working Group on the Roma Integration Measures (financed by ESIF) should intensify its activities for ensuring coherence between the various ESIF programmes' calls supporting social inclusion.

## SUMMARY OF KEY FINDINGS

Bulgaria successfully mobilised 2014-2020 ESI funding for targeted calls under the education and human resources programs of the European Social Fund. This should allow them to advance with the implementation of the soft measures of the Municipal Roma Action Plans. Securing funding for the implementation of coherent integrated and sustainable projects addressing the housing situation remains a challenge. A better coordination mechanism among stakeholders is needed. The adopted legislation in education is a first step towards an inclusive reform of the educational system. However, - desegregation, early school leaving and providing effective access to quality education for Roma children needs to be enhanced and monitored. The inclusion of Roma in the labour market is still weak and health insurance remains an issue. It is important to ensure that mainstream reforms support the NRIS objectives. To this end a robust monitoring, coordination and reporting mechanism is crucially needed in order to steer progress from the national to the local level. Key priorities to be forcefully addressed are related to the housing, the access to basic utilities and services, the practical enforcement of anti-discrimination legislation, the provision of quality inclusive education, the local level actors' capacity building and better coordination of all stakeholders and funding opportunities.

<sup>33</sup> Building a robust monitoring system by the end of 2016 is also an obligation in order to meet the precondition linked to the use of Investment Priority 9.2 — Socio-economic integration of marginalised communities such as the Roma

## CYPRUS

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN

No specific measures have been taken or reported by the Cypriot government.

Activities aimed at fighting stereotyping and prejudices against Roma should be considered.

#### POVERTY REDUCTION

No specific measures have been taken or reported by the Cypriot government.

The ROMA population is covered by the general measures. It should be mentioned that the project on the Zones of education priority (ZEP), under its new form will also be a tool for combatting social exclusion.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

A slightly larger number of Roma pupils attend pre-primary, primary and secondary education.

The implementation of the programme 'School and Social Inclusion Actions' starting from the school year 2015-2016 aims to continue growing and improving the institution of Zones of Educational Priority (ZEP).

Development of educational programmes for the intensive instruction of Greek as a second language.

The institution of the Zones of Educational Priority schools has contributed to the reduction of dropout rates of concerned pupils. This initiative is not specifically directed towards Roma, but rather the general population.

The main issue is the lack of reliable estimation of the Roma population and its educational needs.

#### EMPLOYMENT

Roma are targeted within the mainstream measures for the unemployed people.

There is no formal or systematic assessment with regards Roma accessibility to employment services.

The main issue is the lack of a reliable estimation of the Roma population as well as the linguistic competency of the Roma population for Greek (an issue on which no data is available) as a main obstacle to their integration in the labour market.

Previous Commission reports identified as a gap that the impact of policies should be measured in order to ensure that the needs of the Roma people are met. However, this gap is not tackled yet.

#### HEALTHCARE

Access to healthcare is offered to all Cypriots including Roma.

Provision of free children vaccination.

Social programmes run at local level contribute to the sensitisation and awareness raising for health issues among Roma population.

The impact of health policy measures should be measured in order to ensure that the needs of the Roma are met.

#### HOUSING

Prefabricated houses have been built to accommodate Roma families.

The Ministry of Interior is responsible for the maintenance costs of housing units currently inhabited by the Roma population. These are 20 Turkish- Cypriot houses in Limassol and 25 in Paphos.

The difficult housing situation of Roma continues to deserve further attention as the situation has not changed recently.

There is also a problem of segregation as accommodations built for Roma are located in remote, isolated rural areas.

### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION (NRCP, CIVIL AND LOCAL ACTORS, EQUALITY BODIES, TRANSNATIONAL COOPERATION)

The NRCP is the Cyprus Social Welfare (Ministry of Labor and Social Insurance).

The NRCP has not been informed or involved in any decision-making processes.

The NRCP should be more involved in the decision making process regarding Roma issues. The resources (time, financial, human) to enable the NRCP to carry out its coordination and monitoring role should be reinforced. The NRCP should actively pursue cooperation with the



There is no organised Roma civil society in Cyprus.	Cypriot Equality Body.
<b>MONITORING</b>	
No information provided	Monitoring the impact of mainstream measures and activities undertaken on Roma should be considered. Measures addressed specifically to Roma women would be welcome.
<b>FUNDING</b>	
<p>For the 2014-20 period a total of €56 mio (€15 mio ERDF, €27 mio ESF and €14 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma).</p> <p>Although there is no specific funding for Roma under the ESIF Operational Programmes, specific Investment Priorities (IP) for combatting discrimination which are part of the ESF Operational Programmes 2014-20 could cater for the needs that may arise regarding Roma. Main funding may come from schemes for the employment of marginalised groups, funding for social economy and also under schemes to promote social inclusion (mainly through the project on the Zones of education priority)</p>	Further use of existing possibilities under the EU funds to support Roma inclusion should be considered.

**SUMMARY OF KEY FINDINGS**

Cyprus has made slight progress in addressing the commitments taken through the European Framework and the 2013 Council Recommendation on effective Roma integration measures, in particular in the area of education. Meanwhile, the difficult housing situation of Roma continues to deserve further attention as the situation has not changed recently. The main issue is the lack of reliable estimation of the Roma population and of its needs. The impact of policy measures on the Roma should be measured in order to ensure that their needs are met.

## CROATIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Free legal aid provided, awareness raising campaigns on human trafficking, training to civil servants police officers on anti-discrimination legislation, hate crime, promoting cultural and human rights of Roma, support for maintenance of the memorial Roma cemetery, support of memorial day for Roma victims of the Holocaust, round table on the status of Roma women in decision making processes with national and international networks, their protection as well as protection of Roma children are addressed under mainstream measures and projects.

The effective practical enforcement of antidiscrimination legislation needs to be ensured as well as the correct criminalisation of anti-Roma rhetoric, hate speech and hate crime. Desegregation measures in the areas of education and housing should be properly implemented and accompanied by awareness-raising activities and appropriate training. Strengthened support for multiple disadvantaged Roma women through gender mainstreaming in education, employment and health policies should be considered as well as training and information on human rights protection. Preventive measures to combat domestic violence and protect children rights are to be accompanied by effective support services for victims.

#### POVERTY REDUCTION

Few regional and local action plans have been developed, research on widespread risk of poverty among children.

Further work is needed to engage remaining regional and local authorities to develop their Action plans. It is important to ensure complementarity of interventions, monitoring their impact and ensure that the services reach the most vulnerable. To this end mapping and strengthening the territorial aspects of policy making should focus on the most deprived regions.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Focus on pre-school education, providing special assistance in learning Croatian language, involvement of parents in the process, learning support provided through after-school programmes, Roma Schools Assistants and extracurricular activities, scholarships and dormitories and scholarships provided to support Roma participation in secondary education, planned investments in improving the infrastructure.

Promoting participation of Roma children in pre-school education is seen as positive. It needs to be ensured that pre-school education as well as primary education is provided in quality and inclusive settings. This process should be reinforced through planned investments to expand the capacity of kindergartens and primary schools using national funding. Engagement of all actors including municipalities, teachers, and parents is needed. Further efforts are also needed to address the low attendance and poor attainment of Roma children in primary schools. Transition between elementary and upper secondary schools should be facilitated by providing career guidance and mentoring. Promoting vocational training should also be further prioritised.

#### EMPLOYMENT

Roma are targeted under the mainstream active labour market measures implemented by the public work scheme targeting the long-term unemployed and counselling services.

Roma participation in the Croatian labour market remains very weak. Ongoing public employment service reform should deploy a more targeted approach. Innovative measures such as promoting social enterprises and Roma entrepreneurship, reaching out to private employers or promoting social consideration in public procurement could be exploited. Employment effects of mainstream measures should be closely monitored.

#### HEALTHCARE

ESIF funded projects targeting the access to primary and emergency care, with focus on isolated and deprived areas, health national campaign on drug prevention.

Greater focus on tackling the health inequalities of Roma, in particular in deprived areas, with a focus on vulnerable women and children is needed.

	The health mediators (also of Roma origin) would help in this process and therefore their role should be reinforced. Awareness-raising activities targeting both the healthcare professionals and the Roma community should be considered.
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**HOUSING**

ESIF funded projects targeting the support to physical, economic and social regeneration of deprived urban and rural areas.	Housing interventions should be part of an integrated approach with the long-term objective of desegregation. Regularisation of land and houses as a legal precondition for access to EU funded infrastructure interventions is needed.
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**STRUCTURAL MEASURES**

KEY ELEMENTS	ASSESSMENT
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**COOPERATION AND COORDINATION**  
(NRCP, civil and local actors, equality bodies, transnational cooperation)

NRCP involved in design, implementation and monitoring of the policies. It provides building capacity support through various grants. It cooperates with Roma Councils of national minorities, Roma and pro-Roma organisations, and local authorities. Regular dialogues and exchanges established with 4 offices of Ombudsman (Equality body).	An effective, transparent coordination mechanism among all stakeholders should be promoted. The NRCP should play a stronger role in this process. Its visibility towards regions as well as to civil society organisations is crucial. This process should be facilitated through the National Roma Platform. Significant barriers such as lack of capacity, sustainable funding of civil society and local authorities to implement integrated sustainable measures should be addressed.
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**MONITORING**

Monitoring through working groups of the National Commission for the Monitoring of the implementation of the National Roma Integration Strategy consisting of Roma and representatives of line ministries. Internal monitoring report also includes information received from approx. 66 municipalities and Roma and pro-Roma organisations. Monitoring of the rights of ethnic minorities, including Roma, various studies, researches conducted.	Efficiency and sustainability of measures should be closely monitored. Specific impact indicators should be developed. Mapping as a precondition for better targeting of interventions is needed.
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**FUNDING**

In the 2014-2020 a total of €971 mio (€357mio ERDF, €328mio ESF and €287mio EAFRD) has been allocated to promoting social inclusion, combating poverty and discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected.	There is no Roma specific targeted funding under the ESIF funds in the current programming period. It is therefore essential that the Roma inclusion interventions mainstreamed into all relevant policy areas are closely monitored and their impact on the situation of Roma properly assessed and translated into policy design. All existing possibilities to support Roma inclusion under the ERDF and EAFRD should also be exploited and used effectively.
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**SUMMARY OF KEY FINDINGS**

Positive steps have been taken in the area of education, in particular in promoting pre-school education. However, greater efforts are needed to ensure the effective implementation through more systematic measures in all key areas. Better coordination between national and local levels and among all stakeholders is needed. Available ESIF funds should be effectively used in order to reach Roma beneficiaries. A mechanism for monitoring and assessing the impact of mainstream and targeted measures should be put in place.

## CZECH REPUBLIC

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Adoption of legislation fostering an equal access for Roma children to mainstream education. Anti-hate crime campaign, projects fighting extremism and ethnic intolerance, cultural events, promoting access to justice facilitated by the legislative proposal for free/affordable legal aid and by the reduction of court fees, trainings of judges, layers, mediators and local government officials on anti-discrimination law. Protection of Roma children and women is addressed under the mainstream measures. Roma participation in advisory bodies of the Government.

The adoption of pro-inclusive legislation in education is seen as positive. Enforcement of anti-discrimination legislation needs to be continued to gain concrete improvement in practice. Effective measures should be taken to fight discriminatory practices in the areas of employment, healthcare and housing. Persisting key challenges to be addressed are the fight against stereotypes, prejudices as well as the criminalisation of anti-Roma rhetoric and hate speech. Sensitising measures on benefits of Roma inclusion towards general public should be further exploited. A constructive solution to 'Lety' case should be found. Strengthened support for multiple disadvantaged Roma women through gender mainstreaming in education, employment, health policies should be considered as well as trainings and information on human rights protection. Preventive measures to combat domestic violence and to protect children rights are to be accompanied by effective support services for victims.

#### POVERTY REDUCTION

Targeted interventions through a coordinated approach with the use of ESIF funds in 70 of the most deprived and most Roma populated socially excluded localities are planned within the 2014-2020 programming period. Strategic plans of social inclusion were developed in 5 regions.

It is important to ensure that the services reach the most vulnerable. It is also important to ensure complementarity of interventions and monitoring of impact. Further work on engaging those regions which have not developed strategic approach to Roma integration is needed.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Amendment of the School Act promoting inclusive education by providing supportive measures to children with educational needs in mainstream education. Introduction of compulsory last pre-school year. Improvement of diagnosis measures. Supporting participation of Roma children in pre-school education through planned investments to expand the capacity of kindergartens. Roma participation in the School Inspection control activities. Scholarships to socially disadvantaged Roma students at secondary/high schools. Free school lunches for disadvantaged children and parental support

Promising pro-inclusive measures were adopted. Their implementation will need to be secured through proper monitoring, sustainable funding and by providing adequate teachers education in order for the new legislation to bring tangible change. Engagement with all actors, including municipalities, school headmasters, teachers, diagnostic centres, parents and general public in this process is essential. Ensuring access and promoting participation of Roma children in quality inclusive pre-school education needs to be reinforced, also through the planned investments in expanding kindergartens. Preventing early school leaving should be further addressed. Transition between elementary and upper secondary schools should be facilitated by providing career guidance and mentoring. Vocational education and training programmes should be more responsive to the labour market needs in order to ensure a smooth transition into employment.

#### EMPLOYMENT

Roma are targeted under the standard active employment policy tools (counselling, activation and requalification measures, publicly beneficial jobs). Specific employment programme for Roma financed by ESF and implemented by the Labour Office in Ústí nad Labem region 'Socially excluded localities in the Usti Region'.

Roma remain one of the most underrepresented groups of the labour market. The capacity of public employment services should be further developed for individualised services for Roma job seekers. Effects of employment measures should be closely monitored.

	Innovative measures such as promoting social enterprises and Roma entrepreneurship, reaching out to private employers, use of social consideration in public procurement do not appear sufficiently exploited. Fighting and monitoring discrimination in the labour market needs to be ensured, also by working closely with Labour Inspection.
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**HEALTHCARE**

Mainstream measures, included in the National Strategy for Health.	Greater focus on tackling the health inequalities of Roma, in particular in socially excluded localities is needed. Specific attention needs to be paid to Roma women and children. Measures improving access to vaccination programmes, medical checks up, prenatal and postnatal care, family planning, sexual and reproductive healthcare should be taken. Sustainability of activities and monitoring of outcomes should be ensured. Health mediators (also of Roma origin) should help this process and therefore their role should be reinforced. Awareness-raising activities targeting both the healthcare professionals and the Roma community should be strengthened. The lack of GPs in disadvantaged regions should be addressed.
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**HOUSING**

Adoption of the Strategy for Social Housing 2015-2025 which will be the basis for the Social Housing Law to be approved in 2017. Social housing construction to be supported by the ERDF in the framework of social inclusion programmes.	Housing interventions should be part of an integrated approach. Discriminatory unlawful practices by some landlords towards Roma, in particular in socially excluded localities (renting low-quality, overpriced, residential hostels, abusing state housing benefits for the socially vulnerable Roma) which leads to residential segregation needs to be addressed. Desegregation measures should be reinforced. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). An adequate system of supervising and monitoring the construction, maintenance and upgrading of existing flats and control mechanism over the distribution of social housing should be put in place in order to ensure that Roma are not excluded but enjoy equal access to available quality social housing opportunities.
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**STRUCTURAL MEASURES**

<b>KEY ELEMENTS</b>	<b>ASSESSMENT</b>
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**COOPERATION AND COORDINATION**  
(NRCP, civil and local actors, equality bodies, transnational cooperation)

NRCP involvement in coordination, design and monitoring of policies. Close cooperation with the Agency for Social Inclusion, methodological support given to regions, financial support provided to the Coordinators for Roma Affairs established by the regional authorities and to the field work. Increase of human resources capacity of the NRCP. Involvement of the NGOs in consultation process on policies such as the Action Plan for Inclusive Education. There is well established cooperation with Equality body.	Effective, transparent coordination mechanism among all stakeholders should be promoted. This process should be facilitated through the National Roma Platform. Significant barriers such as lack of capacity, sustainable funding of the civil society as well as resistance of local authorities to implement integrated sustainable measures need to be further addressed.
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**MONITORING**

Internal evaluation of the Roma Integration Strategy by the NRCP in close cooperation with Committee for cooperation with local authorities, the Committee for monitoring, the Agency for Social inclusion, Working Groups for International Cooperation. Monitoring is also ensured through reports by Regional Coordinators for Roma Affairs. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.	Monitoring and reporting of the impact of mainstream measures on Roma should also be ensured. Stronger involvement of the NGOs and other stakeholders is needed, as well as providing a dedicated budget for external evaluation.
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**FUNDING**

In the 2014-2020 a total of €1.9 bio (€1 bio ERDF, €825 mio ESF and €108 mio of EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount, the Czech Republic also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €200 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.

Complementarity of funds and introduction of specific investment priority for the integration of disadvantaged groups such as Roma is seen as positive. It allows for explicit but not exclusive targeting and better monitoring of results.

It is important to ensure that the planned interventions under 2014-2020 programming period effectively reach the most vulnerable. To this end, the quality and result oriented projects need to be launched without any delay. It also has to be ensured that ESIF funds are used for desegregation and do not contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation).

Existing possibilities to support Roma inclusion under the European Agricultural Funds for Rural Development should be better exploited.

**SUMMARY OF KEY FINDINGS**

Positive progress has been made to promote equal access of Roma children to inclusive mainstream education. Targeted interventions through a coordinated approach with the use of ESIF funds in selected socially excluded localities is also seen as a positive step forward. Stronger efforts are needed to fight against discrimination in all areas. The adequate measures need to be taken to improve the access of Roma to the labour market, health services and social housing. Significant barriers such as lack of capacity, sustainable funding of the civil society as well as the resistance of local authorities to implement integrated sustainable measures need to be further addressed.

**ESTONIA**

**HORIZONTAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.**

Mainstream and targeted measures have been reported. Measures on awareness raising through projects such as: visual-anthropological project 'Estonian Roma community through the eyes of Roma children' or the exhibition 'We, the Roma'. The organisation of an annual Remembrance ceremony on the day of Roma holocaust on 2nd of August. Adoption of the strategy of Children and Families 2012-2020 and the adoption of the new Child Protection Act.

It should be clear to what extent Roma women benefit from the mainstream policies and measures. Results of projects specifically addressed to Roma women and benefits of mainstreaming for Roma women should be monitored and properly followed-up.

**POVERTY REDUCTION**

There are no targeted measures to address the poverty rate among Roma.

Monitoring and assessing the impact of the mainstream measures on Roma is recommended.

**POLICY AREAS**

**KEY ELEMENTS**

**ASSESSMENT**

**EDUCATION**

Measures provided under the National Educational Reform which are also accessible to Roma students. Measures aiming at the improvement of quality of study counselling for children from families of newly arrived immigrants and Roma people.

