

Improving the tools for the social inclusion and non-discrimination of Roma in the EU

Summary and selected projects



Social Europe



European Commission

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Scope and Background of the Study

The estimated population of Roma⁽¹⁾ in Europe ranges between 10 and 12 million⁽²⁾. Roma are disadvantaged in several respects and are particularly vulnerable to social exclusion, poverty and discrimination. Access to fundamental rights and the level of social inclusion are deeply influenced by a number of factors including racism and discrimination against Roma, civil status and access to personal documents, the general economic and political climate, political participation and representation. Widespread negative attitudes towards Roma, anti-Gypsyism and stigmatisation are important barriers to successful implementation of measures to improve Roma inclusion.

In the Central and Southeast European Member States, comprehensive policies targeting Roma have been put in place from the mid-1990s, in part due to the influence exerted by EU accession negotiations. As a result of the EU enlargements in 2004 and 2007, the majority of Roma EU citizens – an estimated 70% – now live in these new Member States. The use of EU financial instruments at the pre-accession stage prepared the way for later use of post-entry Structural Funds. These countries all participate in the Decade of Roma Inclusion (2005-15).⁽³⁾

The situation of Roma living in Member States located outside the Central and South East European region is more diverse but equally alarming. However it is striking that in those countries where there are both settled Roma, including more recent immigrants, and those who continue to travel, it is the latter which attract more attention. The number of projects targeting travelling Roma groups is probably disproportionate to the number of people pursuing this way of life. As a result the presence and problems of the non-nomadic Romani population may be neglected.

At the EU level, several important legislative developments during the last 10 years have established a framework for greater protection against racism and racial discrimination for EU citizens, including Roma. These are: Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (Racial Equality Directive), the Framework Decision on combating certain forms and expressions of racism and xenophobia, the Charter of Fundamental Rights and the Lisbon Treaty. At the policy

level, the Lisbon Strategy of 2000 and the Social Agenda 2005-10 set the context for aim at achieving sustainable economic growth while respecting fundamental rights and promoting the social dimension of economic growth. The main financial instruments providing support for Roma have been PHARE and European Funds, which include the European Social Fund (ESF) including the Community Initiative EQUAL, the European Regional Development Fund (ERDF) and the European Agricultural Fund for Rural Development (EAFRD).

The ten Common Basic Principles for Roma Inclusion, annexed to the Council Conclusions in June 2009, non-binding guidelines for policy makers in Europe – set the context for this study, which confirmed their relevance. The Principles are:

1. Constructive, pragmatic and non-discriminatory policies;
2. explicit but not exclusive targeting;
3. inter-cultural approach;
4. aiming for the mainstream;
5. awareness of the gender dimension;
6. transfer of evidence-based policies;
7. use of Community instruments;
8. involvement of regional and local authorities;
9. involvement of civil society; and
10. active participation of the Roma.

In its Conclusions on the Inclusion of the Roma of 8 June 2009, the Council of the European Union reiterated the EU's commitment to full inclusion of the Roma through implementing policies to defend fundamental rights, uphold gender equality, combat discrimination, poverty and social exclusion and ensure access to education, housing, health, employment, social services, justice, sports and culture.

In 2008, the European Commission commissioned a study to examine measures addressing the situation of Roma and other ethnic groups known as or associated with Roma living in 18 EU Member States with sizeable Romani populations: **Austria, Belgium, Bulgaria, the Czech Republic, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the United Kingdom**. The study analysed the success factors of activities that seek to improve the situation of Roma in these Member States in the thematic areas of non-discrimination and equality policies, education, employment and training, health care services, housing and gender equality.

⁽¹⁾ In this report, "Roma" is used to include groups of people who share more or less similar cultural characteristics and a history of persistent marginalization in European societies, such as the Roma, Sinti, Travellers, Ashkali, and Kalé, etc.

⁽²⁾ See: <http://ec.europa.eu/roma>

⁽³⁾ The twelve Decade members include the former candidate countries in this study although Slovenia has only observer status at present. The only Western European member is Spain, which joined in February 2009.

None of the policies, programmes or projects examined in this research constitutes a “perfect” practice. Selected initiatives were chosen because of specific elements identified as having contributed to their success and the furtherance of Roma inclusion. Researchers in this study were guided in the selection of the identified practices using a combination of the following characteristics:

- First and foremost, they will be characterised by the active involvement of stakeholders, with particular emphasis on the meaningful contribution of Roma to decision-making;
- they are likely to achieve clear goals and well-identifiable targets, with results that are efficient and effective, tangible, well-defined and can be readily measured through evaluation and the availability of data;
- they are liable to be transferable to other locations, either within the same country or to other Member States;
- they will not be isolated, independent practices but rather will be closely related to current national policies and be coherent with their aims; and
- they should be in accordance with broader policies, especially the policy frameworks at European level and the objectives of the Decade of Roma Inclusion.

Successful Policy Conditions

Upon examination of policies adopted to promote Roma inclusion, the following findings on the conditions that underlie those that have had favourable and sustainable impacts in achieving Roma inclusion goals were observed.

Multi-sector approaches to social inclusion: The disadvantages experienced by Roma in one field lay barriers for them to access rights and opportunities on equal grounds in many other fields. Research in several countries emphasised the need to overcome the prevailing fragmentation of social inclusion approaches targeting Roma. The governments of several Member States have elaborated overarching national Roma inclusion strategies, firmly rooted in fundamental human rights such as education, employment, health care, housing, and access to social assistance and others. Although the subsequent implementation of the strategies has been riddled by problems which have often undermined their impact, the elaboration of comprehensive policy is an important precondition to address effectively the multiple exclusion factors experienced by Roma. The advantages of this approach are that it provides policy makers with a general framework for multi-dimensional policy measures and allows for long-term planning of holistic interventions and the financial resources needed for their implementation, as well as for a coordinated approach within the state apparatus.

Although sporadic, attempts made by some Member States to implement cross-sector measures have been assessed as yielding positive results. They operate on the principle that different types of interventions will complement each other and have synergistic effects which improve the quality of life of Roma as well as the relationship between Roma and non-Roma. Effective inclusion policies should also address the diverse position of vulnerable groups within Romani communities which may experience multiple forms of discrimination and exclusion by including specific measures for women, children, people with disabilities, HIV positive people, migrants, LGBT people, etc. Research across the countries of this study identified very few examples of successful initiatives in this regard.

Effective coordination of policy implementation: Experience in most countries covered by this study indicates that the implementation of national policies has been hampered by coordination problems within the central governments, between various ministries and agencies and between central government and regional and local authorities. Institutional and managerial structures implementing Roma inclusion policies differ considerably among the countries of this study. At the central level of government, in rare instances governments have established structures with executive and coordinative functions nationally; vertical coordination between levels of government is rare. The few examples of cooperation between the

national and local levels of administration in policy implementation through mentoring or other systems have shown moderately positive results.

Sustainable social inclusion policies: A recurrent concern across many countries of research is that Roma inclusion measures overwhelmingly rely on separate projects rather than consistent implementation of long-term strategic plans. As a result a number of good practices were discontinued when projects ended and the expected impact on Roma inclusion was not achieved. Once Member States have elaborated comprehensive national strategies and corresponding action plans, adequate and sustainable provision of resources is required to ensure Roma inclusion. Reliable, ongoing multi-annual budgets in particular are essential for the sustainability of policy-based Roma inclusion initiatives. In several countries, the sustainability of good practices piloted by NGOs has been made more likely where governments incorporated these practices into the policy framework.

Targeting and mainstreaming: Discussions about Roma policy oscillate between targeting and mainstreaming as mutually exclusive alternatives. In fact, Roma inclusion concerns are multi-dimensional and best approached from the perspective of both targeted and mainstreamed policy provision. The Common Basic Principles for Roma Inclusion recognise this, calling for both “Aiming for the Mainstream” (principle 4) and “Explicit but Not Exclusive Targeting” (principle 2). The majority of the target countries pursue an approach that is not based on an explicit Roma policy, but de facto treat Roma as a particular target group within general policy areas. However, in the countries of this study with the largest Romani populations a targeted policy approach is the norm. Some level of explicit targeting within mainstream policies is necessary to achieve impact on vulnerable groups, supported by disaggregated data collection to allow for monitoring and evaluation of outcomes.

Positive action and other comprehensive measures to promote non-discrimination and equality: A number of Roma inclusion practices have not achieved the desired impact due to lack of attention to the lasting effects of discrimination and anti-Gypsism. Promoting non-discrimination and equality of opportunity for Roma was seen by respondents in the national research as paramount. An effective equality policy goes beyond the prohibition and punishment of discrimination and involves proactive government interventions to promote equality. The EU Racial Equal-

ity Directive encourages Member States to take positive action to eliminate discrimination. With particular relevance to Roma is the decision of some Member States to include segregation in the list of prohibited forms of discrimination in their anti-discrimination laws, and this has gone further to influence policy development and funding allocation.

Roma participation: The inadequacy of Roma participation in public affairs underscores problems in the democratic process, historic discrimination in education and employment and recruitment procedures. Effective participation of Roma in public affairs in general as well as in the design and implementation of policies on Roma inclusion, is a core principle, acknowledged by the EU and the Member States. Positive action aiming to place Roma in positions with decision making influence within government should be prioritised and Romani organisations engaged in human rights monitoring should be supported. Overarching attention should be paid to the proportionate representation of all segments of the Romani community, with particular regard to gender, age, sexual orientation, etc.

The role of the Romani NGO sector is significant in promoting policy and programming for the social inclusion of Roma. In several countries, the work of some Romani organisations demonstrated in small-scale projects and pilot programmes coupled with strong advocacy programmes has proven an effective policy driver. Various programmes were later mainstreamed and implemented within a national policy context. In such cases, Romani organisations have maintained their own parallel activities which continue to produce good results. The research also revealed that some Romani organisations can work directly and effectively with both national and local authorities in the implementation of programmes and projects promoting Roma inclusion.

Data collection: Research in this study found the absence of accurate or any data about Romani communities to be one of the obstacles to the development, implementation, assessment and transferability of evidence-based policies whose impact can be effectively evaluated. Initiatives to gather data relevant to the implementation of equal opportunity measures for Roma communities in some countries have been assessed positively during research, notably due to the positive use of the data gathered and the involvement of Roma as data collectors.

Successful Funding Practices

The research examined the variety of options used in funding Roma programmes and projects to identify key overarching factors in successful examples, particularly in relation to their sustainability and transferability.

Sources of funding: A review of the countries in this study reveals a wide range of funding sources; multiple funding sources are common. These sources include: governmental budgetary sources (national, regional, municipal/local); EU financial support (pre-accession assistance, Structural Funds, other instruments); and voluntary donors (international, national and local).

