



THE EUROPEAN SOCIAL FUND AND ROMA



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IMPORTANT NOTE

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LIST OF ABBREVIATIONS

Country codes			
AT	Austria	IT	Italy
BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxembourg
CH	Switzerland	LV	Latvia
CY	Cyprus	MT	Malta
CZ	Czech Republic	NL	Netherlands
DE	Germany	NO	Norway
DK	Denmark	PL	Poland
EE	Estonia	PT	Portugal
ES	Spain	RO	Romania
FI	Finland	SE	Sweden
FR	France	SI	Slovenia
GR	Greece	SK	Slovakia
HR	Croatia	TR	Turkey
HU	Hungary	UK	United Kingdom
IE	Ireland	US	United States
IS	Iceland		

Other abbreviations	
CoE	Council of Europe
CPRSI	Contact Point for Roma and Sinti Issues
CRE	Commission for Racial Equality (United Kingdom)
DP	Development Partnership (EQUAL)
ECHR	European Convention for the Protection of Human Rights and Fundamental Freedoms
ECRI	European Commission against Racism and Intolerance
ECtHR	European Court of Human Rights
EES	European Employment Strategy
ERRC	European Roma Rights Centre
ERTF	European Roma and Travellers Forum
ESF	European Social Fund
EU	European Union
EUMC	European Union Monitoring Centre on Racism and Xenophobia
FCNM	Framework Convention for the Protection of National Minorities
FRA	EU Fundamental Rights Agency
GDP	Gross Domestic Product
HCNM	High Commissioner on National Minorities of the OSCE
HDIM	Human Dimension Implementation Meeting
HDS	Human Dimension Seminar
ICT	Information and Communication Technologies
IDP	Internally displaced person
ILO	International Labour Organisation
IRU	International Romani Union
LTU	Long Term Unemployed
MG-S-ROM	Council of Europe Group of Experts on Roma, Gypsies and Travellers
NAP	National Action Plan
NGO	Non Governmental Organisation
ODIHR	Office for Democratic Institutions and Human Rights of the OSCE
OECD	Organisation for Economic Cooperation and Development
OMIK	Mission in Kosovo of the OSCE
OP	Operational Programme
OSCE	Organization for Security and Co-operation in Europe
OSI	Open Society Institute
PC	Programme Complement
PER	Project on Ethnic Relations
PES	Public Employment Services
RAE	Roma, Ashkali, and Egyptian
RNC	Roma National Congress
SFC	EC Structural Funds financial database
SHDM	Supplementary Human Dimension Meeting
SME	Small and medium-sized enterprise
SPD	Single Programming Document
SPMU	Strategic Police Matters Unit of the OSCE
UNDP	United Nations Development Programme
UNHCR	United Nations Refugee Agency
UNMIK	United Nations Interim Administration Mission in Kosovo

Chapter 1 – Introduction

A. SCOPE OF THE STUDY

This study presents the interventions of the European Social Fund (ESF) for the Roma communities. It is one of a series of 21 studies describing what the ESF does and achieves on a range of policy topics or target groups. In addition to this background report, which exists only in English, a ‘summary fiche’ (brochure) contains the major findings of the study and is translated in French, German, Spanish, Italian and Polish.

More than 10 million Roma are estimated to live in Europe and they are the continent’s largest minority. The term “Roma” is used by international institutions as an umbrella term including other groups of people with similar culture, history and living conditions such as the Sinti, Travellers, Ashkali, Camminanti, etc. Roma are differentiated also by settlement model, legal status, language and period of migration. These differences impact on their status, opportunities and quality of life but mostly on their level of integration in society.

Roma communities suffer from various forms of discrimination and have difficulties in getting integrated in the labour market and the educational system. Moreover they have troubles in accessing social and health care services; their housing is often poor.

Improving the situation of the Roma in Europe means therefore developing policies which identify and tackle all aspects of their deprivation through an integrated approach.

The ESF is one of the Structural Funds of the European Union (EU) and devoted in particular to promoting employment and improving social inclusion. The Structural Funds have always invested in improving social inclusion through employment and education. The ESF has played and continues to play an important role in the integration of the Roma in society.

The implementation of the ESF is structured along seven-year programming periods. This report contains information on the ESF interventions for the programming periods 2000-2006 and 2007-2013. Since 2000, the EU has grown from 15 to 27 Member States and so has the involvement of the respective countries in ESF. Romania and Bulgaria, for instance, only participate in the current programming period 2007-2013.

Following this introduction, the report consists of two chapters and a conclusion. Chapter 1 describes the Roma communities’ history in Europe and the challenges they face in society, such as discrimination, limited access to employment, education, health and social services. These issues are then linked to the policies adopted at by the EU and other international institutions.

The interventions and achievements of the ESF for the Roma communities constitute the second and core chapter of this report. The first parts of the chapter concern the overall finances, interventions and achievements for all relevant measures and priorities. On the basis of its contents, each ESF measure and EQUAL Development Partnership

was allocated to one or more key concepts: employment, training, education, anti discrimination and community development, improving infrastructures, health, studies and research. The latter part of the chapter is dedicated to an individual treatment of these concepts. In addition to the reported quantitative achievements, the sections provide in particular a qualitative review of the types of interventions. Specific attention is given in this study to the former EQUAL initiative and to the way this experience has been mainstreamed in the current ESF programming period.

The concluding section contains a summary of the findings and looks in particular at the continuity in ESF assistance for Roma across the programming periods.

B. THE EUROPEAN SOCIAL FUND: FRAMEWORK & ACHIEVEMENTS

The ESF is one of the EU's Structural Funds set up to reduce the gap in living standards between regions and between people and to promote economic and social cohesion across Europe. The ESF is devoted to promoting employment in the EU. It helps Member States make Europe's workforce and companies better equipped to face new and global challenges. The ESF was created in 1957 at the time when the European Economic Community was established. While the overall purpose of the Fund has remained unchanged, its objectives and scope of application have been adapted to socio-economic developments. The ESF strategy and budget is negotiated and decided between the EU Member States, the European Parliament and the Commission. On this basis, seven-year Operational Programmes (OPs) are planned by Member States together with the European Commission.

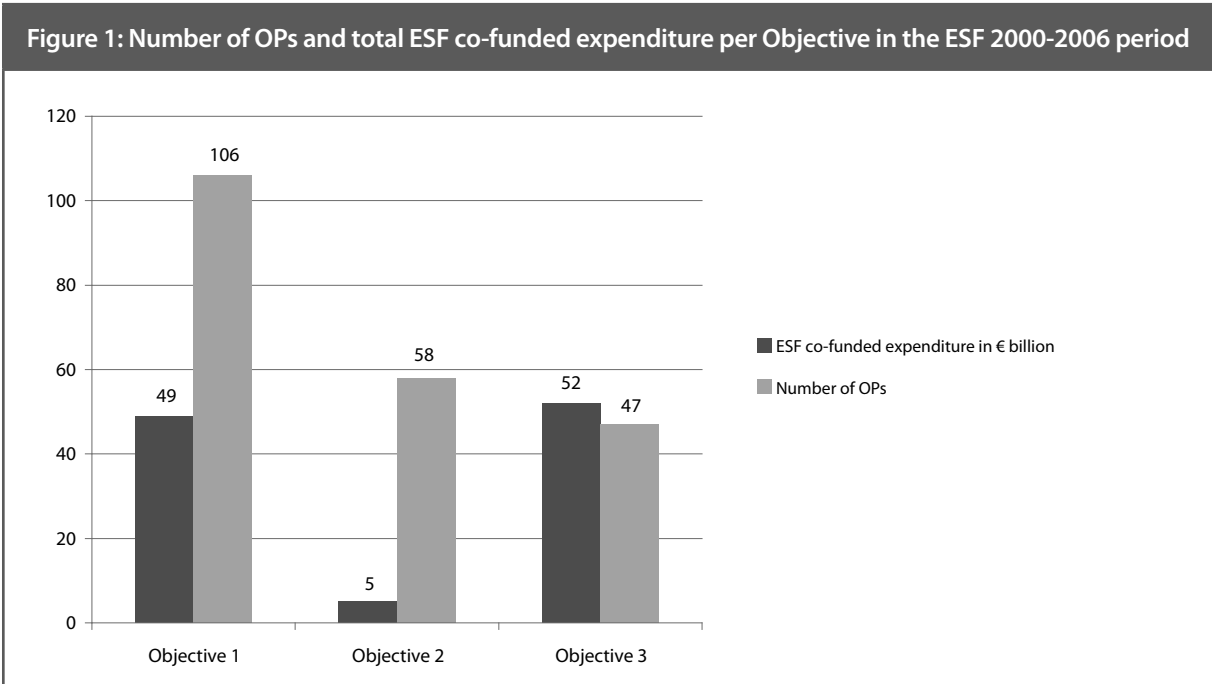
Programming Period 2000-2006

In the period 2000-2006, the Structural Funds were grouped around 3 Objectives¹: Objective 1 promoted the development of regions where the GDP per capita was below 75% of the EU average, outlying regions (e.g. Azores) and sparsely populated regions in Finland and Sweden; Objective 2 supported areas adjusting to change in the industrial and services sector, rural areas in decline, urban areas in difficulty, and economically depressed areas heavily dependent on fisheries; Objective 3 provided funding throughout the EU to help adapt and modernise policies and systems of education, training and employment. Objectives 1 and 2 were financed by the ESF in combination with other Structural Funds. Objective 3 was financed solely by ESF.

ESF supported activities related to five Policy Fields: (i) the development and promotion of active labour market policies; (ii) the promotion of equal opportunities for all in accessing the labour market, with particular emphasis on those exposed to social exclusion; (iii) the promotion and improvement of training, education and counselling as part of lifelong learning policy; (iv) the promotion of a skilled, trained and adaptable workforce; and (v) the improvement of women's access to and participation in the labour market. Across all programmes, the ESF has also addressed three horizontal themes: (i) support for local initiatives concerning employment; (ii) the social and labour market dimensions of the information society; and (iii) equal opportunities for women and men as part of the mainstreaming approach.

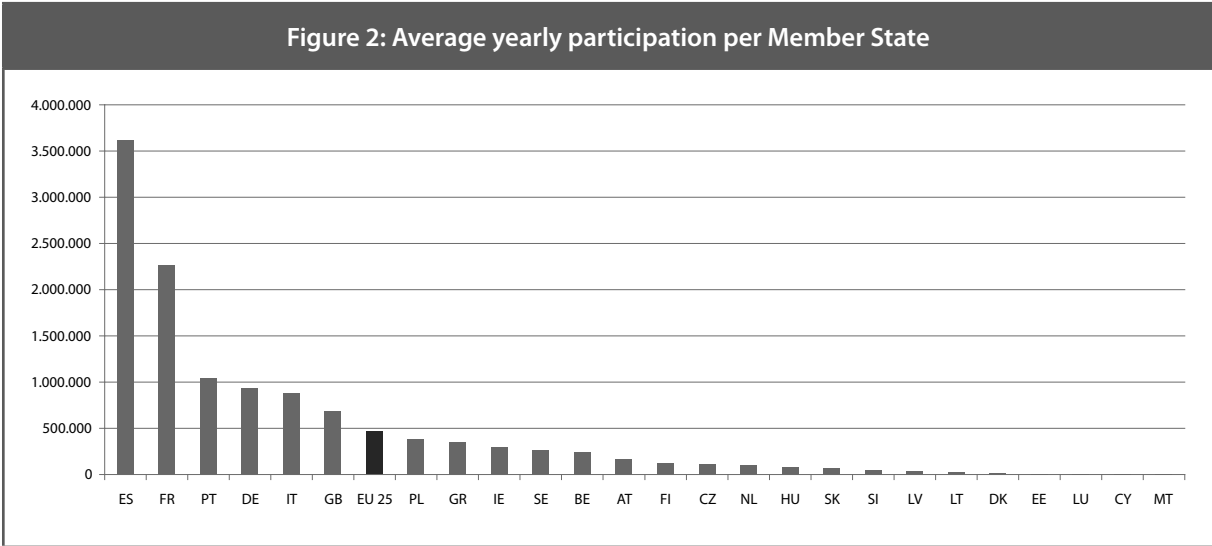
1. <http://europa.eu/scadplus/leg/en/lvb/g24203.htm>

Between 2000 and 2006 a total of 212 OPs² were implemented by either regional or national authorities in the Member States. In 2000, the ESF was open to 15 Member States. Additional OPs were set up in 2004 to accommodate the priorities of 10 new Member States. The distribution of the programmes and the total ESF co-funded expenditure per Objective is presented in Figure 1.



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006)

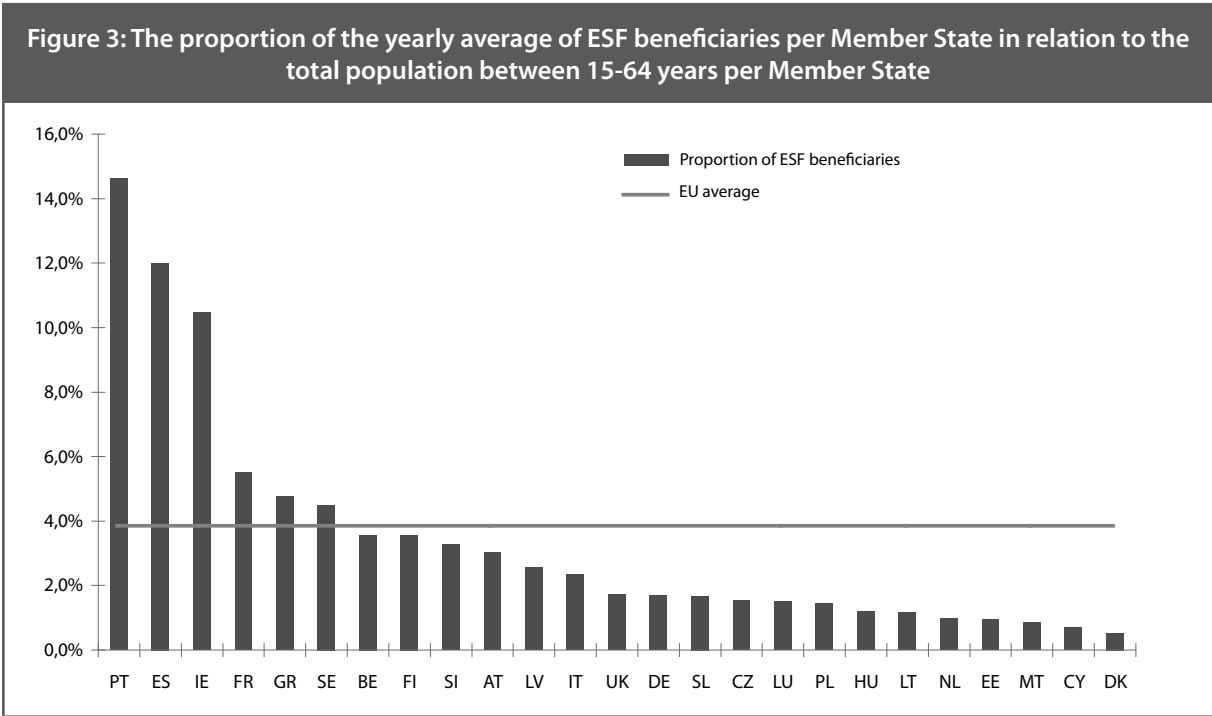
Between 2000 and 2006, over 75 million participants³ were involved in ESF funded activities. Because it is very likely that some people have benefited more than once from ESF funded interventions, it is more correct to refer to over 75 million participations.



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

2. The research is based on data collected for 207 OPs covering the years 2000 to 2006. The remaining programmes are technical assistance OPs and a specific transnational OP promoting the peace process in Northern Ireland. This OP is not included in figure 1. The Equal Operational Programmes are not covered.
 3. The findings are based on a total of 1,567 measures of which 1,260 have reported on participants.

This corresponds to approximately a fifth of the total population between 15-64 years⁴ in the 25 EU Member States. Participants may have benefited from more than one ESF intervention. In the case of Portugal, no aggregated data were available so data from the different years were added up. In Spain, participants could be funded under national and regional programmes. Furthermore, for the Netherlands limited data is available.



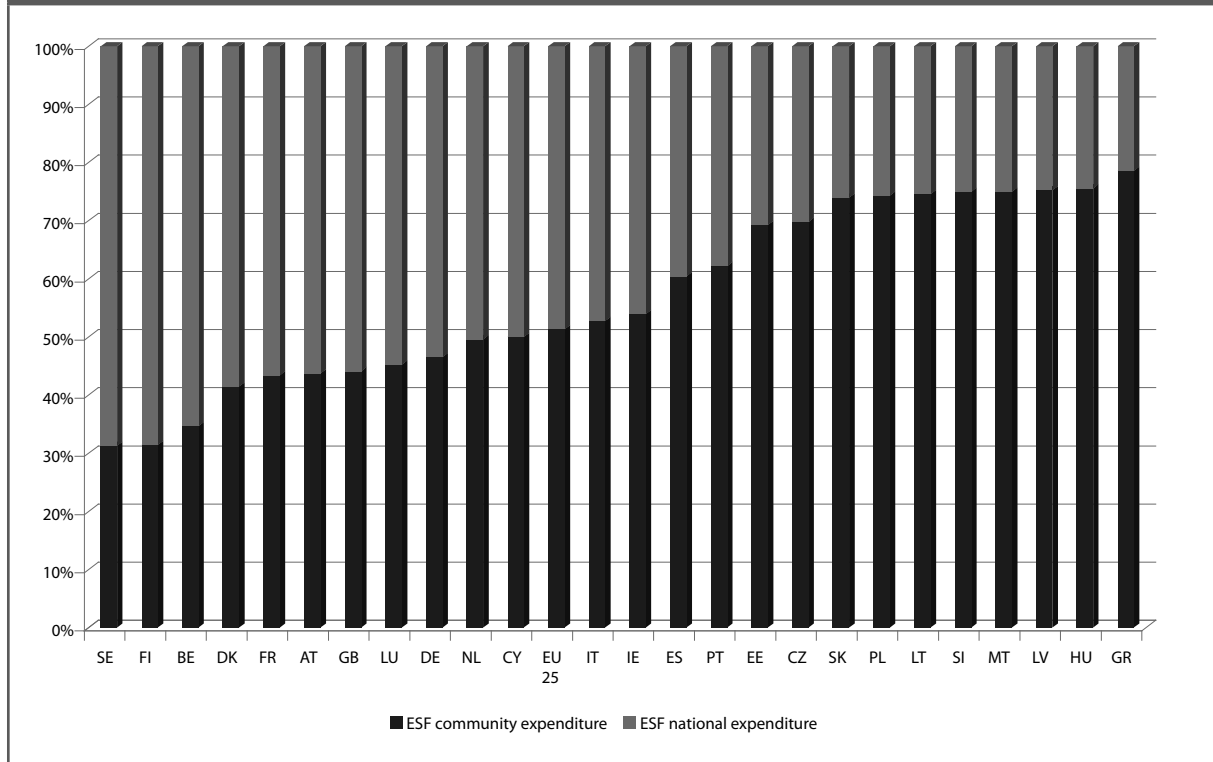
Source: Eurostat 2008 and for ESF, data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

On an annual basis, ESF reached on average nearly 4% of the total EU-25 population between 15 - 64 years in the 25 EU Member States. In most of the Member States the yearly proportion of the active population benefitting from ESF money was lower. Exceptions to this were Portugal, Spain, Ireland and to a lesser extent France, Greece and Sweden. New Member States started later with the programming and this may explain the lower proportion of the active population addressed through ESF. Moreover in some Member States operational programmes focussed more on assistance to systems and structures than in others.