Assessing the impact of the mainstream educational measures on Roma should be considered. To that extent, evidence gathering on educational outcomes and the impact of these measures on Roma children should be developed.

**EMPLOYMENT**

Employment measures are provided through the mainstream active labour market policies in line with the 2012-2017 Strategic Action Plan of the Ministry of Social Affairs.

A targeted approach to ensure the access and increased participation of Roma to mainstream employment measures should be considered. Monitoring the impact of the mainstream employment measures on Roma should be ensured.

**HEALTHCARE**

Support is provided through the mainstream healthcare policy measures. The National Health Plan does not foresee any measures targeting Roma explicitly.

The impact of health policy measures should be measured in order to ensure that the needs of the Roma are met.

**HOUSING**

Support provided through the National housing policy measures.

Effective monitoring mechanism to assess the extent of the impact of the mainstream measures on housing for Roma should be considered.

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP coordinates and monitors the process of Roma Inclusion at the national level. The NRCP put in place the National Roma Integration Council which brings together representatives from different ministries, local governments and civil society organisations.

Further empowering the National Roma Contact Point is recommended. Consider training for Roma civil society to effectively contribute to the monitoring and implementation of the policy measures on Roma. The coordination between the NRCP and the equality bodies should be improved.

**MONITORING**

Monitoring is performed through an integration monitoring survey every 3-4 years. The most recent one was released in the spring of 2015. Annual integration report to assess the progress of the measures of the National Strategy 'Integrating Estonia 2020'.

Evidence-gathering as a basis for systematic monitoring should be developed to measure the impact of mainstream policy measures on Roma. Involvement of the civil society organisations in the monitoring of the policy measures on Roma should be better addressed.

**FUNDING**

In the 2014-20 period a total of €469 mio (€254 mio ERDF, €134 mio ESF and €81 mio EAFRD). has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). There is no specific funding explicitly targeting Roma under the ESIF Operational Programmes. The Investment Priority on the socio-economic integration of marginalised communities, such as Roma, was not selected.

There is no Roma-specific targeted funding under the ESIF funds in the current programming period. It is therefore essential that the Roma inclusion interventions mainstreamed into all relevant policy areas are closely monitored and their impact on the situation of Roma properly assessed and translated into policy design

**SUMMARY OF KEY FINDINGS**

Some progress has been made concerning the coordination and cooperation aspects through the establishment of the National Roma Integration Council which brings together representatives from different ministries, local governments and Civil Society Organisations.. Better involvement of civil society in the monitoring of policy measures should be ensured.

Besides the areas of antidiscrimination and culture, Estonia reports predominantly mainstream measures. It is important that the Roma inclusion interventions mainstreamed into all relevant policy areas are closely monitored and their impact on the situation of Roma properly assessed and translated into policy design. Further empowering the National Roma Contact Point is recommended. Assessing the impact of the mainstream educational measures on Roma should be considered.

## FINLAND

### HORIZONTAL MEASURES:

#### FIGHTING DISCRIMINATION, PROTECTION OF ROMA CHILDREN AND WOMEN

KEY ELEMENTS	ASSESSMENT
<p>New antidiscrimination legislation, training of stakeholders in designing equality promotion plans</p> <p>Capacity-building for NGOs representing minorities</p> <p>Transnational workshop on anti-Roma discrimination</p> <p>Anti-discrimination campaigns targeting employers, study on monitoring of labour market discrimination, Diversity Charter employers-network</p> <p>Survey on hate speech and harassment</p> <p>Government action plan for gender equality 2012-2015, study on violence experienced by Roma women</p> <p>Several measures targeting and protecting Roma women encompassed in a strategic framework</p>	<p>Sustainable funding for antidiscrimination and capacity building, including for Roma youth should be ensured.</p> <p>Correct criminalisation of anti-Roma rhetoric, hate speech and hate crime should be ensured<sup>34</sup></p> <p>Safeguards to ensure that antidiscrimination measures in employment effectively reach Roma and their extension to other policy fields could reinforce results.</p> <p>It should be ensured that lessons learnt from surveys guide development of actions and feed reporting.</p> <p>More focus on implementation and reporting of results of tailor-made measures targeting Roma women and similar measures supporting their employment are needed.</p>

### POLICY AREAS

KEY ELEMENTS	ASSESSMENT
<b>EDUCATION</b>	
<p>Introduction of compulsory final year preschool education</p> <p>Focus on cooperation between schools and Roma families, fighting early school-leaving, supporting transition between different stages of education and to employment</p> <p>State subsidies and professional support for local education providers on early childhood and primary education for Roma</p> <p>Culturally sensitive school curriculum designed with Roma involvement</p> <p>Support to Romani language activities, preservation of cultural heritage, teaching and research of Romani language/culture at Helsinki University</p>	<p>Compulsory preschool education is an important first step to fight early school leaving, but it should be combined with early targeted support throughout school life to avoid Roma children leaving school early and to improve their educational attainment.</p> <p>The positive role of the Roma advisory board should be further exploited in planning and extending support to further municipalities.</p> <p>Developed culturally sensitive services, curricula, other tools should be widely disseminated.</p>
<b>EMPLOYMENT</b>	
<p>Mainstream interventions (on employability, counselling, training, cooperation with local businesses including under Youth Guarantee)</p> <p>Adult education services with Roma support staff and survey on education needs of adult Roma</p> <p>Targeted support programme to enable Roma labour market entry with participation of social, employment, housing officers and education actors at local, regional and national levels.</p> <p>Multidisciplinary approach based on cooperation between multiple actors, involvement of private sector</p>	<p>Safeguards to ensure that mainstream employment measures reach Roma should be introduced and their impact on Roma should be monitored and reported.</p> <p>Awareness-raising of the use of available EU funding could enhance employability of Roma.</p> <p>Targeted small-scale employment programmes should be transferred to further municipalities, and measures to support self-employment and entrepreneurship could be considered to increase employment, especially among young Roma.</p>
<b>HEALTHCARE</b>	
<p>New focus on health and welfare of multicultural population</p> <p>Study on experiences of discrimination in social and health services and planned Roma wellbeing study</p> <p>Developing culturally sensitive health and social services for elderly Roma</p>	<p>Funding and implementation of planned Roma wellbeing study is to be ensured.</p> <p>Information on the needs and challenges should be used to develop targeted approaches and safeguards to ensure that all Roma groups have access to quality health and social services.</p>

<sup>34</sup> The incorrect transposition of Framework Decision 2008/913/JHA has led to a lack of criminalisation of bias motivated hate speech especially over the internet.



**HOUSING**

Small-scale housing counselling and mediation project  
Training for local and civil actors on practices to promote equal opportunities in housing  
Survey on discrimination experience of Roma in housing and intra-community relationships

Non-discriminatory access to affordable housing for all Roma groups is increasingly a challenge that should be addressed with explicit measures and sustainable funding based on lessons learnt from surveys.

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The coordination mechanism consists of national and regional advisory boards on Romani affairs' and a growing number of municipal Roma action groups (local start-up Roma organisations, voluntary organizations, Roma volunteers)  
Annual consultation days on NRIS implementation, good practices, funding possibilities  
Youth participation measures (participatory methods, Roma youth club, Roma youth council)  
Transnational civil cooperation projects at the local level with Romanian municipalities targeting mobile Roma (community development, gender equality, youth participation)  
National Roma Platform has a strong gender dimension and link to NRIS monitoring and reporting.

Strong focus on promotion of Roma (including youth) public participation, capacity building and empowerment should be maintained for sustainable results.  
Successful initiatives, such as municipal Roma action groups, Roma youth councils and clubs should be multiplied.  
The resources (time, financial, human) to enable the NRCP to carry out its coordination and monitoring role should be reinforced.  
Close cooperation with between the NRCP and the equality body should be ensured.

**MONITORING**

National Discrimination monitoring group  
Use of surveys to monitor discrimination  
Information sources for monitoring include hearings, studies and surveys, qualitative action research

Reintroduction of working group to coordinate and monitor NRIS implementation should be considered to ensure necessary resources for the overview and monitoring of the NRIS.  
Lessons learnt from surveys and studies should be fed into reporting and policy review.

**FUNDING**

In the 2014-20 period a total of €248mio (€100 mio ESF, and €148 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). There is no specific funding explicitly targeting Roma under the ESIF Operational Programmes. The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected. ERDF OPs do not invest in housing, health and education infrastructure and have no specific measures targeting Roma. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.  
Several NRIS measures have been funded by a non-profit association with a legal monopoly statute (Slot Machine Association RAY), including support to (pro)Roma NGOs networking and empowerment, projects targeting Roma women and elderly. The fund allocation is guided by an agreement with the NRCP.

Strong involvement of Roma in line with the partnership principle.  
Lack of sustainable funding for upscaling and transferring successful pilot measures and for appropriate coordination and monitoring remains a challenge to be tackled, including by better use of existing possibilities under the EU funds for Roma inclusion.

**SUMMARY OF KEY FINDINGS**

Finland's approach to Roma integration puts the focus on targeted measures and less on how effective equal access for Roma to mainstream measures is ensured. Roma-targeted measures are mainly in the areas of education, monitoring, antidiscrimination and empowerment, while in antidiscrimination broader, mainstream measures are also presented. Finland made steps to address several gaps highlighted in the 2014 assessment (e.g. monitoring and tackling discrimination in housing, improving enforcement of antidiscrimination laws, supporting Roma empowerment). Positive steps taken in the areas of education, fighting (multiple) discrimination, local action and empowerment should be recognised. The growing focus on Roma (youth) participation and the strong emphasis on gender aspects, culturally sensitive services are clear

strengths to be maintained. Lessons learnt from surveys and studies should guide development of concrete actions with sustainable funding. Resources for monitoring should be ensured to feed better reporting on achieved results. Upscaling and transferring successful actions and ensuring their sustainable funding is key in order to address remaining challenges regarding Roma access to employment, healthcare and housing. The resources enabling the NRCP to carry out its coordination and monitoring role should be reinforced.

## FRANCE

(Gens du voyage are included under umbrella term Roma)

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN

In cases of proven discrimination or exclusion, sanction falls within the overall legislative framework penalising any discrimination between natural and legal persons on the basis the Criminal Code. (According to the constitution, the Government addresses the issue of 'Roma' regardless of their ethnic origin).

'Romcivic' project for inclusion and citizenship of people living in slums and shanty towns, partly financed by NRCP. This project is run with the help of a team of 24 young volunteers, including 18 from Eastern Europe and living in settlements.

Activities on active citizenship of people living in slums, promoting social and economic participation in society and developing mediation in the fight against inequalities.

Activities aimed at fighting discrimination, stereotyping media coverage, prejudices against Roma and combating anti-Roma rhetoric and hate speech are to be further addressed. Preventing forced evictions of Roma requires better enforcement of anti-discrimination legislation and existing safeguards.

Although the constitutional framework does not facilitate the collection or use of ethnic data, it would be useful to know which policies/financing directly benefit Roma and Travellers.

It should also be clear to what extent Roma women benefit from the mainstream policies and measures. Measures addressed specifically to Roma women should be considered.

#### POVERTY REDUCTION

The multi-annual plan for combating poverty (2015 – 2017). Roma and travellers (gens du voyage) are targeted within this mainstream measure for poor people. 12 million euros have been allocated for 3 years for a multiannual plan against poverty. In 2015, 55 projects were funded.

The government has undertaken a policy of support to specific actions targeting people living in illegal settlements and travellers.

In addition, NRCP identified 148 local integration projects targeting inhabitants of slums.

The impact of policy measures should be measured in order to ensure that the needs of the Roma are met. The main challenge within the context of the plan for combating poverty is to assess whether and to what extent the measures reach the Roma.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Projects financed by the NRCP within the context of the multi-annual plan for combating poverty, allowing more than 1000 children to attend school.

The impact of policy measures should be measured in order to ensure that the needs of the Roma are met.

Actions in early childhood education could be intensified.

Measures directly targeted to the Roma should also be considered.

The reform of compulsory education (2013-2017) is giving a high priority to early childhood education including the participation of children under 3 years. Whilst first positive results are observed, efforts could be intensified to meet the quantitative and qualitative objectives.

#### EMPLOYMENT

Roma are targeted within the mainstream measures for the unemployed people.

Projects are financed by the NRCP within the context of the multi-annual plan for combating poverty and local integration schemes (709

Local integration projects are promising; however, the impact of employment policy measures should be measured in order to ensure that the needs of the Roma are met.

Further efforts are needed in order to ensure sustainability of the

<p>people, out of a little more than 4000 involved in 46 projects, were employed.)</p>	<p>projects in place. Discrimination in access to the labour market should be firmly tackled with a concrete set of responsive measures.</p>
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**HEALTHCARE**

<p>In the context of integration schemes introduced locally of the 43 projects for which data has been collected in October 2015, 2315 people benefited from accompanying measures of health out of 4825 persons concerned by these projects (around 48 %).</p>	<p>The impact of health policy measures should be measured in order to ensure that the needs of the Roma are met. Targeted measures to address the specific health needs of the Roma people, in particular those of vulnerable women and children should be introduced. Poor and unhealthy living conditions in settlements as well as evictions have a significant negative impact on Roma health. Administrative procedures make the Roma's access to health difficult. Roma health mediators could improve the situation.</p>
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**HOUSING**

<p>The numbers of halting areas dedicated to travelers is constantly increasing. Within the context of the multi-annual plan for combating poverty, more than 2106 people have accessed housing. ADOMA (a public company in charge of housing for migrants) provides support to volunteers in social engineering with the aim of upgrading slums.</p>	<p>The AIOS platform (Home, Information, Orientation, and Tracking) allows the diagnosis and individualised monitoring of inhabitants of the settlements. Active in seven settlements in Ile de France in 2015, this platform will be deployed throughout the region in 2016. However, the difficult housing situation of Roma continues to deserve further attention. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). . . Specific attention should be focused on affordability and tenure security, whilst keeping an integrated approach to remove/alleviate the poverty of Roma is strongly recommended.</p>
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**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

<p>The NRCP is the DIHAL (Délégation interministérielle pour l'habitat et l'accès au logement). The authorities also maintain a dynamic and innovative action in the context of transnational cooperation, especially in decentralised cooperation with Romania. The projects conducted in the area of social inclusion within the framework of decentralized cooperation cover quite diverse actions. The new National Consultative Commission of Travellers was installed by the Minister of Housing and held its first working meeting in December 2015.</p>	<p>Since 2012 the DIHAL assumes the management and organisation of the national policy accompanying the elimination of unauthorised settlements, ensuring that all stakeholders are included in the process. There is an overall need for better involvement and cooperation among all relevant stakeholders in the process. Roma need to be involved in the design of Roma inclusion policies at national level but also in the monitoring phase of these policies. There is a transnational cooperation between France and other Member States, mainly Romania. The sustainability of such initiatives is a key issue to be particularly addressed in order to ensure a successful and durable impact of the measures foreseen.</p>
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**MONITORING**

<p>Monitoring of the policy is ensured by the NRCP which initiated two studies in 2015 on the incentives and obstacles encountered in the path to integration of migrants who lived in the slums. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.</p>	<p>Monitoring the impact of mainstream measures and activities undertaken on Roma should be prioritised. The results of this monitoring should be fed into the policy review</p>
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**FUNDING**

During the 2014-20 period a total of €3.2 bio has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount, France also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €8 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.

A mechanism should be put in place to measure the impact of EU funds in supporting Roma integration  
Further use of existing possibilities under the EU funds to support Roma inclusion should be considered.  
EU funds should contribute to desegregation and under no circumstances should contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation).

**SUMMARY OF KEY FINDINGS**

Poor and unhealthy living conditions in settlements as well as evictions have a significant negative impact on Roma living conditions. However, the new plan for combating poverty and locally implemented projects targeting people living in shanty towns should help to improve the situation of Roma. The impact of mainstream policy measures should be measured in order to ensure that the needs of the Roma are met. An appropriate monitoring mechanism should be put in place and lead to a policy review.

**GERMANY**

**(Sinti are included under the umbrella term Roma)**

**HORIZONTAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.**

A broad range of activities are taken on fighting discrimination and anti-Gypsyism, including financial support provided to the Documentation Centre of German Roma and Sinti and to 9 pilot projects under the new federal program against racism and right-wing extremism.  
There are also plenty of awareness raising and sensitising measures made available to service providers, teachers, police officers etc. Intercultural dialogue and understanding is also promoted through school education. Support is provided to Roma youth. Roma women and children are protected through mainstream but also specific measures.

Activities aimed at fighting discrimination, stereotyping media coverage, prejudices against Roma and combating anti-Roma rhetoric and hate speech are welcomed. Public authorities and representatives of Roma communities should continue to work together. The findings of the extensive ongoing discrimination survey conducted by the Equality body should be translated into policy recommendations.

**POVERTY REDUCTION**

Community development projects promoting integration.

It is important to ensure that the services reach the most vulnerable.

**POLICY AREAS**

**KEY ELEMENTS**

**ASSESSMENT**

**EDUCATION**

Mainstream measures providing formal and non-formal education, number of initiatives/projects at federal and in particular national levels (Länder) promoting early childhood education and care, increasing attendance and attainment of Roma children in primary education, providing language support, parental support, preventing early school leaving, promoting vocational training, promoting diversity and multiculturalism in all educational levels. Recommendations 'Together for a better education' developed by the Working group on education of Sinti and Roma.

Intensified efforts in education as a crucial element for supporting inclusion. Starting support as early as possible by investing in early childhood education and care infrastructure and extending the availability of places are seen as positive, as is the extension of all day places in schools. Recommendations of 'Together for better education' should be reflected and translated into practice. Evidence gathering on educational outcomes and the impact of these measures on Roma children should be developed.

### EMPLOYMENT

Roma are targeted under mainstream measures. Individual, holistic approaches are applied by the employment services Trainings, language support, counselling services and are carried out. Intercultural competence trainings are provided to the civil servants working in public employment services. Specific attention is paid to school career guidance and youth. In addition, there are also some regional ESF projects specifically targeting Roma aiming at improving their employability.

Using the individual, holistic approach, focusing on school-to-work transitions for vulnerable groups, promoting vocational training should improve the employment prospects also for Roma. Evidence gathering should be developed to assess the impact of these measures on Roma.

### HEALTHCARE

Roma can benefit from mainstream policy measures. In respect of those without registration and not having healthcare insurance coverage, the focus is on preventive, protective measures, in particular vaccination of children, family planning and health awareness raising activities, also with a great support from the NGO sector.

The access of Roma (not being German nationals) to health is limited due to the lack of registration/healthcare insurance coverage. Further efforts are needed to outreach these vulnerable people, also through communities' participation in health and social care initiatives.