The majority of selected cases of good practice included some element of national funding, which is often substantial. The social inclusion of Roma is primarily the responsibility of the state and so this type of financial contribution is entirely appropriate. While states have varying degrees of decentralisation, there is a widespread trend towards devolution of administrative structures and competences. Consequently, nationally provided funding is often delivered at regional or local level rather than from the central level.⁽⁴⁾ Devolved provision can be seen as a positive opportunity for greater involvement and ownership of projects at local level, where they must ultimately be implemented. However, it can also lead to gaps in provision. Much financial support for Roma is specifically targeted but some is included in general funding. Non-targeted resources can represent progress toward mainstreaming Roma inclusion. However, research in the Member States indicates that it is difficult to monitor whether mainstreamed support, unless earmarked, is reaching the intended beneficiaries in the absence of ethnically disaggregated data.

EU funding programmes have been used as both seed money to support pilot projects and to assist the scaling up of measures and policy implementation nationally. In all cases they can be seen as temporary support to help national governments and other public authorities to make a decisive impact on the inclusion of Roma. EU financial support is designed to be replaced by national or other funding and is consequently of limited duration, often for a maximum of 12-24 months. Roma issues are mainstreamed within all EU activities and so all Member States are able to draw on a range of financial mechanisms. European Structural Funds are the main source of EU support for Roma projects.⁽⁵⁾ The European Social Fund (ESF) is by far the most significant contributor, including EQUAL and Operational Programmes for Human Resources Development; also important are the European Regional Development

Fund (ERDF), PROGRESS and other European Commission activities and related funding mechanisms.⁽⁶⁾ The former candidate countries' experience of receiving EU funding assistance has had a lasting influence and the newer Member States are now more likely to draw on these resources to support Roma inclusion.⁽⁷⁾

Donors, including foreign governments, international and national foundations and NGOs, enterprises and charities play an important role. Such bodies can simply supply financial aid but frequently also take an active part in projects. Since the scope of their activities is wide-ranging, directed at every relevant area, it is difficult to generalise about appropriate areas for donor interventions. An important characteristic of donor funding is that procedures tend to be more flexible and accessible than with EU funding and for this reason many smaller NGOs working on Roma inclusion much prefer to finance their activities in this way. Major donors are mainly involved in larger projects and can work in close partnership with governments, contributing both relevant expertise and financial resources. Smaller-scale donors can be the single source of funding for limited projects or contribute to larger projects, complementing funding from other sources.

Funding of programmes and projects: Many programmes and projects receive funding from multiple sources which makes it very difficult to link their successes or problems uniquely to a particular financial instrument. The selected examples of good practice illustrate diversity in relation to the interplay of policy, programmes and projects. Some funding programme structures are not flexible enough and may not match the project needs of implementers. For example, NGOs would often prefer grants to be spread over a longer period to safeguard sustainability.

Non-discrimination and equality: After adopting equality policies, several Member States established equality bodies and ombudspersons and carried out research to monitor policy effectiveness. The sources of funding made available for such initiatives may reflect the prevailing policy climate and level of political support surrounding anti-discrimination; some governments make resources available for this but in some countries external donors and NGOs themselves fund watchdog activities. National government funding in this area has been perceived as demonstrating the government's political will to combat discrimination. Among selected initiatives to counter discrimination using the media, most

⁽⁴⁾ Also certain taxes are levied at regional and local level.

⁽⁵⁾ See: <http://ec.europa.eu/social/main.jsp?catId=634&langId=en>

⁽⁶⁾ E.g. programmes such as Lifelong Learning, Youth in Action, Culture Programme (2007-13), European Agricultural Fund for Rural Development (EAFRD), Public Health Programme (2008-13).

⁽⁷⁾ At the same time complaints are voiced about the complexity of procedures for accessing and administering such funds.

funding has been made available by non-state sources; some NGOs have also leveraged their own resources to support this work. Important private donor programmes enhance the accessibility of financing by Romani organisations and local authorities and reduce inequalities in access to funding by Romani organisations.

Education: EU funding programmes such as PHARE provided seed funding during the accession process for education pilot projects, which were later scaled up into further programmes. There is a mix of funding patterns for Roma education initiatives in Member States: funding for education initiatives in Member States now comes overwhelmingly from national sources but other sources also contribute importantly. ESF funding plays an important part as the largest EU instrument to support human resources development in some countries; elsewhere NGO initiatives have been influential while drawing on grants from donors, such as the Roma Education Fund. Desegregation actions have been funded to promote integrated education and improved education outcomes for Roma children. At times, desegregation has been a function of financial support for and progress in integrating Roma into standard housing, demonstrating the potential added value and cost-benefits of desegregation support and freeing up funding for actions mainly directed at improving educational outcomes. Where residential desegregation is unlikely to occur, at least in the short-term, school desegregation measures are directly funded by a range of sources. Substantial progress requires political will to make available sufficient national funding sustained in the long-term to replicate successful NGO pilot projects. In one instance, the national government imposed conditions on the receipt of certain funds that were designed to support Roma inclusion. Financial incentives to encourage schools to take both majority and minority pupils were at times misused by schools, demonstrating the crucial importance of monitoring and evaluating the use of funding (from ex-ante to ex-post).

As concerns funding, there is diversity in terms of the types of initiatives, the likely sources of support in different areas, the variety of funding mechanisms, general difficulties in accessing and using financial instruments and the limitations which may be posed to sustainability. Examples of good practice illustrate this diversity in relation to the interplay of policy, programmes and projects in the areas of non-discrimination and equality, education, employment and training, health care services, housing and gender mainstreaming.

Employment: In some cases, seed funding provided a stimulus for further financial support of employment actions. Ex-ante evaluations have identified and prioritised needs through community surveys providing a basis for the development of long-term strategies and funding plans. In some cases, pilot projects have led to the channelling of mainstream funding to Roma inclusion projects

and increasing durability and sustainability. Of the selected examples of employment practice, nearly half receive some form of EU financial aid; however EU financial support does not guarantee sustainability and some such projects were reported to have virtually ended when funding ran out. Rare initiatives demonstrate the creative and effective use of multiple funding sources to build dynamic, expanding programmes, which has at times been supplemented by other income generating activities. In some countries, private business enterprises also play an important role in funding Roma education and job creation. Some initiatives fund their own activities by providing employment-related services for government bodies.

Health care: in some countries, funds have been leveraged to promote policy development and assessment. In Western Member States, national governments have funded studies of the health status of Travellers which be compared with other national health surveys of the general population. In several Central European Member States, successful health programmes funded by the EU with matching government funds have contributed to the development of national health policies. Many examples of good practice addressing health issues tend to be localised and privately financed. Some implementers were able to convince local authorities to fund continuation of projects as part of general social services provision after gaining local support due to whole community project benefits. Other actions show that with good will, limited resources and minimal accommodations can increase access to health services and more equal treatment. Private donors and businesses also support Romani empowerment and health care provision and have also aimed to increase accessibility of funding by Roma through training.

Housing: Governments have secured a range of funding sources for housing surveys which provide a basis for planning. New data has informed policy design, ex-ante evaluation, further project initiatives and ESF funding bids. In some countries, pre- and post-accession EU funding have made a significant contribution to infrastructure initiatives, helping governments meet the high costs associated with such work. Important programmes have directed funding to multi-sector initiatives combining infrastructure and housing elements with education and employment activities. Localised municipal social housing projects co-funded by municipal and national sources have demonstrated that these can be holistic and relevant to the community, with political will and support.

Gender mainstreaming: Funding for projects specifically targeting Romani women does not appear to be widely available. Within the selected practices in this study, projects targeting Romani women or from which Romani women benefited significantly were most often supported by EU funding.

Successful Project Models

Non-discrimination and equality: In addition to the important work of equality bodies, extensive NGO monitoring networks exist, at times run by Romani organisations. The employment of Romani monitors who have a regular presence at the grass-roots level has helped win the confidence of victims. Other networks involve a full range of stakeholders. A supportive policy context contributes to success in this area, as does the exchange of information with many international and domestic partners. Many initiatives use mediation to promote access to mainstream public services. As intermediate measures mediators build mutual confidence between institutions and Roma, break down institutional prejudices and promote unimpeded direct access of Roma to mainstream public services. Broader mainstreaming approaches should be pursued in parallel.

Education: Factors contributing to success in this area include moral commitment and a deep understanding exclusion factors. Desegregation actions have promoted better educational outcomes through the bussing of Romani children to schools in non-Romani neighbourhoods. Significant outreach with families and schools has contributed to success through comprehensive in-community support encompassing daily after-school assistance, homework support, individual and group training in specific areas, using new media to make learning attractive, involvement of parents and Romani language tuition for parents and pupils. There have been close links to policy and project outcomes have influenced new government funding priorities.

Initiatives which improve access to pre-school are widely seen as a basic precondition to successful educational outcomes and combating school segregation. Elements of pre-schooling projects which promoted successful outcomes were support by Romani school assistants for pupils and families and the involvement of Romani mothers, fulltime day-care, after-school tutoring and other activities and alternative educational methods. Also featured were teacher training in multiculturalism, intercultural events, and courses and discussion groups for Romani mothers. Firm persuasion can overcome parental opposition to integration by non-Roma.

Only a tiny proportion of Roma achieve a university education but in some Member States there are long-running scholarship and mentoring programmes and projects to support Roma high school

and university students. These often offer educational and moral support from professionally trained Romani mentors and they actively involve a wide range of stakeholders, including Romani NGOs, private and EU funders, schools, parents and students. Some countries operate a university quota system which reserves places for Roma students.

Employment and training: Skill training is viewed as the most realistic way of increasing access of working age Roma to the labour market. Many activation schemes have been criticised, partly because the skills component is minimal but because discrimination is not addressed. Successful actions have provided sustainable employment by supporting vocational training, subsidised work placements to increase experience and employer confidence, and involve a partnership of regional NGOs, municipal and national stakeholders, business enterprises and other organisations. Strong partnership and outreach with potential employers is essential. Supportive government agencies have worked in partnership with Roma and Traveller NGOs to bring them into employment. A small number of very specific and insightful projects sought to build on existing yet informal methods of employment of Roma through certification, legalisation and taxation. They provide an important model for increasing formal employment of Roma, addressing the changing employment reality of many Roma and maintaining chosen employment paths in professions in-demand. They are viewed as transferable, though attention to local legislation, policy and human potential is necessary. Efforts to develop micro-credit projects through adapted criteria and flexibility have met with success.

Health care services: in some Member States, NGOs and governments have mapped the health status of Roma and Travellers; success factors have included the adoption of a mainstreaming approach by using the same methodology as for the general population to foster comparability and the utilisation of Roma as data collectors. Successful preventative health projects incorporate ex-ante evaluation of local needs and resources for targeted implementation; they often involve NGOs and networks of municipal services for partnership and referral. Projects including a component of education, particularly where Roma and Travellers educate their community, are likely to have a long-term sustainable impact. Some actions have been successful by adopting integrated, multi-sector approach, not

limiting their activities to health care but also providing social welfare and educational advice, and develop close links with mainstream services.

Housing: Many projects now offer Roma and Travellers alternative forms of accommodation and provide for individual choice of accommodation. In the field of Roma and Traveller housing provisions, it is necessary to have a strong commitment and support, of the political and administrative authorities at the local level. It can help to lower tensions between Roma and non-Roma. In addition, mediation is often employed as an advance action to win local confidence and support. Bottom-up, municipally funded projects offer housing options and have involved Roma and a range of stakeholders. Some actions have legalised settlements and provided infrastructure improvements by reclassifying and purchasing land for resale to Romani residents, and take a holistic approach to housing (which integrates training, educational and health care support).