The total ESF community expenditure was € 54 billion in the period 2000-2006. This amount was matched, through the basic principle of co-funding within ESF with about € 51 billion from the public and private sectors in the Member States concerned. A detailed breakdown of the financial allocations per Member State is available in Annex 1.

4. Eurostat, Europe in figures, Eurostat Yearbook 2008, http://epp.eurostat.ec.europa.eu/portal/page/portal/publications/eurostat_yearbook

Figure 4: Total ESF co-funded expenditure per Member State: proportion between ESF and Member State funds



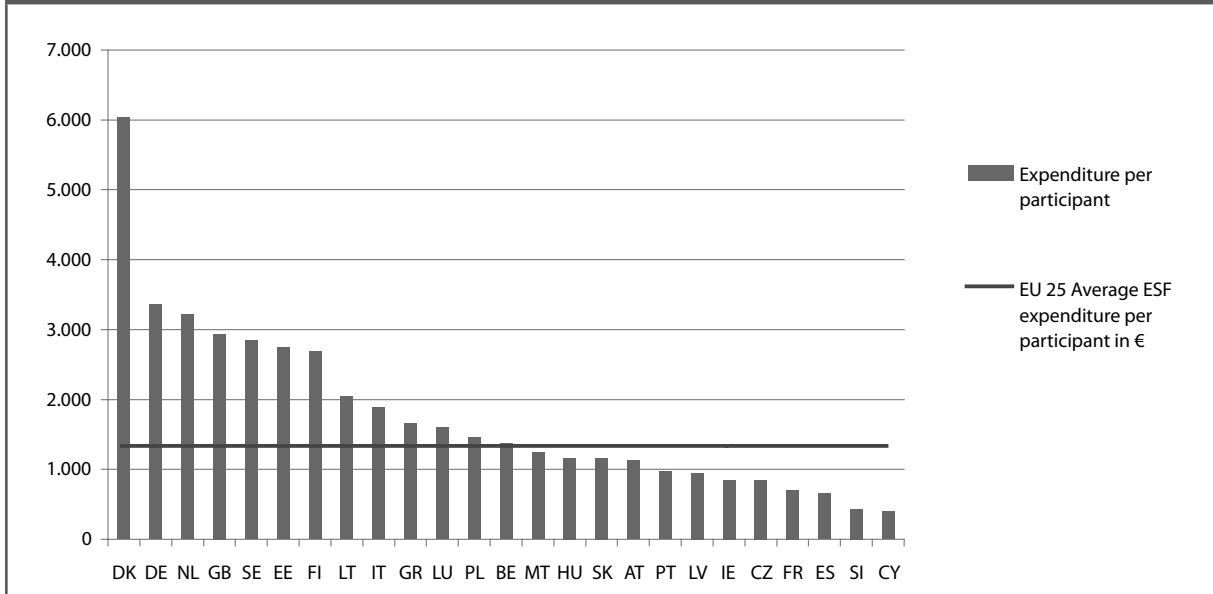
Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006)

The average percentage of the total ESF co-funded expenditure committed by Member States to ESF activities was 51.3%. The share of the ESF budget that each Member State received depended on several factors, such as the size of the population and the objective covered⁵. On average the new Member States received a higher share of ESF funding, which can be explained by the need for these countries to catch up with the global European economy. Funding was allocated to Member States where support was most needed to ensure that the whole of EU moved forward.

The average total expenditure per ESF beneficiary was € 1,306 (€ 669 was the average ESF expenditure per beneficiary). Some Member States like Denmark and Germany, but also the Netherlands and United Kingdom exceeded this average amount considerably. This may reflect a stronger focus of the Operational Programmes on assistance to systems and structures.

5. Priority Objectives in 2000-2006 have been defined on the basis of the per capita gross domestic product (GDP). Objective 1 territory were the ones with a GDP lower than 75% of the Community average, Objective 2 programmes were aimed at helping regions with indications of industrial decline; Objective 3 programmes were not geographically targeted and delivered the European Employment Strategy. <http://europa.eu/scadplus/leg/en/lvb/g24203.htm>

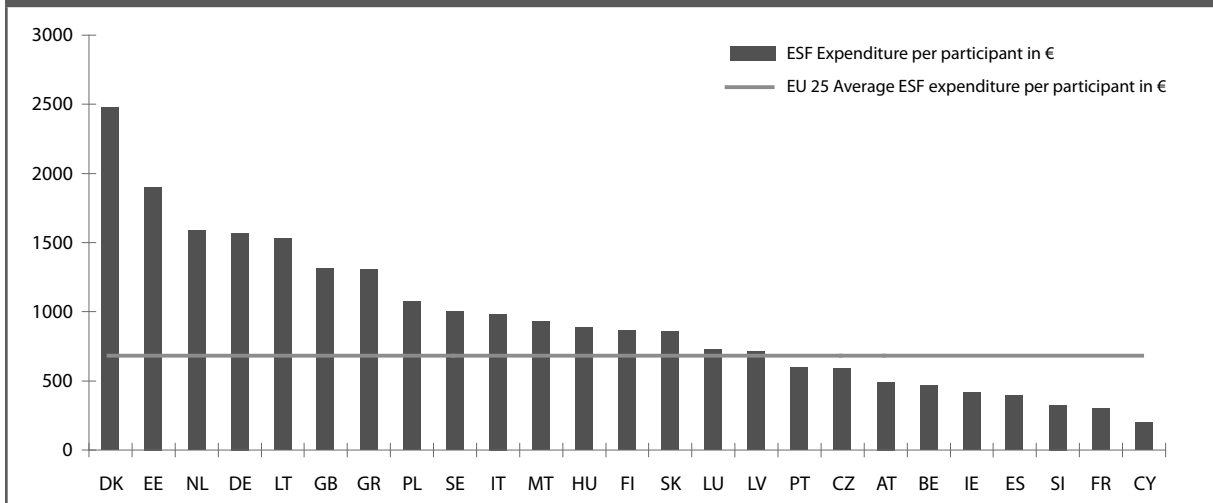
Figure 5: Total ESF co-funded expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

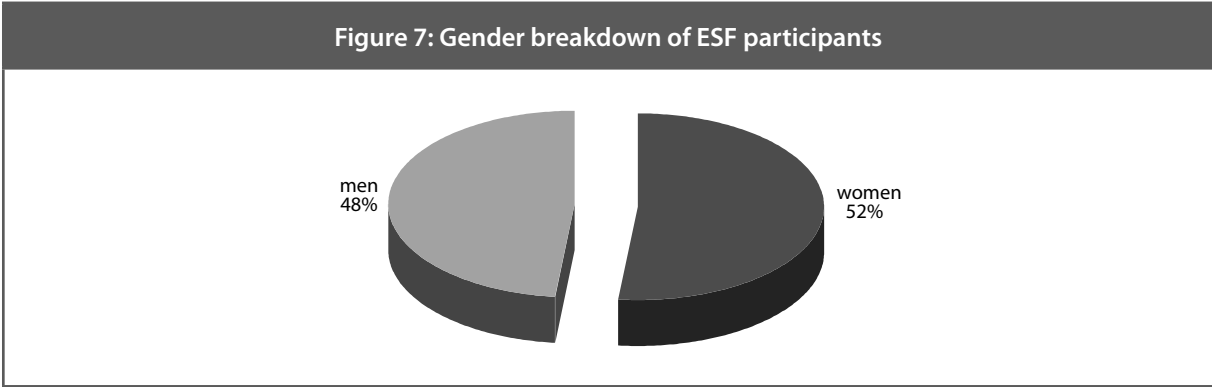
The ESF supported two types of interventions, assisting people and systems. Actions targeting the enhancement of systems (e.g. capacity building in Public Employment Services or the modernisation of vocational education and training systems) will ultimately address individual beneficiaries, too. However, such programmes tend not to have the same number of participants as those interventions directly aimed at e.g. training disadvantaged sections of the population in acquiring a better position for the labour market or supporting researchers to pursue part of their work in another region or country. Member States implementing more system-related interventions had a relatively lower number of participants and therefore the average ESF budget spent on each participant may be somewhat higher.

Figure 6: ESF community expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

The ESF Regulation strongly reflected the EU’s commitment to eliminate inequalities between women and men following a combined approach of gender mainstreaming and specific activities for women in different fields. ESF resulted in a balanced participation of women and men: 52% of the participants are women and 48% are men.

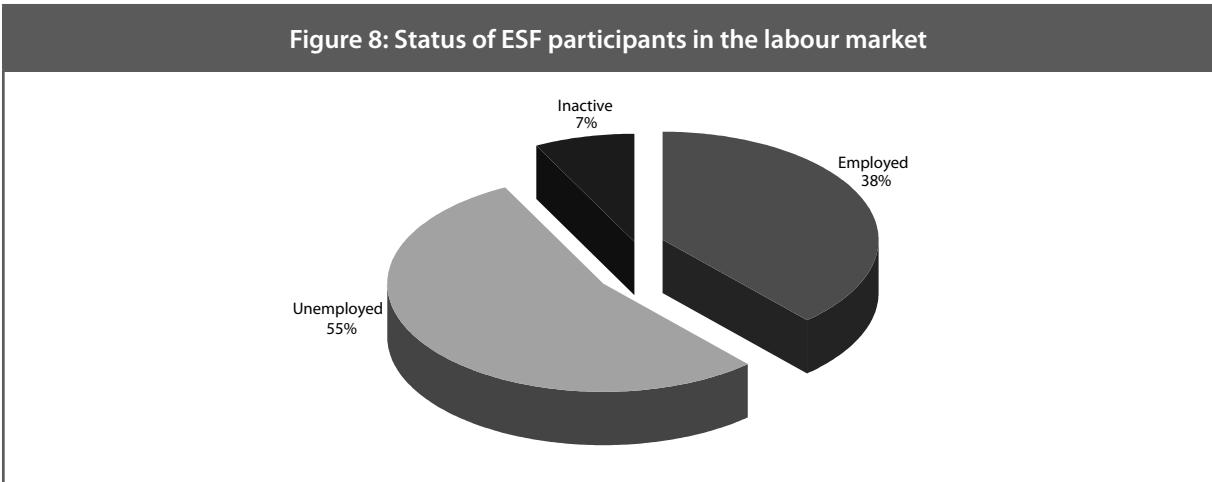


Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

Most Member States had a balanced division of male and female participants. Seven Member States had a proportion of female participants exceeding 55% (Malta, Poland, Lithuania, Ireland, Portugal, Greece and Austria where 64% of the participants were women).

37% of the ESF participants were young people (< 25 years) while 7% were beneficiaries aged 50 years and older⁶. ESF helped to prepare young people to find suitable work and to succeed in their jobs. It assisted older workers to stay in employment, by e.g. re-skilling programmes.

ESF addressed both employed and unemployed people: 54% of ESF participants were unemployed, of whom 25% were long term unemployed, 42% short term unemployed and 33% were not further specified. 38% were employed people of whom 4% self-employed. Another 7% of the participants were inactive, e.g. students.



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

6. These two percentages were calculated independently. For the calculation of the proportion of young people and older persons, the maximum number of data was used for each of the respective categories. The proportions were calculated on the basis of all measures including data on young people on the one hand and on older persons on the other hand.

Furthermore, 700,000 projects were funded. The majority of these projects were reported by Operational Programmes in Italy and Germany. In Germany, most of the 170,000 projects funded through ESF were situated in the priority 'promotion of the work force potential and of equal opportunities', while in Italy about 400,000 projects were spread over various programmes and priorities.

Not all Member States have reported in the same way on results, meaning that in practice the scope and size of the results are expected to be higher. The success rate of participants gaining a qualification was on average 34%. Success rates above 75% were achieved in Greece (97%), Estonia (89%) and Latvia (85%)⁷. 22% of the participants were integrated into the labour market. Particularly high success rates were reported by Portugal (91%) and Slovakia (72%)⁸. The success rates were largely influenced by the type of target group ESF addressed, i.e. groups at risk for which it is difficult to, for example, (re)integrate into the labour market. Moreover, not all measures aimed at the achievement of a formal qualification or at an immediate integration in the labour market.

The creation of 600,000 jobs with ESF funds was reported particularly in Spain and Greece. In Spain 152,227 jobs were created leading to self-employment. In Greece the majority of jobs were created in the framework of the programme 'employment promotion and vocational training'. This programme was entirely devoted to job creation, including actions aiming at combating (long-term) unemployment, creating conditions to ensure job positions in enterprises and strengthening the acquisition of work experience.

About 200,000 jobs were safeguarded as a result of ESF interventions. Finland and France reported particularly good results. The results in France were mainly related to the programme Midi-Pyrénées.

Programming Period 2007-2013

In the current period 2007-2013, the Structural Funds are concentrated around 3 new Objectives: (i) Convergence concerns the least developed regions, comparable to the old Objective 1, and aims to help the least-developed Member States and regions catch up more quickly with the EU average by improving conditions for growth and employment; (ii) Regional Competitiveness and Employment concerns the rest of the EU and aims to strengthen the competitiveness, employment and attractiveness of all regions; and (iii) European territorial cooperation aims at strengthening cross-border, trans-national and interregional cooperation through joint local and regional initiatives.

The ESF is supporting activities under the first two Objectives that relate to the following Priorities: (i) adaptability of workers and enterprises; (ii) improved access to employment and the sustainable inclusion in the labour market of job seekers and inactive people; (iii) reinforcing the social inclusion of disadvantaged people with a view to their sustainable integration in employment and combating all forms of discrimination in the labour market; (iv) enhancing human capital by promoting reform in education and training systems, as well as networking activities between higher education institutions, research centres and enterprises; and (v) promoting good governance, partnership and the involvement of social partners. Moreover, ESF addresses additional priorities under the Convergence Objective: (i) expanding and improving investment in human capital, in particular by increasing the

7. These rates have been calculated on the number of measures on which data on participants gaining a qualification have been reported.

8. These rates have been calculated on the number of measures on which data on participants integrated into the labour market have been reported.

participation in education and training through the life-cycle and by developing human potential in research and innovation; and (ii) improving the institutional capacity and efficiency of public administrations and public services at national, regional and local level.

The current programming period features 117 OPs for all 27 Member States, including Bulgaria and Romania which did not participate at all in the previous ESF period. Half of the programmes concern Regional Competitiveness and Employment (59 OPs), while 42 OPs belong to the Convergence objective. The remaining 16 OPs contain initiatives for both objectives. The total co-funded budget available for ESF related interventions in the period 2007-2013 is € 117 billion, of which € 76 billion is contributed by the ESF. A detailed breakdown per Member State is available in Annex 1.

The programming, implementation and financing procedures for the 2007-2013 period were simplified for all Structural Funds. In so far as the ESF is concerned, the current period features a strong link with the objectives of the Lisbon Strategy for Growth and Jobs: the ESF is supporting Member States' policies to comply with the guidelines and recommendations adopted in the European Employment Strategy. The most important ESF concepts and documents across the programming periods are described in Annex 2.

In 2007 and 2008 more than 6 million participants entered ESF funded interventions. There were slightly more women (52%) than men (48%). 22% of the participants were unemployed and further 8% long-term unemployed; 14% were inactive and 18% in education or training. The remaining 36% were employed and 2% self-employed. Of this group of ESF participants in the period 2007-2008, 30% were younger than 25 and 4% were 50 years and older. The largest group of participants in this period (47%) has a higher secondary or post-secondary (non-tertiary) educational degree. Also in this programming period the ESF funding targets people in society who are more vulnerable to unemployment and social exclusion. 13% of the participants belong to one of the vulnerable groups (minorities, migrants, disabled).

C. APPROACH

The research work for this study took place in various stages. A list of measures with the Roma community as target has been finalised through various actions. At first, a keyword search in Programme Complements and Operational Programmes has been performed. All documents have been searched according to the following keywords: Roma, Gipsies, Nomad/s, Travellers and ethnic minorities.

A first list of measures was prepared but the number of measures identified was quite limited and it was clear that more activities had been financed for Roma. Therefore a questionnaire was prepared and submitted to the Managing Authorities. The author participated to the EURoma Management committee⁹ in Stockholm in September 2009 and made gave a presentation on the study. The questionnaire was distributed to the ESF Managing Authorities of 12 Member States: Bulgaria, Czech Republic, Finland, Greece, Italy, Hungary, Poland, Portugal, Romania, Spain, Slovakia and Sweden.