### HOUSING

Social housing provided at state and municipal level. 'Nostel' project concept providing temporary accommodation for families with children in emergency situation, aiming to also help homeless Roma families. Project on inclusion of Roma as tenants, promoting tenants' rights, preventing termination of contracts or evictions. Further investments in social regeneration of urban deprived areas under the urban development strategies.

While the ERDF in Germany cannot grant support to housing within the frame of the 2014-2020 programming period, investments in social regeneration of urban deprived areas under the urban development strategies can be funded.

Further attention needs to be paid to eliminate discriminatory practices, in particular in the area of private rental housing.

## STRUCTURAL MEASURES

### KEY ELEMENTS

### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

Involvement of the NRCP in coordination of reports. New 'Advisory Council for concerns of German Sinti and Roma' established in the Ministry of Interior Affairs. Ongoing process of several states (Länder) to include Sinti and Roma as minority in the constitution. The cooperation with the Equality Body is well established. Transnational cooperation between DE, RO and BG municipalities, providing technical and administrative assistance in project design and development.

Enforcing the institutional capacity of the National Roma Contact Point should be considered, it could also contribute to its visibility towards relevant stakeholders.

The activities with respect to empowerment of Roma civil society organisations and Roma youth are seen as positive and should be continued.

### MONITORING

Study 'IMA' by Berlin, reports by NRCP, surveys.

Evidence gathering should be developed to enable assessment of the situation and the impact of mainstream measures and targeted activities on the Roma.

### FUNDING

Roma inclusion has been supported by national and ESIF funds under various types of mainstream measures. In the 2014-2020 period of total of €5.2 bio (€596 mio ERDF, €2.5 bio ESF, €2.1 bio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged people (including, but not limited to Roma). The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected.

Existing possibilities under the ESIF funds to support inclusion Roma should be further exploited and effectively implemented.

## SUMMARY OF KEY FINDINGS

There are increased efforts in all key areas. However, the lack of more precise knowledge on the situation of Roma makes it difficult to evaluate the social and economic effects of the policy measures (mainstream and targeted) taken. Therefore, evidence gathering should be developed. Support provided for the empowerment of Roma civil society organisations as well as Roma youth is seen as very positive. The findings of the extensive ongoing discrimination survey conducted by the Equality body should be translated into policy recommendations.

## GREECE

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Fighting stereotypes and prejudices through promoting culture (films, stories), project 'With Roma at the Museum'. Protection of Roma women and children addressed under the mainstream measures.

The effective practical enforcement of antidiscrimination legislation needs to be ensured. Many of the Greek citizens of Roma origin lack civil registration. This creates barriers to enjoyment of their basic civil rights. The same applies to Roma children. These issues need to be urgently addressed. Desegregation measures, in the areas of education and housing, should be properly implemented and accompanied by awareness-raising activities and appropriate training. Activities aimed at fighting stereotyping media coverage, prejudices against Roma as well as legal measures aimed at a correct criminalisation of anti-Roma rhetoric and hate speech should be taken.

Sensitising cultural competence measures and training on anti-discrimination legislation need to be provided to civil servants, police officers and other service providers. Support for multiple disadvantaged Roma women and Roma children, should also be strengthened within the Greek child protection system. Further work with families should continue.

#### POVERTY REDUCTION

Support structures for vulnerable groups, including Roma

It is important to ensure that the services reach the most vulnerable. It is also important to ensure complementarity of interventions and monitoring of impact. To this end mapping as a precondition for better targeting of interventions should be put in place.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Mainstream inclusion measures such as combatting early school leaving, fighting low-achievement, and developing educational and training structures. Focus on early childhood education and care as well as enrolment of children in primary schools. Policy incentives such as tax benefits provided to low income parents. Specific Roma education programmes supervised by the Aristotle University, Thessaloniki and the National & Kapodistrian University of Athens

Systematic measures are needed to reinforce inclusion of Roma children in all levels of education, including early childhood education and care, preschool and primary education. Proper monitoring of participation levels as well as early school leaving and low-achievement is necessary with provision of support measures where needed. Desegregation measures need to be put in place. Vocational education and training should be prioritised.

#### EMPLOYMENT

Mainstream measures, as well as targeted projects to improve Roma' employment opportunities through counselling, continuation of 'Support Centres for Roma and other vulnerable groups', seasonal jobs.

Integrated interventions are needed to facilitate the access of Roma to the formal labour market and to fight undeclared work, under which most Roma fall under. Promoting Roma entrepreneurship should be prioritised. Attention is needed to fight discriminatory practices in the labour market.

#### HEALTHCARE

Continuation of 'Support Centres for Roma and other vulnerable groups' providing first degree health services, counselling services, vaccinations.

Greater focus in ensuring health insurance coverage is needed. This issue is partly linked to the lack of Roma registration. Tackling health inequalities of Roma, in particular in the most deprived areas should be prioritised, in addition to improving local accessibility of health services in these regions. Further attention should be paid to Roma women and children.

	The health mediators (also of Roma origin) should assist in this process and therefore their role should be reinforced. Awareness-raising activities targeting both the healthcare professionals and the Roma community should also be put in place.
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#### HOUSING

Investments in improving living conditions and basic infrastructure in the Regions of Thessaly and Eastern Macedonia and Thrace.	Housing interventions should be part of an integrated approach with the long-term objective of desegregation. Relocation of Roma settlements and evictions should be accompanied by adequate measures, including offering adequate alternative housing. Engagement of local actor with the representatives of Roma communities in this process is of crucial importance.
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### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

NRCP coordination role with regions, line ministries and Roma representatives. Cooperation between the NRCP and the Equality Body established.	Effective, transparent coordination mechanism among all stakeholders should be promoted. The NRCP should play a stronger role in this process. Its visibility towards regions as well as to civil society organisations is crucial. This process should be facilitated through the National Roma Platform. Significant barriers such as lack of capacity, sustainable funding of civil society and local authorities to implement integrated sustainable measures should be addressed.
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#### MONITORING

The monitoring mechanism is designed but not yet fully operational. The mapping exercise is completed.  Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.	The mechanism should become fully operational to monitor the impact of the measures. To this end the results of the mapping exercise shall be used to better target the interventions
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#### FUNDING

For the period 2014-2020 period a total of €1.3 bio (approx. €239 mio ERDF, €787 mio ESF and €300 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and discrimination, targeting actions to the socially disadvantaged (including, but not limited to Roma). Roma are explicitly but not exclusively targeted under the regional programmes when it comes to social inclusion, education and employment measures. Greece selected the new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €73 mio.	Fragmented and scattered projects proved to have no impact. Therefore, it is necessary to use funding to develop integrated policy measures, and their effective and sustainable implementation. Monitoring is a crucial part of this process.
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### SUMMARY OF KEY FINDINGS

The situation remains almost unchanged. No new measures following the Recommendation or new initiatives have been taken since 2014 in order to translate the strategy into concrete actions which would lead to the improvement of the situation of Roma. Interventions are limited and fragmented, bringing no sustainable results. The situation in all areas is deteriorating. Systematic, long-term policies carried out within an integrated approach, effective use of available funding, monitoring and evaluation of the impact, efficient coordination between national and local level, involvement and constructive dialogue with Roma civil society are crucial to move the process of Roma integration forward.

## HUNGARY

### HORIZONTAL MEASURES

KEY ELEMENTS	ASSESSMENT
<b>FIGHTING DISCRIMINATION, PROTECTION OF ROMA CHILDREN AND WOMEN</b>	
<p>Multiple targeted measures (planned) in the areas of culture, history, education, Roma empowerment, capacity building and media. No specific antidiscrimination measures targeting non-Roma reported. Ongoing/planned prevention programs target child abuse, human trafficking, domestic violence, community conflict and prostitution.</p>	<p>Main challenge identified is the persisting segregation in education and housing due to the lack of proper implementation of anti-discrimination legislation, further aggravated through recent legislative changes and national case-law. Prevention of forced evictions of Roma requires better enforcement of anti-discrimination legislation and existing safeguards. Robust safeguards and measures (targeted at non-Roma) should be introduced to fight discrimination and prevent indirect discrimination; to fight hate speech and hate crime.<sup>35</sup> Overrepresentation of Roma children in institutional care should be tackled (including by fighting indirect discrimination through providing clear guidance for child protection professionals) and tailored and age-appropriate assistance to child victims of trafficking (especially in state care) should be improved. Whilst targeting of Roma women especially in employment and health is welcome, a more systematic targeting of Roma women with sufficient funding and safeguards is needed in each of the substantive policy areas, as well as in the fight against violence. Planned measure sensitising civil servants on equality should be stepped up</p>
<b>POVERTY REDUCTION</b>	
<p>Ongoing/planned measures fighting child poverty and promoting child welfare Mainstream measures (central utility cost reductions and public work)</p>	<p>Extending positive measures (Sure Start children houses, free school meals, Roma foster parents), and ensuring that social assistance effectively reaches the most vulnerable can contribute to fighting child poverty. An evaluation should be performed on the impact on Roma of general measures on poverty reduction and of the revisions to the rules of eligibility for child benefit and the change in definition of 'multiple disadvantaged' (used in targeting.)</p>

### POLICY AREAS

KEY ELEMENTS	ASSESSMENT
<b>EDUCATION</b>	
<p>Compulsory kindergarten from age 3 and measures aimed at improving quality, equity and inclusiveness of education with new commitment under 2014-20 ESIF OPs to desegregation and inclusive education New early school-leaving strategy Targeted and mainstream scholarships and college support, After-school activities, second chance programs Pilot teacher training program with focus on working with disadvantaged/ Roma children</p>	<p>Segregation should be tackled through legislation, inclusive reforms of public education and explicit measures with appropriate funding. The impact on segregation trends and Roma school attainment should be monitored and reported. The education system is unable to reduce the impact of socio-economic disadvantages on educational outcomes. The early school leaving strategy still lacks a formally adopted action plan. Once adopted the action plan should be implemented in close coordination with all concerned sectors. Lowered age for compulsory school attendance and the likely reduction of the number of places following the change of the school maintaining authority of vocational secondary schools may negatively impact early school-leaving among</p>

<sup>35</sup> The narrow interpretation of national provisions which transpose Framework Decision 2008/913/JHA criminalising bias motivated hate speech and hate crime led to high number of cases without indictments, confirming the need to strengthen the existing legal framework by a provision allowing for taking into account the racist and xenophobic motivation of any offence.



	<p>Roma. A 'whole-school' approach, involving all players, besides adequate preparation and incentives for teachers could help promote inclusive education and reduce early school-leaving.</p> <p>Specific teacher training centred on learners' diversity and positive targeted incentives promoting access of multiple disadvantaged children to kindergarten should be upscaled and extended to all levels of education.</p>
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**EMPLOYMENT**

<p>Multiple mainstream measures (extension of the Public Work Scheme, social economy, Youth Guarantee, Path to Work Programme, Job Protection Act, , family tax credit).</p> <p>Smaller scale targeted measures (employment of Roma women in public services, improving the employability of inactive Roma, social cooperatives)</p>	<p>Safeguards ensuring effective access for Roma to mainstream measures, monitoring and reporting their impact on Roma should be considered. Active labour market policy measures are entirely co-financed by ESF. National budget is oriented mostly towards the public work scheme, which does not seem to sufficiently promote the reintegration into the open labour market of those on the margins, nor to reduce poverty.</p> <p>Lack of measures on monitoring and fighting discrimination against Roma in the labour market should be addressed.</p> <p>Planned social clauses in public procurement and coordinated intervention of ESIFs including the rural development program could improve Roma employment.</p>
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**HEALTHCARE**

<p>Various mainstream public health initiatives are reported, some targeting disadvantaged regions, girls/women, and only one targeting Roma</p> <p>Health development programs in education institutions</p> <p>Targeted training for healthcare professionals on handling cultural differences in treatment</p>	<p>Sustainability of activities and monitoring of outcomes should be ensured.</p> <p>Targeting Roma under mainstream awareness, screening, vaccination programs and assessing their impact on Roma, and improved Roma involvement could bring results. Further measures to provide basic medical services addressing the health needs of vulnerable Roma women and children would improve results.</p> <p>In spite of the positive targeted measures to fill the General Practitioners' vacancies in the least developed areas, there still remain many areas lacking access to any primary healthcare service.</p>
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**HOUSING**

<p>EU-funded pilot housing measures were launched in the 2007-13 period.</p> <p>Several planned interventions are reported for 2014-20 (complex settlement program, social urban rehabilitation program, integrated territorial programs).</p>	<p>Positive elements to be further increased include focus on desegregation, lagging regions and those at risk; integrated approach combining infrastructure and human resource development; Roma involvement.</p> <p>More attention should be given to providing adequate housing in an integrated setting; legalising housing; preparatory and accompanying measures as part of a long-term approach; monitoring and reporting the impact on desegregation and access to quality services for Roma.</p> <p>Available allocations under 2014-20 ESIF should be used to the full. Proper targeting and coordination between stakeholders (policy makers, managing authorities, local actors) are essential.</p> <p>Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). Replacement of central housing maintenance subsidy with measures targeting the middle class (home loan support) has a negative impact on Roma.</p>
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**STRUCTURAL MEASURES**

<b>KEY ELEMENTS</b>	<b>ASSESSMENT</b>
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**COOPERATION AND COORDINATION**  
(NRCP, civil and local actors, equality bodies, transnational cooperation)

<p>NRCP is in charge of cross-sectoral coordination of NRIS implementation and monitoring and involved in sectoral coordination and funding decisions.</p>	<p>Transparency of the work of consultative bodies and inclusive involvement of all (pro)Roma civil society in the implementation and monitoring should be ensured, including under the national Roma</p>
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Consultative bodies are in place. Roma representation takes place through the national Roma self-government. There are regular consultations between the NRCP and the Equality Body. Revision and monitoring of local equal opportunity plans are ongoing. District social inclusion roundtables to coordinate local equal opportunity plans. New Economic Forum to involve economic actors in NRIS-implementation. Hungary will receive Commission support to set up or develop a National Roma Platform.

platform. Funding, implementation and monitoring of local equal opportunity and desegregation plans and capacity building of local authorities need to be ensured. The participation of the Roma in the participatory regional planning should be ensured and evaluated.

#### MONITORING

NRIS monitoring and indicator system in place  
Ongoing development of data collection methods, national segregation database, poverty mapping  
Good practice collection and dissemination for local planning  
Desegregation indicators in 2014-20 ESIF OPs  
Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.

Monitoring and reporting of the impact of mainstream measures on Roma should also be ensured. The link between program monitoring and monitoring of societal changes could be developed. The outcomes of the monitoring system should be channelled into policy review.

#### FUNDING

In the 2014-20 period a total of €2.4 billion (€863 mio ERDF, €1.1 billion ESF and €402 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**). Under this amount Hungary (in three Operational Programmes) also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €470 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.

Improved reporting on the results achieved could drive policy review. Evaluation of interventions targeting or mainstreaming Roma inclusion should be carried out to ensure proper monitoring of funds used for Roma inclusion. It has to be ensured that funds are used for desegregation and under no circumstances to contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation). The planned multi-fund integrated approach and the combined use of territorial targeting of the most disadvantaged areas, explicit Roma targeting and specific support targeting women and children are positive, but should be further reinforced. Delays in the coordinated implementation of the program for the least developed micro-regions should be prevented to ensure the effectiveness of support schemes. The active involvement of Roma representatives in the work of the Monitoring Committees could be further supported through capacity building. Existing possibilities to support Roma inclusion under the EAFRD (interventions on social enterprises, development of basic services in rural areas) and the community-led local development (LEADER) method for mobilising rural communities should be better exploited for Roma inclusion.

#### SUMMARY OF KEY FINDINGS

Hungary's approach to Roma integration includes a high number of measures covering all areas of the Council Recommendation, with most measures in education, employment and poverty reduction. With the exception of antidiscrimination, in all other areas a larger number of mainstream measures are complemented by a smaller number of targeted measures. Hungary has taken important steps especially in the areas of monitoring (data collection, steps towards segregation database and poverty mapping) and funding (planning multi-fund integrated approaches using territorial targeting and aiming to address segregation in housing), but the monitoring and reporting of the impact of mainstream measures on Roma could be further improved. Mainstream measures continue to go against the aims and thus undermine the results of the strategy. Key priorities to be more forcefully addressed include better enforcement of anti-discrimination legislation, systemic desegregation measures, fighting and monitoring discrimination, anti-Gypsyism, hate speech and hate crime through specific actions targeting key stakeholders and society as a whole. Inclusive involvement of broader pro(Roma) civil society in implementation and monitoring needs to be ensured.

## IRELAND

(Travellers are included under umbrella term Roma)

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Training sessions for the police force providing them with instructions on strategies to be employed for the Roma population with a specific focus on integration, equal protection and mutual respect. Ethnic Liaison Officers and Roma representative involvement.  
Annual Traveller Pride Week which aims to promote Traveller culture and achievements including to the wider population.  
Positive action to assist under-represented groups to participate in tertiary education.

The discrimination of Travellers persists in all areas of daily life including employment, education and housing. The lack of recognition of Travellers' ethnicity raises concerns about their sufficient protection under anti-discrimination legislation. Moreover, Ireland does not seem to have targeted any actions to combat antigypsyism in the form of hate speech and hate crime. The strengthening of legal measures to ensure the criminalisation of anti-Roma hate speech and hate crime as well as the monitoring of effective practical enforcement of criminal laws need to be ensured in all policy areas.  
Awareness raising campaigns targeting the settled population should be considered in response to local protests.  
In view of the over-representation of Traveller families in child care proceedings, the Child and Family Agency 'Tusla' should delegate a team to liaise with representatives and leaders of the Travelling community in devising a child protection strategy aimed at Travellers.  
Furthermore, the Irish authorities should roll out training programmes for social workers/child protection workers in consultation with ethnic minority representative groups and community leaders, with a particular focus on discrimination and empowerment of minority populations, including children. Foster families should actively be sought from the Roma and Traveller population.

### POVERTY REDUCTION

No measures are reported

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Mainstream action plan for educational inclusion addressing early school leaving and educational disadvantages 'Delivering Equality of Opportunity in Schools' (DEIS, from early childhood to secondary education).  
Schools are paid additional funding for students who have been identified as coming from the Traveller community.  
The Education Admission School Bill of 2015 aims at preventing refusals of enrolment on the grounds of ethnicity or race.  
National Plan for Equity in Access to Higher Education (2015-2019) for the first time sets a target to increase the participation of Travellers.  
Civil society led initiatives (Parent Child Home Programme, Teacher Training, Post Primary Education manual etc.)

Further monitor and evaluate the impact of mainstreaming actions on the level of educational attainment of Traveller pupils. Concerted efforts need to be made to raise the awareness of teachers to the effects of discrimination and the promotion of equal treatment.  
Promote access to early childhood education and support transition between the different levels of education<sup>36</sup> for Roma and Traveller children, including by targeted actions and closer parental involvement.  
Ensure sustainability for pertinent civil society initiatives.