Gender mainstreaming: Successful policies and projects exclusively addressing Romani women in the Member States are rare. However, as with non-discrimination gender equality is a cross-cutting theme and the gender aspect of projects realised in Roma communities should not be underestimated. Romani women play an important part in the overall structure of many projects and often may even be inferred as a lead target group. The thematic areas of this study where Romani women are most prominent are in projects focused on employment, training and health care services. However women also have an important role in education projects, particularly at pre-school level, where involving mothers is crucial for Romani children's attendance and performance, and the majority of Roma teaching assistants are female.⁽⁸⁾ Where successful, projects have offered flexible programmes adapted to the women's needs, including in their timing, duration and accommodation of child care needs.

Lessons Learned

Perfect policies, programmes and projects for Roma, Traveller and Sinti inclusion could not be identified in this research, and there is a stark dearth of evaluation activity in this field. At the same time, elements of success could be seen in many measures across the research, pointing out important unifying factors to be taken into account in future programming. With due consideration to local conditions and adequate evaluation and documentation, these elements, ideas and practices can be transferred to other communities and countries. Research for this study demonstrated the validity of the Common Basic Principles for Roma Inclusion, which should be taken into account in formulating initiatives to further Roma inclusion.

Successful policies, programmes and projects must be rooted in fundamental rights and non-discrimination. Policies and programmes must address diversity, tackling both the situation of Roma living in poverty and those Roma out of poverty who experience racism, discrimination and exclusion, with a focus on the individual – different people have different problems which require different responses. The inclusion of Roma is an important issue of human rights, but also a political issue, an economic issue, a factor of regional cohesion and is important to social solidarity.

Strong political will at national and local levels to achieve Roma inclusion is required for the success of policy, programming and projects in this area.

Clear linkages must exist between policy, programmes and projects: Learning from past programmes and projects have at times shaped subsequent policies and funding allocation. At the same time, many projects are specifically designed to fit within existing policy and programming structures. PHARE and other EU funded projects have provided seed funds for subsequent programmes funded through different sources. These types of linkages and learning are essential to the development of more successful measures for Roma inclusion.

Integrated multi-sector policy approaches are required to address the multiple exclusion factors of Roma. For example, policies, programmes and projects addressing multiple issues mean that unemployed Roma supported to access new, more expensive housing and work are less likely to face eviction due to unaffordable new housing and their children's school outcomes benefit from a better home learning environment.

Explicit but not exclusive targeting of policies, programmes and projects: An explicit overall national

⁽⁸⁾ Further information about EU-supported projects targeting Romani women can be found at: <http://ec.europa.eu/social/main.jsp?catId=813&langId=en>

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policy for Roma inclusion has placed this issue onto the political agenda in numerous countries; such policy is warranted in all EU countries. The existence of national policies, dedicated funding and supported projects are an important expression of political intention, which should be carried forward through law, finances, and effective partnerships across a broad range of stakeholders, reliable evaluation with particular regard to transferability, and appropriate sanctions for failure to implement. Governments and project implementers should use the policy, programme or project duration to seek to mainstream supported activities within the routine responsibilities and procedures of national ministries.

The effective mainstreaming of Roma concerns within broader measures is optimal as concerns overall results and wider society concern. Some level of targeted provision within mainstream policies is necessary. Due regard should be paid to the multiple disadvantages of particular groups of Roma, such as women, children, LGBT people, migrants, people with disabilities, etc. Proper monitoring and assessment of the impact of mainstream measures requires disaggregated data collection.

Effective coordination bodies are necessary for successful integrated policy and programming approaches. Linkages between relevant ministries and among national, regional and local government must be established and measures to reduce obstacles to Roma inclusion actions strengthened. Appropriate institutional structures and mechanisms must be put in place, and meaningful Roma participation at all levels increases the appropriateness and effectiveness of programming.

Special attention should be paid to the representation and participation of Roma in all sectors, with a focus on Romani women, youth, disabled and LGBT people. Romani human rights organisations should be supported as important policy contributors. Government measures to promote Roma inclusion must be complemented by grassroots Roma action, and specific sources of funding should be made available for Romani organisations to use as they see fit. Particularly important in this regard is the empowerment of Romani organisations to access funding and implement success measures while meeting technical and financial requirements.

Legal duties to undertake positive action can strengthen efforts to implement Roma inclusion policy. The Racial Equality Directive laid the foundation for tackling the disadvantaged position of Roma and in some countries targeted, rights-based policies and positive action programmes have been formulated. Positive action should be an integral component of Roma inclusion

policy across the EU and Member States and public administrations should set the example for this across the European Union.

Multiple and longer-term policies, programmes and projects targeting 10 and 20 year periods are needed for systemic change. These should be coupled with short- and medium-term action plans which enable visible success quickly and consistently in order to build confidence and sustainable engagement of all stakeholders.

Different and multiple sources of funding can play different roles and support different streams of intervention that are necessary for successful programmes and projects including innovative design, institutional change, long term perspectives, Roma empowerment, etc. Local ownership fosters local relevance for projects designed to solve problems in specific places. National or regional funding, coupled with an element of local financing, is an acknowledgement of all levels of responsibility for Roma inclusion and can foster mainstreaming of provision. Local government financing may need to be reviewed to ensure the availability of necessary resources.

Both EU and some Member State authorities are attaching conditionality to the provision of funding through various programmes to ensure that funding reaches marginalised populations. Conditionality can secure the earmarking of financing for Roma inclusion measures and overcome barriers caused by local resistances and low political will. Proper monitoring is essential. Conditionality also influences mainstream funding programmes to ensure that they reach marginalised groups such as Roma and promote participation and respect for the rights of these groups.

Roma inclusion cannot be exclusively a national level concern. Several conditions must be in place to ensure that local authorities take up reform efforts prescribed in national policy, including: consultation and participation of local authorities in national policy making processes; direct partnership between national and local authorities through mentoring or other formal partnership systems, provision of training and skills development relevant to programme implementation; facilitating networking and sharing of practice and experience from other locations; fostering good relations with local civil society organisations; facilitating outreach with local non-Roma and, where relevant, including them as beneficiaries of programmes to promote a community approach to inclusion.

Availability of data according to key factors including ethnicity and gender strengthens the development of effective policy, programmes and projects. It provides a baseline and enables the tailoring of measures to

address the specific needs of the beneficiaries, facilitates effective monitoring, documentation and evaluation of targeted and mainstream measures and enables transferability of successful practice.

Little evaluation is currently available about the impact of targeted or mainstream policies, programmes and projects for Roma inclusion. Ex-ante and ex-post evaluation assists relevance, accountability and transferability of ideas. Regular evaluation, with effective Roma participation, should be conducted and processes of learning should be developed and invested in to ensure the transferability of lessons learned and successes.

Successful non-discrimination and gender equality actions focus on the grassroots level and foster a broad constituency which benefits from outcomes together with Roma. Such actions may explicitly target Romani women and be adapted to account for their specific circumstances to ensure their participation. Cooperation between public bodies, the private sector and NGOs is essential as is strong Roma participation. In parallel, mediation facilitates better communication between Roma, public authorities and local communities and improves access of Roma to mainstream public services.

Inclusive quality education: From pre-school onwards, successful education measures promote desegregation and improved educational outcomes through support for better understanding and relations in mainstream schools and building confidence of Roma and Travellers, increasing their motivation and reducing absenteeism. Successful measures to encourage Roma and Travellers leading up to and at university level include

scholarship programmes, quota systems and mentoring support for students and families.

Increasing employment: Successful employment initiatives require an efficient and experienced implementing agency, partnership with future public and private employers and close co-operation with a range of stakeholders including NGOs and labour offices. Effective employer outreach to encourage and assist them in hiring Roma is important to counter discrimination. Flexible and adapted training programmes to certify competences can provide access to formal work opportunities. Effective micro-credit schemes can maximise business potential.

Improving health: Tailored to the needs of Roma, successful health projects are based on needs assessment and often use Romani health mediators to improve preventative health services and access to mainstream health services and insurance. Non-exclusive targeting has increased local acceptance of health projects. Holistic approaches, a welcoming atmosphere in health care service delivery settings based on equal treatment and non-discrimination are necessary to improve health.

Adequate housing: Accounting for the diverse needs of individuals, effective housing projects provide the right solution for individuals from a range of options. Strong political and financial support by local politicians and public representatives, and effective mediation and negotiation, can reduce local tensions and resistance to integration and improved housing conditions for Roma. Projects have improved housing conditions by regularising the situation of informal settlement dwellers or countering residential segregation.

ANNEX: Selected Roma inclusion practices

The practices included in this annex were selected on the basis of the success criteria established for the research and with due regard to geographical and thematic representation within the study.

Non-discrimination

- 1) RASMUS (Finland)
- 2) Discrimination against Romanies (Sweden)
- 3) Equal Opportunity in Media (Hungary)

Education

- 4) The Re-Integration of the Romani Pupils from the Socially and Educationally Less Motivating Environment of the Special Elementary Schools into the Majority Population (Slovakia)
- 5) Traveller Education Support Service and Gypsy Traveller Liaison Officers in Local Authorities in Scotland
- 6) Codification and didacticisation of the Roman (=Burgenland Romani) (Austria)
- 7) Roma Memorial University Scholarship Programme (Romania)

Employment

- 8) ACCEDER (Spain)
- 9) JOBS (Bulgaria)
- 10) Certification of Competences from Experience (France)
- 11) Romani Bridge (Slovenia)

Health

- 12) Primary Health Care for Travellers Project (Ireland)
- 13) Medical and Social Centre of the Municipality of Movri (Greece)
- 14) Romani CRISS Health Mediation (Romania)

Housing

- 15) Analysis of socially excluded Roma localities in the Czech Republic
- 16) Maro Temm (Germany)
- 17) A global approach to the housing of Travellers in Poitiers (France)
- 18) The Dice: Self-Renovation and Social Inclusion (Italy)

Gender mainstreaming

- 19) Dreaming we go (Portugal)
- 20) Computer training course for Traveller women (Belgium)

Non-discrimination and equality

Project 1: **RASMUS (Finland)**

Lead organisation:

Ihmisoikeusliitto / Finnish League for Human Rights

Time frame, location, and target group:

Ongoing since 2002; Finland; Finnish society.

Type of initiative and the type of situation it addresses:

Project addressing discrimination.

Objectives of the project/initiative:

Promotion of equality and non-discrimination; cooperation and information sharing between different actors in the area of discrimination.

Description of main activities and different steps throughout the whole project cycle management:

Maintaining a national network of actors who work against racism and xenophobia and promote diversity and human rights, support each other and share information about their activities.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Finnish League for Human Rights and numerous other groups working on non-discrimination, equality and tolerance issues

Policy and funding programme; total budget; the sources of funding; the period of funding:

Level and sources of funding varies by year; (earlier funding was provided by the Ministry of Education). Grants have been in the range of several thousand EUR.