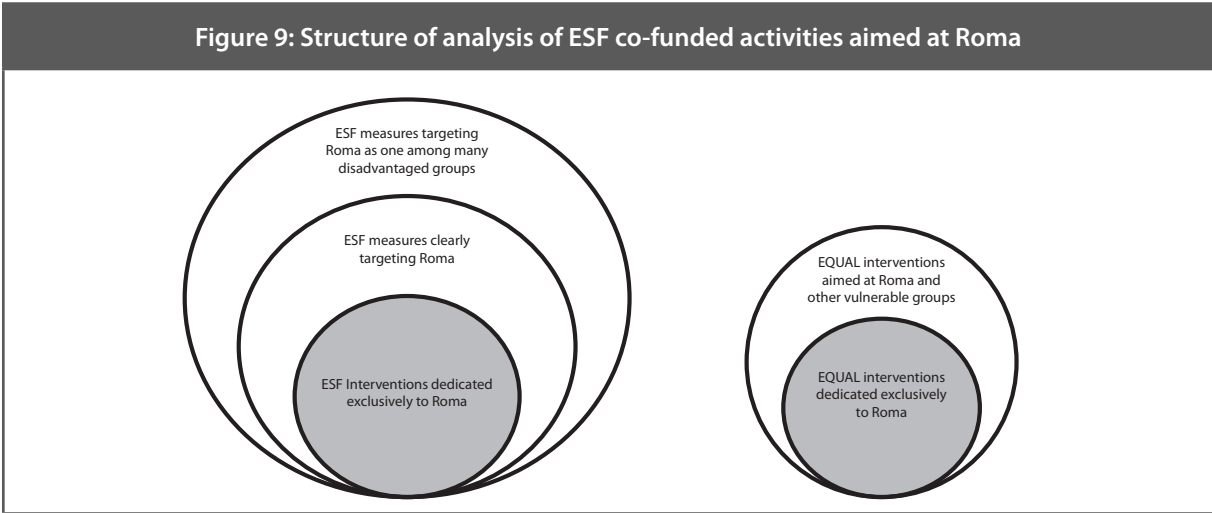
Information on interventions in Member States which are not included in the EURoma network but nevertheless featured actions including Roma was collated on the basis of the input from the desks officers in the EC: Austria, Germany, France, Ireland, UK, the Netherlands and Slovenia.

9. EURoma is a European Network made up of representatives of twelve Member States, is determined to promote the use of Structural Funds (SF) to enhance the effectiveness of policies targeting the Roma and to promote their social inclusion. The structure and scope of the network is described in Paragraph 3.D.2.

The claimed expenditure figures are taken from the Structural Fund Database (SFC) which provides the financial information for each priority theme per OP. It reflects the situation as at August 2008. The list of measures used for the study is provided in Annex 3.

The Community Initiative EQUAL targeted the Roma through many Development Partnerships (DP). More than 100 projects were selected and submitted to the EURoma network members or to the ESF geographical desks at DG EMPL for approval. The list with all EQUAL DP is provided in Annex 4.

The analysis of the findings follows the same structure of the research approach. Selected measures explicitly mentioning Roma will be presented first as the main group of measures where activities for Roma could be funded. The presentation of the findings will focus on selected measures clearly targeting Roma as one of the main targets and will then go into details presenting data on activities funded for Roma provided by the Managing Authorities. In parallel, EQUAL initiatives aimed at Roma will be presented. Following this analysis we will present activities for Roma from the “general” to the “detailed” as shown in the next figure.



Source: BBI.

In so far as the current ESF programming period 2007-2013 is concerned, a keyword search was done on English summaries of all OPs to identify the priority axes that address Roma as a target group. The list with relevant priority axes is provided in Annex 6 to this report. The budget figures are taken from the SFC 2007 which provides the financial information for each priority axis per OP. It reflects the situation as at February 2009. The list has also been approved by Managing Authorities or regional desks.

For both financing periods the identification of relevant information was done as thoroughly as possible in order to provide a comprehensive report. Nevertheless, given the quantity and variety of source documents it is possible that individually relevant activities might have been overlooked. However, the scope for mistakes should be fairly small and hence any possible errors should not affect the overall picture presented in this report. The description of the activities within Chapter 2 of the report is not exemplary but it covers the bulk of the projects the research team has come across.

Chapter 2 – General Context

A. HISTORICAL INTRODUCTION ON THE ROMA COMMUNITY

Little is known about the early history of the Roma. It is not clear whether they lived on the periphery of Indian civilization, were members of one or more Hindu castes, or represented a number of different social classes and tribal groups. They apparently left their original homeland in northern India in several waves, beginning as early as the 5th century. The most important migrations began in the 11th century following Muslim invasions of India. Their route into Europe can be traced by vocabulary borrowings found in modern European Romani dialects, all of which contain words from such languages as Persian, Kurdish, and Greek. The Roma initially travelled westward across Iran into Asia Minor. From there the majority proceeded into Europe by way of Greece during the early 14th century. After about 100 years in Greece, the Roma spread through Europe. By the early 16th century they had reached most areas of the continent, including Russia, Scandinavia, the British Isles, and Spain.

The world population of Roma is difficult to establish with any certainty, because in many countries ethnic registration is forbidden, while in others official statistics contain no information on ethnicity or self-identification. Estimates suggest that there are between 15 and 30 million Roma worldwide. More than 10 million Roma live in Europe, and they make up that continent's largest minority population. There is no single type of Roma but a rich variety of cultures, traditions and other characteristics. They speak different languages and practice a number of religions.¹⁰

Roma are differentiated also by settlement model, legal status, language, and period of migration. These differences impact strongly on their status, opportunities and quality of life, but in particular on their level of integration in the broader national community. Most Roma communities suffer from the same structural discrimination and in particular from segregation in the fields of employment, education, training and housing.

The largest concentrations of Roma are found in the Balkan peninsula of south-eastern Europe, in central Europe, and in Russia (See Table 1).

European national policies for the Roma can be classified, according to a World Bank¹¹ (2005) study, along two types of policy continuum: coercive versus rights-based policies, and individual-based versus group-based policies. The first model involves policies oriented to maintain, or even to reinforce, Roma marginality with respect to the majority society, often on the grounds of their radical strangeness, of their perceived dangerousness, or even of their supposed "inferiority".

The second type of (forced) assimilation policies shares with the former the fundamental concern "to reduce the visibility of Roma communities". Assimilative policies aim to make them adopt the majority society's values, lifestyles and behaviours. A typically assimilative approach towards Roma minorities has been the one underlying socialist policies in Eastern Europe.

10. Thomas Hammarberg Commissioner for Human Rights, Council of Europe OPEN SOCIETY INSTITUTE EQUAL ACCESS to Roma Summary Monitoring Reports 2007

11. World Bank, *Roma in an expanding Europe: breaking the poverty cycle*, 2005.

Over the last few decades, however, quite different policy models have gained salience in liberal democratic states, also under the impulse of international organisations: the integration policies approach involves the individual recognition of Roma as full members of societies, irrespective of their specific culture: Roma inclusion in the labour market, in the education system etc. on equal footing with any other individuals.

A more recent version of this approach, putting greater emphasis on group rights, are the minority rights policies. In this perspective, improving the Roma living conditions and opportunities entails greater respect for their “cultural self-determination”, along with their attainment of full individual rights.

B. ROMA IN EUROPE AND THE EU: A VARIETY OF SITUATIONS AND LEGAL STATUS

The situation of the Roma is quite different from country to country. The term “Roma” is used by the European Union institutions as an umbrella term including other groups of people with similar culture, history and living conditions such as the Sinti, Travellers, Ashkali, Camminanti, etc. The European Commission has taken on board in its documents the debate regarding the use of the term Roma: “it has no intention to “assimilate” the member of other groups to the Roma themselves in cultural terms. Nevertheless, it considers the use of the “Roma” as an umbrella term practical and justifiable within the context of its policy documents dealing above all with issues of social exclusion and discrimination, not with specific issues of cultural identity”.¹²

When policy makers set up activities targeted at Roma, they have therefore to take into account the variety of situations of this population in different national and regional contexts.

This is not always possible because of the limitations to and differences in the level of ethnical data collection in the different countries. The need for data on different ethnic groups is crucial to develop targeted policies. Generally activists and (inter)national organisations are supporting and recommending governments to establish the ground to collect ethnic data. Some governments are reluctant to do so, while the legislation in other EU Member States does not allow it (i.e. France and Italy¹³).

It is therefore difficult to establish how many Roma live in Europe in general and in its individual countries in particular. The number of Roma in Europe and the European Union is subject to much speculation and the situation is not likely to change very much in the near future due to the difficulties explained before in gathering ethnically disaggregated data. The table below is a comparison between official national census sources and estimations by the Council of Europe. According to this estimation Roma population in EU27 should be between 4 and 7 million¹⁴ but other sources suggest that the real number could be between 10 and 12 million people.

12. COM(2008)420 Final, *Non-discrimination and equal opportunities: A renewed commitment. “Community Instruments and Policies for Roma inclusion”*.

13. *France does not recognise the existence of minorities on the French territory, nor guarantees any minority rights. Italy does not recognise Roma as a minority.*

14. *This number is 5 to 10 million including all other European countries in the table.*

Table 1: Estimates of Roma and Sinti population in Europe

Member states and other European countries	2006 Total population	Official number (last census)*	Estimated Roma population Min	Estimated Roma population Max	Estimated % of Min Roma population on total population	Estimated % of Max Roma population on total population
European Union (27)	493,000,000		3,838,167	7,044,500	0.78%	1.43%
European Union (25)	464,000,000		1,938,167	3,744,500	0.42%	0.81%
Belgium	11,000,000	NA	20,000	30,000	0.18%	0.27%
Bulgaria	8,000,000	370,908	700,000	800,000	8.75%	10.00%
Czech Republic	10,000,000	11,716	150,000	300,000	1.50%	3.00%
Denmark	5,000,000	NA	1,000	10,000	0.02%	0.20%
Germany	82,000,000	NA	70,000	130,000	0.09%	0.16%
Estonia	1,000,000	542	1,000	1,500	0.10%	0.15%
Ireland	4,000,000	24,000	32,000	38,500	0.80%	0.96%
Greece	11,000,000	NA	80,000	350,000	0.73%	3.18%
Spain	44,000,000	NA	60,000	800,000	0.14%	1.82%
France	63,000,000	NA	300,000	340,000	0.48%	0.54%
Italy	59,000,000	NA	120,000	160,000	0.20%	0.27%
Cyprus	1,000,000	NA	1,500		0.15%	-
Latvia	2,000,000	8,205	8,000	15,000	0.40%	0.75%
Lithuania	3,000,000	2,570	2,567	4,000	0.09%	0.13%
Luxembourg	469,000	NA	100	500	0.02%	0.11%
Hungary	10,000,000	190,046	600,000	800,000	6.00%	8.00%
Malta	0	NA	NA			
Netherlands	16,000,000	NA	5,000	40,000	0.03%	0.25%
Austria	8,000,000	NA	20,000	25,000	0.25%	0.31%
Poland	38,000,000	12,731	20,000	60,000	0.05%	0.16%
Portugal	11,000,000	NA	40,000	50,000	0.36%	0.45%
Romania	22,000,000	535,000	1,200,000	2,500,000	5.45%	11.36%
Slovenia	2,000,000	3,246	7,000	10,000	0.35%	0.50%
Slovakia	5,000,000	89,920	350,000	520,000	7.00%	10.40%
Finland	5,000,000	NA	10,000	10,000	0.20%	0.20%
Sweden	9,000,000	NA	40,000	50,000	0.44%	0.56%
United Kingdom	60,000,000	4,096		300,000	0.00%	0.50%
Croatia	4,000,000	9,463	30,000	40,000	0.75%	1.00%
FYROM	2,000,000	43,707	220,000	260,000	11.00%	13.00%
Turkey	73,000,000	NA	300,000	700,000	0.41%	0.96%
Norway	5,000,000	NA	2,300	11,000	0.05%	0.22%
Switzerland	7,000,000	NA	35,000		0.50%	0.00%
Albania	3,000,000	1,261	80,000	120,000	2.67%	4.00%
Bosnia and Herzegovina		8,864	20,000	60,000		
Montenegro	1,000,000	2,875	20,000		2.00%	0.00%
Serbia	7,000,000	108,193	400,000	450,000	5.71%	6.43%
Belarus	10,000,000	NA	10,000	70,000	0.10%	0.70%
Georgia	4,000,000	1,744	2,000		0.05%	-
Moldova, Republic of	4,000,000	12,280	18,691	150,000	0.47%	3.75%
Russian Federation	143,000,000	182,617	220,000	400,000	0.15%	0.28%
Ukraine	47,000,000	47,600	50,000	400,000	0.11%	0.85%

Sources: Eurostat 2006, National Census and Council of Europe.

*Census dates: 1989, Georgia; 1991 Bosnia and Herzegovina, 2000 Estonia and Latvia, 2001: Bulgaria, Czech Republic, Hungary, Lithuania, Slovakia, Croatia, Serbia, United Kingdom, and Ukraine. 2002, Ireland, Poland, Romania, Slovenia, Russian Federation; 2003, Montenegro; 2004, Moldova.

The legal status of the Roma minority differs across Europe from country to country and from group to group: it is related, on the one hand, to the period of migration of the groups, and on the other hand to the recognition in each country as an ethnic or national minority (Annex 8). Some groups of long-established migration are citizens of the country in which they live, where they are considered national minorities or ethnic minorities and where they have full citizenship. In the same countries other groups of Roma are considered refugees or asylum-seekers and have no residence permit; in other countries all Roma are considered asylum-seekers/refugees, but not in the condition to obtain the status. Quite a large number of Roma are nationals of countries which have become Member States of the European Union such as Romania, Bulgaria, Czech Republic and Slovakia: they are entitled to free circulation as EU citizens, but in some Member States they lack full rights as workers.

When analysing the legal status and the estimated number of Roma nationally it is possible to distinguish four types of countries (figure 10). There are Member States such as the Czech Republic, Spain, Hungary, Romania and Slovakia, where Roma are recognised as an ethnic minority and they constitute more than 1% of the total population. Most Roma do not live in nomadic conditions anymore and usually represent a considerable section of the overall population. In Spain “gitanos” are a recognised minority and they are estimated to be between 60,000 and 800,000. In most of these Member States a large number of Roma are nationals of the country and they are therefore European citizens entitled to free circulation but some others still lack birth certificates or identity documents and are considered illegal migrants.

Other Member States have a limited number of Roma among the population but recognise Roma as national or ethnic minority. This is the case of Austria, Belgium, Germany, Estonia (where those who have Estonian nationality are considered national minority), Finland, Latvia, Poland, Slovenia, Sweden (where they are recognised as cultural minority) and the United Kingdom.

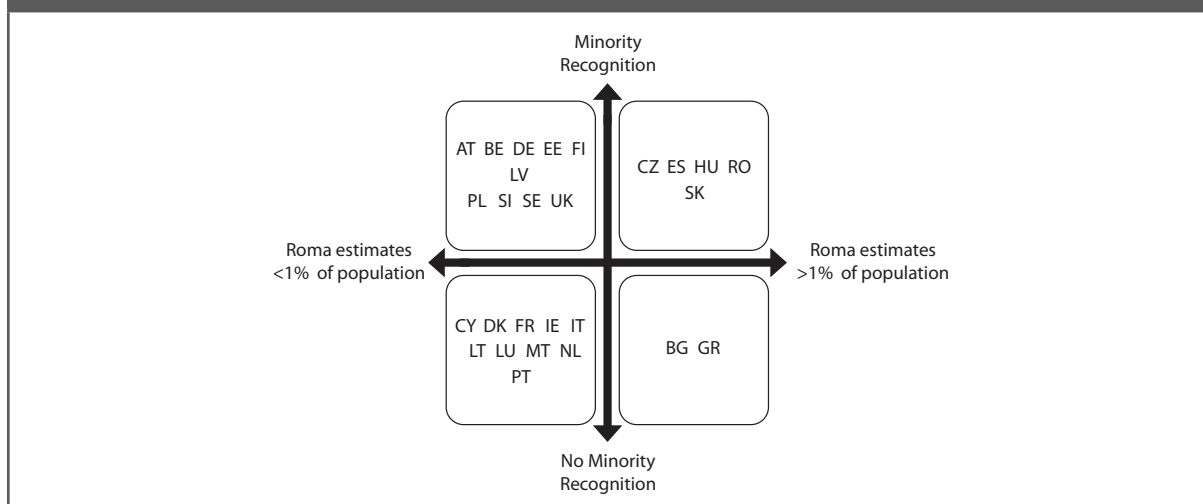
In two Member States, Bulgaria and Greece, Roma are not formally recognised as minority but a large proportion of the population is of Roma origins. In Bulgaria there is no policy document addressing the national minority groups. The Bulgarian parliament ratified the Framework convention for the Protection of National Minorities (Council of Europe) in 1999, and in 2003 the Protection against discrimination Act was ratified; nevertheless Bulgaria recognises the minority on the basis of language. There are evidences of Roma in Greece since the 11th century¹⁵ and the Roma population is estimated to be between 0.73% and 3.18% of the overall Greek population. The only minority officially recognised in Greece is the Muslims of Tracia. Most Roma did not have Greek citizenship until the mid-1970s.

In some other Member States Roma with long-term resident status or citizenship are not considered neither an ethnic nor a national minority; recently immigrated groups have the status of immigrants but no recognition as minority. This is the case of Ireland where Travellers have been part of Irish society for centuries¹⁶. There are estimates of around 30,000 Travellers living in the Republic of Ireland, and another 1,500 in Northern Ireland. Travellers constitute one of the largest ethnic groups of the country, have rights as full citizens but are not recognised as a minority. In France, Portugal, Italy, Luxembourg, Malta, Denmark, Lithuania and the Netherlands Roma are not considered an ethnic minority with some exceptions if they are recent migrants. A considerable number of Roma live in these countries but represent a small proportion of the overall population.

15. *European Roma Rights Centre, "A Short History of the Roma in Greece", European Roma Rights Center Country Reports Series (European Roma Rights Center Country Reports Series), issue: No.12 / 2003, pages: 2841, on www.ceeol.com.*

16. *While Traveller history is largely unrecorded, research dates their origins to before the twelfth century*

Figure 10: Classification of countries according to recognition of Roma as minority and estimates of Roma proportion on total population.



Source: BBI

A considerable part of the Roma population in the EU Member States therefore does not have any legal status. This is a fundamental issue, as it strongly influences rights to the social security and health system and to education, as well as the standard of living and possibilities to participate in public and political life.

C. MAIN PROBLEMS FOR ROMA INTEGRATION ACROSS EUROPE

While Roma gained new possibilities for ethnic and political mobilisation, including the recognition of their identity and status as an ethnic minority, they were increasingly facing intolerance, discrimination and/or social exclusion especially in accessing employment, education, health and social services.

Many European and national surveys show that an appreciable proportion of European citizens take a negative view of the Roma population based mainly on stereotypes and prejudice. Throughout Europe Roma discrimination is frequent. Some studies have revealed an important role of the media in the reproduction of Roma stereotypes.

Based on the priorities for the 2007 European Year of Equal Opportunities for All, the European Commission acknowledged that the Roma face a very specific situation that is more difficult than the situation of other ethnic minorities. The living standards of a large proportion of this ethnic minority are still characterized by extreme poverty, social exclusion and general rejection by majority societies.

1. The problematic integration into education

The Roma population overall presents high rates of illiteracy and poor school attendance of children. Roma share disadvantages with members of some other ethnic minorities due to a lack of skills and qualifications, but they run a particularly high risk of multiple discrimination often caused by their social and cultural visibility.