<sup>36</sup> According to the 2011 Census, 1% of Travellers complete third level education, with 90% of Travellers finishing education before the age of 17.

**EMPLOYMENT**

The 'Special Initiative for Travellers' employment scheme supports job search, job coaching, individual support and assistance with enterprise development.  
Mainstream measures supporting second chance education 'Back to Education Allowance', self-employment 'Back to Work Enterprise Allowance', social enterprises 'Community Services Programme', training support and 'Community Employment' etc.  
Grants of the Department of Children and Youth Affairs promoting youth work initiatives, including targeted at young Travellers

The impact of these measures on Travellers and Roma should be evaluated and an evidence-based analysis provided.  
The unemployment rate among Travellers is still very high and the promotion of integrated and targeted approaches in education-housing-employment-health should be ensured.

**HEALTHCARE**

The majority of measures are mainstreamed. Targeted measures include enhancing access to primary health services, health education and Traveller Health Units. The Health Service Executive works to ensure that Travellers and Roma are identified as vulnerable groups when developing broader cross government strategies (e.g. Suicide Prevention, Plan on Domestic, Sexual and Gender Based violence, Healthy Ireland)

The impact of both mainstream and targeted measures on Travellers and Roma state of health should be assessed in terms of adequacy and effectiveness.  
Further targeted measures addressing the specific needs of the Travellers and Roma communities should be considered in order to promote their access to primary healthcare and improve their state of health with a special focus on vulnerable groups. Mental health is a primary concern for young Travellers (with an extremely high suicide rate) and other minority ethnic groups and targeted initiatives are urgently needed to ensure outreach by mainstream services.

**HOUSING**

All local authorities have adopted their Traveller Accommodation Programs for the period 2014-2018. These programmes set out the targets for the accommodation needs under the Social Housing Needs Assessment. Progress Reports measure local authority provision of Traveller accommodation in a given year against the target for that year contained in their Traveller Accommodation Programme (TAP).  
Annual Count of Traveller families by the Department of the Environment, Community & Local Government through the Local Authorities

There has been a worrying increase in evictions of Traveller families from Traveller halting sites also during the winter period and with no alternative accommodation provided. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). A winter moratorium on evictions is strongly recommended.  
The results of the progress reports are not communicated. Civil society reports that local authorities fail to fulfil their obligations under the 1998 Traveller Accommodation Act. There is underspending on improving the housing situation and providing sites for Travellers.  
Despite the critical housing situation, the national report does not provide information on the implementation of the Traveller Accommodation Programme (2014-2018).

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

Ongoing consultation process in order to draft a new National Strategy (strategic themes and objective identified in the first phases of the consultation whereas the last phase, to take place in May 2016, should lead to the adoption of an action plan).

Strengthening the capacity building of the civil society organisations and local authorities needs to be addressed.  
Cooperation with Travellers and Roma representatives at the local level should also be ensured and embedded in all activities (development, implementation and reporting stages).

**MONITORING**

Steering Group for the monitoring of the National Traveller and Roma Integration Strategy

Monitoring and reporting should be improved. An evidence-based and clear action plan with impact indicators should be implemented, in line with the new strategy.  
A mainstreamed approach is sufficient when outcomes are identical for all components of the target groups; when evidence shows a clear gap between the situation of Roma and Travellers versus the rest of society (e.g. regarding their health and housing situation), policies should be adjusted and specific measures should also be developed.

#### FUNDING

The National Traveller Partnership is funded by the Department of Justice and Equality (1.18 mio in 2015) and delivered by 14 local and 3 national Traveller organisations.

In the 2014-20 period, a total of €351 mio (€0 ERDF, €194 mio ESF and €157 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged **(including, but not limited to Roma/Travellers)**. There is no specific funding explicitly targeting Roma/Travellers under ESIF Operational Programmes as the investment priority relating to socio-economic integration of marginalised communities, such as Roma was not selected. Ireland has chosen the investment priority 'Combating all forms of discrimination and promoting equal opportunities'.

Secure funding for the implementation of the new Integration Strategy by defining a concrete action plan with targets, indicators, timeframe and budget.

Facilitate the use of national and EU funds to support capacity building for local authorities and civil society organisations.

#### SUMMARY OF KEY FINDINGS

Ireland has initiated a consultation process in order to draft a new National Integration Strategy which should be accompanied by a concrete action plan with targets, indicators, timeframe and budget. The focus is therefore on policy review in order to substantially improve the Travellers/Roma integration process. Steps to fight segregation in education have been taken in recent years and recently to promote tertiary education of under-represented groups. However, the lack of recognition of the Travellers' ethnicity does not support the practical enforcement of anti-discrimination legislation. Discrimination in all areas is closely linked to deeply rooted stereotypes and prejudices which calls for targeted actions to enhance protection and sensitise the settled population. Although Traveller Accommodation Programmes have been adopted by all local authorities for the period 2014-2018, progress on implementation has not been reported. The deterioration in the housing situation in terms of provision of sites and effective equal access to social housing is widely denounced by civil society. Strengthening the local level cooperation among local authorities, civil society and community representatives needs to be addressed. Improving the monitoring and reporting process would depend on the new Strategy and Action Plan formulation and allocated funding

## ITALY

(Sinti and Caminanti are included under the umbrella term Roma)

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN

Municipalities try to propose viable alternative solutions to the social and ethnic conflicts due to evictions and transfers.  
Measures relating to the fight against trafficking in human beings, promoting greater awareness about child, early or forced marriage and traditional harmful practices.  
The Dosta! Campaign has been transformed into continuous and permanent activities, aiming at promoting awareness-raising campaigns.  
NRCP has promoted support for Roma women-related initiatives, such as the Rowni network, that gathers Roma women living in Italy.

Some positive initiatives have been taken. However, they are either insufficient to ensure an articulated coordination between the national and local level and a constructive dialogue with civil society, or have yet to prove their efficiency. Preventing forced evictions of Roma requires better enforcement of anti-discrimination legislation.  
Trafficking in human being is still a big threat for the Roma population in Italy; awareness raising campaigns about child early forced marriages and other harmful practices and more involvement from the Roma community itself is needed. Although Italy has strong anti-trafficking legislation, there are just a few initiatives targeting the Roma population in a specific way (good example: CONFRONT – countering new forms of Roma child trafficking).  
The effective practical enforcement of antidiscrimination legislation as well as a correct criminalisation of hate speech and hate crime needs to be ensured

#### POVERTY REDUCTION

Some mainstream measures have been taken to reduce poverty, not targeting Roma directly.

Budgetary constraints are the main challenge to poverty reduction as well as the weakness and fragmentation of social services provision. However, in 2016 the adoption and implementation of a National action plan against poverty consisting of financial support for families with minors in very deprived circumstances linked to activation measures will improve the situation. It should benefit widely Roma families who are legally residing in the country.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

The main measure is the ‘National Project for the Inclusion and Integration of Roma, Sinti and Caminanti Children’  
A National Observatory for the Integration of Foreign Students and Inter-culture was established at the end of 2014. It became operational in 2015 and has a consultative, guidance and address mission.  
The ‘National project for the inclusion and Integration of Roma Sinti and Camminanti Children’, involving around 160 Roma pupils, has been renewed for the period 2015/2016.

The situation remained broadly stable compared to 2014. Roma integration policies are still subject to a step-by-step approach. There are large variations depending on the local context. A more integrated and structured approach should be considered.  
The measures are rather patchy as they also include some mainstreamed national projects on integration of foreign students and some local Roma targeted projects. However, it has to be taken into account that the estimated number of Roma pupils in Italy is very small.

#### EMPLOYMENT

Various measures have been launched, tested and/or implemented. To ensure access to employment, attention is paid to vocational training, refresher courses, internships and similar measures also dedicated to labour market re-entry.  
Transfer of the Spanish ACCEDER programme to Italy, supported by ESIF. For the moment, however, the project is at an early phase.

Some projects were undertaken by municipalities and a pilot scheme was tested but interventions appear fragmented with a lack of strategic guidance and coordination at the national level.  
Coordination would ensure a better consistency of expenditure and planning and it would allow for better monitoring. It would allow maximising the dissemination of the measures that work and correcting the ones which do not work.

#### HEALTHCARE

The national health system provides universal access to healthcare (including Roma people), prevention and uniform criteria for quality

The impact of health policy measures should be measured in order to ensure that the needs of the Roma are met.

services.  
Sectorial plan of action to tackle the health of all members of Roma communities, focusing on three main areas: ad hoc training for socio-health care workers; information and access to services for Roma; prevention, diagnosis and care.

Poor conditions in camps have a negative impact on Roma health. Further targeted measures to address the specific needs of the Roma people, in particular those of vulnerable women and children should be considered. Further cultural awareness-raising of healthcare professionals and health-related awareness-raising of the Roma community should be considered in order to improve Roma access to healthcare services.

#### HOUSING

The housing-related mapping exercise carried out by the association of Italian communes with NRCP's support.  
Numerous efforts to overcome the 'camps-system' have been made over the years in various areas of the Country, following differing experiences and proposals aimed at providing adequate housing solutions, in line with the needs of the beneficiaries, including their cultural needs, opportunities offered by the territories.

Discrimination of Roma people in housing has not fundamentally changed in the period under review. The existing initiatives have not been transformed into an overall coherent and effective strategy to deal with the vast scale of the systemic national problem.  
Overcoming the camps-system should be carried out within an integrated approach addressing simultaneously challenges in the areas of education, employment and health. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments).  
The mapping of Roma settlements in the Municipalities with over 15,000 inhabitants is useful to have a more accurate picture of the scale of the existing problems.

### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

NRCP has been engaged in promoting the establishment of both national and regional working groups along with capacity-building, informational and promotional activities, aimed, mainly, at both training and raising awareness of the local Plans of social inclusion.  
NRCP has continued working with NGOs including Roma and Sinti Federations.

Under the new EU Funds Planning, 2014-2020, specific resources for the NRCP (which also acts as the Equality Body) are intended for monitoring, evaluation and accountability purposes. It will help the NRCP to ensure a better coordination of the Italian Roma policy.

#### MONITORING

On a general note, managing Authorities remain those in charge of monitoring and evaluating their measures.  
Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF

No systematic monitoring and evaluation activities are being carried out by the NRCP on the implementation of the NRIS. This was further undermined by staffing issues in 2015.

#### FUNDING

In the 2014-20 period a total of €4 bio has been allocated to promoting social inclusion, combating poverty and discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma).  
Under this amount, Italy also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €71 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.

The use of EU, national and local funds for Roma needs to be optimised through a truly integrated approach. Making sure to fully utilise the resources envisaged under objective dedicated to Roma Inclusion can be considered a challenge.  
The representation of Roma NGOs in the Monitoring Committees of ESF Funds and at the level of the Partnership Agreement for Italy should be improved.  
It has to be ensured that funds are used for desegregation and under no circumstances to contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation).

### SUMMARY OF KEY FINDINGS

Italy has made limited progress in 2015 addressing the commitments taken through the European Framework and the 2013 Council Recommendation on effective Roma integration measures. The main issue is the lack of strategic guidance and coordination at national level. Overcoming the camps-system should be carried out within an integrated approach addressing simultaneously challenges in the areas of education, employment and health. A mechanism of monitoring should be considered.

## LATVIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Targeted and mainstream activities including awareness raising related to Roma culture, history and social issues, focusing on fighting prejudices (Anti-Gypsyism) and negative stereotypes. Few reported measures address specifically the needs of Roma women and children.

The support for Roma women through gender mainstreaming in education, employment, health policies should be further addressed. The effective practical enforcement of antidiscrimination law needs to be ensured.

#### POVERTY REDUCTION

There are several mainstream and targeted measures aimed at the poverty reduction of Roma, which are implemented at the local level in the framework of different projects.

Consider ensuring sustainability for targeted measures and enable an integrated approach alongside.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Most of the measures reported are implemented at local/regional level by NGOs in cooperation with public authorities.

The sustainability of measures depends on availability of national and local budget, as well as on the active involvement of Roma and non-Roma NGOs. Overall there is a lack of systemic policy approach at national level behind the targeted measures.

#### EMPLOYMENT

Most of the measures reported are mainly funded by national/ESF funds, including explicit safeguards to secure equal access to various vulnerable people, such as Roma.

A targeted approach to ensure effective equal access and increased participation of Roma in employment should be reinforced. The conclusions of the Survey 'Roma in Latvia' should be reflected in an effective set of tailored policy measures.

#### HEALTHCARE

No targeted healthcare policy measures for Roma in Latvia. Support is provided under the mainstream policy measures.

Outcomes of the 'Roma in Latvia' 2015 survey should feed into measures targeting Roma health. Vulnerable women and children should receive special attention. Promoting awareness of health and healthcare issues at the level of the Roma communities is to be better addressed.

#### HOUSING

Housing support is provided within the mainstream housing policy measures. 75-80% of Roma families that live in Latvia still encounter difficulties in the availability of housing.

A more systematic and integrated approach is necessary to improve access of Roma to quality housing.

### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION (NRCP, CIVIL AND LOCAL ACTORS, EQUALITY BODIES, TRANSNATIONAL COOPERATION)

The NRCP is responsible for the coordination and evaluation of the policy measures. The cross-sectorial coordination is enabled through: the Council supervising the implementation of Roma policy; the network of regional experts on Roma integration issues; regular monitoring of main areas and the annual report coordinated by the NRCP. The NRCP provides targeted funding for Roma NGOs' initiatives to foster better involvement in the implementation of the measures. Latvia will receive financing from the Commission to establish a National Roma Platform.

Empower the National Roma Contact Point to efficiently coordinate and monitor the process of Roma inclusion at National level. Better involvement of civil society in the design, implementation and monitoring of the policy measures on Roma issues should be considered. Promote an open dialogue and cooperation between the Roma communities and the local and national authorities relevant in the process.



#### MONITORING

Regular monitoring of the Roma situation in main areas coordinated by the NRCP and based on statistical data provided by different institutions, including local government. The data of the monitoring is available in the annual report produced by the Ministry of Culture (NRCP). The quantitative survey 'Roma in Latvia' was conducted in 2015 aiming at monitoring the situation of Roma in access to education, employment, healthcare and housing, identifying best practises.

Better involvement of the civil society in the monitoring process should be considered.  
Monitoring and reporting of the impact of mainstream measures on Roma should be ensured.  
Consider targeted funding for monitoring purposes.  
The outcomes of the monitoring system should be channelled into policy review.

#### FUNDING

For the 2014-2020 period a total of €488 mio (€193 mio ERDF, €225 mio ESF and €70 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**). The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected. National funding and funding from private donors, is also used to cover specific measures.

Evaluation of interventions targeting or mainstreaming Roma inclusion should be carried out to ensure proper monitoring of funds used for Roma inclusion.  
Sustainability and integrated approaches should be considered for Roma targeted measures.  
The national funding used to cover specific measures should be complemented where relevant with appropriate lines of EU funding.

#### SUMMARY OF KEY FINDINGS

There is some progress in ensuring better cooperation among relevant stakeholders in the process. A more systematic and integrated approach is necessary to improve access of Roma to quality housing. The sustainability of measures in education depends on availability of national and local budget, as well as on the active involvement of Roma and non-Roma NGOs. This leads to a lack of systemic policy approach at national level behind the targeted measures. The support for Roma women through gender mainstreaming in education, employment, health policies should be further addressed. Outcomes of the 'Roma in Latvia' 2015 survey should feed into measures targeting Roma health.

## LITHUANIA

### HORIZONTAL MEASURES

KEY ELEMENTS	ASSESSMENT
<b>FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.</b>	
<p>Adoption of inter-institutional Action Plan to Promote Non-discrimination for 2015-2020.</p> <p>Training for employers and educational events to promote equal access to the labour market.</p> <p>Approval of The Action Plan 2014-2016 of Implementing the National programme for the prevention of Domestic Violence and provision of Assistance to Victims 2014-2020.</p> <p>Training for Roma mediators</p>	<p>Consider targeted measures to tackle aspects of multiple-discrimination experienced by Roma women and children.</p> <p>Awareness raising trainings and information on fighting discrimination should be provided.</p>

### POVERTY REDUCTION

No measures reported.	No assessment.
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### POLICY AREAS

KEY ELEMENTS	ASSESSMENT
<b>EDUCATION</b>	
<p>Planned measures to promote parent education and Roma family involvement with a view to enhancing early childhood education and care as well as pre-primary education. Measures to improve the qualification of teachers, administration of schools and other pedagogical staff.</p> <p>Measures to organise informal education of Roma from the Kirtimai settlement</p>	<p>The impact of these measured needs to be monitored.</p> <p>Targeted measures to better address the low attendance and poor attainment of Roma children should be put in place.</p> <p>Different pathways to education, especially in the case of adults, need to be promoted and accompanied by trainings fostering skills in line with labour market needs.</p>
<b>EMPLOYMENT</b>	
<p>Targeted measure (NGOs project) to help Roma gain the necessary skills and attitudes for integration into the labour market.</p> <p>Mainstream measures aiming at increasing ethnic minority employment and participation in the labour market.</p>	<p>Consider targeted measures to support first work experience or on-the-job training for Roma.</p> <p>The vocational trainings should be accompanied by precise transition measures in order to ease the access to the labour market.</p>
<b>HEALTHCARE</b>	
<p>Measures including consultations on the matters of equal access to healthcare services targeting Roma and non-government organisations.</p> <p>Measures including lectures on matters of hygiene for Roma girls and women and healthy lifestyle educational projects.</p> <p>Vaccination coverage studies in the Roma communities and equal access to medical check-ups, prenatal and postnatal care.</p>	<p>The impact of health policy measures should be measured in order to ensure that the needs of the Roma are met.</p> <p>Consider training of healthcare professionals on the health needs of vulnerable groups, such as the Roma.</p>
<b>HOUSING</b>	
<p>Housing measures provided through the mainstream national housing policies. Adoption of the Action Plan for Roma integration into the Lithuanian society for 2015-2020 (national) with targeted measures to housing.</p> <p>Setting up an inter-institutional working group to monitor the measures of the Action Plan. Adoption of the Programme for the integration of Roma community (living in Kirtimai settlement) into the Society for 2016-2019 (Vilnius municipal administration).</p>	<p>Monitor the impact of the Action Plan for Roma integration into the Lithuanian society for 2015-2020, with particular view to improving housing conditions of Roma people by strengthening the implementation of the equal right to housing;</p> <p>Ensure monitoring the impact of the Programme for the integration of Roma living in Kirtimai settlement for 2016-2019.</p>

## STRUCTURAL MEASURES

### KEY ELEMENTS

### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP coordinates the implementation and monitoring of the Roma integration action plan. The NRCP maintains dialogue with Office of the Ombudsmen of Equal opportunities on a regular basis.  
Lithuania will receive Commission support to set up or develop a National Roma Platform.