A short summary of the project's main achievements:

Awareness raising and information provision: The RASMUS network operates a website which presents information about all work and events which fight racism, xenophobia and ethnic discrimination and promote tolerance in Finland. It also provides useful background information about these issues for visitors.

A discussion of best elements of the project:

The network is well-known in Finland. The webpage is good and provides a lot of relevant information to the public. RASMUS publishes a weekly electronic newsletter with information about activities of member organisations. RASMUS operates regional networks and separate networks for minority women and researchers in the area.

Project 2: **Discrimination against Romanies in Sweden**

Lead organisation:

The Swedish Ombudsman against Ethnic Discrimination (DO).

Time frame, location, and target group:

February 2002 until March 2003; Sweden; Roma in Sweden as well as Swedish majority society as a whole (including its authorities).

Type of initiative and the type of situation it addresses:

In 2001 the Swedish government commissioned the DO to investigate, fight and prevent discrimination against Roma through strategic and long-term efforts.

Objectives of the project/initiative:

To shed light on the extent and nature of discrimination against Roma in Sweden through desk research and taking account of the personal experiences of Roma; To develop strategies and methods to fight and prevent discrimination of Roma in Sweden; To increase human rights awareness and reporting among Roma; To empower and mobilise Roma in self-help activities against discrimination; To increase the confidence in the DO among the Roma.

Description of main activities and different steps throughout the whole project cycle management:

Investigating discrimination against Roma through a questionnaire survey and examining existing complaints; Facilitating open dialogue between Roma and relevant authorities; Information campaigns about the work of the DO anti-discrimination law through the Internet, media and meetings and seminars; Training Roma to promote non-discrimination and human rights; Particular attention to Roma discrimination complaints and bringing these cases to court to provide redress for individuals and highlighting discriminatory structures; Increasing awareness of the living conditions of Roma within Swedish majority society; and Compiling a report and providing proposals for measures to improve the situation.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Ombudsman against Ethnic Discrimination (DO); a Romani reference group of 18 participants and a Romani working group of 7 participants (both were fairly balanced regarding gender, organisations, regions and age); Romanies National Association (Romernas Riksförbund), the National Association Roma International (Riksförbundet Roma International) and Travellers' Romany Association (Resandefolkets Romanoa Riksförbund); Swedish Authority for School Improvement (Myndigheten för skolutveckling) and the Swedish Integration Board (Integrationsverket).

Policy and funding programme; total budget; the sources of funding; the period of funding:

1.7 Million SEK (176 500 EUR) funded by the national government.

A short summary of the project's main achievements:

Increased confidence in the DO among Roma and increased rights awareness indicated by an increase in the number of complaints to the DO in the years after the project; Increased awareness within the DO about the situation of Roma and types of discrimination that they experience, which in turn has improved the DO's processing of complaints lodged by Roma; Successful litigation, in court or in out-of-court settlements, in many of the complaints lodged by Roma to the DO; Increased publicity and visibility in mass media about the extent and nature of discrimination against Roma; Comprehensive report entitled Discrimination against Romanies in Sweden published by the DO in 2004 including proposals for measures to improve the situation.

A discussion of best elements of the project:

The human rights-based approach proved to be fruitful; Real participation of Roma in the process; Provided the foundation for a strategic, long-term project with Roma and other vulnerable ethnic groups; The methods and strategies employed proved to be so fruitful that they have subsequently been used in the DO's work with other groups vulnerable to discrimination; In 2008 there was a joint project focusing on a common area of concern, namely about discrimination in the housing market.

Project 3: **Equal opportunity in media (Hungary)**

Lead organisation:

Minority and Human Rights Foundation, www.keja.hu

Time frame, location, and target group:

2004–07; Budapest; disadvantaged young Romani adults and Romani youngsters with special educational needs.

Type of initiative and the type of situation it addresses:

Equal opportunities and representation in the media: The presence of Roma, disadvantaged persons and people with disabilities in electronic media is very low in Hungary. There are only a few programmes on non-commercial TV-channels focusing on these topics, and there are even lower percentages providing for the participation of these groups in programme-making processes. There are very few Romani media personalities. This Equal programme of the Minority and Human Rights Foundation tries to promote equal opportunities in the media.

Objectives of the project/initiative:

The main goal of the programme is to help people with a socially disadvantaged background, especially Roma, enter employment in the media and provide them insight into programme-making processes. During a one-year course, registered in the National Education List, participants were trained as cameramen, cutters and editors. Disabled people could apply for this course, including those with severe physical impairments if they met the entry requirements: under 40, good communication skills, possessed GCSE, 50% loss in work ability. For physically handicapped participants, transport facilities between their home and the school were provided as well as personal assistance at the school.

Description of main activities and different steps throughout the whole project cycle management:

Students were trained in filmmaking, film editing and all related trades by qualified teachers. They studied film history, film aesthetics, visual language, sociology, cultural studies, executive production, enterprising and legal studies, movie-trade operational studies, telecommunication, video techniques, film techniques, how to use a camera, lighting practice, studio practice, director's studies, trade practice, festival attendance and organization. Film trade consultation was provided through lectures by professionals and experts. Students had to pass a theoretical exam at the end of the first semester, a state exam at the end of the academic year and they had to prove practical competencies through two film assignments. During the ten-month course the students received monthly scholarships. Young adults equipped with theoretical and practical knowledge received certificates as movie and video manufacturers upon successful completion of the programme.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Minority and Human Rights Foundation; "Ház a Réten" Cultural Association of Public Utility; Partners Hungary Foundation; National Federation of Disabled Persons' Associations. The lead organisation has extensive contacts with national TV and radio stations. TV and radio programmes are produced by the foundation.

Policy and funding programme; total budget; the sources of funding; the period of funding:

EQUAL Community Initiative Programme; the total budget, financed by the European Social Fund and the Hungarian Government, was 299 million HUF (approximately 1 150 000 EUR).

A short summary of the project's main achievements:

From 40 students participating in the course, 13 are employed by the foundation. Others are employed in commercial and non-commercial TV and radio stations. The consortium also built a well-equipped, well-functioning TV-studio.

A discussion of best elements of the project:

This project promotes non-discrimination and equality of opportunity not only for socially disadvantaged Romani adults, but also for Romani youth with special educational needs.

Education

Project 4: **The re-integration of the Romani pupils from the socially and educationally less motivating environment of the special elementary schools into the majority population (step-by-step in the special elementary schools–Romani initiative) (Slovakia)**

Lead organisation:

Nadácia Škola dokorán (Wide Open School Foundation)

Time frame, location, and target group:

1997–2002 (Part I) and 2003–05 (Part II); Five experimental classes and five control classes at the special elementary schools Žiar nad Hronom, Jarovnice, Rožňava, Špišská Nova Ves and Košice (Part I); Jarovnice, Smižany, Košice–Šaca, Rudňany (Part II); Children and pupils from Romani settlements

Type of initiative and the type of situation it addresses:

NGOs, pilot programme; elimination of barriers that Romani children face in the field of education

Objectives of the project/initiative:

Part I: Researching the level of knowledge of Romani pupils in special elementary schools through use of the Step-by-Step methodology; Researching the effect of the forms and methods of teaching; Multicultural education; Improving cooperation between schools and families to include Romani pupils in standard elementary schools; Propose changes in the enrolment process of the special elementary schools; Assessing the influence of Romani assistants on school achievement improvements; Identifying Romani pupils who could be moved to the standard elementary schools. Part II: Applying Part I results to support the implementation of positive educational methodology at the institutional level and fostering the school achievements of Romani pupils.

Description of main activities and different steps throughout the whole project cycle management:

Part I: Research and studies include verification of: methods and organisational forms of teaching; methods of cooperation among schools, families and broader social environments; effects of Romani assistants on accelerating the learning of Romani pupils; effects of educational plans on the school achievement of learning-disabled pupils; and effects of trainings for teachers and Romani assistants aimed at improving the social and emotional climate of classrooms.

Part II: using the outputs of Part I to support the implementation of educational methodology at the institutional level and fostering improved achievement of Romani pupils; and focusing on pre-school education, especially through a complex formal and informal educational programme to prevent the segregation of Romani children in pre-school and to discourage the enrolment of Romani children in special elementary schools.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Elementary schools, school authorities, Ministry of Education, community centres and universities. Part I: Department of Special Pedagogy, University of Prešov; Institute of Information and Prognosis (Bratislava). Part II: Open Society Foundation Slovakia, Projekt Schola (Košice)

Policy and funding programme; total budget; the sources of funding; the period of funding:

Framed within the Priorities of the Slovak Republic Government Towards Romani communities for 2002; 97 708 EUR (Part I); Open Society Institute–New York, The Open School Foundation, Jacobs Foundation (Part I); OPGRC, Open Society Institute–New York, The Open School Foundation, Jacobs Foundation (Part II).

A short summary of the project's main achievements:

New conditions for the enrolment of pupils in special elementary schools and the provision of recommendations to the Ministry of Education; development of a new test for school readiness that takes into account the social and cultural difference of Romani pupils; change in Romani parents' view of formal education; encouragement of local governments and mayors to participate in multi-faceted solutions and long-term work on the topic; and assessment of continuity in the next generations of programmes and the effects of long-term activities in the locality.

A discussion of best elements of the project:

Creation of a new methodology; the fact that the test for enrolment of children in the special schools now takes into account cultural differences.

Project 5: **Traveller Education Support Service and Gypsy Traveller Liaison Officers in Local Authorities in Scotland. Scottish Traveller Education Programme (STEP) (UK)**

Lead organisations:

Local Education Authorities in England and Wales; Local Authorities in Scotland; Schools and teachers; Her Majesty's Inspectorate of Education; Scottish Traveller Education Programme; University of Edinburgh.

Time frame, location, and target group:

Throughout the UK a broadly similar type of service is available.

Type of initiative and the type of situation it addresses:

Educational improvement: The programme aims to raise the educational achievement of Traveller children and to promote Traveller culture in schools and the community; to assist schools in developing whole school strategies that reflect the identity of all pupils and to extend awareness and appreciation of Traveller culture within the community; to support and encourage Traveller families in the education of their children; to work with schools in giving Traveller children equal access to the curriculum; and to work with schools, families and Traveller communities to raise the educational attainment of Traveller children and improve their access, attendance and participation in education

Objectives of the project/initiative:

Provides specialist Traveller Education Support staff to work with schools, governing bodies and other agencies to promote educational approaches which are positively inclusive of Gypsy Traveller experiences and lifestyle.