The European Agency for Fundamental Rights (EUFRA) has recently indicated that Roma children, in spite of the increasing number of dedicated programmes, still suffer high levels of discrimination with respect to the education system:

- in primary education the enrolment and attendance of Roma pupils is disproportionately low all over Europe;
- Roma pupils do not move from primary to secondary education as fluently as non-Roma pupils, and when they do so, their drop-out rate in secondary education is higher;
- although formally banned from education policies, segregation of Roma pupils still persists in many respects. Their placement in separate classrooms or in special schools is justified by the authorities concerned on the grounds of their (perceived) “different needs”, or of their patterns of behaviour, or as a reaction to their learning difficulties. Their separation from other pupils may also be a result of their residential segregation or isolation¹⁷.

Other factors jeopardising the access of Roma to education include the lack of informal education facilities to support the socialisation of Roma children and to enhance their linguistic skills; the lack of specific training, support and resources for school personnel to deal with ethnically mixed classes; and the poor motivation on the side of the Roma parents to invest in their children’s education because of their own discrimination experiences in the past.

Roma are severely affected because they are often the least-educated and least-skilled workers. Middle-aged Roma workers are particularly exposed to multiple discriminations: many Roma who were employed for years lost their jobs due to discrimination or simply due to restructuring of industry, and now they have particular problems in finding work.

Roma women from their side also face multiple forms of discrimination: as women, as members of the Roma community, and as women within their community with its own discriminatory patriarchy traditions and practices.

2. The problematic integration into employment

The lack of education and training, language skills, the limited recognition of non-formal qualifications, the lack of access to professions, the lack of access to citizenship, the lack of integration policies, as well as the stereotypes, prejudices and negative attitudes towards the cultural differences constitute the main obstacles for Roma in getting a job.¹⁸

Moreover, the work-based skills that are no longer relevant in a modern labour market and the settlement of Roma in isolated areas with limited access to jobs constitute real barriers that reduce their employability and exclude many Roma from work. In addition, there is the issue of direct and indirect discrimination, which further reduces the access to employment of Roma. Roma unemployment is a complex phenomenon, difficult to remedy since it is a multi-layered and inter-generational problem.

17. EUMC, *Roma and Travellers in Public Education, An overview of the situation in the EU Member States, Vienna, May 2006* http://fra.europa.eu/fraWebsite/attachments/roma_report.pdf

18. MEMO/08/559 Brussels, 12 September 2008 *European Roma Summit (Brussels, 16 September 2008)*

In the ESF thematic profile “Roma and the European Social Fund 2007/2013”¹⁹, specifically in the section on Employment it is argued that “the high unemployment rate between Roma is one of the most serious factors contributing to the social isolation of the group. Urgent actions are necessary for providing skills and employment to the Roma. One of the steps to be taken here is the development and implementation of training and employment programmes in correspondence with the needs of the labour market”.

3. The problematic access to social and health care services

Roma usually live in segregated, isolated districts where the living conditions are poor, with problems of extreme overcrowding and a lack of basic facilities. This contributes also to aggravating their health condition. The Roma show very scant use of health care services because medical treatment may conflict with the Roma rules of hygiene and modesty, and because of the negative attitudes/racism/discrimination of some health care professionals and hospitals. For cultural reasons they also show limited use of family planning services.

Moreover, recent studies across Europe on social and health care services for Roma have pointed to a series of obstacles that hinder their access to such services:

- discrimination by social service practitioners, including improper application of eligibility criteria to social assistance programs and policies;
- territorial segregation of Roma minorities, making their access to welfare services even more difficult;
- communication barriers between social workers and welfare agencies, on the one hand, and Roma communities and individuals on the other;
- poor information and great distrust with respect to the social services within Roma communities.

A comparative report by the Research Centre on Human and Social Sciences (2007)²⁰ puts special emphasis on four lines of intervention towards a greater “health inclusion” of Roma:

- mediation in health care: active involvement of mediators, especially in hospital structures, is likely to enhance reciprocal trust and easier communication between health staff and Roma patients;
- training for health practitioners: training programmes for medical professions, in the field of anti-discrimination and cultural awareness;
- increasing knowledge of the Roma among professionals in social and health care sectors, and stimulating the outreach work of the institutions;
- pro-active health initiatives: visits to the Romani communities by health workers will facilitate the Roma access to ordinary health facilities, improve the health practitioners’ understanding of Roma lifestyles and conditions, and even reinforce Roma users’ confidence in health workers.

19. http://ec.europa.eu/employment_social/esf/docs/roma_en.pdf

20. European Roma Rights Centre, *The Disgrace of Health Care for Roma in Europe*, 2006,

http://www.soros.org/initiatives/health/focus/roma/articles_publications/publications/ambulance_20061004/ambulance_20061004.pdf

4. The way forward: an integrated approach to Roma issues

The exclusion of Roma has many distinct yet inter-linked origins. Hence the need, in terms of social inclusion strategies, for a comprehensive and multifaceted approach: poor housing for example has an impact on health and educational performance as well as access to public services, while low attendance rates at school and unequal treatment within the educational system affect employment opportunities, access to services, health, and access to justice. To improve the situation of the Roma in Europe it is therefore necessary to:

- develop policies which identify and address all aspects of their deprivation through an integrated approach;
- provide for the empowerment of the communities through support for the Roma's own self-organisation capacities, whether in terms of mutuality, advocacy, self-representation or service provision.

Moreover, the specific and often multiple forms of discrimination faced by Roma women should be specifically addressed in policies, which could have a twofold long-term impact not only on the women as such, but also on other family members, especially the children.

The 2005 World Bank study classifying European national policies towards Roma (see above, under 2A) concluded that whatever approach is adopted, effective social inclusion policies should balance three distinct objectives:

- "increasing Roma economic opportunities", by enhancing and qualifying their participation in the labour market;
- "building human capital", with the levers of education and health;
- "strengthening social capital and community development", by facilitating Roma participation in the public sphere and in civil society initiatives.

D. INTERNATIONAL POLICY INITIATIVES ADDRESSING THE ROMA POPULATION

1. The Organisation for Security and Cooperation in Europe

As early as 1990, the OSCE (then the Conference for Security and Co-operation in Europe) recognised the specific human-dimension challenges faced by Roma and Sinti communities throughout the region. Since then, Roma and Sinti issues have continued to figure prominently on the OSCE agenda, exemplified by the establishment of the Contact Point for Roma and Sinti Issues (CPRSI) within the Office for Democratic Institutions and Human Rights (ODIHR) in 1994, the creation of the position of adviser on Roma and Sinti issues in 1998, and the adoption of the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area in 2003.

The 2003 Action Plan contains both an analysis of the situation and the problems Roma and Sinti encounter and recommends measures to address these. The main goal of the Action Plan is to reinforce participating States' efforts "ensuring that Roma and Sinti people are able to play a full and equal part in societies and at eradicating discrimination against them"²¹.

21. Maastricht Ministerial Council, Decision No. 3/03, "Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area", 1-2 December 2003,

In 2005 the OSCE launched the Decade of Roma Inclusion 2005 - 2015²², an initiative endorsed by twelve participating states with significant Roma minorities²³. Decade partners are united by a common vision to close the gap in welfare and living conditions between Roma and non-Roma and to break the cycle of poverty and exclusion over a period of 10 years. Priority areas are education, employment, health and housing.

The Decade partners place great emphasis on Roma participation: from the very outset Roma representatives and civil society organisations shaped and defined the vision, identified policy priorities and played a key role in defining Decade goals and targets. Roma participation is also central in the regular oversight and monitoring of the process.”

In 2008 a new Action Plan on Improving the Situation of Roma within the OSCE Area was agreed. This plan focuses on the participation of Roma into all aspects of public and political life in order to eradicate discrimination. It underlines that Roma should be actively involved in any action targeting their communities, as a sustainable way to avoid dependency on social benefits²⁴. In terms of improving employment and solving economic problems, the Action Plan recommends participating States:

- to promote increased representation of qualified Roma in public employment;
- to develop training programmes to prepare under-represented groups such as Roma for employment in local public administration;
- to develop policies and programmes, including vocational training, to improve the marketable skills and employability of Roma;
- to adopt social policy that strengthens incentives to seek employment.

2. The Council of Europe

Realising the problems of discrimination faced by Roma, international bodies have also adopted instruments specifically on Roma. The Council of Europe has stressed in Recommendation 1203 (1993) of the Parliamentary Assembly that although general resolutions and recommendations “are important (...) Gypsies need special protection.” The recommendation exposed the intolerance and hatred experienced by Roma over the ages and proclaimed that “respect for the rights of Gypsies, individual, fundamental and human rights and their rights as a minority, is essential to improve their situation”.

3. The European Union

The EU has an advanced legal framework, which provides for protection against discrimination. The Racial Equality Directive (Directive 2000/43/EC - RED) has been adopted with the aim of combating discrimination on the grounds of race or ethnic origin prohibits direct or indirect discrimination in employment, education, social protection, property matters and services. The Charter of Fundamental Rights (Article 21) of the European Union prohibits all

22. www.romadecade.org

23. Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Macedonia, Montenegro, Romania, Serbia, Slovakia, Spain and Slovenia (as observer).

24. Organization for Security and Co-operation in Europe 5 December 2008, Ministerial Council Helsinki 2008
DECISION No. 6/08 ENHANCING OSCE EFFORTS TO IMPLEMENT THE ACTION PLAN ON IMPROVING THE SITUATION OF ROMA AND SINTI WITHIN THE OSCE AREA

discrimination on the ground of, among other things, membership of a national minority and obliges the institutions of the European Union and the Member States to bear in mind the effect the initiatives may have on members of national minorities.

In 2001 the EU established the Community Action Programme to combat discrimination which supported activities combating discrimination on grounds of ethnic origin, religion or belief, disability, age or sexual orientation. The programme ran until 2006 and had three main objectives:

- to improve the understanding of issues related to discrimination through analyses and evaluation;
- to develop capacity to combat and prevent discrimination through building and strengthening inter-organisational dialogue and networking;
- to promote values underlying the fight against discrimination through awareness-raising activities.

As a follow-up to the action programme, the EU set up the Programme for Employment and Social Solidarity (PROGRESS) covering the period 2007-2013. PROGRESS addresses policy development in the areas of employment, social inclusion and protection, working conditions, non-discrimination and gender equality. In the field of non-discrimination, PROGRESS supports the effective implementation of the principle of non discrimination and its mainstreaming in all EU policies.

The EU is helping coordinate efforts to promote active inclusion, including labour market integration, making work pay, and life-long learning, particularly for those who are furthest from the labour market, as part of the fight against poverty. In 2008 the EC adopted a renewed version of the European Social Agenda²⁵ covering a variety of issues ranging from the nature of work, modern family life, the position of women in society, social mobility and the incidence of poverty and inequality. The agenda proposed three goals (opportunities, access and solidarity) and seven priorities (such as combating poverty and social exclusion, fighting discrimination, etc.) for the modernisation of the European social model. It aims to adapt the EU policies to new social realities and trends, without changing the fundamental goals of social Europe: harmonious, cohesive and inclusive societies respecting fundamental rights in healthy social market economies.

In 2008 the EC developed the Staff Working Document "Community Instruments and policies for Roma inclusion".²⁶ It examines the EU instruments and policy areas for Roma inclusion, such as employment, social inclusion, education, enlargement and gender equality. The document concludes that despite the existence of a powerful framework of legislative, financial and policy coordination tools available, an implementation gap in Member States remains. The key to success is strong and effective coordination in addition to the full involvement of civil society in the design, implementation and monitoring of EU action. However, the responsibility for these policy areas lies primarily with Member States (e.g. education, employment, social inclusion), while the EU can only coordinate Member State policies and support their implementation through the Structural Funds. In the same year the first European Roma Summit was held in Brussels. Following this summit the General Affairs Council of the EU in December 2008 created a platform for the exchange of good practice and experience of Roma inclusion. The first meeting of the new platform took place in April 2009 in Prague. The platform is helping make the existing policy processes

25. <http://ec.europa.eu/social/main.jsp?catId=547>

26. <http://ec.europa.eu/social/BlobServlet?docId=546&langId=en>

at national, European and international level more coherent and effective and involves around 70 stakeholders, including national governments, non-governmental organisations (NGOs), EU officials and Roma representatives. The members of the platform discussed in Prague the 10 “Common Basic Principles for Roma Inclusion”. These principles were annexed by the EU Employment and Social Affairs Ministers on 8 June 2009 to their Conclusions on the Inclusion of Roma:

- Principle 1: Constructive, pragmatic and non-discriminatory policies.
- Principle 2: Explicit but not exclusive targeting.
- Principle 3: Inter-cultural approach.
- Principle 4: Aiming for the mainstream.
- Principle 5: Awareness of the gender dimension.
- Principle 6: Transfer of evidence-based policies.
- Principle 7: Use of Community instruments.
- Principle 8: Involvement of regional and local authorities.
- Principle 9: Involvement of civil society.
- Principle 10: Active participation of the Roma.²⁷

Notwithstanding governmental efforts at various levels to combat discrimination, their policies have not yet had the desired impact with regard to the human rights situation of Roma. Racism against Roma continues to be a concern, as well as persisting individual and institutional discrimination. Research reports show that Roma remain the most discriminated community in Europe. In some EU Member States the majority population still show xenophobia and prejudice towards the Roma. The media play a crucial role: while they should guide public opinion towards education and information in the broadest sense, in certain countries they rather spread negative Roma stereotypes.

The European Commission announced in its Communication to the European Institutions²⁸ on non-discrimination and equal opportunities that it remains vigilant in this area and that it will step up its work with national equality bodies to improve their capacity to tackle cases of discrimination against Roma. The EC will continue to support capacity building among Roma civil society and to promote their involvement at all levels of policy development and implementation. The EC has taken the lead in this process, while, already in December 2008 the European Council endorsed the comprehensive conclusions of the General Affairs Council confirming the Member States’ commitment to using the tools available, such as the Structural Funds, to support Roma inclusion and decided to stage a second Roma Summit under the Spanish Presidency on International Roma Day on 8 April 2010²⁹.

27. Council of the EU. Council Conclusion on Inclusion of the Roma. Luxembourg. 2009

28. COM(2008)420 Non discrimination and equal opportunities: A renewed commitment. Brussels (2 July 2008).

29. EC, EU action against discrimination, Activity report 2007-08, <http://ec.europa.eu/social/main.jsp?catId=518&langId=en>

Chapter 3 – ESF Interventions and Achievements

A. SOCIAL INCLUSION OF ROMA COMMUNITIES AS A TARGET OF ESF SUPPORT

Structural funding represents a major opportunity for change, also for Roma communities. The important issues of Roma inclusion fall mainly under the responsibility of Member States. Nevertheless the European Union plays a very important role through supporting and coordinating states and regions in the implementation of the regional funds and by ensuring the principle of non discrimination. Supporting Roma inclusion in labour markets, education and in society in general has to take into account this division of responsibilities between EU and national/regional level and requires an approach that should not be:

- *purely horizontal (“ethnically neutral”)*: this kind of approach would risk losing sight of specific challenges that Roma face;
- *purely ethnically defined*: this does away with the advantages of mainstreaming Roma issues in the main policy strands;
- *a declaratory “Europeanisation” of the problem*: European institution cannot deal with this issue without the cooperation of the Member States³⁰. Interventions for Roma need to be contextualised according to different needs and situation in which the various communities live in EU.

The EU has an advanced legal framework for protection against discrimination on grounds of ethnic origin and on an individual-rights-based approach³¹ but activities to improve the integration of Roma communities and individuals in societies need to be programmed and implemented at national and regional level.

Structural Funds, together with other European Funds³², are the main financial instruments at the disposal of Member states to implement policies designed to enhance social cohesion within the European Union. In the programming period 2000-2006 the European Social Fund co-financed assistance to the Roma community through its activities for social inclusion which aim at “promoting equal opportunities for all in accessing the labour market, with particular emphasis on those exposed to social exclusion” (Art 2.1.b)³³. Social Inclusion is one of the five policy fields of ESF in 2000-2006 to which is allocated 17% of the total budget (Figure 1). Many (but not all) activities for Roma inclusion have been financed under this policy field.

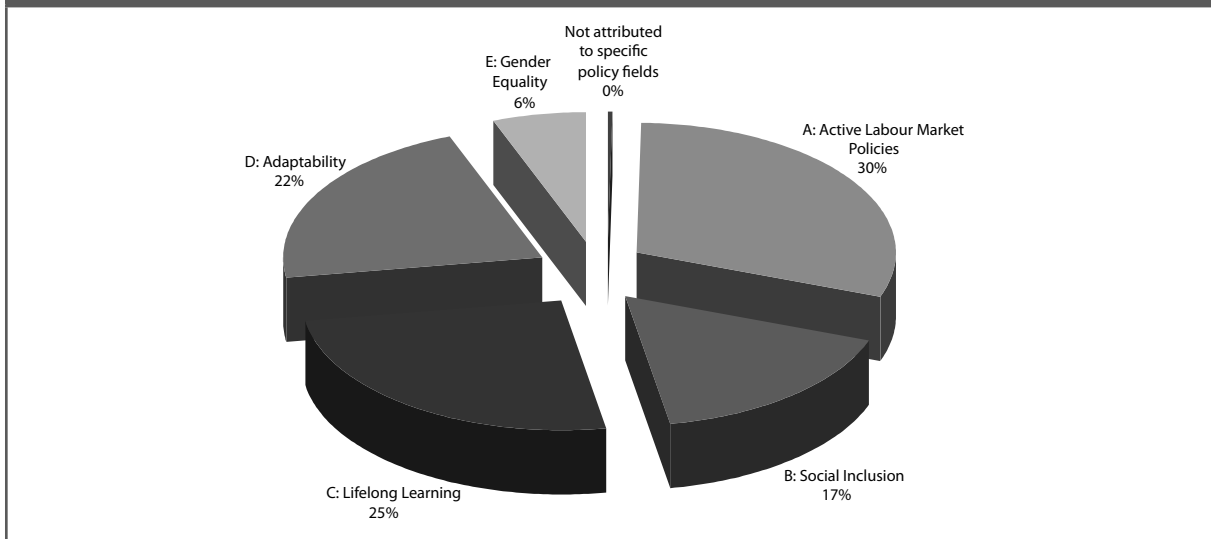
30. COM(2008)420 Final, *Non-discrimination and equal opportunities: A renewed commitment: “Community Instruments and Policies for Roma inclusion”*.

31. *Ibidem*.