Better involvement of civil society and Roma themselves, in the design, monitoring and implementation of the Roma Action plan should be ensured.  
Empower the National Roma Contact Point to efficiently coordinate and monitor the process of Roma inclusion at National level.  
Promote an open dialogue and cooperation between Roma communities and local and national authorities.

#### MONITORING

No measures reported

Put in place appropriate measures to monitor and evaluate the effectiveness of the Roma action plan, including the involvement of civil society in the process.  
Monitoring and evaluation of the impact of mainstream measures on Roma should be ensured.

#### FUNDING

In the 2014-20 period a total of €695 mio (€316 mio ERDF, €221 mio ESF and €158 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). There is no specific funding explicitly targeting for Roma under the ESIF Operational Programmes. The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected. National funding is also used to cover specific measures.

Where relevant, consider training for local authorities on the availabilities of ESI Funds, which they could use to address the challenges they encounter locally.

## SUMMARY OF KEY FINDINGS

Some progress has been made regarding Roma employment which has increased over the past three years. The involvement of Roma communities in the development and implementation of measures on Roma integration is still a challenge to be addressed. The process of coordination and monitoring remains weak and needs to be improved. Awareness raising activities and information on fighting discrimination and stereotyping against Roma should be better addressed. Consider targeted measures to support first work experience or on-the-job training for Roma people. Consider training of healthcare professionals on the health needs of vulnerable groups, such as the Roma.

## POLAND

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

The National Program for Equal Treatment (2013-2016) includes targeted actions (measures are not reported).  
The public events and a thematic visit aimed at the empowerment of Roma women, which are the most represented among Roma assistants and NGOs representatives

The pertinent mainstream measures should be reported, particularly the ones targeting children and women.  
Legal measures should be introduced to ensure correct criminalisation of hate speech and hate crime<sup>37</sup>  
Anti-Roma rhetoric and stereotypes should also be tackled by awareness-raising campaigns targeting the majority society.

#### POVERTY REDUCTION

Most of the measures under the NRIS aim at poverty reduction (no specific measures reported under this section)

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Additional financial resources are allocated to schools undertaking support activities for ethnic minorities pupils (remedial classes, specialised teachers, Roma assistants)  
Targeted measures for providing free textbooks, supplies and scholarships for secondary and tertiary education, and targeted projects supporting pre-school education are in place.  
50 Roma Community centres are supported.

Ensure the sustainability of the funding for projects supporting the participation of Roma pupils in early childhood (including pre-school) education.  
More attention needs to be paid to the use of inclusive educational methods, prevention of school drop-out and support to the transition between educational levels.

#### EMPLOYMENT

Specifically targeted Roma integration measures related to social integration, education and employment are included in the Operational Programme Knowledge Education Development under the ESF. The first calls were published in March 2016.  
Targeted measures are implemented under the NRIS (internships, training and subsidised employment)

Complementarity and coordination of the measures implemented under the NRIS and the Operational Programme should be ensured.  
The employment targets should lead to sustainable results.

#### HEALTHCARE

Projects under the NRIS for employment of community nurses to bring medical aid in marginalised communities, improving access to medical check-up and vaccinations, on promoting preventive and curative healthcare for children, women and the elderly.

The impact of the mainstream and targeted measures on Roma should be monitored and assessed.  
Health-related awareness-raising among the Roma community should be strengthened, including on the popularisation of medical professions and scholarships.  
Measures promoting health awareness in integrated projects covering education, housing and employment activities should be explored.

#### HOUSING

Housing interventions were implemented in the Malopolska province and planned in Dolnoslaskie and Slaskie provinces. These included construction of multiple-family buildings, subsidy for purchase of

Ensure that funding possibilities under ERDF regional programmes are used to support the objectives of the NRIS in relation to housing and improved access to cultural and educational services.

<sup>37</sup> The incorrect transposition of the Framework Decision 2008/913/JHA as regards the criminalisation of bias motivated hate speech has led to high number of cases without indictments, confirming the need to strengthen the existing legal framework by a provision allowing to better criminalise hate speech in the form of public incitement to violence or hatred.

housing on the open market, repair works and improving access to public utilities. These activities are funded by the national budget and constitute 25% of the budget allocated to the NRIS.	Ensure effective equal access to social housing, promote integrated housing projects aiming at desegregation and social inclusion.
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### STRUCTURAL MEASURES

KEY ELEMENTS	ASSESSMENT
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#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP is in charge of the cross-sectoral coordination of the NRIS implementation and monitoring. Involved in sectoral coordination and funding decisions. Structural dialogue and cooperation with the Equality body are in place.	Strengthening the capacity of regional and local authorities to involve all local stakeholders and implement integrated (housing, employment, health, education) projects is a challenge to be addressed. More capacity building activities promoting the participation of civil society and Roma representatives in the design and monitoring of the local plans are necessary. Strengthening the cooperation between the ESIF managing authorities and the NRCP would be of an added value.
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#### MONITORING

A monitoring and reporting mechanism is reported to be in place at local, regional and national levels. The national annual report is based on outcome indicators and a central evaluation is ensured by the NRCP. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.	The monitoring and evaluation of the locally implemented actions should lead to a strategic policy review. Monitoring the impact of the measures is necessary as well as improving the reporting of measures under the Council recommendation.
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#### FUNDING

In the 2014-20 period a total of €6.9 bio (€3 bio ERDF, €2.8 bio ESF and €1.1 bio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged ( <b>including, but not limited to Roma</b> ). A Roma specific investment priority ( <b>explicitly targeting Roma</b> ) can be implemented under the social innovation priority axis of the Operational Programme Knowledge Education Development with a total indicative allocation of €19 mio. Within this amount €10 mio have been earmarked (for 2014-2020) for comprehensive measures to improve the educational and employment situation of Roma and actions to eliminate the barriers to employment and social inclusion.	Opportunities to fund multi-annual projects should be ensured. Capacity building for local authorities and NGOs for implementation of integrated projects (education-employment-housing-health) should be envisaged. To fight poverty and discrimination, the use of funds available under the regional programmes combining ERDF and ESF investment for improving the situation of marginalised Roma communities should be promoted.
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### SUMMARY OF KEY FINDINGS

Poland adopted a new NRIS in 2014 for the period up to 2020. In addition to the specific objectives defined per thematic area, measures were set and supported by indicators. As a result, the monitoring and reporting process at national level has been reinforced. Efforts should be sustained and progressively focus on measuring the impact of the interventions. The envisaged measures under the comprehensive and Roma specific Operational Program Knowledge Education Development have the potential to improve the education and employment situation of members of the Roma community. A mapping of the Roma communities exists and the housing interventions are planned in selected geographical areas. The focus is on improving infrastructure and access to public utilities while an integrated approach tackling several areas of intervention (housing-education-employment-health) are not reported. Attention is directed to the need to sustain civil society projects by ensuring multi-annual implementation periods. Strengthening the capacity building of civil society and partnership between civil society and local authorities is still a challenge to be addressed. A more integrated approach to project implementation at local level is to be promoted. The combination of funding opportunities from national and ESIF sources can be enhanced.

## PORTUGAL

### HORIZONTAL MEASURES

KEY ELEMENTS	ASSESSMENT
<b>FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.</b>	
<p>Training and awareness raising activities to fight discrimination and promote Roma history and culture targeting the police, media, lawyers and public institutions.</p> <p>Capacity building for Roma associations and representatives, new funding possibilities for NGO projects</p> <p>First Roma Young people and Roma Women seminars</p> <p>Cultural, artistic, social and sport activities' projects under the Choices Program for education</p>	<p>The monitoring of the effective practical enforcement of anti-discrimination law needs to be ensured in all policy areas as well as the strengthening of the legal measures to ensure a correct criminalisation of anti-Roma rhetoric, hate speech and hate crime<sup>38</sup></p> <p>Sustainable funding for the positions of Roma municipal mediators should be provided and the network supported.</p> <p>The activities aiming at empowering Roma women and youth should be continued and further developed.</p>
<b>POVERTY REDUCTION</b>	
<p>Study evaluating the impact of the social insertion income on Roma communities inclusion</p> <p>Intercultural mediation as a mean to facilitate the access for Roma to public services and improve the quality of the services at municipal level</p>	<p>The impact of mainstream social policies on Roma should be promoted and should be evaluated and lead to policies review.</p>

### POLICY AREAS

KEY ELEMENTS	ASSESSMENT
<b>EDUCATION</b>	
<p>A mainstream program (TEIP) for reducing early school leaving by promoting inclusive tailor-made teaching and learning methods to support struggling learners.</p> <p>Additional human and financial resources are allocated to school with large number of students vulnerable to social and educational exclusion.</p> <p>Vocational courses as an alternative path to student at risk of dropping out in lower secondary education.</p> <p>Initiated school survey on the situation of Roma pupils</p>	<p>Efforts to monitor the impact of mainstream measures on vulnerable students, including Roma, are to be continued and reported.</p> <p>The concentration of students from disadvantaged socioeconomic backgrounds into TEIP schools may raise questions on the inclusiveness of the educational system.</p> <p>The participation of Roma pupils in early childhood education and pre-school education should be encouraged through improving effective access and work with the parents</p>
<b>EMPLOYMENT</b>	
<p>Survey in employment offices to identify the units with the highest proportion of Roma beneficiaries, assessment of methodologies and best practices.</p> <p>Promotion of registration in employments offices of unemployed Roma and inclusion in mainstream active market employment policies.</p> <p>Training of Roma municipal mediators</p>	<p>Active labour market policies with a tailor-made approach should be enhanced.</p> <p>Support measures for self-employment and entrepreneurship should be considered.</p> <p>Job opportunities for Roma assistants/mediators in education and training services should be explored.</p>
<b>HEALTHCARE</b>	
<p>No information on specific measures has been reported</p> <p>Mobilising local and regional representatives of health services in order to evaluate the impact of mainstream health measures on Roma communities</p>	<p>The effective access of Roma to the general health services, preventive and curative healthcare, should be evaluated and their particular needs identified. Specific attention should be paid to children, women, groups most at risk and those living in marginalised or remote areas.</p> <p>Specific awareness raising activities in the field should be envisaged by addressing both health practitioners and Roma communities.</p>

<sup>38</sup> The incorrect transposition and limited application of the of Framework Decision 2008/913/JHA has led to a lack of criminalisation of bias motivated hate crime and hate speech which particularly targeted the Roma community especially over the internet.

### HOUSING

Completed national-wide study on the housing conditions of the Roma communities

Implementation of four housing interventions in Oporto, Vila Real and Portalegre districts (the type of the intervention is not described)

The study on the housing conditions of Roma should consider all four relevant provisions of the Council recommendation in this area.

Ensure that the new National Housing Strategy supports the objective of the NRIS.

Promote funding opportunities by better use of ERDF for integrated housing intervention in favour of disadvantaged communities.

## STRUCTURAL MEASURES

### KEY ELEMENTS

### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP is in charge of the cross-sectoral coordination of implementation and NRIS monitoring. Consulted for the development and implementation of relevant policies and funding decisions (in particular operational program for Social inclusion and employment) Consultative Group for Roma Communities Integration (CONSIG) is a coordination and monitoring structure

Regular dialogue and cooperation between the NRCP and the Equality body should be promoted.

#### MONITORING

Representative of civil society participate in the CONSIG. Its main role is to monitor the implementation of the NRIS and to provide policy review guidance.

Creation of the Observatory for Roma communities (2015) promoting social studies on Roma integration

The monitoring and evaluation process is ongoing. It should enable to effectively monitor the results of the measures put in place and draw conclusions to feed the reporting and policy adjustment processes.

Data collection from the projects, thematic surveys and studies are all important elements for the design of a robust monitoring and reporting mechanism.

#### FUNDING

New Fund to support the NRIS through innovative projects implemented by NGOs (fields: anti-discrimination, awareness raising, entrepreneurship).

In the 2014-20 period, a total of €2.5 bio (€530 mio ERDF, €1.6 bio ESF and €409 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**). There is no specific funding explicitly targeting Roma under ESIF Operational Programs. The investment priority on the socio-economic integration of marginalised communities, such as Roma was not selected.

Target relevant geographical areas (with high share of Roma population) by allocating appropriate funding for the development of integrated projects to fight poverty and social exclusion.

Ensure sustainability of innovative NGOs projects.

## SUMMARY OF KEY FINDINGS

Portugal has taken several steps to address identified structural gaps by improving the coordination and monitoring process in addition to a growing attention to empowerment of Roma communities by working with Roma women and youth. Studies and surveys have been initiated in the key thematic areas. However, the conclusions from these studies have not yet led to a policy review. It is therefore necessary that the assessment of the impact of mainstream measures on Roma guides the development of concrete actions with appropriate funding. The combination of targeted and mainstream measures should be further developed and specific geographic areas targeted in order to improve the living conditions and fight social exclusion. A regular cooperation with the equality body should be established; the effective enforcement and monitoring of discrimination in all policy areas should be ensured.

## ROMANIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

All targeted measures reported are NGO-led.  
Measures consisting of workshops for education and diversity and trainings for Roma teachers and parents.  
Roma women project aiming at combating stereotypes.

The discrimination of Roma is still widespread further preventing equal access to employment, education, housing and healthcare.  
Enforcing the anti-discrimination legislation and the legislation criminalising hate speech and hate crime, in particular at the local level, should be considered. Efforts to increase the number of trained social workers (particularly in rural areas) as well as efforts to tackle forms of violence against Roma children (including sexual violence, trafficking, and forced early marriage) should be reinforced. The continued overrepresentation of Roma children in institutional care needs to be addressed urgently. This includes, addressing the issue of child poverty and homelessness as well as ensuring anti-discrimination training for child protection authorities. Roma children need to be included in all mainstreamed actions on child protection and rights of the child (including the implementation of the National Strategy on the Rights of the Child). The systematic approach to combat violence against Romani women, including forced marriages, should be integrated in policy approaches. More efforts are needed to correctly transpose the Framework Decision 2008/913/JHA on racism and xenophobia, particularly with regards the provisions criminalising hate speech. Sustainability of the measures put in place to combat discrimination is a challenge to be further addressed.

#### POVERTY REDUCTION

No measures reported.

The high poverty rate among Roma and especially among Roma children remains a major concern. Ensuring effective implementation of the integrated measures aiming at poverty reduction among disadvantaged groups, including Roma, foreseen in the Government's new anti-poverty package, in the Roma inclusion strategy and as well as in the projects to be financed with EU funds (mainly ESF and ERDF) needs to be seriously addressed.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Training of Roma school mediators, promotion of the Roma language.  
Promoting Roma history and traditions in the secondary and the tertiary educational systems.  
Measures to enable non-discriminatory access to education, to prevent school absenteeism and reduce school drop-out.  
Special places for Roma pupils and students in educational institutions.

Consistency and clarity at the level of strategic planning which do not translate into effective implementation are still crucial challenges which need to be thoroughly addressed. The limited effectiveness of the monitoring mechanisms should be subject to further consideration. More effective explicit measures with appropriate funding are needed to reduce gaps in school participation and performance of Roma vs non-Roma, and to prevent segregation in all levels of the education system. The limited employment capacities combined with unattractive work conditions for the trained school mediators at local level should be tackled with remedial measures.  
Properly addressing the limited institutional capacity and unclear political commitment of national and local authorities is recommended.



**EMPLOYMENT**

Targeted measures aiming at increasing the participation of Roma people on the labour market including specific positions for Roma in the Prefectures.

Roma participation in the labour market remains very weak. Lack of measures on monitoring and fighting anti-Roma discrimination in the labour market should be addressed.

Sustainability of the measures put in place to combat discrimination is still a challenge to be further addressed.

**HEALTHCARE**

Mainstream measures aiming at improving the legal framework for the functioning of Community Health Assistance. Developing the institutional capacity of health service providers at community level. Increasing vaccination coverage in children from vulnerable groups, including Roma. Targeted measure referring to the establishment of a network of Roma mediators.

Sustainability of activities and monitoring of outcomes should be ensured.

Improving local accessibility of health services in disadvantaged regions is needed. Further targeted measures should be considered. Not all health measures of the Council recommendation are addressed. Measures targeting medical check-ups, prenatal and postnatal care, family planning, sexual and reproductive healthcare should also be considered and properly addressed. The health needs of vulnerable women and children should receive special attention. Further efforts are needed as regards vaccination. Awareness-raising activities targeting both the healthcare professionals and the Roma community could provide added value.

**HOUSING**

Mainstream and targeted measures reported. Pilot programme 'Social housing for Roma communities'. Measures dedicated to social inclusion and poverty reduction for the disadvantaged population. National programme for cadastre and land book.<sup>39</sup> Urban revitalisation project and the eradication of unhealthy habitat for disadvantaged groups in Ferentari.

Reported progress is limited. There is no focus on segregation or structural weaknesses relating to social housing, whilst the element of evictions at local level still persists. Housing measures should contribute to integration and prevent further isolation of Roma communities. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments).

The Framework for social housing should be strengthened to better target vulnerable groups for the provision of housing and to exploit alternatives to construction (e.g. renting, Private Public Partnership).

Housing is not used as a social inclusion instrument. The measures put in place so far have achieved only limited progress. Specific attention should be paid to affordability and tenure security whilst keeping an integrated approach to alleviate the poverty.

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP coordinates the process of Roma inclusion at the National level. An inter-ministerial committee ensures coordination among the various relevant ministries.

The involvement of Roma civil society in the implementation of the NRIS is being encouraged through various forms of dialogues.

Bilateral co-operation Romania – Italy: A memorandum of understanding was signed in 2015. Romania will receive Commission support to set up or develop a National Roma Platform.

The resources (time, financial, human) enabling the NRCP to carry out its coordination and monitoring role should be reinforced. The establishment of the inter-ministerial committee facilitating dialogue and cooperation among relevant national authorities is a first step to ensuring an optimal cooperation of the ministerial lines. However, formal coordination structures need to be turned into effective cooperation mechanisms with the full involvement of all stakeholders. To this end, further efforts are needed to strengthen the capacities of the local authorities in order to maximise their roles in the implementation of the strategy. Training of local authorities on the availability of ESI Funds is needed. The local action plans need to be followed up with a concrete set of indicators, allocated budgets and appropriate reporting mechanisms. The cooperation between the Equality Body and the NRCP should be reinforced.

<sup>39</sup> This program aims at the systemic registration of properties in the integrated information system of cadastre and land registry in 2337 administrative units in urban and rural areas.