Description of main activities and different steps throughout the whole project cycle management:

Establish home-school contacts to develop positive partnerships between teachers and parents and an inter-agency liaison as appropriate; provision of resources with positive images of Travellers to be incorporated into the wider curriculum; curriculum planning to reflect Traveller culture in all areas and a catalogue of resources useful to those involved in the education of Travellers; raise awareness among teaching and non-teaching staff of the particular circumstances of the Travelling communities; Traveller Education Services contact lists throughout the country to enable continuity of provision and access to education and distance learning opportunities for when children are away from their base school; a pupil record transfer system pacing children's movement between schools; application of Equal Opportunities Policy e.g. helping children acquire the necessary skills and understanding to cope successfully at each stage of personal development with the demands of self, family, school and society; guidance on attendance, self-esteem, bullying issues and the integration of Travellers in the education system; advisory / support teachers experienced in teaching communication skills; in-service training for school staff, welfare staff, students and others involved with Traveller families to promote understanding of their educational needs; developing special initiatives.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Traveller Education Support Staff; Teachers; School Inspectors; Pupils; Parents; Gypsy Traveller communities. In Scotland the Scottish Traveller Education Programme (STEP) is a Government supported information resource project which aims to develop and support inclusive educational approaches for Gypsy Traveller pupils.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Funded through mainstream education budgets.

A short summary of the project's main achievements:

The service has built up over time, gaining status and building a positive image. TESS staff is frequently considered to be Gypsy Traveller specialists and are asked for advice and information outside their education remit. In Scotland, the Gypsy/Traveller Education Liaison Officers tend to be part time posts, which mean they are generally under resourced to provide a comprehensive service to the communities. The Liaison officers can be expected to provide information or to mediate in discussion with individuals which is outside their education role. The expectation on TESS and Gypsy Traveller liaison staff is an indication that there is an unmet need for high quality information and advice services for the Gypsy and Traveller communities.

A discussion of best elements of the project:

Engagement and partnership building between education providers, pupils and Gypsy Traveller families.

Project 6: **Codification and didacticisation of Roman (=Burgenland Romani) (Austria)**

Lead organisation:

Institute for linguistics of the University of Graz

Time frame, location, and target group:

1994-1999; Raum Oberwart/Burgenland/AT;
Burgenland-Roma – mainly children and youth.

Type of initiative and the type of situation it addresses:

Socio-linguistic project; promotion and preservation of Burgenland-Roman and fostering self-confidence.

Objectives of the project/initiative:

Contribution to promote emancipation and the socio-cultural and socio-economic integration of Roma; promotion of self-confidence and self-esteem through scientific appraisal of the Romani language/culture and through awareness-raising of the distinct Romani language/culture within the majority population.

Description of main activities and different steps throughout the whole project cycle management:

Description of main activities and different steps throughout the whole project cycle management: Codification of the Burgenland-Roman; documentation, codification; development of grammar, dictionary and a text collection; implementation of the results of codification within the language education (including teaching materials); development of media products (books, newspapers, radio broadcasts); awareness raising activities for the Burgenland-Roma and majority population.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Roma activists, scientist, students, educational and public administration institutions.
Association Roma-Service/Verein Roma-Service Kleinbachselten

Policy and funding programme; total budget; the sources of funding; the period of funding:

Minorities policy; around 400 000 EUR; National Ethnic Group Fund 1994–99 (around 260 000 EUR), Ministry of Education, Art and Culture 1994–99 (around 70 000 EUR), Government of the Länder Burgenland 1994–99 (around 20 000 EUR), private donations 1994–99 (20 000 EUR), European Union: 1996 (around 20 000 EUR) and Nationalbankfonds 1996 (10 000 EUR).

A short summary of the project's main achievements:

The language of the Burgenland Roma, Roman (= Burgenland Romani), which had almost disappeared has become an important identity marker for the Burgenland Romani community; Roman is now taught in school and used in media (quarterly newspapers, radio, TV, books, etc.). See: <http://www.roma-service.at>.

A discussion of best elements of the project:

Contributing to the emancipation and integration of Roma by increasing the value of Romani language and culture.

Project 7: **Roma Memorial University Scholarship programme (Romania)**

Lead organisation:

The Resource Centre for Romani communities

Time frame, location, and target group:

January 2001 – January 2010; Romania; Romani students who are citizens of one of the programme countries and have been accepted at state-accredited, widely-acknowledged universities in their home country or country of residence, pursuing their studies for BA, MA or PhD degree.

Type of initiative and the type of situation it addresses:

Scholarship programme; low participation of Roma in university studies.

Objectives of the project/initiative:

The Roma Memorial University Scholarship (RMUSP) is an initiative of Roma Education Fund (formerly the Open Society Institute) and offers merit-based competitive academic scholarships for Romani students who are citizens of Bulgaria, Croatia, the Czech Republic, Hungary, FYROM, Montenegro, Romania, Serbia, Slovakia or Turkey. In Romania, it is implemented by the Resource Centre for Romani communities.

Description of main activities and different steps throughout the whole project cycle management:

The programme offers support for eligible Roma students at the university level. The project cycle starts by launching the programme at the national level and posting information on the programme's website. Applicants submit application packages to the programme, where they are processed and verified by the programme. They participate in events organised by the programme, such as orientation and information sessions, in which they have contact with the programme's management team and with other Romani students. Scholarships are provided for 10 months - the university academic year.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Romani NGOs (dissemination of programme information); Romani Counsellors at the county level (dissemination of programme information); partnerships with all the state accredited universities in Romania.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Decade of Roma Inclusion; from 2001–08, 2 154 000 USD (1 620 000 EUR) and in 2009, 13 250 EUR. The Open Society Institute, with grants from the C.S. Mott Foundation and the Remembrance, Responsibility and Future Foundation, was the main financial source of the programme for its third, fourth and fifth years of existence. Starting with the sixth year, financial support came principally from Roma Education Fund, with the continuous support of the Remembrance, Responsibility and Future Foundation.

A short summary of the project's main achievements:

The Roma Memorial Scholarship Programme has supported hundreds of Romani students through their university careers. In Romania, 1 467 Romani students were financially supported between 2000 and 2008. Partnerships have been formed all the state accredited universities in Romania. The programme also runs in: Bulgaria, Croatia, the Czech Republic, Hungary, FYROM, Montenegro, Romania, Serbia, Slovakia or Turkey.

A discussion of best elements of the project:

The programme addresses an important barrier to equal education of Roma: poverty. It also contributes to the development of a network of well-educated Roma who can fully participate in society and provide strong role models to other Roma.

Employment

Project 8: **ACCEDER programme (Spain)**

Lead organisation:

Fundación Secretariado Gitano

Time frame, location, and target group:

Since 2000 the programme has been developed in 48 locations in Spain; unemployed Roma and non-Roma of working age.

Type of initiative and the type of situation it addresses:

The insertion of Roma and non-Roma into the labour market. Aware of the lack of professional qualifications of this group and the prejudices and stereotypes present in Spanish society, this programme was created to tackle these obstacles and help Roma obtain employment.

Objectives of the project/initiative:

To facilitate the access of the Roma population to the job market; motivation for education; and promote active politics to allow the development of the programmes.

Description of main activities and different steps throughout the whole project cycle management:

Educational activities; personalised educational itineraries; support with job searching; seminars and information sessions; and education in equal treatment; many studies were conducted to understand the real situation of Roma concerning employment; information campaigns; agreements reached with employers to offer internship opportunities to and hire Roma trained according to the company's' needs. Users are offered a wide range of formative possibilities; they are taught how to write a CV, how to act in a job interview, social skills etc.

Employment centres were established in each location with a coordinator, mediators (many Roma) who inform Roma about the programme among and encourage their enrolment; job seekers who reach out to prospective employers and labour advisers who design personalised formative job-oriented itineraries for users. Since 2006 the programme also promotes self-employment.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Nowadays, the ACCEDER team functions with a total of 260 workers. In addition to the City Councils where the ACCEDER employment offices are placed, nearly 3 000 enterprises, as well as different local and regional associations collaborate with the programme due to the positive results it has achieved.

From the year 2000 until May 2009, 35 000 people used the services of the programme and 25 000 jobs were created, approximately half of them were for females. 40% of women employed have found part-time contracts. The durations of the contracts are: 56% between 30-90 days, 21% between 90-180 days, 17% between 180-365 days and 6% more than 365 days. The average duration of the contracts is 3 and half months. The areas where employment has been obtained are service provisions with more than 71% of the total number of contracts followed by industry, construction and agriculture.

8 538 Romani women and 5 364 Romani men have taken the qualification courses. Females have obtained jobs as cleaners, secretaries, receptionists and shop assistants while men have obtained jobs in the construction sector and as cleaners etc.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Operative programme to fight discrimination; financed through the European Social Fund (ESF), which contributed 57 420 490 EUR, the European Regional Development Fund (ERDF) as well as regional governments and 47 municipalities. The Ministry of Social Affairs also contributes through the 0.52% tax on personal income that can be voluntarily allocated to NGOs or the church.

A short summary of the project's main achievements:

By May 2009 it had helped 35 000 people with skills training and job seeking and 25 000 clients had found jobs in the service, industrial, construction and agricultural sectors. A significant number of its beneficiaries have been Romani women. The efficiency of the programme has been deemed to be positive. The programme has succeeded in changing the attitudes of employers towards hiring Roma. It is also important to mention the commitment reached with public and private business to promote the theoretical and practical formation of Roma.

A discussion of best elements of the project:

ACCEDER had placed Roma proved that an NGO can successfully manage; has shown it is possible to organise a national programme so adapted to each locality and the institutions therein; and the explicit but not exclusive targeting of Roma is a noteworthy feature and contributes to its success.

Project 9: **JOBS project – Job Opportunities through Business Support: Roma initiatives (Bulgaria)**

Lead organisation:

Ministry of Labour and Social Policy with the support of the United Nations Development Program

Time frame, location, and target group:

The JOBS Project has implemented three initiatives targeted at the Roma community, the first one starting in 2004 (JOBS for Roma); two business centres in the Roma neighbourhoods in Burgas, Pazardjik, and two employment and business support offices (so called window offices) in Elhovo and Peshtera; the main target groups are Romani job-seekers and unemployed people wishing to create their own business and disadvantaged groups on the labour market.

Type of initiative and the type of situation it addresses:

Employment: Romani communities are unable to benefit from business and job opportunities due to widespread poverty, low levels of education and poor living conditions. The main constraints are: (i) poor access to existing jobs due to unsuitable skills and cases of discrimination; (ii) almost no targeted support for job creation and entrepreneurship development.

Objectives of the project/initiative:

To counter rising Roma unemployment in different regions of Bulgaria; to test and demonstrate a replicable model for creating employment and income generation opportunities in Romani communities; to foster a sustainable environment for job creation by supporting micro and small businesses and agricultural producers.