32. *Such as the European Fund for Integration of Third Country Nationals, the European Refugee Fund, etc.*

33. *Regulation (EC), No 1784/1999 (12 July 1999)*

Figure 11: Budgetary allocation per policy field (EU25)



Source: Data compiled by BBI on the basis of EC Structural Fund Database (SFC), situation on 2 September 2008

Targeted activities funded by ESF have been also implemented within the former Community Initiative EQUAL which focused on “transnational cooperation to promote new means of combating all forms of discrimination and inequalities in connection with the labour market”. (Art. 20.d)³⁴

The role of the Structural Funds in fighting discrimination and improving social inclusion is highlighted as well in the regulation of the current programming period (2007-2013). One of the objectives of the Funds is to “incorporate, at national and regional level, the Community’s priorities in favour of sustainable development by strengthening growth, competitiveness, employment and social inclusion and by protecting and improving the quality of the environment”³⁵ (Art. 3).

The Social Fund in the current period mentions the assistance to minorities explicitly in its regulation. Notably the ESF, in accordance with Article 2(1) of Regulation 1081/2006, “shall contribute to the priorities of the Community as regards strengthening economic and social cohesion by improving employment and job opportunities” and in so doing shall support Member States policies aiming to “reinforce social inclusion disadvantaged people with a view to their sustainable integration in employment and combating all forms of discrimination in the labour market, in particular by promoting:

- (i) pathways to integration and re-entry into employment for disadvantaged people, such as people experiencing social exclusion, early school leavers, minorities, people with disabilities and people providing care for dependent persons, through employability measures, including in the field of the social economy, access to vocational education and training, and accompanying actions and relevant support, community and care services that improve employment opportunities;*

34. Council Regulation (EC), No 1260/1999 (21 June 1999)

35. Council Regulation (EC) No 1083/2006 (11 July 2006)

(ii) acceptance of diversity in the workplace and the combating of discrimination in accessing and progressing in the labour market, including through awareness-raising, the involvement of local communities and enterprises and the promotion of local employment initiatives³⁶. (Art. 3.1.c)

Particular attention is given to ethnic minorities in the current programming period. All Member States have to report on the breakdown of participants by vulnerable groups, in accordance with national rules: minorities, migrants, disabled, and other disadvantaged people³⁷. There are several ethnic minorities in Europe but Roma is the largest.

B. OVERVIEW OF ESF INTERVENTIONS (2000-2006)

Roma activities have been funded in several Member States. Due to the difficulties described in the previous sections several Managing Authorities have not targeted Roma explicitly in their programming documents or have not designed customised interventions for this group. Roma are targeted as possible participants in different Operational Programmes and Programme Complements but rarely a target of their participation is established in the documents. It is therefore difficult to estimate the budget and expenditure for activities entirely dedicated to Roma and their participation in ESF funded projects.

The structure of this chapter follows the various steps of the research approach: it first deals with all measures targeting Roma as one group among other beneficiaries and then analyses step by step more targeted interventions largely or exclusively dedicated to Roma.

1. A detailed presentation of activities targeting Roma

An overview of ESF interventions shows that 11 Member States programmed activities targeting Roma in 2000-2006: Austria, Czech Republic, Spain, Finland, France, Slovakia, Hungary, Ireland, Italy, Greece and Poland. 81 measures in 57 Operational Programmes in these countries were targeting Roma among other vulnerable groups. € 3 billion were claimed by Member States for activities targeting, among others, Roma. Italy, Spain and Ireland targeted Roma in activities for which they have spent more than €500 million each.

36. Regulation (EC) No 1081/2006 (5 July 2006).

37. Regulation (EC) No 1028/2006 (8 December 2006). Annex XXIII : Data on participants in ESF operations by priority

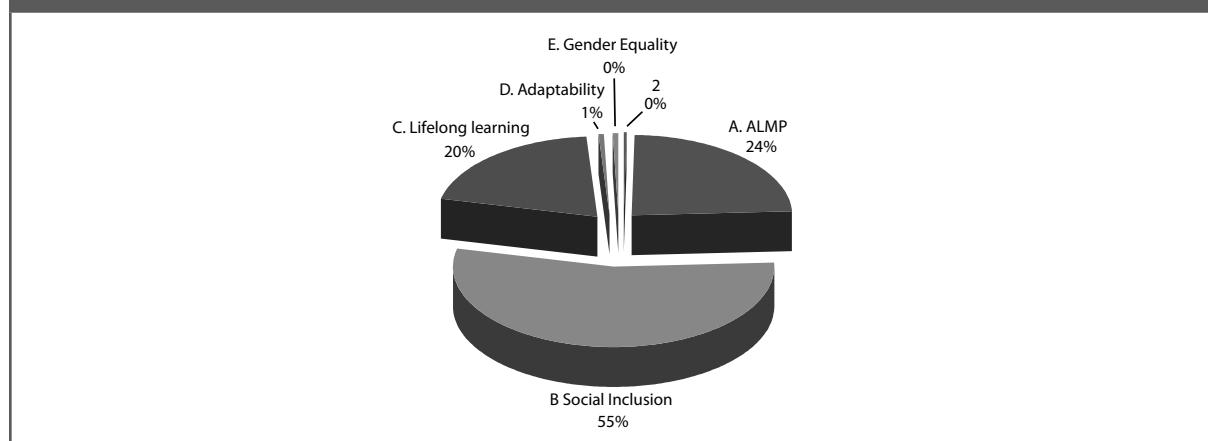
Table 2: ESF co-funded expenditure (in € million) for identified measures targeting Roma among other vulnerable groups (2000-2006).

MS	Total Number of OP ³⁸	Number of OP targeting Roma	Number of Measures targeting Roma	ESF co-funded claimed expenditure € million	EU claimed expenditure € million	National Public claimed expenditure € million	National Private claimed expenditure € million
AT	5	1	1	6	4	2	-
CZ	3	3	6	164	121	43	-
ES	35	12	20	537	293	231	13
FI	6	2	3	355	117	176	62
FR	28	1	1	4	2	2	-
GR	18	12	15	289	228	61	-
HU	2	2	7	195	147	48	-
IE	3	1	2	532	310	222	-
IT	27	21	21	718	369	347	2
PL	2	1	1	67	52	15	-
SK	2	1	4	118	94	24	-
Total	131	57	81	2,985	1,737	1,171	77

Source: Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008 (2000-2006)

Figure 12 below shows that Member States have planned activities for Roma mainly under the policy field of Social Inclusion (54%). However, a considerable number of measures targeting Roma among other target groups are dealing with interventions funded under the policy fields Active Labour Market Policies and lifelong learning. This shows the importance for an integrated approach when dealing with the Roma population and the variety of contexts and needs of Roma communities within the Member States.

Figure 12: Activities targeting Roma among other vulnerable groups per policy field



Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008 (2000-2006)

38. The total number of Programmes for Spain is 37, two national Programmes for Technical Assistance (2000ES053PO315 and 2000ES161PO017) are not included in this study. The total number of Programmes co-funded in Greece in 2000/2006 is 19: the Programme 2001GR161PO001 is not included in this study.

1.1. Interventions open to Roma participation could be funded in more than 30% of measures in 4 Member States

Some Member States targeted Roma in many of their co-funded activities. This is the case of Hungary³⁹ where interventions open to Roma are described in every measure under the Equal Opportunity mainstreaming strategy and activities can be funded under interventions that all in all represent 56% of the ESF co-funding. The Roma population in Hungary is estimated to be between 6 to 8% of total population⁴⁰.

A similar situation exists in the Czech Republic and Slovakia. The Czech Republic has dedicated chapters of the Operational Programme for Human Resources Development⁴¹ and the Prague Objective 3 to Roma Communities envisaging that activities under this OP would have a positive impact on their situation. The Czech Republic is one of the Member States where it is prohibited for state authorities to gather statistics on ethnic minorities⁴². This means that it is not possible to obtain relevant statistics about minorities but also to develop properly special projects just for a single target group since no one is allowed to identify if a certain person is a member of Roma minority or not. The Czech managing authority has developed an integrated approach to the problems of Roma community through the assistance to all disadvantaged groups. The primary goal of the Roma Integration Policy Concept⁴³ is to achieve peaceful co-existence of Roma communities with the other citizens. The concept includes actions to remove external and internal obstacles preventing the integration of members of Roma communities into society, the social elevation of members of the Roma communities, ensuring the development of Roma culture and the Roma language, creating a tolerant environment without prejudice and ensuring the safety of members of the Roma community. In order to implement these actions one cannot rely only on funding possibilities offered by the ESF policy field social inclusion: an integrated approach covering all fields of ESF activity is necessary. Interventions open to Roma beneficiaries in the Czech Republic could be funded under measures representing 41% of ESF total co-funding.

A similar approach has been applied by Slovakia in its Human Resources Development Operational Programme⁴⁴. In this programme the problems related to the development of Roma communities were addressed through specific instruments applied in individual priorities and corresponding measures. In Slovakia, where Roma population is estimated to be between 7 and 10% of the total population⁴⁵ activities for Roma could be funded under measures representing 49% of the overall ESF funding.

Finally Ireland has targeted Roma, in this case the Traveller community, in 30% of its measures. Travellers are widely acknowledged as one of the most marginalised and disadvantaged groups in Irish society. The number of Travellers is estimated between 32,000 and 38,000, less than 1% of the total Irish population and they are not recognised as a minority by the Irish government. They live in fairly poor condition; most of them have adopted a sedentary

39. *OP Human Resources Development, 2003HU051PO001.*

40. *See Table 12.*

41. *2003CZ051PO001.*

42. *According to Czech Legislation Act 273/2001 of Coll., on the Rights of Member of National Minorities and on Amendment to Related Legislation.*

43. *The Czech Government adopted its Concept of the Government Policy Towards the Roma Community Members to Help Their Integration into the Society in 2000. This document has been already updated four times (last update: 28 February 2005) and renamed as the Roma Integration Policy Concept - the basic governmental policy document concerning Roma communities. The latest version of the Roma Integration Policy Concept was adopted on 12th March 2003 as a part of the Governmental Resolution no. 234/2003. Czech Republic, HRD Operational Programme 2003CZ051PO001, Annex 4.*

44. *2003SK051PO001*

45. *Between 350,000 and 520,000 people. See Table 1.*

lifestyle⁴⁶. The support of the Irish government to Travellers in the Operational Programme Human Resources is higher if taking into account the measure exclusively funded with national public and private funds and entirely dedicated to Traveller education under the Employability Priority⁴⁷.

1.2. Identified measures clearly targeting Roma

Four Member States - Hungary, Ireland, Slovakia and Spain - implemented interventions directly aimed at Roma. Ten measures were dedicated to activities for Roma as described in the following table. € 806 million have been spent on these activities, € 506 million from community fund and almost € 300 million from national private and public funding.

MS	Number of Measures	ESF co-funded claimed expenditure € million	EU claimed expenditure € million	National Public claimed expenditure € million	National Private claimed expenditure € million
HU	1	24	18	6	0
SK	1	79	63	16	0
ES	7	236	152	71	13
IE	1	467	273	194	0
Total	10	806	506	287	13

Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008 (2000-2006)

Hungary has targeted Roma among vulnerable groups in most of its priorities in the Operational Programme on Human Resources development. Nevertheless one measure was specifically dedicated to “improving the employability of disadvantaged people including the Roma”⁴⁸. It aimed at supporting vulnerable groups providing financial assistance in forms of grants to activities promoting labour market integration of disadvantaged people and through technical assistance and capacity building of associations and people that work in this sector.

Insertion in the labour market with a special focus on the gypsies was the aim of the national Spanish measures of the Operational Programmes Fight against discrimination (obj. 1 and 3)⁴⁹. These programmes aim to facilitate the professional integration of women and people with integration problems in the labour market belonging to groups at risk of exclusion, such as immigrants, Spanish emigrants, internal migrants, ethnic minorities (mainly Roma), convicted or ex-convicted, young people from vulnerable groups, former drug addicts and people at risk of discrimination. The programmes were funded by ESF and the Objective 1 Programme was also co-funded by ERDF. The programmes were managed jointly by public bodies and NGOs⁵⁰.

Professional insertion and employability of the gypsy population in Spain were among the main focuses of the programmes.⁵¹ The activities targeted at “gitanos” aimed for full employment through integrated pathways and personalised services, which in turn can only happen if the Roma community has access to vocational training and guidance that will eventually bring beneficiaries on the labour market. 6 measures spread over the two programmes

46. O’Connell, John, *Travellers, Gypsies, Roma. Pavee Point Fact Sheet 1997*.

47. 2000IE051PO001, this measure is not co-funded by ESF and cannot be included in the study but it is worth to mention it.

48. 2003HU051PO001 measure 2.3.

49. 2000ES053PO312 and 2000ES051PO016.

50. Fundación Once, Cruz Roja Española, Confederación Caritas Española, Secretariado General Gitano, Fundación Luis Vives, Fundación Diagrama

51. Operational Programme Obj. 1 page 32 and 33.

planned one or more activities for the Spanish gipsy population; € 236 million have been spent in total for ESF co-funded activities out of which € 152 million from community funds and the remaining € 84 million from national public and private funds.

This approach was shared by Slovakia. As in the case of Hungary and Spain, the Operational Programme includes an integrated approach to the Roma issue and a special monitoring of the assistance provided to them. The Roma issue is mainstreamed throughout the OP strategy. Most of the measures of the active labour market policy field as well as measures under the social inclusion and education priorities are actually targeted at the Roma people since they form a substantial part of the disadvantaged groups on the labour market and marginalised groups outside labour market. In the system measure “modernisation, extension and improvement of employment services and development of activation programmes for job seekers”⁵² all national projects financed under this measure have as a target the Roma community in the country. The measure is mainly aimed at modernising the Public Employment Services in terms of employees and direct services for unemployed persons. Roma are not the direct beneficiaries of the measure but they are one of the main targets among unemployed people.

The focus of the above-mentioned experiences was on employment and inclusion in the labour market. Ireland from its side focused its main intervention for the Traveller community on education. The sub-measure for Travellers within the measure “Early School leavers”⁵³ is part of the national Traveller Education Strategy. The measure finances the Youthreach Centres and the Senior Traveller Centres which are structures that aim at providing second-chance education for early school leavers and travellers with minimal or no educational qualification. Centres were created throughout the country, mostly in disadvantaged areas, in both urban and rural communities in out-of-school settings. The overall funds for this measure are € 467 million, € 273 million funded by community funds and € 194 million by national public funds.

1.3. Funding for activities exclusively targeting Roma

Few data are available on activities aimed exclusively at Roma communities within the Operational Programmes. Most Member States have funded activities for Roma but have not recorded their participation because of difficulties in gathering ethnic data of participants or because of political reason as in France or in Italy where Roma are considered national citizens or migrants but not are recognised as a minority. In these cases measures aimed at social inclusion made no distinction between typologies of vulnerability but included all people from vulnerable groups. Nevertheless some Member States reported on activities aimed at Roma while some others, such as the Czech Republic, produced publications on best practices of projects for Romani communities. On the basis of both sources, it was possible to identify a minimum expenditure for projects aimed at Roma as described in the following table.

52. 2003SK051PO001- 1.11.

53. 2000IE051PO001, measure 11.

Table 4: ESF co-funded expenditure for Roma (2000-2006)

MS	A. Total expenditure claimed (in €) for identified measures targeting also Roma	B. Total expenditure claimed (in €) for identified measures clearly targeting Roma	C. Total expenditure claimed (in €) for interventions dedicated explicitly to Roma	Minimum share of claimed expenditure on Roma (C) within all Roma related measures (A)
AT	6	-	-	
CZ	122	-	1	0.8%
ES	537	236	37	6.9%
FI	355	-	2	0.6%
FR	4	-	-	
GR	289	-	12	4.2%
HU	177	24	24	13.6%
IE	532	466	77	14.5%
IT	718	-	-	
PL	67	-	-	
SK	118	79	74	62.7%
Total	2,925	806	228	7.8%

Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008 (2000-2006) and National Managing Authorities for interventions dedicated explicitly at Roma⁵⁴.

Overall seven Member States have reported on the effective expenditure on activities aimed at Roma communities. Four of them (Spain, Hungary, Ireland and Slovakia) also have measures partly dedicated to the Roma. The minimum expenditure claimed by these seven Member States in the 2000-2006 period is € 230 million⁵⁵. Overall this expenditure represents 12% of the total expenditure of measures in which Roma are one of the targets⁵⁶. In the 4 Member States where measures are clearly targeting Roma, this proportion is higher and varies between 100% and 15.5% with an average of 40%.

1.4. Bringing fresh ideas to the social inclusion process of Roma communities, the EQUAL experience

The EQUAL initiative made an important contribution to the integration of Roma communities in EU. Through innovative methodologies and translational activities EQUAL developed new means of combating all forms of discrimination and inequalities in connection with the labour market. To achieve this aim, EQUAL operated in 9 thematic fields, defined on the basis of the pillars of the former European Employment Strategy, complemented by actions targeted to asylum seekers. Implementation took place through geographical or sector based Development Partnerships (DP), and was guided by 5 key principles: partnership, empowerment, trans-nationality, innovation, and networking and mainstreaming. Development Partnerships were also required to follow a horizontal approach for equal opportunities.

54. CZ: calculated on the basis of sum of projects in a Best practices publication. More projects have been financed; ES: This is only the budget for ACCEDER, for all regional measures data are not available; IE: This is the expenditure for the sub measure 11.B of the HRD Operational programme including also the Youthreach programme; FI: Data sources: Managing Authority responsible for Roma (Ministry of Employment and the Economy); GR: Data sources: Managing Authority responsible for Roma (Ministry of Labour and Social Security); HU: This is only measure 2.3 which has been devoted to Roma, other projects have been financed under other measures of the HRD OP but no data is available on the activities directly aimed at Roma. ; SK: Data sources: Annex 12: AIR06 HRD Operational Programme, Projects directly aimed at Roma.

55. This sum does not include the interventions under the EQUAL initiative that will be described in the following paragraph.

56. This proportion does not take into account the total of € 2.6 billion mentioned in Table 1 but it is calculated only on Member States where expenditure has been claimed for projects directly aimed at Roma.

Roma communities have been targeted in several DP, some of which were aimed entirely at them and some were targeting people of Roma origin among other vulnerable groups. 109 initiatives were addressed to Roma in the two EQUAL programme rounds (2002 and 2005) in 18 Member States while 58 were entirely dedicated to Roma people in 17 Member States.