	<p>Funding and measures should be ensured to support the capacity building of Roma civil society, especially at the local level. There is an overall need for better involvement and cooperation among all relevant stakeholders in the process. This could be ensured through the National Roma Platforms.</p>
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**MONITORING**

<p>Inter-ministerial Committee for Monitoring and Evaluating the Strategy. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF.</p>	<p>Monitoring and reporting of the impact of mainstream measures on Roma should be ensured. Appropriate data collection in order to be able to measure the impact of the measures put in place. The outcomes of the monitoring system should be channelled into policy review. Stronger involvement of the NGOs and other stakeholders is needed, also by providing a dedicated budget for external evaluation.</p>
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**FUNDING**

<p>In the 2014-20 period a total of €3.4 bio (€572 mio ERDF, €1, 1 bio ESF, and €1.7 bio EAFRD). has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount Romania also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €372 mio. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation.</p>	<p>Evaluation of interventions targeting or mainstreaming Roma inclusion should be carried out to ensure proper monitoring of funds used for Roma inclusion. It must be ensured that funds are used for desegregation and not for investments in segregated communities/educational facilities. Existing possibilities to support Roma inclusion under the EAFRD (interventions on social enterprises, development of basic services in rural areas) should be better exploited for Roma inclusion. It has to be ensured that funds are used for desegregation and under no circumstances to contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation).The sustainability of projects and measures once ESIF funds stop should be further tackled.</p>
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**SUMMARY OF KEY FINDINGS**

Romania issued a comprehensive anti-poverty package that will also tackle measures related to Roma inclusion (e.g. issuing identity documents to all, etc.). The establishment of the inter-ministerial committee facilitating dialogue and cooperation among relevant national authorities is a first step to ensure an optimal cooperation of the ministerial lines. The resources (time, financial, human) enabling the NRCP to carry out its coordination and monitoring role should be reinforced. The high poverty rate among Roma people and especially among Roma children remains a major concern and needs to be seriously addressed. Ensuring effective implementation of the integrated measures aiming at poverty reduction among disadvantaged groups, including Roma are to be further exploited. Limited institutional capacity, sustainability of projects beyond ESIF funding, and unclear political commitment of national and local authorities are among the key challenges. Roma participation in the labour market remains very weak. Planning, monitoring and evaluation processes could be strengthened. ESI funds should contribute to desegregation and under no circumstances to contribute to (further) segregation of communities/educational facilities. Improving local accessibility of health services in disadvantaged regions is needed. Enforcing the anti-discrimination legislation and the legislation criminalising hate speech and hate crime, in particular at the local level, should be considered.

## SLOVAK REPUBLIC

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Adoption of legislative measures to prevent discrimination and segregation of Roma children in education. Action Plan on prevention of all forms of discrimination 2015-2019.

Guidelines on effective application of de-segregation, de-ghettoisation and de-stigmatisation principles when assessing the ESIF grant applications.

Promotion of cultural and human rights, support given to rights awareness of national minorities. Empowering Roma as Roma Teaching Assistants, Health Mediators, Field Social Workers, Police Specialist for the work with Roma communities. Protection of Roma children and women is addressed under the mainstream measures.

The adoption of pro-inclusive legislation in education represents an important initial step. Enforcement of anti-discrimination legislation must continue in order to achieve concrete improvement. The temporary equalising measures (positive action) introduced in the Amendment of Antidiscrimination Act should be well promoted in order to be effective. The fight against the negative stereotypes, anti-Roma rhetoric and hate speech should be prioritised. Sensitising measures for service providers (including teachers, policemen, civil servants) should be supported. Desegregation measures should be accompanied by awareness-raising activities.

Strengthened support for multiple disadvantaged Roma women through gender mainstreaming in education, employment, health policies should be considered as well as training and information on human rights protection.

#### POVERTY REDUCTION

A comprehensive and targeted support provided through 'Take away packages' to 150 most deprived Roma communities.

It is important to ensure complementarity of interventions and monitoring of impact.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Amendment of the School Act, prohibiting the placement of children in special schools on the basis of their social backgrounds. Implementation of National educational projects based on inclusive tailor made teaching and learning support (teacher assistants and extracurricular activities) in close cooperation with children, pedagogical staff and parents.

Supporting participation of Roma children in pre-school education by planned investments into expanding the capacity of kindergartens and primary schools by using ESIF and national funding. New guidance for the reimbursement of transport costs for commuting pupils, developing textbooks in Romani language

The adoption of pro-inclusive legislation is positive, however in order to bring tangible results, it needs to be secured by proper monitoring, sustainable funding and by providing an adequate teacher education. The School Inspection should be provided with adequate resources to perform its tasks effectively.

The positive outcomes of targeted educational projects (improved learning results or school attendance) need to be sustained and scaled up into mainstream measures. Activities should also focus on desegregation.

Ensuring access and promoting participation of Roma children in quality inclusive pre-school education need to be reinforced. Engagement with all actors in this process is crucial.

Worsening early-school leaving rates need to be addressed. Transition between elementary and upper secondary schools should be facilitated by providing career guidance, mentoring and scholarships. Vocational education and training programmes, including those provided in detached branches of secondary trade schools need to be carefully assessed in terms of inclusiveness, quality and labour market relevance

#### EMPLOYMENT

Roma are mostly targeted within the mainstream measures for the unemployed via trainings, subsidised jobs for the long-term unemployed and through the activation work programmes. There are also targeted outreach activities such as EU co-funded National Projects 'Community centres' and 'Social field work in municipalities with marginalised Roma communities'.

Roma participation in the Slovak labour market remains very weak. Innovative measures such as promoting social enterprises and Roma entrepreneurship, reaching out to private employers, do not appear sufficiently exploited. Employment effects of measures should be closely monitored.

<p>Social considerations in public procurement piloted in 2014-2015 through a contract performance clause requiring the contractors to hire a set number of workers from disadvantaged groups, e.g. unemployed Roma.</p>	<p>A tailored approach is needed. To this end, the close cooperation with other public and private sector actors should be prioritised. The fight against discriminatory practices in the labour market should be reinforced, also by working closely with the Labour Inspection. Using social consideration in public procurement should be properly promoted to bring tangible results.</p>
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**HEALTHCARE**

<p>Extension of 'Healthy Communities Programme' aiming at promoting access to health care through participatory, community-based health mediation (257 trained health mediators, predominantly Roma in 239 localities).</p>	<p>Empowering Roma as Roma health mediators is seen as very positive. The outcomes of the Programme should be closely monitored and assessed. Greater focus needs to be paid to Roma women and children. Accessibility of health services in disadvantaged regions needs to be improved. Providing an adequate training to healthcare professionals in regular contact with the Roma as essential prerequisite for quality and effective healthcare should be ensured. The lack of GPs in disadvantaged regions should be addressed.</p>
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**HOUSING**

<p>Support for the settlement of property ownership of land on which the dwellings are located (3 municipalities supported). National subsidies for project documentation for construction of lower standard municipal rent flats (2 municipalities supported). Support for housing infrastructure and housing development.</p>	<p>Housing interventions within an integrated approach remains challenge to be addressed. Engagement with local actors, including the representatives of Roma communities, in this process is of crucial importance. The positive outcomes of the NGO led housing projects should be scaled up and sustained (e.g. the preparatory accompanying measures need to be taken well in advance). In order to avoid further isolation (segregation) of Roma communities housing measures should contribute to physical integration. Evictions should be accompanied by an offer of adequate alternative social housing (including through ESIF investments). Regularisation of property rights where possible, in particular in informal settings should be reinforced. Access for Roma to social housing, also by using the microloans for private housing should be ensured and encouraged. Abolishment of informal settings (evictions) should be accompanied by adequate accompanying measures, including offering an alternative housing.</p>
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**STRUCTURAL MEASURES**

<b>KEY ELEMENTS</b>	<b>ASSESSMENT</b>
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**COOPERATION AND COORDINATION**  
(NRCP, civil and local actors, equality bodies, transnational cooperation)

<p>The NRCP active involvement in design of policies (revision of 7 Action Plans of the Strategy, national projects co-financed from the ESIF, various calls) as well as in alignment of policies with funding (involvement in preparation of the Operational Programmes). The NRCP is actively cooperating with line ministries, as well as with local authorities and Roma civil society organisations. There is also well established cooperation with Equality Body (Slovak National Centre for Human Rights). Local authorities and Roma NGOs involved in educational projects, field social work or setting community centres.</p>	<p>The NRCP, although being an advisory body, managed to actively contribute to relevant policies and planning of the use of ESIF funds. Strengthening the human and financial resources of both the NRCP and Equality Body should be prioritised to further improve their effectiveness. Effective, transparent coordination mechanism among all stakeholders should be promoted. This process should be facilitated through National Roma Platform. The significant barriers such as lack of capacity, sustainable funding on the side of civil society as well as resistance of local authorities to implement integrated sustainable measures need to be further addressed.</p>
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**MONITORING**

<p>Internal evaluation system based on national Roma indicators is in place. Monitoring is also ensured through 6 regional offices of the NRCP.</p>	<p>Monitoring the impact of mainstream measures should be also prioritised. Stronger involvement of the NGOs and other stakeholders is needed, also by providing a dedicated budget for external evaluation.</p>
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The external evaluation of the National Roma Integration Strategy was followed by the revision of 7 Action Plans. However, the governmental approval of these revised Action plans is still pending. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF

#### FUNDING

In the 2014-2020 a total of €1.4 billion (€837mio ERDF, €434mio ESF and €137mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount, Slovak Republic earmarked €382.6 mio (ERDF&ESF) for targeted Roma integration measures out of which €99 mio for the new Roma-specific investment priority. Apart from social inclusion, investments under employment and education can also contribute to NRIS-implementation

Complementarity of funds and introduction of specific investment priority for the integration of marginalised communities such as Roma is seen positive. It allows for explicit but not exclusive targeting and better monitoring of results. In order to ensure the effective use of available funding, the quality and result oriented projects need to be launched without delay. It has to be also ensured that ESIF funds are used for desegregation and do not contribute to (further) segregation of communities/educational facilities (following the Commission guidance on desegregation). Existing possibilities to support Roma inclusion under the European Agricultural Funds for Rural Development should be better exploited.

#### SUMMARY OF KEY FINDINGS

Slovakia, has made important steps in addressing the serious challenges of the process of Roma integration, in particular in the areas of education, health and in mobilising the ESIF funding. There is partial progress in developing the cooperation and coordination among various stakeholders as well as in monitoring. The employment mainstream measures have not proved to have a tangible impact on increasing the participation of Roma in the labour market. The situation in housing has deteriorated. Stronger efforts, including individualised services and the effective use of ESIF funds under this programming period are needed to address these areas.

## SLOVENIA

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Discrimination prevention trainings for police officers, for employees of the pertinent public services and local authorities. Awareness raising events targeting Roma women, media programs for Roma. Study on the premature and forced marriages, amendment of the Criminal Code and planned prevention activities.

Empowerment through safeguards for Roma councillors in twenty municipal councils and the Roma Community Council mandate, support for the Roma associations and projects promoting Roma women socio-economic emancipation. Comemoration of the Romani genocide. Safeguard for Roma cultural projects selection.

The enforcement of antidiscrimination legislation should be better monitored, including in employment and housing.  
Promote desegregation measures in housing.  
Promote integrated projects tackling disadvantages in all key areas (e.g. education-housing-employment-health)

#### POVERTY REDUCTION

Roma are a target group of the Social Assistance Program  
Pilot day Centre for Roma children (community centres in settlements)

Evaluation of the impact of mainstream measures on Roma should also be ensured.  
Initiative to fight social exclusion in the most deprived communities should be sustained and further developed.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Targeted strategy for the education of Roma pupils and National Program for Adult Education that pays special attention to Roma  
Preparatory measures for inclusion in mainstream kindergartens  
Roma assistants positions and vocational program  
Support measures for kindergartens and classes including Roma children (additional financing, extra teachers' posts, fewer students per class, funds for extra-curricular activities, school trips)  
'Together to knowledge' project for all levels of education co-financed by ESF

The combination of targeted and mainstream measures for increasing the participation of Roma children in the mainstream early childhood education should be further supported and sustained.  
Support should be ensured for the transition between education levels, especially between primary and secondary education,  
Sustain the Roma assistant positions and the vocational training opportunities for them.

#### EMPLOYMENT

Target group under mainstream measures for active employment policies and public works, career guidance, formal education and training programs, support for social entrepreneurship

Initiatives to support effective access to the labour market by providing individual assistance (counselling) should be sustained and up-scaled.  
Opportunities for on-the-job training and young adult learning should be better exploited.  
Participation in social entrepreneurship projects should be further supported.

#### HEALTHCARE

The National program includes targeted measures for Roma, in particular women and children, uninsured people in general  
Information activities for the Roma population on several health-related topics. Cultural awareness raising session targeting health professionals.  
'Cooperation for health' project targeting communities with increased risk

The impact of the health policy measures should be evaluated in order to ensure that the mainstream and targeted measures meet the identified needs.  
Ensure sustainability for the activities targeting the communities and groups most at risk.

### HOUSING

Financial incentives for municipalities with Roma population for regulation of the basic infrastructure. Inclusion of Roma settlements in the municipal spatial plans is a pre-condition for legalisation and financing.	Ensuring access to public utilities and infrastructure should be sustained. Housing interventions should be part of an integrated approach with the objective of desegregation.
Allocation of national funds for improving the basic infrastructure in Roma settlements, purchase of land and preparation of projects (9 million EUR for 2007-2014; 1 million in 2016) New Resolution on National Housing Program	The impact of the National Housing Program on Roma should be evaluated. Effective equal access to public rental housing should be ensured

### STRUCTURAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The NRCP is in charge of the cross-sectoral coordination of the NRIS implementation and monitoring. Involved in sectoral coordination and (ESIF) funding decisions. NRCP aims at being a link between the local and national level. New NRIS is in preparation Increase in adoption of municipal plans for Roma inclusion	Increasing the resources of the NRCP and the Equality Body should be considered as this will allow for structural cooperation, greater cross-sectoral coordination and implementation capacity. Slovenia will receive Commission support to set up a National Roma Platform that should define and promote better incentives for the local level involvement.
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#### MONITORING

Structural involvement of all public and civil stakeholders at national and local level in the monitoring and evaluation report.	The monitoring and evaluation process is ongoing. The outcomes should be channelled into policy review and new projects definition. The reasons for the lack of reporting input from Civil Roma organisation and the Roma Community Council should be determined and remedied.
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#### FUNDING

In the 2014-20 period, a total of €262 mio (€75 mio ERDF, €145 mio ESF and €42 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged ( <b>including, but not limited to Roma</b> ). There is no specific funding explicitly targeting Roma under ESIF Operational Programs. The investment priority on the socio-economic integration of marginalised communities, such as Roma was not selected.	Measures targeting Roma should be carried out within an integrated approach supported by adequate funding and guidance to local authorities for planning of such measures. Financing opportunities for the Municipal Roma inclusion plans should also be explored under the Sustainable Urban Development Strategies.
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### SUMMARY OF KEY FINDINGS

Slovenia reported steps to address several gaps highlighted in the 2014 assessment (education, awareness raising among practitioners and media, involvement of the NRCP in the programming of EU funds) and to implement more measures under the Council Recommendation. The growing focus on Roma women empowerment is a positive step to be further exploited. A new NRIS is being drafted for the period 2016-2021 and will be an important test for the transparency of the national consultation process and for the integration of the lessons learned from the expired strategy. Ensuring an appropriate support for the implementation of the Municipal Roma Integration Plans is crucial to steering progress on the ground. Structural cooperation and dialogue between the NRCP and the Equality Body should be established and the enforcement of antidiscrimination legislation should be further promoted and monitored in all key areas.

## SPAIN

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Mainstreaming approach for non-discrimination as a horizontal principle in all policy areas.

Actions and campaigns to break stereotypes and promote Roma culture. Implementation of the working plan of the Ethnic and Racial Origin Equality Council (since 2010) aims at improving knowledge on discrimination and assisting victims. Sustainability of the Service and Network for Assisting Victims of Discrimination. Establishment of hate crime and discrimination offices in public prosecution services.

Development and implementation of a Network of Municipalities for Equality and Non-Discrimination (2015 project).

Further attention to fight against prejudice and stereotyping in the media seems necessary as this has a direct influence on social acceptance and promotion of social inclusion projects.

Activities to combat multiple discriminations should be strengthened by targeted and mainstream measures.

Monitoring of discrimination should be ensured in all policy areas. Awareness on the laws promoting equal treatment and non-discrimination should be raised.

#### POVERTY REDUCTION

Regional programs implementation. Reference to the 2014 study of the FOESSA Foundation which shows that the Roma population continue to be disproportionately affected by poverty and social exclusion.<sup>40</sup>

Need to indicate the objectives of poverty reduction for the Roma population in relation to Europe 2020 targets in the National Reform Programme. Disaggregated data collection would allow defining quantitative targets for poverty reduction.

Ensure appropriate resources to implement the National Strategy for the Inclusion of the Roma population for 2012-2020.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

Several mainstream and targeted measures (actions) are reported per region aiming at reducing early school leaving, increasing the access to early childcare education, encouraging intercultural tolerance, participation in secondary and tertiary education, parental involvement, tailor made methods and teacher training.

First implementation phase of the Organic Law for Improvement of the Quality of Education with main objective to reduce early school leaving, improve teaching of basic skills, tackle learning difficulties related to the socioeconomic background of the students and improve labour market relevance of university education.

The participation of students in dual Vocational Education and Training (VET) has quadrupled since 2012.

Early school leaving remains a challenge to be addressed along with provision of quality mainstream education. Early school leaving and school failure is closely linked to the socio-economic background of families and education attainment of parents, which leads to the repetition of educational gaps across generations in communities traditionally marginalised. A significant number of regional programmes are put in place which is positive while addressing specific problems, but does not allow consistent action across the national territory and does not take into account the mobility needs of families (for employment reasons). Attention should be paid to the sustainability of the compensatory measures and tailor-made support to fight early school leaving and school failure.

The impact of the mainstream reform on Roma educational attainment should be monitored, evaluated and reported. The early tracking of learning difficulties needs to be complemented with individual support measures; if not, the new alternative paths (initial VET, Formación Profesional Básica) could constitute a discriminatory measure whereby Roma students would preferably be geared to at an earlier age.

#### EMPLOYMENT

Identified as the priority area (with the highest allocated budget) to fight poverty and social exclusion of the Roma population. Elaboration of targeted employment programs in collaboration with Roma civil society organisations (e.g. sustainability for the main employment program ACCEDER)

Further attention should be paid to the young Roma who are not in employment or training (NEETs) for their inclusion in upskilling activities, on the job training and supporting first work experiences.

Better targeting under the Spanish Youth Guarantee scheme has to be ensured as well as effective equal access to mainstream public

<sup>40</sup> While the overall levels of social exclusion (of the Roma population) have remained stable at very high levels (around 70% in 2013), the share of those affected by severe exclusion has more than doubled since 2007 up to 54.4 %.