Description of main activities and different steps throughout the whole project cycle management:

The JOBS project implemented three initiatives targeting the Roma:

1. JOBS for Roma offered assistance for unemployed Roma (training, courses, support in finding vacancies/internship opportunities), support for start-up entrepreneurs (basic start-up and business training, planning, access to financing, finding markets and suppliers, staff recruitment) and business management training, access to financing and business networking for existing businesses. It offered direct access to microfinance through: (i) a financial leasing fund (200 000 USD) for purchase of equipment; and (ii) a start-up grant fund (15 000 USD). Access to financing was contingent on the employment of Roma. Two business centres were established in large urban Romani neighbourhoods in Burgas and Pazardjik within local NGOs. Long-term strategies were developed for the two centres until 2010, based on community surveys of 1 000 households and local focus groups to identify priority needs and services required.
2. Roma Inclusion through Business Support – RIBS Component, which replicates the JOBS for Roma support model in two small rural minority communities in Elhovo and Peshtera, providing the full range of JOBS Project services.
3. Sustainable Employment Generation through Business Support (SEGBS), which was part of the 'Urbanisation and Social Development of Areas with a Predominant Minority Population' project. Six JOBS centres were established which provided a comprehensive package of business services targeted at minority communities in Pazardjik, Lom, Stara Zagora, Dulovo, Omurtag and Venets.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Autonomous local NGOs established according to the JOBS methodology and founded by local public institutions, entrepreneurs, community leaders and Roma-based organisations; municipalities in Burgas and Pazardjik; Elhovo renovated and equipped and granted offices for the business centres. The local partners are the municipalities, the local labour offices, the Burgas Chamber of Commerce and Industry, private sector entrepreneurs.

Policy and funding programme; total budget; the sources of funding; the period of funding:

JOBS received 808 883 USD from SIDA (September 2004–December 2007); RIBS is co-funded by the UK Global Opportunities Fund (Switzerland) and the UNDP with 200 000 USD (December 2006–December 2009); SEGBS was co-funded by EU PHARE, the Bulgarian Government and the UNDP with 138 540 USD (for the period 2005–06).

A short summary of the project's main achievements:

Under all three initiatives, 2 086 jobs were created/sustained for Romani clients, 66 financial leases were approved, nearly 27 000 information and advisory services were provided and 3 187 people were trained. A total of 95 business plans were developed for banks and other funding sources and 27 start-up grants were provided.

A discussion of best elements of the project:

The project relies on local NGOs to provide business centre services. The centres are autonomous local NGOs established according to the JOBS methodology founded by a range of public and private stakeholders which are actively involved in business centre development and thus share a sense of ownership of the results. Another key element is the development of long-term strategies for the business centres based on thorough needs assessment to identify priority needs and services required.

Project 10: **Certification of Competences from Experience Travellers (France)**

Lead organisation:

Departmental Association Friends of Travellers of Gironde (ADAV 33)

Time frame, location, and target group:

2007–09; Bordeaux; Travellers working in the building industry that require formal certification.

Type of initiative and the type of situation it addresses:

Employment: Adapted training for the recognition of the professional competencies gained via experience and family transmission among Travellers; French regulations indirectly discriminate against Travellers by not taking into account the manner in which they acquire their professional competencies (academic certification is not required for many trades or proof of three years of professional experience exercising that occupation – many Travellers are informally trained within families and can not prove this level of professional experience. Working without certification may lead to penalties including a fine of up to 7 620 EUR).

Objectives of the project/initiative:

To formally certify the professional competences of Travellers and Gypsies so that they can legally exercise their profession in the building industry; to provide training adapted to the specific lifestyle and needs of a group of Travellers and Gypsies; to legalising the professional status of Travellers through certification of their professional competences; to enable Travellers to access professional insurance and guarantee their work.

Description of main activities and different steps throughout the whole project cycle management:

Determination of the professional diploma with which the Travellers' skills best correspond and identification of an appropriate training programme; Meeting of the Departmental Directorate of Work and a small group of Travellers to identify a practical solution for the recognition of their professional skills through which the Certification of Competences from Experience (VAE) could be granted based on the same test given to those who follow a professional training programme; the organisers and a group of Travellers seeking certification examined the skills required for the diploma and identified those for which additional training was necessary; Travellers were provided with a training programme adapted to those skills that they were missing over a one month period (instead of 8–9 months); the training schedule was established together with the Travellers to fit their schedule; a group of 12 Travellers followed the training programme and took the exam in December 2008 which involved written questions and practical tasks; all 12 passed the exam and received certification of their professional competences.

In a second group there were some dropouts for various personal reasons. However, of the six persons who completed the training programme, the success rate on the exam was again 100%. A film has been made documenting the approach used for use by actors in other localities to encourage similar initiatives. In the film Travellers speak about their experiences. Additional training programmes have been organised for new groups.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Departmental Association Friends of Travellers of Gironde (ADAV 33); Departmental Directorate of Work, Employment and Professional Training of Gironde; Traveller individuals.

Policy and funding programme; total budget; the sources of funding; the period of funding:

VAE 2007/2008 and 2008/2009: Departmental Directorate of Work, Employment and Professional Training of Gironde.

A short summary of the project's main achievements:

All participants received certification of their competences from experience which allows them to meet the legal requirements; the adapted training duration and curriculum allowed the participants to complete it and provided them with missing skills to pass a professional qualification exam and receive a professional diploma (18 persons had received diploma at time of writing); registration at the Chamber of Commerce access to insurance and access bigger jobs; demonstrated the possibility of assessing the professional skills of those who have gained their knowledge outside of the formal education system; the stereotypes and apprehensions of actors involved were challenged; and the training centre has acquired a better knowledge of Travellers and their needs for future programmes.

A discussion of best elements of the project:

This project directly addresses a problem of discrimination that arises because the specific situation of Travellers (transmission of skills through family experience) is not taken into account in regulations, providing possibilities for certification of competences and in mainstream training programmes. It develops an approach that enables Travellers to meet certification requirements by allowing them to demonstrate in a practical way that they have the required level of skills. It also makes necessary adaptations to the training format to take into account their specific needs - these adjustments are not difficult to make; they simply require willingness on the part of the training establishment to be flexible and to listen to the Travellers' specific needs. The participation of Travellers in this project was important in developing a solution that met their needs and simultaneously met official certification requirements. It permitted a training programme to be developed that it was feasible for Travellers to follow (timing and duration) and that took into account their existing skills.

Project 11: **Romani Bridge (Slovenia)**

Lead organisation:

Municipality of Črenšovci (Občina Črenšovci)

Time frame, location, and target group:

2005–06; Municipality of Črenšovci; Roma.

Type of initiative and the type of situation it addresses:

The project is a development initiative that addresses the integration of Roma in the labour market and the participation of young Roma in education.

Objectives of the project/initiative:

The project's main objective was the gradual integration of Roma in the labour market. This objective was based on the idea that the cultural heritage of the Romani community could serve as the basis for the development of a Romani tourist industry. Other objectives include the development of income-generating activities for Roma and the fostering of Romani children's skills and talents.

Description of main activities and different steps throughout the whole project cycle management:

Based on the opening of the Romani museum in Kamenci Romani settlement, the project's main activities were: the production of authentic Romani souvenirs for tourists; the training of young Roma in traditional Romani handicrafts purposes; holding a camp for young Roma and non-Roma; creative workshops for young Roma; organising a sculpture exhibition, literary evenings and other cultural events; and developing a workshop on the topic of plants in traditional Romani medicine

All actors involved, specifically referencing the participation of Roma, including Romani women:

Roma who participated in the planning, implementation and assessment of the project; Romani and non-Romani youth, artists and tourists. The project specifically addressed Romani women by encouraging them to educate themselves about medicinal plants in order to sell them at the market.

Partners in the project were the Municipality of Črenšovci, the Kamenci-based Romani association Romano pejtaušago and the Development Center – Lendava.

Policy and funding programme; total budget; the sources of funding; the period of funding:

PHARE 2003 CBC – Maximisation of Human Resources Potentials in the Border Region; co-financed by the Ministry of Labour, Family and Social Affairs and project partners. The programme's total budget was 109 080 EUR and was co-financed in the amount 98 172 EUR. The project's funding period was 2005–06.

A short summary of the project's main achievements:

The project's main achievements were: the publication of a bilingual (Slovenian-Hungarian) promotional brochure on tourist attractions in the Romani settlement of Kamenci; the establishment of a regional Romani development partnership among Slovenian and Hungarian local authorities, Romani associations, schools and development centres; and the establishment of Romani Health Grove.

A discussion of best elements of the project:

The best elements in the project are: the establishment of clear objectives and well-identifiable target groups; improved equality of opportunity for Roma; focus on specific issues affecting young Roma (e.g.: the lack of skills); involvement of Roma in all stages of the project; use of a multifaceted approach that addresses the integration of Roma in the labour market by making use of the existing skills and talents of Roma; generation of positive feedback from the Roma community; successful partnership between the Romani community and local authorities; sustainability, as the project has potential for mainstreaming in other fields; potential for transferability to similar locations (Romani settlements and multicultural environments; and the wide-spread nature of benefits, as the project produces positive outcomes for both Roma and the general public (e.g.: dissemination of information about Roma, creation of an attractive tourist site)

Health

Project 12: **Primary Health Care for Travellers Project (PHCTP) (Ireland)**

Lead organisation:

Pavee Point Travellers' Centre

Time frame, location, and target group:

Ongoing since 1994; the Finglas/Dunsink areas of Dublin; Travellers living in the Finglas and Blanchardstown areas of Dublin.

Type of initiative and the type of situation it addresses:

A primary health care initiative aimed at improving the health status of Travellers.

Objectives of the project/initiative:

To establish a model of Traveller participation in the promotion of health; to develop the skills of Traveller women in providing community based health services; to Liaise and assist in creating dialogue between Travellers and health service providers; and to highlight gaps in health service delivery to Travellers and work towards reducing inequalities that exist in established services

Description of main activities and different steps throughout the whole project cycle management:

Travellers work as Community health Workers in Primary Health Care for Traveller projects, allowing primary health care to be developed based on the Traveller community's own values and perceptions to have long-term effects; Travellers and Traveller organisations work in partnership with Health Service Executive personnel through each Traveller Health Unit in the development of Traveller health services and the allocation of resources; a training course which concentrated on skills development, capacity building and the empowerment of Travellers; PHCTP workers are employed on a permanent basis (subject to funding); to secure the employment of Travellers in mainstream health services, working with the Royal College of Surgeons in Ireland (RCSI) to increase the number of Travellers students studying in the field and developing a Toolkit and Guidelines for the Employment of Travellers in the Health Service Executive.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Health Service Executive, Pavee Point Travellers' Centre; Traveller women (mainly) trained as community health workers.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Funding for each PHCTP is allocated through the Traveller Health Units in each Health Service Executive area. Funding is allocated on an annual basis to individual projects; the Pavee Point PHCTP receives 330 636 EUR annually and employs 16 Traveller women and 2 coordinators. Since 1997, over 12 million EUR in additional development funding has been allocated to Traveller specific health services such as the appointment of designated Public Health Nurses for Travellers and the replication of the Primary Health Care for Travellers Project (PHCTP).

A short summary of the project's main achievements:

Accredited training for 16 Traveller women as community health workers (CHWs); a baseline survey to identify and articulate Travellers' health needs by CHWs; the PHCTP has also demonstrated a model of employment for Travellers in health care provision.

A discussion of best elements of the project:

Trained CHWs (usually women) gain confidence and skills to work in the community and to conduct baseline surveys. This was the first time that Travellers were involved in such a process, as in the past, Traveller needs were largely assumed. Under the PHCTP process, Travelers can actively prioritise their needs and suggest changes to the health services which would facilitate greater access and utilisation. Results are also fed back to the health service providers. In 1998, the PHCTP was awarded the WHO 50th anniversary commemorative certificate for a national community-based health project that promotes health for all values of equity, solidarity, participation, intersectoral approaches and partnership.