Compared to the ESF OPs, 7 more Member States implemented activities aimed at Roma: Germany, Lithuania, the Netherlands, Portugal, Sweden, Slovenia and United Kingdom. All of them, except for the UK, have projects aimed exclusively at the Roma. Overall 6% of the EQUAL DPs targeted Roma among other disadvantaged groups; half of these initiatives related exclusively to them.

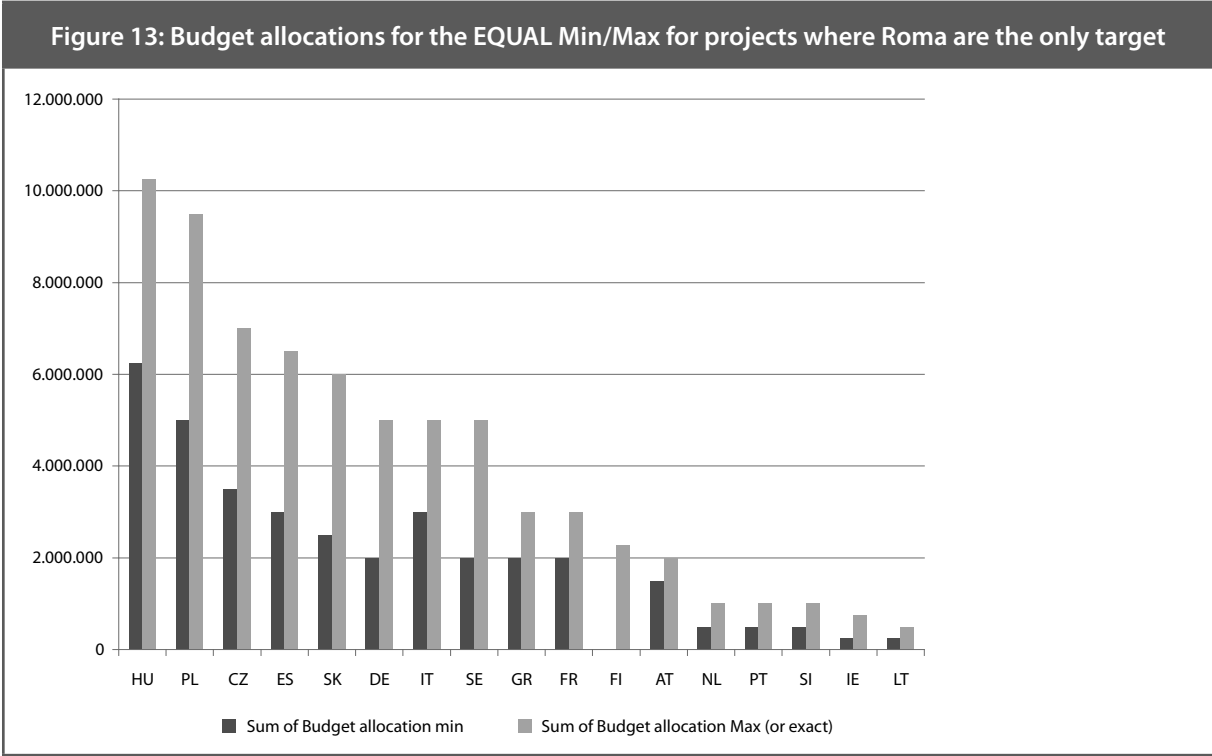
The Czech Republic, Hungary, Slovakia and Slovenia focus particularly on the Roma community, in these countries 9% to 26% of the funded DPs were aimed at Roma. 23 projects were funded in the categories of employment with a preference for the activities to re-integrate unemployed persons in the labour market. The other projects are equally distributed among the other categories: entrepreneurship, adaptability, equal opportunities; only one project was funded under the category Asylum (as presented in the following table). The distribution reflects the overall distribution of the DP in EQUAL.

Table 5: Equal Development Partnerships where Roma are the only target												
MS	Categories ⁵⁷									Total Roma DP	Total DP	% Roma DP on Total
	1A	1B	2C	2D	3E	3F	4D	4H	5			
AT		1								1	52	2%
CZ	3	2			2					7	66	11%
DE		1								1	130	1%
ES	1						1			2	228	1%
FI	1	2								3	53	6%
FR		3	1							3	220	2%
GR	1	1								2	64	3%
HU	7				3					10	39	26%
IE			1						1	2	22	9%
IT	3			1						4	244	2%
LT	1									1	28	4%
NL			1							1	116	1%
PL	2			1			1			4	98	4%
PT							1			1	86	1%
SE	1									1	25	4%
SI	2									2	20	10%
SK	1	7		1		1		2		12	99	12%
Total	23	15	3	3	5	1	3	2	1	58	1807	3%

Source: Source: Data compiled by BBI on the basis EQUAL database and National Managing Authorities for interventions dedicated explicitly at Roma.

57. 1A: Employability - (Re-) integration to the LM; 1B: Employability - Combating racism; 2: Entrepreneurship - Business creation; 2D: Entrepreneurship - Social economy; 3D: Adaptability - Lifelong learning; 3E: Adaptability - Adaptation to change and NIT; 4F: Equal opportunities - Reconciling family and professional life; 4H: Equal opportunities - Reducing gender gaps and desegregation; 5 Asylum seekers.

It was not possible to estimate the exact amount of the expenditure for DPs aimed at Roma. Because the EQUAL database provides⁵⁸, together with the description of the project, budget action ranges, it was nevertheless possible to estimate for each Member State the minimum and the maximum budget for the relevant initiatives⁵⁹. Between € 75 and 155 million have been spent for the 109 DPs aimed at Roma among other vulnerable groups while between € 35 and 68 million have been spent for initiatives targeting exclusively Roma. The following figure presents the budget action ranges for the 58 EQUAL DPs aimed exclusively at Roma.



Source: Data compiled by BBI on the basis EQUAL database and National Managing Authorities for interventions dedicated explicitly at Roma.

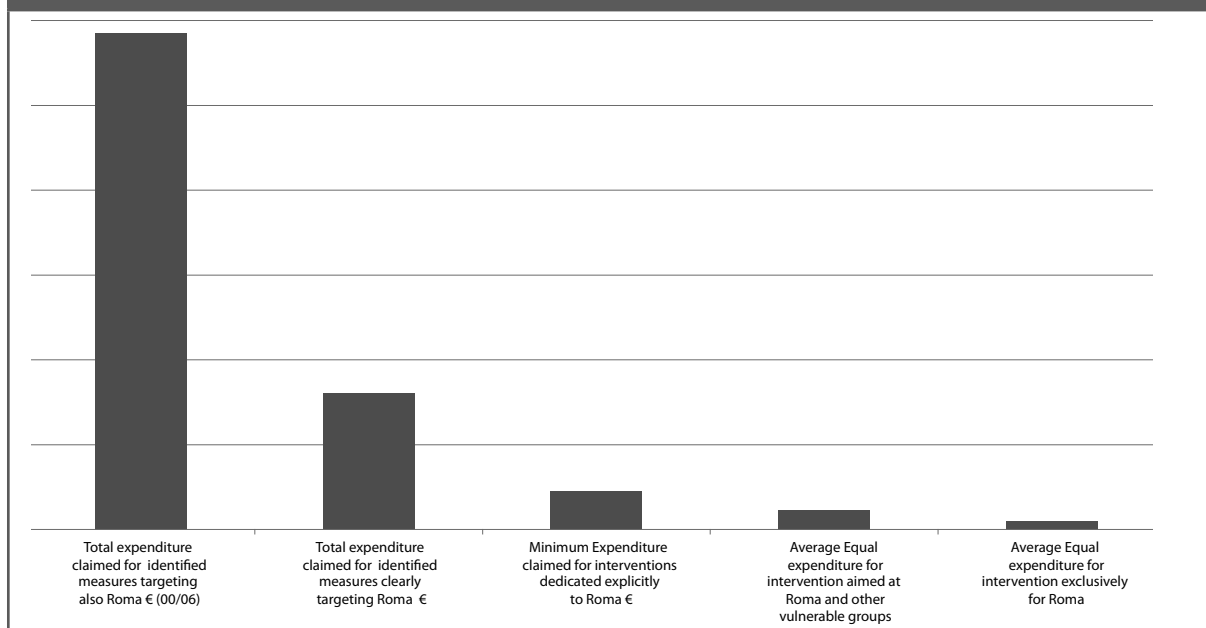
2. Overall ESF co-funding for activities aimed at Roma

Activities for Roma have been funded in several Operational Programmes of the general ESF programming and under the EQUAL initiatives in 2000-2006. As mentioned before, Roma were specifically mentioned as a target in 81 measures in 11 Member States for a total of € 3 billion. Four Member States (Hungary, Ireland, Slovakia and Spain) have measures clearly targeted at Roma. For these measures more than € 800 million have been spent in the previous programming period. Information provided by the managing authorities in seven Member States (Czech Republic, Finland, Greece, Hungary, Ireland, Slovakia and Spain) showed that around € 230 million have been spent for activities entirely dedicated to the Roma communities. Since other Member States have targeted the Roma as one of the beneficiaries in several measures and since not all participants to ESF activities would have declared their Roma origin it is reasonable to assume that € 230 million is the absolute minimum amount spent for Roma activities in ESF 2000-2006. To this sum should be added the EQUAL budget for the projects entirely dedicated to the Roma (between € 35 and € 68 million) and part of the budget of the other activities aimed at Roma among other vulnerable groups (between € 40 and € 87 million).

58. <https://webgate.ec.europa.eu/equal/jsp/index.jsp?lang=en>

59. Precise data are instead available for Finland because provided by the Managing Authority.

Figure 14: Overall expenditure for measures and budget for EQUAL initiatives targeting Roma (2000-2006)



Source: Data compiled by BBI on the basis EQUAL database, EC Structural Fund Database (SFC), Situation in September 2008, and National Managing Authorities.

C. ACHIEVEMENTS OF ESF TOWARDS ROMA

11 Member States targeted Roma as one of the beneficiaries in 81 measures. Only some projects were entirely targeted at Roma and it is therefore difficult to identify the exact number of Roma participants to ESF co-funded activities. Only four Member States have reported on Roma participation in ESF co-funded activities as presented in the following table.

Table 6: Participants in identified measures addressing Roma and minimum Roma participants.

MS	Participations in Selected Measures Targeting Also Roma	Participants in Selected Measures clearly targeting the Roma	Roma Participants in ESF Activities (Minimum)
AT	2,000		NA
CZ	68,000		NA
ES	2,423,000	1,962,000	35,000
FI	25,000		500
FR	64,000		NA
GR	41,000		33,000
HU	76,000	23,000	23,000
IE	258,000	21,000	7,000
IT	238,000		NA
PL	33,000		NA
SK	93,000	NR ⁶⁰	NA
TOTAL	3,321,000	2,006,000	98,500

Source: Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006 and National Managing Authorities.

60. The measure aims at modernising the Public Employment Service. No direct participants are foreseen and the only 86 participants recorded are employees of the PES receiving training for capacity building activities.

The table shows that overall 3.3 million people have benefited from measures targeting Roma among other vulnerable groups. The measures in the four Member States clearly targeting the Roma community (excluding the measure of Slovakia) have recorded over 2 million participants. According to data from the ESF Managing Authorities, the number of Roma participations in Finland, Greece, Hungary, Ireland and Spain together amounts to approximately 100,000. This figure represents the minimum level of participation since other activities in which Roma have participated will have been funded in other Member States and under the EQUAL initiative.

The identification of Roma among participants is particularly difficult in certain cases because some Member States do not recognise Roma as a minority. Roma may nevertheless be eligible for participation but not because of their Roma status, but because they live in disadvantaged conditions and are considered as part of a vulnerable group. Some other Member States, such as Slovakia, have identified Roma as indirect beneficiaries of measures addressed to the modernisation of the Public Employment Services (PES). However, they do not have an estimate of the Roma among the unemployed and inactive people enrolled at the PES who have benefited from the new services and new programmes implemented thanks to ESF support⁶¹.

1. ESF and Roma initiatives: an integrated approach

The European Social Fund and the other Structural Funds have funded many of the interventions aimed at the Roma community in the European Union in the previous programming period and continue to do so in the current one. Financial support from both ESF and the European Regional Development Fund (ERDF) was mobilised to address some of the most pressing problems for the Roma community. The following section presents an overview of the ESF approach and contribution to reduce the problem of integration of the Roma community. Activities are presented thematically according to the main fields of intervention of the ESF. It is important to mention, though, that most of the activities aimed at Roma adopted an integrated approach to inclusion.

Subjected to discrimination in all spheres of public life, the Roma community needs to gain access to social services on equal terms and to enjoy the same opportunities as other groups in society⁶². In order to be effective policies and projects therefore need to tackle not only one problem at a time, but to adopt an integrated approach to the integration of Roma: in the labour market, in the educational system and in general in the society providing help for health and living conditions and fighting discrimination through community development and spreading of the Roma culture among non-Roma. These interventions should be complemented by activities strengthening the capacity of organisations and institutions working on this issue and in order to fight against discrimination and reinforcing the integration process.

The ESF achievements will be clustered around the following themes:

- Employment opportunities and insertion in the labour market
- Skills improvement through training
- Education
- Anti-discrimination, community development and awareness raising

61. 2003SK051PO001, Measure 1.1.

62. OSCE, ODHIR, *Implementation of the Action Plan on Improving the Situation of Roma and Sinti in the OSCE Area, Status Report 2008*.

- 5. Capacity building and infrastructure for Roma organisations and institutions working with the Roma community
- 6. Health conditions and access to health;
- 7. Studies and research on Roma

Most activities are aimed at the whole Roma community but some of them are targeting specifically women, young people or families.

MS	Employment	Training	Education	Anti discrimination and Community Development	Improving Infrastructures	Health	Studies and research
AT	x	x		x	x		
CZ	x	x	x	x	x		
DE(*)	x		x	x			
ES	x	x	x	x	x		x
FI	x	x	x	x	x		
FR	x		x	x	x	x	x
GR	x	x		x	x	x	
HU	x	x	x	x	x	x	
IE	x	x	x	x		x	x
IT	x	x		x	x		x
LT(*)	x						
NL(*)	x						
PL	x			x			
PT(*)	x		x			x	
SE(*)				x			
SI(*)	x		x		x		
SK	x	x	x	x	x	x	x
UK(*)						x	

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006 and National Managing Authorities. (*) Equal only. The information above is not exhaustive.

In 18 Member States, the ESF (including EQUAL) co-funded activities for Roma. 16 Member States have developed activities related to employment and integration in the labour market. Employment related activities were often accompanied by specific training: this is the case of Austria, Czech Republic, Finland, Greece, Hungary, Ireland, Italy, Spain and Slovakia. Attention was given to education of Roma children and adults. Czech Republic, Ireland, Hungary and Slovakia, have promoted these types of activities together with Austria, Finland, Greece, Italy and Spain. Thanks to the EQUAL contribution and to the specific situation of the Roma, extensive attention has been given to initiatives covering anti discrimination actions, raising awareness on living conditions, Roma culture and community development.

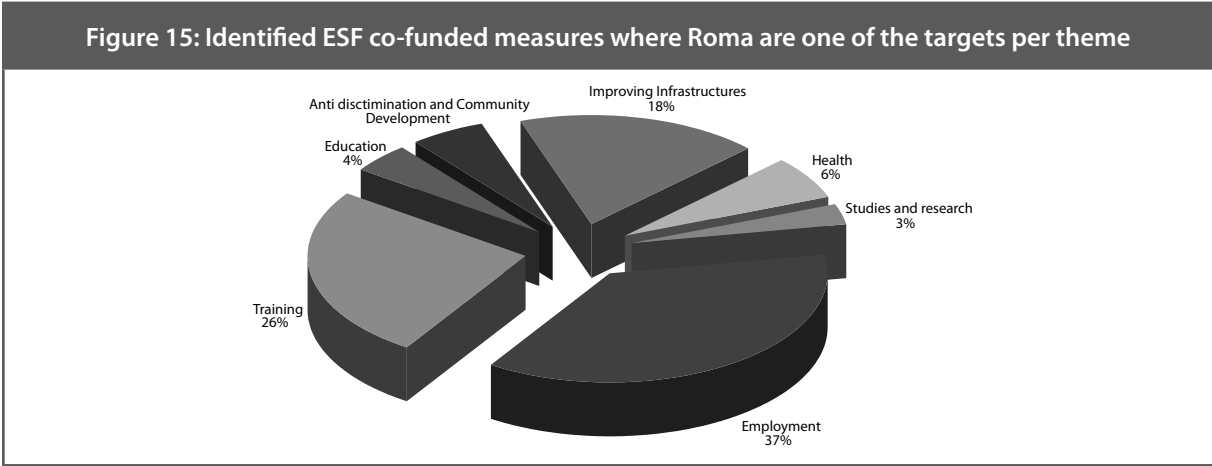
Some Member States have funded activities to enhance the health condition of the Roma, to improve access of the community to health and to prepare health systems to assist Roma people: this is the case in France, Greece, Hungary, Ireland, Portugal, Slovakia and United Kingdom⁶³.

63. See Paragraph 3.C.6.

The Czech Republic, Ireland, Slovakia and Spain, Member States with a high percentage of Roma in the population, have developed activities in most of the themes covering the issue of integration of Roma in the labour market, in education and in the civil society with an integrated approach.

All ESF measures and EQUAL DPs identified have been classified under one or more of these categories, as shown in the following figures.

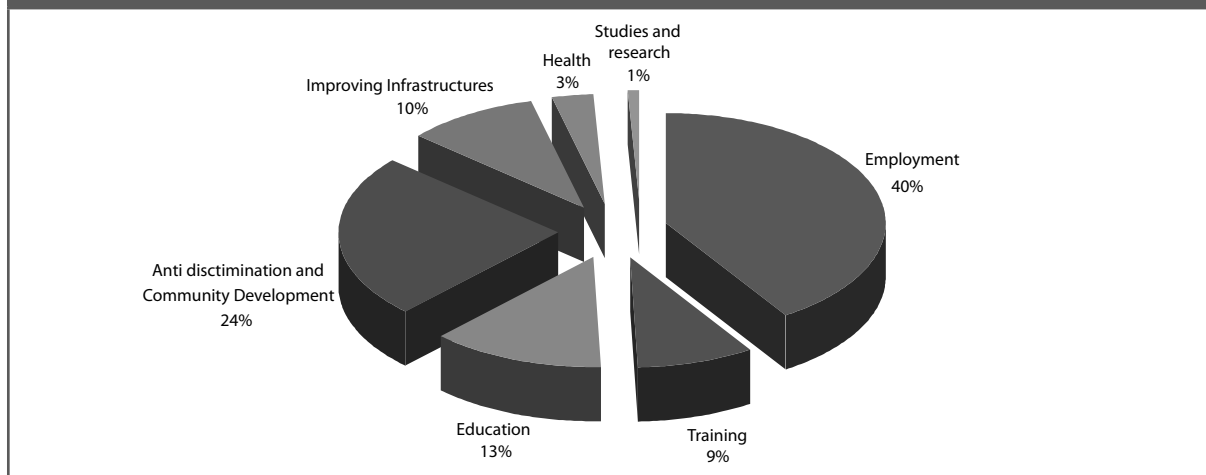
The main focus of the 77 measures aimed at Roma among other vulnerable groups is employment (37%) and training (26%). Overall these two activities aim at the integration in the labour market of Roma people and other vulnerable groups, therefore it is possible to say that almost 2 out of 3 activities co-funded for Roma fall under employment and continuing vocational training. Particular attention is given to system actions to improve infrastructure (18%) while education, anti discrimination and health activities have a range between 4% and 6%.