Work and Learn' initiative for young people (18-30 years old) combines theoretical with practical training in real work environments. The Youth Employment Operational Program includes two targeted projects for young Roma.	employment services. Opportunities for self-employment and entrepreneurship targeting the Roma population should be better exploited.
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**HEALTHCARE**

Combination of mainstreamed and targeted measures. Specific study on the health situation of Roma (publication pending) Trainings of health professionals in diversity management and Roma culture. Awareness raising activities among Roma on the available health services and health standards.	Impact of both mainstreamed and targeted measures should be monitored and lead to a policy adjustment. Specific attention should be paid to the most vulnerable groups, including women, children and those living in settlements. Available medical check-ups and their benefits should be further promoted. Access to services not covered by the national health system (e.g. dental and ophthalmological care, hearing aid, preventive practices) should be facilitated.
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**HOUSING**

Measures aiming at capacity building for local authorities to make use of ESF and ERDF in a complementary manner and implement integrated projects. Four regions have adopted programs for the eradication of shanty towns Madrid, Murcia, Asturias and Catalonia. Study on the housing situation of Roma in Spain is to be released in 2016.	It is crucial to ensure that the results of the mapping exercise will lead to the implementation of integrated projects in the priority areas identified. The reporting exercise should include a comprehensive evaluation of the housing (and integrated) programs' implementation. The attention of local and urban administrations should be drawn to financing possibilities in the framework of the ESIF Funds (for example the Sustainable Growth OP call for integrated urban strategies for the financing of housing infrastructure in reply to residential segregation in marginalized neighbourhoods).
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**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The State Council for the Roma People (CEPG) receives active support from the Ministry of Health, Social Services and Equality. The main Roma civil society organisations are represented in this Council which allows for active participation in the policy cycle. The NRCP has been actively involved in the programming of the ESIF 2014-2020 and in the design of the Partnership Agreement. Two autonomous communities have chosen the investment priority specifically targeting the 'socio-economic inclusion of marginalised communities such as Roma (Madrid and Murcia) The EUROMA network (ESF units in cooperation with Fundación Secretariado Gitano) supports and promotes the transnational cooperation on social inclusion.	Although progress has been achieved in involving more local authorities, the coordination between the national-regional-local levels needs to be improved. The role and resources of the Equality body should be strengthened. The local level implementation of the NRIS should be strengthened through better guidance and incentives for local authorities to take action. The national Roma platform, financed by the Commission, should contribute to greater involvement with civil society and all relevant stakeholders.
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**MONITORING**

Implementation of the Operational plan for 2014-2016. For the ESF OPs, a monitoring/ evaluation system is in place to follow the evolution of the number of Roma participating in different actions e.g. job-seekers from the Roma community who look for work and manage to participate in training, acquire a professional qualification and become employed or self-employed. Having a robust monitoring framework in place to evaluate the impact of Roma integration actions is a requirement under the 2014-2020 ESIF	Several steps have been taken in involving all stakeholders (regions, ministries and civil society) in the monitoring and reporting mechanism. However, more efforts are needed both at national and local level to improve the reporting and monitoring. A long list of activities (programs, projects, measures) was reported with variable data available across the implementing institutions. However, the relevance for the purpose of the assessment exercise is of limited scope. Identifying impact indicators and improving data collection are challenges to be addressed.
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### FUNDING

In the 2014-20 period a total of €3.5 billion (€688 mio ERDF, €2 billion ESF and €767 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (including, but not limited to Roma). Under this amount Spain also selected a new Roma-specific investment priority (explicitly targeting Roma) with a total allocation of €48 million mainly in the framework of 4 Operational Programmes (3 regional programmes for Cantabria, Castilla la Mancha, and Murcia and the National Programme for Social Inclusion).

ERDF Operational Program 'Sustainable Development' offers a mainstream framework for local and urban administrations to develop integrated urban strategies and benefit from ERDF funding for investment in housing and from ESF for investment in social and labour market integration measures. Local authorities should be encouraged to use this opportunities for Roma inclusion projects, in particular in the priority areas identified.

Funding opportunities for Roma inclusion at local and national level need to be better exploited.

### SUMMARY OF KEY FINDINGS

Spain reports numerous mainstream and targeted measures to support the participation of Roma students at all levels of education. However, the fragmentation of programmes and the students' attainment strongly linked to the socio-economic background of the parents are still challenges to be addressed in order to ensure equal educational opportunities for children from vulnerable Roma communities. In the employment area, the national targeted programmes have been sustained. The existing integrated projects and the adoption of new programs for slum eradication are positive steps. In this respect, a better use of the financing opportunities under the 'Sustainable Growth' Operation Program (ERDF) should be promoted. Convincingly fighting poverty and social exclusion requires better coordination at the horizontal level (among ministries) as well as at the vertical level (among national, regional and local levels). Monitoring, evaluation and reporting, including the impact of mainstream measures on Roma inclusion policies, should be improved in cooperation with all relevant stakeholders.

## SWEDEN

### HORIZONTAL MEASURES

#### KEY ELEMENTS

#### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN

Efforts to implement the Government Strategy for Roma Inclusion are based on human rights and the principle of non-discrimination. The Living History Forum's work, including the exhibition 'We are Roma: Meet the people behind the myth', which ended in 2015 has been an important part of efforts to fight discrimination through improved knowledge of Roma in society.

There have been positive developments in efforts to integrate a human rights perspective in the Swedish sectorial policies. However, there is still a need for more knowledge about human rights and what they mean for the public sector.

Work aimed at promoting gender equality and the rights of Roma women requires stronger support and closer cooperation with Roma representatives, especially women.

#### POVERTY REDUCTION

No information provided.

### POLICY AREAS

#### KEY ELEMENTS

#### ASSESSMENT

#### EDUCATION

According to a study on the current situation of the Roma in the five pilot municipalities presented by the County Administrative Board of Stockholm, there is an increasing number of Roma children attending pre-school, more and more Roma pupils completing compulsory school and moving on to upper secondary school. Romani is one of five officially recognised minority languages in Sweden but as recent evaluation by National School Agency has shown, schools are doing very little to promote the language and children's dual cultural identity'.

According to this study, the situation improved compared to 2014, mainly due to activities (support to training and working of Roma mediators) implemented by the National Agency for Education. Mistrust between Roma and education providers / schools risks hampering efforts to improve the situation of Roma.

**EMPLOYMENT**

In five pilot municipalities, dedicated mediators help bring Roma closer to the labour market. The Public Employment Service has also made efforts to ensure that its employees are aware of the position of Roma as a national minority.  
The online course 'Equality for Roma in the labour market' is now included in the agency's programme for new employees.

Prejudice and negative perceptions of Roma as a group are still a major obstacle for Roma in the labour market. A mechanism should be put in place to improve the 'employability' of the Roma, in parallel to fighting discrimination.

**HEALTHCARE**

The National Board of Health and Welfare has been instructed to prepare and make available a training course to train individuals with Roma language and cultural skills (mediators) for work in areas such as health care and the Swedish Agency for Youth and Civil Society has implemented a drive to support civil society work on health promotion for Roma.  
Roma girls and women feel they are treated less well by various actors in society, have less trust in various public functions and have poorer health than the overall female population.

There is a need to prioritise and work continuously on contact issues when it comes to Roma. There is also a need for health information targeted to Roma, in order to make them aware of their rights. Meanwhile, training for health professionals should be considered. In general, the impact of health policy measures should be measured in order to ensure that the needs of the Roma are met.  
An in-depth study from 2015 shows that Roma women and girls need targeted measures.  
There is also a need to improve communication between the Roma and the healthcare workers. Besides health mediation, awareness-raising among Roma and training of healthcare workers could help with this.

**HOUSING**

Roma still experience difficulties in the housing market, due to discrimination as well as other reasons. As part of its work on Roma rights and opportunities, in 2014 the Equality Ombudsman initiated a dialogue with the National Board of Housing, Building and Planning (amongst others) in order to develop joint projects on discrimination in the housing area.  
There are a rising number of migrants from some of the poorest EU countries living under distressed circumstances in Sweden. Among them are a large number of homeless members of the minority Roma communities from Romania. As they are EU citizens and not third country nationals, the national government does not subsidise local municipalities at all for their housing

Complaints to the Equality Ombudsman show that Roma often have limited access to housing. Half of all judgments and settlements on housing discrimination concern Roma. In some cases Roma citizens have been denied access to rental properties or to purchasing a tenant-owner apartment, in other cases Roma have been harassed by their landlord.

**STRUCTURAL MEASURES**

**KEY ELEMENTS**

**ASSESSMENT**

**COOPERATION AND COORDINATION**

(NRCP, civil and local actors, equality bodies, transnational cooperation)

The city of Gothenburg was selected through a competitive process by the national government to be one of five pilot municipalities for Roma inclusion 2012-2015 as part of the Swedish 20-year strategy (until 2032). The main aim is to close the prosperity gap between Roma and other groups and combat anti-tsiganism (awareness raising). For Gothenburg, the objective for this new period will be to strengthen dialogue between the local authority and Roma community.

The need to systematise and formalise the dialogue with Roma, but also the need to strengthen Roma civil society so that Roma representatives have a real chance to respond to offers to participate in consultations and other dialogue, remains a difficult challenge which should be addressed. NRCP should pursue active cooperation with the Equality Body.

**MONITORING**

The County Administrative Board's status report has been produced in close cooperation with Roma organisations and experts. The work is based on a rights perspective and provides a good basis for future monitoring of work at local level to ensure that Roma's rights are respected.

Monitoring the impact of mainstream measures and activities undertaken on Roma should be ensured. Participation of Roma in the process should be encouraged.

#### FUNDING

During the 2014-20 period a total of € 340 mio has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**). The Investment Priority on the socio-economic integration of marginalised communities, such as Roma was not selected.

Further use of existing possibilities under the EU funds to support Roma inclusion should be explored.

#### SUMMARY OF KEY FINDINGS

There are an increasing number of Roma children attending pre-school, more and more Roma pupils completing compulsory school and moving on to upper secondary school.

Many Roma often have limited access to housing. Roma women and girls need targeted healthcare measures. Negative perceptions of Roma as a group are still a major obstacle for Roma in the labour market and housing. A monitoring mechanism should be put in place to assess the impact of mainstream policy measures on Roma and dialogue with Roma should be ensured.

## UNITED KINGDOM

(Gypsy and Traveller communities are included under the umbrella term Roma)

#### HORIZONTAL MEASURES

##### KEY ELEMENTS

##### ASSESSMENT

#### FIGHTING DISCRIMINATION AND ANTI-GYPSYISM, PROTECTION OF ROMA CHILDREN AND WOMEN.

Mainstream measures preventing discrimination, including fighting hate crime (England, Wales), protecting Roma women and children addressed under Women' empowerment fund.

Teaching materials, guides promoting inter-cultural dialogue and understanding. Involvement of the National Federation of Gypsy Liaison Groups (representatives of Gypsy, Traveller and Roma organisations) in the consultation process with Government departments (England). Increasing number of civil society organisations (Leeds, Glasgow, Derby, Luton, Manchester, Sheffield, East Anglia) developing Roma advocacy, mediation, community engagement and policy development.

Ensuring equality and non-discriminatory practices by service providers remain challenge to be addressed. Activities aimed at fighting stereotyping media coverage, prejudices against Roma and combating anti-Roma rhetoric and hate speech should be taken. To this end, the public authorities and representatives of Roma communities should work together.

Multiple disadvantages faced by Roma women and Roma children need more specific measures. Awareness raising training and information on human rights should be provided.

#### POVERTY REDUCTION

- No measures are reported.

#### POLICY AREAS

##### KEY ELEMENTS

##### ASSESSMENT

#### EDUCATION

Free school lunches (Pupil Premium, England), control activities by Ofsted, School Inspection (England), measures fighting all forms of bullying (England, Wales), toolkit provided to teachers working with Roma, curriculum materials for use in secondary schools on cultural awareness and understanding of Gypsies and Travellers (Wales), 100 cross-community Summer Camps programme (Northern Ireland).

More targeted support should be followed when addressing the low attendance and poor attainment of Roma pupils.

The local authorities and the academies (schools) responsible for educational outcomes of pupils should work in coordinated way and ensure that these children have access to the mainstream measures.

#### EMPLOYMENT

Mainstream measures aiming at increasing ethnic minority employment and participation in the labour market

A targeted approach to ensure access to and increase participation of Roma to employment mainstream measures is needed in addition to helping them avoid falling into dangerous and exploitative work conditions within the informal economy.

The opportunities under the ESF funding to support local employment programmes, and for which Roma can also benefit from, should be further explored

### HEALTHCARE

Mainstream and targeted measures, including various publications/guides (England, Wales, Scotland), cultural awareness advice to healthcare practitioners (Wales), assessment reports on health needs of Gypsies and Travellers by Local Health Boards and Clinics (Wales), Employment of Traveller and Roma Community Health Workers (Northern Ireland)

Greater focus on tackling the health inequalities of Roma is needed. The health needs' assessment should be carried out throughout the UK. Further targeted measures to improve the Roma health status should be considered with a special attention to women and children. Communities' participation in health and social care initiatives should be scaled up. The cultural awareness competency measures for health staff should be provided throughout the UK.

### HOUSING

Planning Policy for Traveller Sites, presenting new concept of defining Travellers for planning sites purposes, statutory duty for local authorities to assess accommodation needs and provide Traveller sites where there is a need and support for the development of new sites (England, Wales); Mainstream programme supporting affordable homes, providing for the Traveller Pitch Funding (England); Gypsy and Traveller Sites Capital Grant and Caravan Count System (Wales) Site provision for Gypsy/Travellers (Scotland).

The lack of authorised sites still remains a challenge to be addressed. Within the local planning approach, the involvement and close cooperation with representatives of Roma and social services should be strengthened. Planning policies and decisions should be carefully assessed in order to eliminate discriminatory practices and advance equality

## STRUCTURAL MEASURES

### KEY ELEMENTS

### ASSESSMENT

#### COOPERATION AND COORDINATION

(NRCP, civil and local actors, equality bodies, transnational cooperation)

Involvement of the NRCP in coordination of the relevant Government Departments' reports, in supporting the work of the Ministerial Working Group on preventing and tackling inequalities experienced by Gypsies and Travellers as well as in facilitating the work of the National Federation of Gypsy Liaison Groups. The NRCP also financially supports the integration projects (e.g. City of Sheffield). Transnational cooperation of city of Glasgow with cities in Slovakia and Romania. No measures are reported on the cooperation with the UK Equality body.

Strengthening further the capacity building of Roma and their involvement in design, implementation and monitoring of policies relevant to them is essential. The cooperation with Equality body should be established. The outcomes of the Equality Body reports should be well reflected in design of relevant policies.

### MONITORING

No measures are reported, although there are assessment reports and data available, in particular in the areas of education and health.

Measuring the impact of mainstream measures on the situation of Roma, should be put in place. The outcomes of the assessment reports should be well reflected in policy design and implementation.

### FUNDING

In the 2014-2020 period of total of €1,3 bio (€51 mio ERDF, €1.1 bio ESF and €123 mio EAFRD) has been allocated to promoting social inclusion, combating poverty and any discrimination, targeting action to the socially disadvantaged (**including, but not limited to Roma**)

Existing possibilities under the ESIF funds for targeted measures to support inclusion Roma should be further exploited and effectively implemented.

## SUMMARY OF KEY FINDINGS

The mainstream approaches have not demonstrated sufficient impact on improving the situation of Roma. Targeted measures could be further exploited by also using the existing possibilities under the ESIF funds. Scaling up the existing initiatives implemented throughout the UK should also be explored.

Cooperation between national and local authorities needs to be addressed, as well as the involvement of Roma in the design, implementation and monitoring of relevant measures. Evidence gathering should also be developed to enable the assessment of the impact of the measures.

## 5 ENLARGEMENT: COUNTRY FICHES

<b>ALBANIA</b>		
(Egyptians are included under the umbrella term Roma)		
COUNTRY DATA		
Roma <b>population</b>	CoE 2012 "average" estimate	115,000
	Estimated % of population	3.59%
Roma integration <b>Strategy</b>	<ul style="list-style-type: none"> <li>- No specific strategy on Roma Integration. The Social Inclusion Policy Document (2015-2020) is closely linked to the Roma and Egyptians Action Plan</li> <li>- National Strategy on Employment and Skills (2014-2020), general strategy including some indicators related to the Roma and Egyptian community</li> </ul>	
Roma integration <b>Action Plan</b>	National Action Plan for Integration of Roma and Egyptians in the Republic of Albania 2015-2020	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- Ministry of Social Welfare and Youth (main responsibility of coordination of policy coordination and social protection/employment and vocational education).</li> <li>- Integrated Management Policy Group on employment and social inclusion</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	<ul style="list-style-type: none"> <li>- Ombudsman</li> <li>- Commissioner, Office for Protection Against Discrimination</li> </ul>	
Bodies involving <b>NGO</b> in preparing/implementing Roma policies	-	
STATE OF PLAY: ROMA DATA IN PRIORITY AREAS		
<b>Education</b>	Attend pre-school education	26% (24% females)
	Placed in special schools	-
	Complete primary education	27% (25% females)
	Complete secondary	3% (3% females)
<b>Employment</b>	Employed	48% (38% females)
	Employment in informal sector	45% (36% females)
	Unemployed	43% (54% females)
<b>Health</b>	Access to health insurance	32% (34% females)
	Infant mortality	-
	Life expectancy	-
<b>Housing</b>	No drinking water at home	58%
	No electricity	11%
	Holding property documents	74%
	Segregated housing	48%
EU DIALOGUE ON ROMA INTEGRATION		
Roma <b>Seminars</b>	Third seminar on 20 April 2016	
<b>Stabilisation and Association Agreement</b>	<ul style="list-style-type: none"> <li>- Subcommittee on Justice, Security, Freedom</li> <li>- Subcommittee on Innovation, Information society and Social Policies</li> </ul>	
Post <b>visa</b> free monitoring	Fifth Report on the Post-Visa Liberalisation Monitoring for the Western Balkan Countries: "The Commission recommends that each visa-free Western Balkan country continues to increase targeted assistance to minority populations, in particular those of Roma ethnicity, aiming to improve their long-term socio-economic integration via educational, employment and vocational training	

	programmes, including by implementing national strategies and using domestic assistance, supported by available EU assistance and bilateral assistance offered by EU Member States".
High <b>level</b> Accession Dialogue	- Roma are included in the five key priorities for the opening of accession negotiations: "5. take effective measures to reinforce the protection of human rights, including of Roma, and anti-discrimination policies, as well as implement property rights."
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 13.15 million