Project 13: **Medical and Social Centre of the Municipality of Movri (Greece)**

Lead organisation:

Municipality of Movri

Time frame, location, and target group:

Commenced in October 2005 for two years – extensions through June 2009; Sageika (part of the Municipality of Movri, Achaia, Western Greece); Roma (around 160 families – 900 persons living in five areas of Sageika and surroundings).

Type of initiative and the type of situation it addresses:

The Socio-Medical Centres provide first-degree health care and social protection to Roma of Sageika and its surroundings.

Objectives of the project/initiative:

To provide fundamental health care, social and often legal assistance to Roma to help them integrate in Greek society through:

Census of the target group; registering the needs of the target group, through epidemiological research tracking down their sanitary and social problems. (Only objective not met); informing Roma about issues of public health (activities relating to health education) and about access to public health services; provision of healthcare through the development of necessary actions; putting Roma in contact with different social and welfare programmes and supporting them in taking full advantage of these benefits; providing the Roma with assistance to help solve procedural and legal problems with public services; providing consultative services for the integration of the Romani families, particularly of Romani children in Greek society and for the exploitation of the institutional structures of the state (i.e. education, sports, culture etc.) in order to give them access to programmes of resettlement and social integration (in housing, education, employment); and familiarisation with the new housing conditions and attendance for the surrounding environment and educating them to obtain the necessary skills through organised activities.

Description of main activities and different steps throughout the whole project cycle management:

1) Providing essential medical services (general examination, medical prescriptions, vaccination of Romani children, health education) 2) Census of Romani families 3) Help in handling state and municipal administrative procedures (issuing of identity cards, health and welfare booklets) 4) Psychological support 5) Registration and monitoring of Romani children at school 6) Creative occupation 7) Actions with other agencies on issues of prevention and treatment and 8) Cultural activities involving the wider community.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Staff (Doctor, Nurse, Physiotherapist, Gym Instructor, Sociologist, Psychologist, Speech Therapist, Roma mediator); National Intermunicipal Network Rom; local police; local schools; local continuing education programmes; local training centres; local and regional health centres; specialised national health centres; local minors' judges; and NGO "Smile of the Child."

Policy and funding programme; total budget; the sources of funding; the period of funding:

Regional Operational Project Western Greece 2000–06 – one of the 24 Programmes of the 3rd Community Support Framework (2000–06) for Greece; co-funded (75%) by the European Social Fund. Total funding in the period October 2005 – June 2009: 457 000 EUR.

A short summary of the project's main achievements:

Registration of Roma who lacked identity papers and efforts to make sure that the children of primary school age attend classes regularly and complete the school year without dropping out: since the centre was established, 90% of the children have been vaccinated and Romani families have been provided intense health education; 61 children have been baptised in church (and hence acquired a first name in the registrar); and 8 persons have obtained identity documents enabling them to register and benefit from social and welfare programmes.

A discussion of best elements of the project:

The Socio-Medical Centres, when and where they function effectively, are considered by all actors, including the EU, to be the most successful practice among all programmes for Roma in Greece. They are multi-faceted, flexible and user-friendly, especially as they are the only institution available on a daily basis to help Roma, including if not predominantly women and children. They help fight stereotypes in the wider community. In this particular centre, the satisfaction expressed by Roma who live in the settlement of Sageika, which is furthest from the city centre ("they offer complete service""whenever we are sick we go there – without them we could not go to doctors"), confirms that this centre offers sustained tangible results to Roma. The 100 000 EUR annual budget makes it easily financially sustainable.

Project 14: **Romani CRISS health mediation (Romania)**

Lead organisation:

Romani CRISS

Time frame, location, and target group:

Ongoing since 1993. Romania; Roma.

Type of initiative and the type of situation it addresses:

Health mediation

Objectives of the project/initiative:

To improve the health mediation system, which is developing in Romania; and to improve the access to health services of Roma in Romania.

Description of main activities and different steps throughout the whole project cycle management:

Organising training courses for the health mediators –continuous and basic training (notions of human rights, getting identity papers, legislation in health mediation); hosting 41 meetings at the county level with both health mediators and coordinators from the Public Health Authorities County to identify problems in the health system mediation; establishment of 8 regional centres which support and monitor the health mediators in their work; lobbying and advocacy the Ministry of Health to reactivate the Ministerial Joint Commission for Roma within the Ministry.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Romani CRISS – Roma Centre for Social Intervention and Studies; Ministry of Public Health, Romania; OSCE, Organization for Security and Cooperation in Europe

Policy and funding programme; total budget; the sources of funding; the period of funding:

Policy: Government Decision 522/2006 - Strategy of the Romanian Government to be party to the International Decade of Roma Inclusion 2005-2015; Law No 95/2006 on the reform of health; and Strategic Plan of the Ministry of Public Health 2008-2010. Funding provided by the Catholic Committee against Hunger and for Development and the French Ministry of Foreign Affairs.

A short summary of the project's main achievements:

666 health mediators supported and monitored; 33 round tables organised with the local authorities and the health mediators; 179 health mediators participated in ongoing training courses; 266 health mediators participated in basic training courses; 8 local organisations provided organisational support; 436 visits to communities in which the health mediators work; identifying and documenting cases of discrimination in access to public health.

A discussion of best elements of the project:

Involvement of Roma in facilitating better access of Romani communities to health care; professional competencies and employment of individual Roma increased; Romani NGO with primary responsibility for the design, implementation and monitoring of activities.

Housing

Project 15: **Analysis of socially excluded Roma localities in the Czech Republic and absorption capacity of entities involved in this field**

Lead organisation:

The Consortium of GAC Ltd. and New School o. p. s.

Time frame, location, and target group:

November 2005 – September 2006; nationwide; socially excluded Romani communities.

Type of initiative and the type of situation it addresses:

Housing: research initiative addressing the lack of data on the distribution of socially excluded Romani communities.

Objectives of the project/initiative:

To collect data on socially excluded Roma localities through local research to better understand the processes affecting living conditions in such localities; to ensure evidence-based policy development and proper utilisation of EU funds for the 2007–13 programme period; and to ascertain the current and potential level of the absorption capacity of entities involved in social services provision to such localities.

Description of main activities and different steps throughout the whole project cycle management:

The Czech Labour and Social Affairs Ministry, its ESF Support Management Department and Human Resource Development Operating Programme Management and Implementation, together with its Social Service Department of the Labour Ministry and the Czech Government Council for Roma Community Affairs, secured funding for the project from the ESF and the Czech state. The implementer defined the scope of the analysis and summarized existing literature; mapped the excluded Roma localities; identified the relevant entities providing social services there; created a list of localities requiring ESF support, a list of potential applicants and a list of past applicants; created an interactive map with detailed descriptions of the localities reviewed and contact information for local social services provided; issued the map on CD and posted it to the Labour Ministry website; published and distributed an accompanying brochure and produced a final report for the ministry.

All actors involved, specifically referencing the participation of Roma, including Romani women:

The actors involved in the data collection phase include the Regional Roma Advisors' Coordinators, listed here http://www.esfcr.cz/mapa/kontakty_kordi.html, of whom three at the time were Romani women, according to the Director of the Czech Government Office for Roma Community Affairs; the offices of the municipalities concerned listed here http://www.esfcr.cz/mapa/kontakty_web.html; local NGOs, some of which probably involved Romani women, listed here http://www.esfcr.cz/mapa/kontakty_nno.html; and NGOs working nationwide, listed here http://www.esfcr.cz/mapa/kontakty_nnonad.html, of which two (Athinganoi and Romea) are run by Romani women, while the others also probably involved Romani women.

Partners: Czech Government Council for Roma Community Affairs and Nová škola, o. p.s.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Concept of Roma Integration and ESF Technical Assistance; 2 000 000 CZK (78 674 EUR); European Social Fund and the Czech State.

A short summary of the project's main achievements:

This project provided the first hard evidence of the extent of Roma social exclusion in the Czech Republic and started a society-wide dialogue on the issue. It also generated recommendations for ameliorating the social exclusion of Roma and has been used as a basis for ESF funding allocation.

A discussion of best elements of the project:

Follows the objectives of the Decade; follows the objectives of the European Social Fund; reviews various interrelated aspects of the Roma situation.

Project 16: **Maro Temm (Germany)**

Lead organisation:

Association of German Sinti and Roma Schleswig-Holstein

Time frame, location, and target group:

Started in 2007 after a seven year planning phase, finalised in 2009; Kiel, capital of the German state Schleswig-Holstein; 13 Sinti families who lived in poor housing conditions.

Type of initiative and the type of situation it addresses:

Housing project to establish new houses for a group of Sinti group who had been living in barracks. The initiative is to be seen in the context of a school mediator project in Kiel which addressed the difficulties of Sinti children in school and the civil rights organisation there.

Objectives of the project/initiative:

To overcome the poor housing conditions of the target groups. The families involved have all experienced Nazi persecution and – similarly important – post-war discrimination, especially in the field of housing. With the construction of the new houses, and with the establishment of the first Sinti housing cooperative in Germany (or Europe), the groups standing within society will be as new as the houses.

To improve the housing conditions for a group of Sinti in Kiel and ensure the group is able to maintain their traditional values.

Description of main activities and different steps throughout the whole project cycle management:

Establish the housing cooperative Maro Temm; ensure funding and support from the Schleswig-Holstein state and the municipality; find supporters from the civil society; ensure the active participation of the 13 families in planning and construction works; cooperate with the established mediator project in the planning and follow up for integration and cooperation within the neighbourhood; construction of 13 houses for the families; follow up project implementation.

All actors involved, specifically referencing the participation of Roma, including Romani women:

13 Sinti families with the participation of Sinti women (especially in the planning process); Association of Sinti and Roma in Schleswig-Holstein; the former Prime Minister's Commissioner for Minorities; housing experts and experts from housing cooperatives. The follow-up project "Culture Preservation and Integration" implemented by the Association of German Sinti and Roma Schleswig-Holstein was funded by the Kiel Municipality with a budget of 272 800 EUR for the period 2009–13.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Total budget of 1.9 million EUR provided as credit to Maro Temm by the State of Schleswig-Holstein on similar conditions to other social housing measures. 10 000 square meters of land provided by the Kiel municipality.

A short summary of the project's main achievements:

Establishment of the first housing cooperative of Sinti and Roma in Germany, an experience that might be an option for other localities; repayment of the credit is covered by the monthly rent and ensures that the houses will become the property of the Maro Temm cooperative, i.e. the families, which also improves the status of the families; the follow up project will ensure the further development of the neighbourhood and its integration into the wider suburb.

A discussion of best elements of the project:

Establishment of an alternative structure for housing which ensures the full participation of the target group including in the construction process to reduce costs and to ensure ownership in the project; the project is not an isolated intervention but accompanied by the follow-up work and the ongoing school mediator programme, which ensures the schooling of all children in the neighbourhood. Among other activities, the Association started music lessons (guitars and bass) on a daily basis, teaching traditional Sinti jazz.