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006 and National Managing Authorities.

When comparing the overall ESF co-funded assistance with the EQUAL distribution per theme it is worth to notice that half of the EQUAL initiatives addressed employment (41%) or training (9%) while 25% have an anti-discrimination component. Moreover, more attention is given to education projects (12%). 10% of EQUAL partnerships aimed at improving infrastructure while health projects cover 3% of the total. Some partnerships are also focusing on studies and research on the Roma community (1%).

Figure 16: ESF co-funded EQUAL Development Partnerships targeting Roma, per theme



Source: Data compiled by BBI on the basis of EQUAL database and National Managing Authorities.

2. Improving access to employment of Roma

Roma face enormous difficulties and barriers to enter the labour market. The high unemployment rate of the group is one of the main factors that contribute to its social isolation. All Member States that have implemented activities for Roma have included actions for employment. Entering the labour market legally is considered one of the main means to combat exclusion and discrimination.

A comprehensive data set is available in UNDP's 2004 report⁶⁴: unemployment figures of Roma would be around 64% in Slovakia⁶⁵, 51% in Bulgaria, 32% in Czech Republic, 25% in Hungary and Romania, etc. Moreover, in most countries employment rates of Roma are comparatively much lower than those of the majority society; furthermore, Roma women are far less likely than Roma men to be employed. Across Europe there are fewer women than men at work, but the difference in occupational status is particularly noteworthy among Roma. On the other hand, Roma tend to be involved in informal employment at least four times more than their counterparts in the majority society.

In almost all Member States involved in the present study, the approach to social inclusion for all vulnerable groups is focused mainly on employment. This is the case of **Italy, Austria** (Burgenland) and **Spain** where Roma are beneficiaries of larger regional "social inclusion measures"⁶⁶ mainly dedicated to employment. The same approach at national level has been applied by Hungary⁶⁷, Spain with the two national programmes "Fight against discrimination", Greece in its programme Employment promotion and vocational training (measure 2.2 and 2.3) and Ireland in Employment & HR Development OP (measure 3, Active measures for LTU and socially excluded). Overall 59 ESF measures out of 81 relate to employment (73%) and 64% of Equal DP aimed at Roma and other vulnerable groups (74 out of 109).

64. "Avoiding the Dependency Trap: the Roma in Central and Eastern Europe". The report and the data set are available on <http://roma.undp.sk>.

65. An update to this report of 2007 in Slovakia showed that the unemployment rate of the Roma was of 72%.

66. In Italy all social inclusion activities are funded under measure 3.4 in Regional Objective 1 OPs and under measure B1 in Regional Objective 3 Ops.

67. Measure 2.3: Improving the employability of disadvantaged people, including the Roma

Individual insertion paths

Activities on employment of the Roma community focus on different approaches. Individual insertion “pathways” are a means for improving employability and securing employment in order to prevent long term unemployment. Insertion pathways are a combination of services offered in a certain order to the individual jobseeker. Individual elements may differ, but in general pathways include the following actions: 1. before the integration process proper: motivation and social support actions; 2. at the start of the process: guidance, individual needs, refreshing of basic skills; 3. integration via training; 4. job training and support measures geared to employment; 5. integration via work.

In some Member States insertion pathways are considered the best way to promote equal opportunities in accessing the labour market for persons at risk of exclusion. In Italy measures for social inclusion foresee activities for people related to: first of all guidance, counselling, then personalised and tailored training activities supporting specific professions and then integrated paths with tutorship actions for job insertion and entrepreneurial activities. These activities can be accompanied by individual and company incentives and system action to improve capacity of institutions and organisations working with specific vulnerable groups.

Developing competences and providing guided training to enter the labour market was also the focus of activities for Roma in **Finland**. The project “Finitiko Romako” was funded under the national OP Finland Objective 3.⁶⁸ The objectives were to improve the Roma people’s situation in the labour market, prevent exclusion and enable individual persons to become more motivated and be better able to manage their own lives. Training should improve the readiness to take up studies and learn skills needed in the job market, such as job applications, team work etc. Other activities included individually tailored vocational training for a qualification (11 % of participants), financed temporary work (5 % of participants) and other specific actions (5% of participants). The actions were conducted in 23 different places in the Objective 3 area, with 178 persons taking part in them. 153 persons finished the project and found a job after the end of the activities.

Individual insertion paths are the focus of the main activities of the **Spanish** programme “Fight against discrimination”. This and similar initiatives consist of various dimensions: they start with awareness rising actions for youngsters (≥ 16 years old) and their families in order to get involved in counselling activities; to this follows a phase of reception and guidance with the objective to design and individualised plan for training and job searching. The plan can be developed in different directions: insertion of gipsies in vocational training courses; special vocational training courses for gipsy community people; counselling activities for employment, self employment and entrepreneurial activities. After this phase a prospection of employment in sectors where the gipsy population is more qualified is developed and followed up by accompaniment to the job and tutoring. The initiative ACCEDER is the most successful programme in Spain of insertion plans.

68. 1999FI053DO001, Measure 2.3, “Supporting groups in a weak position in the labour market”.

Insight 1: Roma employment initiative in Spain: ACCEDER

The ACCEDER programme is co-funded by ESF and ERDF and managed by the Foundation Segretariado Gitano in the framework of the national OPs "Fight against discrimination". Thirteen Spanish regions and more than forty city councils collaborate in the programme.

The main priority of the ACCEDER Programme is for Roma people to access the labour market, thus achieving equal opportunities for the Community. Roma access to the labour market is processed mainly through labour insertion actions such as individual employment itineraries and the development and improvement of human resources.

The programme focuses on two main axes: a) the development of grassroots intervention and actions regarding employment of Roma and b) the promotion of pro-active policies for the Roma. The first type of intervention covers all individual insertion paths activities, from guidance to activities to facilitate insertion in the labour market while the second type of intervention aims at promoting strong partnership structures at local, regional and national level for the better development of the programme itself by joining efforts and creating synergies, as well as by promoting a better understanding of the complexity and umbrella of needs of the Roma. These efforts contribute to multiply and reinforce public programmes aimed at improving social conditions of the Roma population in Spain. The programme also dedicated great attention to the production of data on Roma in Spain and several studies have been produced. This has contributed to raise awareness and sensitising public opinion on Roma situation which is the third component of the programme.

Until July 2009 47,778 persons have been helped by the programme, 72% of them were of Roma origin. This result exceeds considerably the initial target of 20,000 beneficiaries. 33,827 persons have been placed in the labour market thanks to ACCEDER, 70% of them are Roma and 51.4% are women. The programme has started in 1999 and is running in the current programming period until 2013⁶⁹. The programme has been so successful and innovative that in Romania a project has been launched in the current programming period built on the experience of ACCEDER (see Insight 9).

Permanent integration in the labour market of specific target groups fighting against discrimination.

According to the OSCE⁷⁰ the two main obstacles to Roma employment are discrimination and their generally low level of skills (if any). Therefore, the fight against discrimination and exclusion is crucial to implement activities for insertion in the labour market of the Roma.

Most activities to fight against discrimination with innovative methods have been developed under the Community Initiative EQUAL in the previous programming period. All Roma DPs in the 18 Member States had an anti discrimination component. Some experiences were remarkable and then been mainstreamed in the current programming period's Operational Programmes.

69. For more information, <http://www.gitanos.org/acceder/index.html>

70. Implementation of the Action Plan on Improving the Situation of the Roma and Sinti within the OSCE area, Status Report 2008.

DPs to fight discrimination and support permanent integration in the labour market have been developed in Austria, Czech Republic, Finland, Hungary, Italy, Poland, Spain and Slovakia.

In the **Czech Republic**, many DPs addressed the multi-dimensional problem of Roma unemployment. The DP "Partnership for Romany success on the labour market" for instance developed a network of educational, occupational, anti-discriminatory organisations and individual services in the province of Brno. The IQ Roma Service has been active in Brno since 1997. The group began working on a new profile in 2003 with the aim of building a modern, functional, flexible, and fully professional NGO. The project set up four centres: on motivation and stimulation, education, employment and prevention offering different activities to specific target groups.

In **Austria** the DP Arge-Rise⁷¹ targeted people from non-German speaking minorities, setting up vocational training courses for all persons who could not access the regular course offer because of language problems. After the training, people were accompanied into jobs through apprenticeship in different sectors, such as electrotechnics maintenance, technical and mechanical engineering. Moreover participants were trained in language skills (German and English) and ICT applications. This has contributed to improve the chances of the target group on the Austrian labour market and to realise equal treatment in employment.

Several EQUAL partnerships in **Hungary** were developed to integrate Roma in the labour market fighting against discrimination. Under the DP "Joint collaboration, equal opportunities, social integration of the Roma"⁷² a system was developed for supporting the social integration of Roma living under disadvantaged circumstances, ensuring them equal opportunities regarding economic life and participation in the labour market by measures such as information, education, community development and representation. Information offices were created in 5 small villages of Bács-Kiskun County providing personal oriented labour market services, training and eventually employment for unemployed Roma. The project also set up a mentor service (labour market, social, information management) for the target group based on the local needs. Indirectly this project has involved 6000 unemployed Roma, small- and medium entrepreneurs, minority self governments, civil organisations, educational institutions, employment offices, and other official organisations. 11 Social assistants have been trained to become mentor and have worked with 50 unemployed Roma helping them in their process of integration in the labour market. 6 Roma organisations benefited from this initiative, as well.

Similar activities have also been developed in **Poland**⁷³ where, following a detailed analysis on the Roma employment situation within the country, training for 100 persons followed by a placement was set up. The project aimed at integrating Roma in their most traditional fields of employment. Romany labour intermediaries and the Romany artistic agencies have contributed to the placement of the participants, mainly in the artistic field. Employment activities and training were also aimed at reducing the cultural wall between Roma and non-Roma through cooperation activities between local self-government institutions and Roma institutions, organisation of meetings with possible employers and dissemination actions. Another successful activity in Poland was implemented in the town of Tarnow and in the County of Nowy Sacz where about 3,700 Roma live. The main goal of the partnership was to integrate Roma in the labour market together with fighting against discrimination. The project methodology for vocational mobilisation

71. AT-1A-12/296

72. HU-41

73. PL 25

included vocational counselling, training and support for traditional Roma occupations mobilising at the same time the local community about the Roma situation and to establish local partnership for employment.

Several projects in **Italy** combined a focus on anti-discrimination with actions to increase employment of the Roma. One of them was implemented in the region of Emilia Romagna.

Insight 2: Italy: The long march of the Sinti and the Roma in Emilia Romagna⁷⁴

The Roma community in the regions is composed by native Italian Sinti, Roma from the Balkans (mainly former Yugoslavia) and Romanian Roma. Most of them live in camps. The project aimed at activating a network between public and private partners. Interventions were carried out in different provinces - Piacenza, Bologna and Reggio Emilia - where local institutions and/or voluntary organisations had already started activities of training and of work.

The project's actions involved three actors: the training tutors, the camp's social operators and the Sinti or Roma facilitators. The training tutors were new interlocutors who facilitated involvement in schooling, training and vocational paths; the camp's social operators were involved in the integration processes; the Sinti or Roma facilitators were people from the gipsy's living environment and working as mediator between the project and the person, his family and his social environment.

The three actors intervened on the gipsy's motivation and on the family's involvement in the decisional procedure necessary during the unwinding of the training and vocational path. The project created 3 informative and guidance shops, sensitised about 200 users and families through meetings in the camps and the houses (the analysis of needs and guidance of another 200 participants, taking care of participants and assisting them in registering to employment services), implemented 1 implemented alphabetisation and vocational training courses (barman, floor assistant, kitchen operator, electrician, basic data processor), researched actively for jobs, and sensitised 180 companies through territorial seminars and meetings, (leading to placement and eventually recruitment).

Slovakia also implemented several activities in this field under the EQUAL initiative. Seven DPs developed activities for combating discrimination of Roma in the labour market with the help of information and targeted education. The projects implemented mainly educational activities, information services about jobs and vacancies, and motivation sessions for employers leading to a higher willingness to employ Roma.

Counselling and pre-training

The counselling activities have an important role in active labour market policies for Roma. Regional measures in **Greece**⁷⁵ aiming at the creation of local employment initiatives have developed counselling and pre-training activities aimed at people from non-Greek origin to enhance their linguistic skills and improve their employability. All integrated interventions for placement had a compulsory counselling phase followed by pre-training or a vocational training according to the needs of the participant.

74. EQUAL G2-EMI-042

75. Attica, Peloponnesia, Western Greece, Thessaly, Crete, Ionian Islands, Eastern Macedonia, Western Macedonia, Central Macedonia

Counselling activities were also provided to Roma population in **Slovakia**⁷⁶ where target groups were offered basic educative, communication trainings to increase their knowledge in the field of labour legislation, taxes and civil law together with counselling on economic and law services.

In **Finland** a specific counselling programme for young people “the Adaptor⁷⁷” was developed and tested providing a holistic cross-sector network service model to support their careers in education and work life. The project consisted of 5 subprojects, which developed guidance and support services, and provided training and job coaching concerning vocational education towards low-skilled jobs and social employment. Several Finnish Romany youngsters took part in the project.

Job Creation

In **Greece**, under the national OP Greece Employment promotion and vocational training⁷⁸ a Programme subsidising new jobs and new self-employment was created. The activity mainly addressed people of socially vulnerable groups who had already benefited from other training activities within the same programme. More particularly this action was addressed to Greek Roma population and Greek Muslims. 227 Roma benefited from this activity and have been placed in the labour market.

In **Slovakia** an EQUAL DP⁷⁹ increased the employability of Roma minority in Presov and Kosice regions by creating direct jobs, sensitising the non-Roma population to accept ethnical groups and so creating a tolerant environment to other cultures.

Insertion in the labour market of Roma women and re-conciliation of work and private life

Roma women suffer from higher discrimination and difficulties in entering the labour market. Austria, Spain, Czech Republic, Portugal, Poland and Slovakia have implemented activities for Roma women and re-conciliation. In **Austria** and **Spain** Roma women were involved as beneficiaries in broader initiatives on re-conciliation between working and private life. A special programme for young women from vulnerable groups was implemented in the **Czech Republic**. Day-care centres for Roma children and co-operatives to employ their mothers were set up in **Poland**⁸⁰. This has led to a new model for improving the economic situation of women, using the women’s potential and empowering them, breaking discrimination and social exclusion while at the same time respecting the cultural identity. An EQUAL DP in **Portugal**⁸¹, the project “P’lo sonho é que vamos”, aimed at the development of an integrated approach towards the specific problems faced by Roma starting from the issue of children’s support, to which Roma communities are particularly sensitive, to the rehearsal of adequate solutions for reconciling work and family, and the promotion of namely children’s health. On the other hand, it aimed at promoting the recognition and reinforcement of the social and civic intervention of Roma women and communities, involving an association of Roma women, the only existing in the country together with support from public and private institutions.

76. EQUAL, SK 95.

77. EQUAL, FI 39.

78. 2000GR051PO001, Measure 2.1

79. EQUAL SK 15

80. EQUAL PL 86.

81. EQUAL P2004-342

The approach to Roma women in **Slovakia**⁸² has been focused on eliminating differences between sexes, improving equal opportunities within the community between family members and fighting against harassment in working places.

In **Finland**⁸³ a project increased the job opportunities for women from ethnic minorities, especially female artists, to prevent them from being excluded from the labour market by creating artistic events where networks with majority Finnish artists were built.

Inclusion in the labour market of young Roma people

Several activities were aimed at young people. In **Hungary**, under Measure 2.3 “Improving the employability of disadvantaged people including the Roma” (HRD OP), several labour market insertion activities for persons from vulnerable groups have been implemented. Overall 23,000 people have benefited from activities under this measure. A successful activity was the project KidNet.hu.

Insight 3: KidNet.hu in Hungary

The objective of the project was to contribute to the reduction of the social exclusion of disadvantaged young people between the ages of 16 and 25 years and the ratio of the unemployed and those with low school qualifications over the long term in Hajdú-Bihar county. An additional objective was the enforcement of equal opportunities for social and ethnic groups, as a result of which people of Roma origin and particularly the cumulatively disadvantaged women could prepare for labour market expectations.

The main beneficiary was founded in 1998 with a view to undertaking developing, advisory and information brokerage tasks in the field of employment policy to organise and implement reintegration, employment and training programmes for people at a disadvantage in the labour market. The target groups of their services include the unemployed, young people just embarking on their careers, the long-term unemployed and the disadvantaged social groups.

The KidNet.hu (www.kidnet.hu) project in Debrecen facilitated the labour market (re)integration of registered and unregistered unemployed young people of 16-26 years of age with multiple socio-cultural disadvantages who had dropped out of the schooling system and did not have any vocational qualification. through their complex employment services. The project supported the innovative employment policy initiatives of the region's professionals.

Under the project, customised, differentiated and integrated services based on individual conditions were provided to 152 people (including disadvantaged young people who had not hitherto received labour market services); an improvement in the trainability and employability of these young people and the development of their environmental awareness was achieved through development-oriented intensive individual advisory services and development services responding to needs.

76 persons (65%) were involved in training, 35% found jobs. Their integration and job retention was facilitated by the project.

82. EQUAL SK-66, SK-67.

83. EQUAL FI-61.

In **Austria** a centre has been established for integrating young people of Roma origin in the labour market and in the society. The THARA CENTRE in Vienna is an educational and vocational advisory centre administered by Roma and Sinti themselves specifically for young people and supported by state-of-the-art computer technology. This centre has been the very first of its kind in the history of the Roma and Sinti, addressing their specific needs and offering solutions for problems concerning job opportunities.