## BOSNIA AND HERZEGOVINA

### COUNTRY DATA

Roma <b>Population</b>	CoE 2012 "average" estimate	58,000
	Estimated % of population	1.54%
Roma integration <b>Strategy</b>	Roma Strategy in Bosnia and Herzegovina (2005)	
Roma integration <b>Action Plan</b>	<ul style="list-style-type: none"> <li>- Revised action plan of Bosnia and Herzegovina for addressing Roma issues in the field of employment, housing and healthcare 2013-2016</li> <li>- Revised Action Plan of Bosnia and Herzegovina on Roma educational needs (2010)</li> </ul>	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- The Roma Board as an advisory body of the Council of Ministers</li> <li>- The Ministry of Human Rights and Refugees (MHRR)</li> <li>- Inter-ministerial expert team for the monitoring of the Revised action plan in the field of employment, housing and healthcare within the MHRR</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	Ombudsman	
Bodies involving <b>NGO</b> in preparing/implementing Roma policies	<ul style="list-style-type: none"> <li>- The Roma Board</li> <li>- The Council of National Minorities of the BiH Parliamentary Assembly</li> <li>- The Council of National Minorities of the RS</li> <li>- The Council of National Minorities of the FBiH</li> </ul>	

### STATE OF PLAY: ROMA DATA IN PRIORITY AREAS

<b>Education</b>	Attend pre-school education	6 %
	Placed in special schools	0.5 %
	Complete primary education	40 % (34 % females)
	Complete secondary	10 % (7 % females)
<b>Employment</b>	Employed	19 % (5 % females)
	Employment in informal sector	-
	Unemployed	31 %
<b>Health</b>	Access to health insurance	68 %
	Infant mortality	-
	Life expectancy	-
<b>Housing</b>	No drinking water at home	20%
	No electricity	15%
	Holding property documents	49%
	Segregated housing	72%

### EU DIALOGUE ON ROMA INTEGRATION

Roma <b>Seminars</b>	Third seminar on 18-19 June 2015
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<b>Stabilisation and Association Agreement and monitoring bodies</b>	- Subcommittee on Justice, Security, Freedom - Subcommittee on Research, Innovation, Information society, Social, Employment, Education
Post <b>visa</b> free monitoring	Fifth Report on the Post-Visa Liberalisation Monitoring for the Western Balkan Countries: "The Commission recommends that each visa-free Western Balkan country continues to increase targeted assistance to minority populations, in particular those of Roma ethnicity, aiming to improve their long-term socio-economic integration via educational, employment and vocational training programmes, including by implementing national strategies and using domestic assistance, supported by available EU assistance and bilateral assistance offered by EU Member States".
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 6.81 million

<b>KOSOVO</b>		
(Ashkali and Egyptians are included under the umbrella term Roma)		
COUNTRY DATA		
Roma <b>population</b>	CoE 2012 "average" estimate	37,000
	Estimated % of population	2.07%
Roma integration <b>Strategy</b>	Strategy for the Integration of Roma, Ashkali and Egyptian Communities in Kosovo 2009-2015	
Roma integration <b>Action Plan</b>	2009-15 Roma, Ashkali and Egyptian Action Plan	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- Deputy Prime Minister Office</li> <li>- Inter-ministerial Steering Committee</li> <li>- Office of Good Governance, Human rights, Equal opportunities and Non-discrimination, under the Office of the Prime Minister</li> <li>- Ministry for Communities and Return</li> <li>- Office for Community Affairs</li> <li>- Communities Consultative Council, under the Office of the President</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	Ombudsman	
Bodies involving <b>NGO</b> in preparing/implementing Roma policies	Office of Good Governance at the Prime Minister's Office	
STATE OF PLAY: ROMA DATA IN PRIORITY AREAS		
<b>Education</b>	Attend pre-school education	16.1 % (16.1 % females)
	Placed in special schools	-
	Complete primary education	88 % (73 % females)
	Complete secondary	34 % (27 % females)
<b>Employment</b>	Employed	-
	Employment in informal sector	-
	Unemployed	-
<b>Health</b>	Access to health insurance	-
	Infant mortality	41 per 1,000
	Life expectancy	-
<b>Housing</b>	No drinking water at home	45%
	No electricity	-
	Holding property documents	-



	Segregated housing	-
<b>EU DIALOGUE ON ROMA INTEGRATION</b>		
Roma <b>Seminars</b>	Third seminar on 12 November 2015	
<b>Stabilisation and Association Agreement monitoring bodies</b>	<ul style="list-style-type: none"> <li>- Stabilisation and Association Process Dialogue on Justice, Freedom, Security</li> <li>- Stabilisation and Association Process Dialogue on Innovation, Human Capital, Social Policies and Information Society</li> </ul>	
<b>Visa</b> liberalisation, Road Map	<ul style="list-style-type: none"> <li>- Visa liberalisation with Kosovo roadmap: "To implement the reintegration strategy and action plan ... enhancing the access of returnees, notably those from the Roma, Ashkali and Egyptian minorities, to employment, vocational training and education", ... and to "adopt and implement measures that enhance the effective integration of persons belonging to the Kosovo Serb, Roma, Ashkali, Egyptian, Bosniak, Turkish and Gorani minorities".</li> <li>- Assessment of December 2015 "Third report on progress by Kosovo in fulfilling the requirements of the visa liberalisation roadmap": The government has also continued implementing the strategy and action plan for integration of Roma, Ashkali and Egyptian communities. Further funding was allocated and spent at local level, to benefit different undertakings targeting the Roma, Ashkali and Egyptian minorities".</li> </ul>	
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 16.83 million	

## MONTENEGRO

(Egyptians are included under the umbrella term Roma)

### COUNTRY DATA

Roma <b>Population</b>	CoE 2012 "average" estimate	20,000
	Estimated % of population	3.17%
Roma integration <b>Strategy</b>	<ul style="list-style-type: none"> <li>- Strategy for improvement of position of Roma and Egyptians in Montenegro 2012-2016</li> <li>- Strategy for finding durable solutions for I/DPs 2011-2015</li> </ul>	
Roma integration <b>Action Plan</b>	Action Plan of implementation the strategy for improving the position of Roma and Egyptians in Montenegro 2012-2016	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- Ministry of Human and Minority Rights</li> <li>- Ministry of Labour and Social Welfare (I/DPs)</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	- Ombudsman	
Bodies involving <b>NGO</b> in preparing/implementing Roma policies	<ul style="list-style-type: none"> <li>- Roma Council</li> <li>- Committee for monitoring implementation of "Strategy for improvement of position of Roma and Egyptians in Montenegro"</li> <li>- Negotiating team, Chapter 23</li> </ul>	

### STATE OF PLAY: ROMA DATA IN PRIORITY AREAS

<b>Education</b>	Attend pre-school education	24% (19% females)
	Placed in special schools	42% (43% females)
	Complete primary education	29% (18% females)
	Complete secondary	8% (5% females)
<b>Employment</b>	Employed	36% (9% females)
	Employment in informal sector	56% (51% females)
	Unemployed	30% (41% females)

<b>Health</b>	Access to health insurance	95%
	Infant mortality	26 per 1,000 (26 per 1,000 females)
	Life expectancy	51 years (53.8 years females)
<b>Housing</b>	No drinking water at home	24% (23% females)
	No electricity	14% (15% females)
	Holding property documents	59%
	Segregated housing	55%
<b>EU DIALOGUE ON ROMA INTEGRATION</b>		
Roma <b>Seminars</b>	Second Seminar on 10 June 2014. Third Seminar second half 2016.	
<b>Stabilisation and Association Agreement</b>	<ul style="list-style-type: none"> <li>- Subcommittee on Justice, Freedom and Security</li> <li>- Subcommittee on Innovation, Human resources, Information society, Social policy</li> </ul>	
Post <b>visa</b> free monitoring	Fifth Report on the Post-Visa Liberalisation Monitoring for the Western Balkan Countries: "The Commission recommends that each visa-free Western Balkan country continues to increase targeted assistance to minority populations, in particular those of Roma ethnicity, aiming to improve their long-term socio-economic integration via educational, employment and vocational training programmes, including by implementing national strategies and using domestic assistance, supported by available EU assistance and bilateral assistance offered by EU Member States;".	
Negotiations <b>Chapter 19 Social Policy and Employment</b>	<ul style="list-style-type: none"> <li>- 2014 Screening report: Montenegro to fulfil measures regarding social inclusion, anti-discrimination and social protection.</li> <li>- 2015 Action Plan: Montenegro to fulfil measures regarding social inclusion through implementation of the Strategy for improving the situation of Roma, Ashkali and Egyptians.</li> </ul>	
Negotiations <b>Chapter 23</b>	<ul style="list-style-type: none"> <li>- 2012 Screening report: Montenegro to fulfil measures regarding: Respect for and protection of minorities and cultural rights.</li> <li>- The 2013 Action Plan for Chapter 23 Judiciary And Fundamental Rights includes 52 Roma related measures: Under "Recommendations 3.6. A: Take concrete steps to ensure practical implementation of non-discrimination, including through strengthening of the monitoring bodies and more effective reactions of the law enforcement bodies to possible violations;" and under "3.10. A: Take concrete measure to prevent discrimination of minorities. Ensure continuous registration of the Roma Ashkali and Egyptian (RAE) population, as well as their equal access to economic and social rights and their adequate representation in public authorities. Particular focus should be given to improve the living conditions of the poorest part of the RAE population."</li> <li>- 2013 EU Common Position: Under "3. FUNDAMENTAL RIGHTS: Protection of minorities and cultural rights; Interim benchmarks, fundamental rights: Montenegro steps up the protection of minorities and cultural rights."</li> </ul>	
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 11.71 million	

## FORMER YUGOSLAV REPUBLIC OF MACEDONIA

### COUNTRY DATA

Roma <b>population</b>	CoE 2012 "average" estimate	197,000
	Estimated % of population	9.56%
Roma integration <b>Strategy</b>	Roma Inclusion Strategy 2014-2020	
Roma integration <b>Action Plan</b>	<ul style="list-style-type: none"> <li>- Action plans for: Health, Employment, Education,</li> <li>- Housing and Action Plan for Roma Women</li> </ul>	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- Ministry of Labour and Social Policy, Roma Departments</li> <li>- Minister without Portfolio, in charged for Roma issues</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	<ul style="list-style-type: none"> <li>- Deputy Ombudsman, in charge of Roma Integration</li> <li>- Association of the Units of Local Self-Government</li> </ul>	
Bodies involving <b>NGOs</b> in preparing/implementing Roma policies	<ul style="list-style-type: none"> <li>- National Coordinative Body for implementation of the Roma Inclusion Strategy</li> <li>- Locale Coordinative Bodies for implementation of the Roma Inclusion Strategy</li> </ul>	

### STATE OF PLAY: ROMA DATA IN PRIORITY AREAS

<b>Education</b>	Attend pre-school education	38% (35% females)
	Placed in special schools	2% (2% females)
	Complete primary education	73% (64% females)
	Complete secondary	12% (7% females)
<b>Employment</b>	Employed	23% (10% females)
	Employment in informal sector	59% (62% females)
	Unemployed	49% (65% females)
<b>Health</b>	Access to health insurance	93% (94% females)
	Infant mortality	17.4 per 1,000 (18.9 per 1,000 females)
	Life expectancy	59.3 years (60.7 years females)
<b>Housing</b>	No drinking water at home	5%
	No electricity	4%
	Holding property documents	93%
	Segregated housing	91%

### EU DIALOGUE ON ROMA INTEGRATION

Roma <b>Seminars</b>	Second Seminar on 28 February 2012. Third Seminar second half 2016.
<b>Stabilisation and Association Agreement</b>	<ul style="list-style-type: none"> <li>- Subcommittee on Justice, Security, Freedom</li> <li>- Subcommittee on Research, Innovation, Information society, Social, Employment, Education</li> </ul>
Post <b>visa</b> free monitoring	Fifth Report on the Post-Visa Liberalisation Monitoring for the Western Balkan Countries: "The Commission recommends that each visa-free Western Balkan country continues to increase targeted assistance to minority populations, in particular those of Roma ethnicity, aiming to improve their long-term socio-economic integration via educational, employment and vocational training programmes, including by implementing national strategies and using domestic assistance, supported by available EU assistance and bilateral assistance offered by EU Member States".
<b>High Level</b> Accession Dialogue	<ul style="list-style-type: none"> <li>- Conclusions from the High Level meeting of 18 September 2015: Develop new Action Plans related to the new Roma Inclusion Strategy; Continue to follow up and implement the conclusions from Roma seminar and subsequent governmental Action Plan, including organisation of semi-annual progress review meetings; The Ministry of labour and Social Policy to maintain regular coordination and contacts with stakeholders, establish (inter-ministerial) Working</li> </ul>

	Group to implement conclusions of Zagreb Declaration for persons without identification documents; - Implement measures on over-representation of Roma children in special schools.
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 7.83 million

## SERBIA

### COUNTRY DATA

Roma <b>population</b>	CoE 2012 "average" estimate	600,000
	Estimated % of population	8.23%
Roma integration <b>Strategy</b>	Strategy for the social inclusion of the Roma in the Republic of Serbia 2016-2025	
Roma integration <b>Action Plan</b>	Strategy for Improvement of the Status of Roma in the Republic of Serbia and Action Plan (2010)	
Government bodies <b>responsible for Roma integration</b>	<ul style="list-style-type: none"> <li>- Deputy Prime Minister of Construction, Transport and Infrastructure in charge of internal governmental coordination regarding Roma inclusion</li> <li>- Office for Human and Minority Rights</li> <li>- Social Inclusion and Poverty Reduction Unit</li> </ul>	
<b>Independent bodies</b> involved in Roma integration	<ul style="list-style-type: none"> <li>- Ombudsman</li> <li>- Commissioner for equality</li> </ul>	
Bodies involving <b>NGO</b> in preparing/implementing Roma policies	<ul style="list-style-type: none"> <li>- Council for the improvement of the status of Roma</li> <li>- National Council of Roma National Minority</li> <li>- Association of local Roma coordinators</li> <li>- Association of pedagogical assistants</li> </ul>	

### STATE OF PLAY: ROMA DATA IN PRIORITY AREAS

<b>Education</b>	Attend pre-school education	63% (62% females)
	Placed in special schools	40%
	Complete primary education	46 % (45% females)
	Complete secondary	13% (7% females)
<b>Employment</b>	Employed	64% (71% females)
	Employment in informal sector	22% (12% females)
	Unemployed	19% (15% females)
<b>Health</b>	Access to health insurance	93% (95% females)
	Infant mortality	14 per 1,000 (9 per 1,000 females)
	Life expectancy	62.2 years (64.2 years females)
<b>Housing</b>	No drinking water at home	16%
	No electricity	3%
	Holding property documents	32%
	Segregated housing	65%

### EU DIALOGUE ON ROMA INTEGRATION

Roma Integration <b>Seminars</b>	- Third Seminar on 11 June 2015
<b>Stabilisation and Association Agreement and monitoring bodies</b>	<ul style="list-style-type: none"> <li>- Subcommittee on Justice, Security, Freedom</li> <li>- Subcommittee on Research, Innovation, Information society, Social, Employment, Education</li> </ul>
Post <b>visa</b> free monitoring	Fifth Report on the Post-Visa Liberalisation Monitoring for the Western Balkan Countries: "The Commission recommends that each visa-free Western Balkan

	country continues to increase targeted assistance to minority populations, in particular those of Roma ethnicity, aiming to improve their long-term socio-economic integration via educational, employment and vocational training programmes, including by implementing national strategies and using domestic assistance, supported by available EU assistance and bilateral assistance offered by EU Member States;".
Negotiations <b>Chapter 19 Social Policy and Employment</b>	Screening report recommendations: "Efforts need to be stepped up in order to ensure social inclusion of vulnerable groups, such as Roma, ...; In the health care sector, equal access to health care services needs to be ensured, also for representatives of socially disadvantaged groups, e.g. Roma."
Negotiations <b>Chapter 23 Judiciary and fundamental rights</b>	<ul style="list-style-type: none"> <li>- 2014 Screening report: "Recommendations: Serbia should start preparations for adopting at the end of 2014 a new multi-annual strategy and action plan to improve living conditions of Roma, including actions to ensure their registration, comprehensive measures on non-discrimination, ensure compliance with international standards on forced evictions and access to guaranteed socio-economic rights and dedicate additional financial assistance to implement the current and future Roma strategy in particular regarding education and health measures".</li> <li>- The 2015 General Action Plan on the implementation of Chapter 23 includes 53 measures specifically related to Roma, three general measures which also concern Roma, and seven measures that cover IDPs, who are to a large extent Roma.</li> <li>- The 2016 Action Plan for the realisation of the rights of national minorities includes 10 Roma related measures.</li> </ul>
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 70.17 million

<b>TURKEY</b>		
<b>COUNTRY DATA</b>		
Roma <b>population</b>	CoE 2012 "average" estimate	2,750,000
	Estimated % of population	3.78%
Roma integration <b>Strategy</b>	-The Strategy Paper on Roma People 2016-2021	
Roma integration <b>Action Plan</b>	-The 1 <sup>st</sup> phase Action Plan 2016-2018 of the Strategy Paper on Roma People 2016-2021	
Government bodies <b>responsible for Roma integration coordination</b>	- Office of the Prime Ministry – an advisor in charge of Roma - Ministry of Family and Social Policies, General Directorate of Family and Community Services	
<b>Independent bodies</b> involved in Roma integration	-	
Bodies involving <b>NGO</b> in preparing/ implementing Roma policies	-	
<b>STATE OF PLAY: ROMA DATA IN PRIORITY AREAS</b>		
<b>Education</b>	-	
<b>Employment</b>	-	
<b>Health</b>	-	
<b>Housing</b>	-	
<b>EU DIALOGUE ON ROMA INTEGRATION</b>		
Roma <b>Seminars</b>	-	
<b>Stabilisation and Association Agreement and monitoring bodies</b>	EU-Turkey Subcommittee on Social Policy, Employment and Regional Development	
	-	
Negotiations <b>Chapter 23 Judiciary and Fundamental Rights</b>	- 2007 Screening report: Roma issues are covered - Negotiations on chapter 23 have not been opened	
<b>Visa liberalisation</b> dialogue	- Roadmap towards a visa-free regime with Turkey: Turkey should fulfil the following requirement under Citizens' rights and respect for and protection of minorities: "Develop and implement policies addressing effectively the condition of the Roma social exclusion, marginalisation and discrimination in access to education and health services, as well as its difficulty to access to identity cards, housing, employment and participation in public life". - - The first Report on progress by Turkey in fulfilling the requirements of its visa liberalisation roadmap of 20 October 2014: "Turkey will also need to adopt and implement a comprehensive strategy and action plan to improve the situation for people with Roma heritage living in Turkey and will need to adopt legislation to prevent discrimination and facilitate social inclusion."	
<b>IPA</b> funds allocated to Roma integration (2007-2015)	EUR 18.45 million	