Project 17: **A global approach to the housing of Travellers in Poitiers (France)**

Lead organisation:

City of Greater Poitiers (Communauté d'Agglomération de Poitiers); Departmental Association for the Reception and Promotion of Travellers (ADAPGV)

Time frame, location, and target group:

1992–present; city of Greater Poitiers; Travellers residing for shorter or longer periods in Poitiers

Type of initiative and the type of situation it addresses:

Non-discrimination in access to housing: providing housing options for Travellers in a manner that takes into account the different needs of different families and groups.

Objectives of the project/initiative:

To provide a broad range of housing options to meet the different needs of families in a manner that respects their way of life (Poitiers is a city of passage for groups of Travellers, a city where Traveller and Gypsy families reside on a semi-permanent or permanent basis and also hosts large groups of Travellers (grands rassemblements)) such as halting sites, family sites for residence in caravans, adapted social housing, halting at University Hospital, halting site for large groups, etc.; to ensure that these are integrated into the city; to consult with Travellers in developing housing responses that meet their needs.

Description of main activities and different steps throughout the whole project cycle management:

The first halting site was established in 1992, holding 24 places, and was in need of renovation. As a new train line will be built, Poitiers requested that the rail company pay for the creation of two smaller (12–14 places each) newly equipped halting areas in its place.

The halting site Grimaudières in Saint-Benoit has 10 useable places in need of renovation. A train line is also set to pass nearby and the municipality requested that the rail company pay for the creation of a newly equipped site in its place. A site for short halts at Fontaine-le-Compte with 8 places for caravans off the freeway RN11 with basic equipment (toilet and water tap).

Family site Dompptigarde, Poitiers-Saint Eloi, for residence in caravans. There are four places for caravans. Families have been on the site for eight years.

“Sedentarisation” site at Sémaphore street, Poitiers. The city bought a house approximately 10 years ago on which an elderly Traveller who wished to cease travelling could settle with her family (she did not have means to invest in a house). The house has a garden and green space on which a truck and caravan may be parked. The house is managed by ADAPGV to whom the family pays a modest rent.

Site for large groups (grand passage) “Basses-Landes” industrial zone Poitiers, created in 2004. This site, with space for up to 80 caravans, is located in an industrial zone, in the middle of an open field with a view of green spaces. It is for large groups of caravans that need to halt for short periods for religious missions, family gatherings, etc.

Site at the University hospital facility that can host 2–4 caravans and is for Travellers who want to be close to individuals being treated at the hospital. Those who stay there have access to the hospital’s toilets, shower, etc.

An adapted housing project is being developed with construction set to begin in October 2009. The project involves 3 houses, built with a relatively open-space concept and a place for families to park caravan adjoining house.

Halting sites are managed by ADAPGV, which employs Travellers:

Improving the tools for the social inclusion and non-discrimination of Roma in the EU

Summary and selected projects

All actors involved, specifically referencing the participation of Roma, including Romani women

City of Greater Poitiers; ADAPGV; Traveller associations; families concerned in the case of family site and adapted housing; IDEAL network; Ministry of Education; local schools.

Policy and funding programme; total budget; the sources of funding; the period of funding:

The sites have been built up since 1992; funding sources include Greater Poitiers, the General Council, and the Departmental Directorate of Social Action.

A short summary of the project's main achievements:

Creation of a range of housing options for Travellers (see above under activities).

A discussion of best elements of the project:

The provision of housing which meets the real needs of Traveller families; the involvement of Travellers and Traveller associations; strong political will at the local level to ensure appropriate provision for Travellers.

Project 18: **The Dice: Self-Renovation and Social Inclusion (Italy)**

Lead organisation:

Land of Fire Association

Time frame, location, and target group:

First stage, November 2008–March 2009; second stage, September 2009; Settimo Torinese; Romanian Roma from Carasc Severin (Timisoara, Romania) where almost all worked as field labourers. In particular: 18 adults and 17 minors, all of whom were enrolled in nurseries, primary and secondary schools in Settimo Torinese.

Type of initiative and the type of situation it addresses:

Housing and social inclusion (employment, schooling, health)

Objectives of the project/initiative:

To provide a housing solution to the affected Romani families and facilitate their integration and social inclusion through self-help and the implementation of a 'citizenship agreement' providing for simultaneous interventions of school, life and work inclusion.

Description of main activities and different steps throughout the whole project cycle management:

Provision of a temporary housing solution, in between the total exclusion of the irregular camps and proper social integration. The Romani families accommodated in "the Dice" participated in the renovation of the building provided by the Settimo Torinese municipality to accommodate eight families. The Dice building is intended to be a transitory point and a proper working and social integration environment from which the beneficiaries can find stable accommodation. The involvement of the Roma in the renovation was intended to help them develop new work skills. The Province of Turin provided work subsidies for the Roma involved in the renovation to enable them to support their families during the renovation. At the same time the organisation provided mediation, schooling support and other activities for minors and healthcare.

The Dice facility is also headquarters of the social inclusion project for the Romanian Roma families and hosted two volunteers from the Land of Fire Association. In this way, the Romani families developed relationships with people in the area, the possibility of ghettoisation was limited and a positive social mix was promoted.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Compagnia di San Paolo (bank); Provincia di Torino (assessor of social solidarity); Comune di Settimo Torinese, Regione Piemonte; Gruppo Abele, Parrocchia San Vincenzo; Casa dei popoli; Centro per l'impiego di Settimo Torinese; Coop Arcobaleno e Nuova cooperative; Architettura delle Convivenze SNC ONLUS; Associazione CO.CI.SE.

Policy and funding programme; total budget; the sources of funding; the period of funding:

150 000 EUR for building repair; 50 000 EUR for social inclusion activities.

A short summary of the project's main achievements:

Roma participants developed skills in construction, masonry, tiling, painting, wiring and plumbing; two Roma who participated in the process were employed by a cooperative; the women involved in the renovation began to look for other employment; three people continue to work within the project; all 17 children successfully completed the school – their school attendance in the year 2007/2008 was equal to that of Italian children.

A discussion of best elements of the project:

Effort to avoid the ghettoisation of the community (Roma will live in the renovated building together with members of the association in charge and international volunteers; attention to skills training for Roma involved in the project; multi-sector approach connecting employment support and school attendance with participation in the housing project.

Gender mainstreaming

Project 19: **Dreaming we go (Portugal)**

Lead organisation:

Centre for the Study of Social Intervention (CESIS)

Time frame, location, and target group:

Implemented in three phases between 2005 and 2009; the districts of Setúbal and Beja; Romani children between 6 and 12 years old; Romani women and girls; individuals and families residing in the Cucena neighbourhood in Seixal municipality; Romani individuals and families of Seixal; Beja and Serpa municipalities; the workers of central and local administrations and other public and private entities.

Type of initiative and the type of situation it addresses:

Equality of opportunities between women and men: addresses specific problems between Romani and non-Romani communities.

Objectives of the project/initiative:

To empower a local Romani women's association; to reconcile family life and work; to promote school attendance by Romani children (especially girls); and to sensitise the staff of public services to cultural differences.

Description of main activities and different steps throughout the whole project cycle management:

The improvement of school attendance: mediation between school, the neighbourhood, the family and children; daily tutoring; games and handicrafts to promote learning; dance workshops; recycling activities; an educational garden and holiday camps, etc.

To improve relations between Roma and public services: workshops and training sessions for Roma, non-Roma and public officers; employing a health mediator to work at the hospital.

To empower the women of AMUCIP: a training of trainers; specific training for AMUCIP's Social and Community Intervention staff to develop specific skills; community-service provider training to conduct the activities of the association.

All actors involved, specifically referencing the participation of Roma, including Romani women:

The actors involved in all the different phases as partners of the project were: CESIS; General Directorate for Consular Issues and Portuguese Communities; and Association for the Promotion of Romani women and Children (AMUCIP); Institute of Education Communities (ICE); Hospital Centre of South Alentejo, S.A.; Institute of Employment and Professional Training; General Health Directorate; Commission for Equality and Gender Equality; High Commission for Immigration and Intercultural Dialogue; and Hospital Centre of South Alentejo, E.P.E. Other actors included Romani communities, health technicians and other public service staff.

Policy and funding programme; total budget; the sources of funding; the period of funding:

EQUAL's fourth priority: equality of opportunities between women and men; Establishment ran from 6 December 2005 to 30 June 2005 with 104 000 EUR; Implementation from 1 September 2005 to 31 December 2007 with 243 000 EUR; Dissemination ran from 1 April 2008 to 17 December 2008 with an unknown budget.

A short summary of the project's main achievements:

The effective empowerment of a group of Romani women organized in an association. The women have maintained the association and some of its activities beyond the project period and have managed to secure new projects and to improve their qualifications by applying to different funding sources.

A discussion of best elements of the project:

Direct targeting of Romani women; cooperation between a broad range of stakeholders; the provision of tailored training.

Project 20: **Computer training course for Traveller women (Belgium)**

Lead organisation:

Walloon Travellers Mediation Centre

Time frame, location, and target group:

2005–08; Namur, Belgium; Roma and Traveller women.

Type of initiative and the type of situation it addresses:

Training initiative: Traveller and Romani women have difficulties attending “standard” training courses that are not adapted to their needs and way of life.

Objectives of the project/initiative:

To provide a group of Traveller women with computer skills; to establish the training in a manner that meets the women’s specific needs (adapted duration and daily hours; allowing children to be present during the courses).

Description of main activities and different steps throughout the whole project cycle management:

Upon request from a group of women, the Walloon Travellers Mediation Centre worked with the women to determine the format of the course (length, hours, conditions). The course was conducted over three years. The women learned to use email, surf the Internet and use Photoshop.

All actors involved, specifically referencing the participation of Roma, including Romani women:

Walloon Travellers Mediation Centre; Traveller women.

Policy and funding programme; total budget; the sources of funding; the period of funding:

Not available.

A short summary of the project’s main achievements:

The women learned to use different computer tools such as email, the Internet and Photoshop; the women developed an interest in learning new skills and have requested additional training sessions.

A discussion of best elements of the project:

The training course was successful in large part due to its adaptation to the women’s needs and lifestyle. The duration of the course was from mid-October until mid-March, the period during which the women do not travel. The daily hours were also scheduled so that women could take their children to and from school and be at home when their husbands returned from work. Furthermore, the women were able to bring their children with them to the course.

European Commission

**Improving the tools for the social inclusion and non-discrimination of Roma in the EU
– Summary and selected projects**

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Concerted EU- and Member State-level action is vital in order to put an end to the discrimination and exclusion which Roma continue to suffer in Europe. This Summary gives an overview of the contents of the Report *“Improving the tools for the social inclusion and non-discrimination of Roma in the EU”* (ISBN 978-92-79-17713-2). These include the Report’s scope, along with favourable policy conditions and successful funding practices and project models for promoting Roma inclusion. The lessons learned from the Report’s analysis are also outlined. In addition, the Summary contains an extensive annex detailing selected Roma inclusion practices in the fields of non-discrimination, education, employment, health, housing and gender mainstreaming. In all, 20 projects from different EU Member States are covered in this section.

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