In **Slovakia**⁸⁴ the DP ZORA focused on fighting xenophobia and eliminating prejudices among young generations belonging to vulnerable groups. The activities of the project focused on teaching children to learn about the culture of all ethnic groups living in Slovakia enabling them to understand the society where they lived on the basis of mutual acceptance of culture and in this way to contribute to forming future positions without negative prejudice.

In **Finland**⁸⁵ a project was set up to activate young Roma persons into vocational training and reduce the number of drop-outs through support, e.g. by developing a study plan for every young Roma person in the project. It also set up parents' groups, older people's groups and Roma participant groups that supported the search for education and training. : 94 young people took part in the project, with 55 participants finishing.

Internship programmes for young people

In **Ireland** special internship programmes have been put in place. In response to high rates of Traveller unemployment, and to support those already engaged in the economy, the Department of Enterprise, Trade and Employment gave a special budget to FÁS (prior to 2006) to develop innovative responses in the areas of enterprise development, employment and training for travellers. This employment initiative involved four pilot projects undertaken in Clare, Cork, Dublin and Galway. In 2006, a further € 0.5 million was allocated. The programme evaluation resulted in⁸⁶ a Traveller Internship programme: 50 Travellers applied for this opportunity; 38 Traveller women for the 20 Clerical Officer Internships and 12 Traveller men for the 3 General Operative Internships. Thus, in October 2006, 20 Traveller women and 3 men started working across ten Government Departments. The duration of the Internship was six months and the programme will undergo a formal evaluation.

Self employment, entrepreneurship and micro credit

Several activities were implemented to enhance the entrepreneurial spirit of Roma in France, Greece, the Netherlands, Hungary, Poland, Spain and Slovakia. In the **French** region of Aquitaine a partnership⁸⁷ was implemented to create a Co-operative Association of Credit and Interdependent Saving (ACCESS): a financial institution proposing the whole range of financial services and completely owned by the savers who are using it (from Roma community). This structure supported the economic activities of the French Roma: from economic insertion to the social integration of the gipsies in recreating links between them and the whole society.

84. EQUAL, SK 62

85. 1999FI053DO001- Measure1.11

86. The report of the High Level Group on Traveller Issues, published in March 2006, recommended that the Civil Service should consider making placements available for Travellers, and that it should take active steps to make it easier for Travellers to enter the Civil and Public Service. A working group comprising a number of Government Departments, South Dublin County Council and FÁS was established to carry these measures forward. HRD Ireland

87. FR-AQU-2004-41366

In **Greece** two initiatives to enhance social economy between the Roma have been set up while in **the Netherlands** a partnership has investigated possibilities of entrepreneurship within the transnational Roma-community. The main idea was that entrepreneurship could have fit better to the intrinsic qualities of the Roma-culture (entrepreneurial, transnational community), rather than regular employment.

Cooperatives held by Roma to help their insertion in the labour market have been created in **Poland** while in Cantabria region in **Spain** the partnership EQUALCREA was established to extend the process of business creation to target groups (women, young people, immigrants, gypsies, the long-term unemployed and over 45s), who suffered from unequal treatment or discrimination in the job market, turning the creativity these groups possess into business creation opportunities.

Improving systems for employment of Roma

Various Member States developed system action to improve Roma employability, notably Czech Republic, Greece, Hungary, Lithuania, Slovenia, Spain and Slovakia.

The Czech Republic⁸⁸ set up a system for the improvement of the (excluded) Roma employability. This system contains an internet database of job applicants and a database of employers, both well suited for the specific needs and demands of the Roma applicants. The system also contains educational activities, serving the classic re-training schemes, but mainly focused on the psycho-social skills, needed in the labour market.

The Lithuanian⁸⁹ project aimed at developing and testing the support mechanism for Roma integration into the labour market and transferring the best practice to at least one more region of Lithuania. The main activities of the project were the development and implementation of the model of the social partnership to reduce social separation; the creation and test of local networks; and the training of Social workers and Roma Assistants.

Improving systems can also be achieved by implementing partnerships with the Public Employment Services. This is the case of **Slovenia**⁹⁰ where the main objective of the DP Roma employment service was to develop new proposals for the strategy of employment of Roma and to enable them easier access to the labour market. The main purpose of the partnership was the elaboration of a pilot project for the establishment of the public institute Roma Employment Service (RES). The RES was designed to meet the needs of enterprises for Roma labour force on one hand and (with cooperation of educational institutions) to inform, train and motivate Roma to enter the labour market on the other hand.

Several programmes implemented by the employment services were indirectly aimed at the Roma community in **Slovakia** under measure 1 of the Human Resources Operational Programme. The problems of the manifold disadvantaged target group are mainly being addressed by National Project (NP) V "Activation of the Unemployed and of the Unemployed with Low Level of Motivation Dependent on Material Need Benefits". The objective of the NPV was to support municipalities, legal entities and physical persons on employment services, which support the

88. EQUAL, CZ 29.

89. EQUAL, LT 29

90. EQUAL, SI 1

maintenance of work habits of jobseekers, particularly of disadvantaged jobseekers and persons dependent on material need benefits, by organising activation activities. Most persons benefiting from this project are likely to be of Roma origin. € 74 million were spent for projects aimed at Roma under this measure.

3. Training activities for Roma

37 measures in which activities for Roma were identified had planned training activities related to employment and vocational qualification of vulnerable groups (Finland, Greece, Hungary, Ireland, Italy and Spain,). In some Member States notably Slovakia, Hungary, Greece, Lithuania and Ireland specific trainings have been developed especially for Roma.

Several initiatives were funded in **Slovakia** under the OP for Human Resources Development.⁹¹ Some projects were focusing on women training in care giving, health care hygiene and life style.

In **Hungary** trainings have been organised for young people of Roma origin in media and new technologies and 40 persons were trained to become Roma school coordinator on equal opportunities with the task of preparing children for employment and counselling if continuing the studies or access vocational training to learn a profession⁹². Other trainings have focused on specific professions. The general tendency was to train Roma persons in the fields where they were already working traditionally according with the needs of the labour market.

In **Greece** training on waste recycling has been organised for Roma and disabled people under EQUAL; in **Italy** (in the autonomous province of Bolzano) 27 Roma people were trained in handicraft and cultural activities specific of Roma as theatre and music. In **Hungary** the „Accepting Budapest“⁹³ initiative aims at replacing the often prejudiced behaviour of employers by a well functioning practice. Four major suppliers of Budapest have joined the project already in the programming phase to elaborate the model of equal opportunities at workplaces: the Public Transport Company of Budapest (BKV Rt.), the Budapest Zoo, one of the largest hospitals of Budapest (Jahn Ferenc Hospital of South-Pest) and the Public Benefit Organisation of Budapest. The programme focused on the inclusion and integration of the long-term unemployed, those with low qualifications, the older generations and especially the Roma people. This has led to the training and employment of 30 people, further education of 25 additional people, and leadership training for 30 people. As a result of the project a model for integrating people from minorities in the workplace has been developed. People from the Roma minority have been trained and placed within the four employers through apprenticeship programmes.

Still in **Hungary** another project was implemented to create vocational training and employment opportunities for the disadvantaged unemployed Roma population in the micro-region of Encs⁹⁴. The key element of both training and employment programmes was to renovate the dilapidated local buildings and supply them with heat insulation and energy efficient heating systems.

91. 2003SK051PO001-2.21

92. EQUAL, HU 16, HU 29.

93. EQUAL, HU 24

94. EQUAL, HU 34

In **Lithuania**⁹⁵ people of Roma origin have been involved in different training activities. First of all 10 social workers and 10 Roma assistants have been trained to become cultural mediators with the Roma people of different communities. Then 140 persons have been trained in Vilnius on car mechanics, floristry, English language, computer literacy, job search skills, art programme and car driving.

In **Ireland**⁹⁶, a training course was set up between 2004 and 2006 in horse care. The Horsemen project which sought to develop one or more certified courses on horse care at FETAC level 3 (formerly Foundation Level) specifically geared towards Travellers and Roma.

Insight 4: The Horsemen Project in Ireland

The aim of the Horsemen project is the development of one or more certified courses on horse care at FETAC level 3 (formerly Foundation Level) specifically geared towards Travellers and Roma. Two credits at level 3 will be awarded to successful students. Learners who successfully completed the course may expect to find work in the equine industry. This project allowed for programme design input from the target group, i.e. the Travelling and Roma Communities; the programme is client-centred and was designed with their particular cultural needs in mind. The module reflects the shared experience of Roma and Travellers and also draws on their practical knowledge and experience. This course has been piloted in Ireland, Spain and Hungary with the active support of the Vocational Training Centres, Roma and Travellers. This project offered Roma and Travellers (and also Vocational Training Centres) the opportunity to become actively involved in the development of a course that acknowledges their experience and knowledge as an important source. All phases of the project have been completed in 2006. Activities were implemented in partnership with associations in the Belgium, Hungary, the Netherlands and Spain. The development process also included direct consultation with the Roma community in Spain and Hungary, and Travellers in Ireland, having regard to their innate skills with horses. It is also envisaged that this programme will act as a catalyst for Travellers and Roma people to engage in other education and training programmes at a later stage.⁹⁷

Cultural mediator trainings

France, Ireland and Italy developed training activities for cultural mediators.. In the northern Italian region of Piedmont the project Roma citizens of Europe contributed to the training of cultural mediators to facilitate links between Roma people and Italian citizens through mutual understanding. The mediators were trained in courses funded under the project. The same approach was adopted by another project in the province of Bolzano where cultural mediators were trained to facilitate contacts between schools and Roma communities⁹⁸. Good practices from these two projects were transferred to the other partners' projects in Czech Republic, Slovakia, Poland and Hungary.

In **France** the Kalo Dant⁹⁹ initiative informed parents of the necessity for them to get basic knowledge and to be able to support their children's schooling. Parents were trained to be aware about health care, about the importance for

95. EQUAL, LT 29

96. HRD OP 2000IE051PO001-11a

97. <http://www.exchangehouse.ie/downloads/horsemanproject.pdf>

98. EQUAL IT-IT-G2-PIE-023, IT-IT-G2-BOL-005.

99. EQUAL FR-BNR-2004-41547

their children to attend school in order to be integrated in the labour market. Cultural mediators were also trained under this project to reach the communities and involve parents into training and informative activities.

Training Roma as cultural mediators was a successful project in **Ireland**¹⁰⁰. The Roma cultural mediator initiative put in practice innovative cultural mediation services for asylum seekers and refugees. Cultural mediators were trained to act as a communication link between service providers and ethnic minority communities in order to facilitate their access to services (health, social, education and probation). The Roma Cultural Mediation Project trained two Roma - one man and one woman - to train other members of their community to become cultural mediators. They have completed a customised thirteen-week training programme in cultural mediation which was specially designed to respond to the needs of the Roma people in Ireland. The course has taken a flexible approach which evolved and developed as it went along. Participants were able to provide inputs to the design of the first phase of the programme and be actively involved in identifying training needs. In this way, the training programme is a pilot project which is being developed and improved as it goes along through the feedback, input and observations of its participants. The project has been considered a best practice under the EQUAL initiative in the Asylum Seekers category¹⁰¹.

Training for specific groups: women, young people and long term unemployed

In Spain, Finland and Slovakia specific training programmes for women and young people of Roma origins have been implemented. Austria, Czech Republic, Finland, Greece, Hungary, Ireland and Slovakia have developed training initiatives for one or more of these target groups under the EQUAL.

Training for women were organised in Slovakia¹⁰², Greece and Ireland. In **Greece**¹⁰³ one project focused mainly on fighting social exclusion of, and providing legal support to, women victims of abuse (violence and trafficking) with particular emphasis on victims from vulnerable groups (foreigners, Roma, etc.). In **Ireland** Roma women, together with other vulnerable groups, were trained to become self employed or entrepreneurs in the region of Longford¹⁰⁴.

Re-training schemes for long term unemployed, including Roma people, were put in place in **Czech Republic** within two projects ¹⁰⁵ and in **Slovakia** with one project aiming at inserting long-term unemployed to the entrepreneurship in the craft and agro-tourism sector¹⁰⁶. 72 persons completed training activities on traditional craft production, IT skills, business start up, financial management, agro-tourism development, monitoring and evaluation methods. 60 of them have been placed 6 months after the end of the training.

100. EQUAL IE 43

101. http://ec.europa.eu/employment_social/equal/practical-examples/asyl-06-ie-roma_en.cfm

102. 2003SK051PO001-2.21

103. EQUAL, GR-232235, GR-232157

104. EQUAL, IE 16.

105. EQUAL, CZ 2, CZ 29

106. 2003SK051PO001, Source Managing Authority.

4. Education for the Roma

Education is crucial for social integration. The Roma population is a young population with a high share of persons under the age of 20. Roma children are facing two types of problems in education: difficulties in attending classes with a tendency to early school leaving and “segregations” into special schools for children with learning difficulties or de facto segregation into unofficial exclusive Roma schools.

Positive changes have been made by EU Member States in terms of enrolling Roma children in schools and dismantling segregated schooling. The ESF contributed in several ways in this field. Czech Republic, Finland, Hungary, Spain, Ireland and Slovakia have measures dedicated to education of Roma and 17 EQUAL initiatives have been developed by 8 Member States (Czech Republic, Germany, Finland, France, Hungary, Portugal, Slovenia and Slovakia).

The main activities funded under measure “Ensuring equal opportunities for disadvantaged people” of the **Hungarian** OP Human Resources Development¹⁰⁷ are training of new methods of teaching for teachers in areas of high concentration of disadvantaged groups. 14,000 teachers participated in activities funded under this measure between 2004 and 2006. Teachers were trained on new methods and they were then teaching themselves these methods to their colleagues¹⁰⁸. Another initiative in Hungary was the so called “Tanoda” (“learner”) programme for support of extra-curricular activities for disadvantaged pupils. The preventive measure aimed at decreasing the drop-out rate of disadvantaged children at primary and secondary school by fostering their educational development and supporting them in obtaining a degree. The target groups of the intervention were pupils with multiple disadvantages and their families, especially the Roma and migrants. By improving their school performance, the intervention facilitated their further training and increased labour market chances for them. Extra-curricular activities were supported in order to develop pupils’ competencies, learning and social skills, as well as tailor-made mentoring and other services according to their individual needs. Participation in the program was on a voluntary basis and the interventions were implemented in most of the cases by non-profit organisations in close cooperation with educational institutions. The Human Resources Development OP (2004-2006) supported the establishment of 57 ‘Tanoda’ together with the elaboration of the organisational and pedagogical quality standard system. The programme continues in the current programming period under the Social Renewal OP (2007-2013) which foresees to support 60 additional ‘Tanoda’ projects¹⁰⁹.

Several initiatives implemented in **Slovakia** aimed at improving access of Roma to education¹¹⁰, notably related to second chance programmes for unqualified young people who left schools to get back to education. Other educational programmes have been developed in Slovakia under the EQUAL initiatives¹¹¹.

107. 2003HU051PO001-2.1

108. Pannon Kaptár Network of Cooperation in Public Education, AIR 2006.

109. See chapter 3.D.

110. 2003SK051PO001, different measures

111. EQUASL, SK (61, 62, 63)

Insight 5: A new curriculum of Roma Studies in secondary schools in Slovakia

Particular attention was paid by Slovakia in the implementation of a new curriculum on “Roma Studies” funded under the Human Resources OP. This curriculum is the only one which can be followed in any high school within Europe. The project cost € 250 thousands. The following deliverable were produced: Curriculum and guidelines aimed at Roma language and literature; a Roma grammar; Roma sources (Roma tradition, music, history, cuisine, art, craft) ; education standards incorporation of said tools into the multicultural education of the high schools network. All tools were tested on 226 persons of Roma origins that took part in training activities.

Facilitating links between schools and the Roma communities: the role of school counsellors and mentors

The role of mentors and counsellors is crucial to link communities to schools or vocational institutions. In **Slovenia**¹¹² thanks to ESF a Roma Educational and Information Centre has been established. The centre enabled Roma communities to establish “Roma mentors”, which has been an operational connection for mobilising Roma population towards education and qualification and has helped solving their social problems, getting employment and motivation for achieving essential changes in their life. An EQUAL project in **Finland**¹¹³ was aimed at training 50 Roma adults to become school assistants and counsellors and enable them to use Roma cultural and family support to involve children and families in education.

In **Hungary**¹¹⁴ Roma co-ordinators are often employed in schools with high percentage of Roma children. ESF funded a project where a training-employment model has been developed to formalise the profession of the Roma school coordinator of equal opportunities. 40 persons have been trained under this initiative and followed into work thanks to the creation of new workplaces for Roma mediators. A complex mentor service has as well been implemented under another partnership in the county of Bács-Kiskun. Labour market, social and economic information were provided to Roma people together with assistance to Roma children and their families related to education.

Tools for inclusion in education

Several tools for inclusion and removing barriers between Roma and non-Roma people have been implemented with ESF co-funding. The website Czechkid (www.czechkid.cz) is a comprehensive tool for the introduction of multicultural education in Czech schools. The website helps pupils and teachers exploring the identity and differences between children of different origins living in **Czech Republic**¹¹⁵. The website was developed by the University of Prague in cooperation with the University of Chichester in the UK. The site is divided in two areas: one for students and one for teachers. The teacher’s part is offering a wide range of theoretical studies, cases and texts to assist teachers dealing with different topics of multiculturalism. The second part is presenting virtual stories of 10 children (youths) from different social-cultural background. It invites visitors to play an interactive role.

In **Finland** under an EQUAL initiative aimed at training Roma adults as specialised school assistants, guidelines for educators were developed on training Roma adults.

112. EQUAL, SI-4

113. EQUAL FI 44

114. EQUAL, HU 41 and HU 16.

115. 2003CZ051PO001 - Measure 3.1

Avoiding early school leaving and promoting adult education between the Roma

Many ESF supported education interventions were aimed at second chance education, adult education and early school leaving prevention.

In **Prague**, under the Single Programming Document Obj. 3¹¹⁶, the non-governmental organisation Nová škola („New School”) tried to help disadvantaged children with their studies and to support them in the transition from primary to secondary school. The project „Taking off” helped kids to prepare for their entrance exams to the secondary schools. Since 2000, the programme has successfully prepared over 35 students to get into the secondary school. The students visited the centre twice a week for tutoring in mathematics and the Czech language, which are the two key competencies that determine their academic future. Moreover, they could participate in English courses once a week.

A similar project was implemented in **Hungary**. The project ‘SECOND CHANCE’¹¹⁷ adopted the method elaborated by ‘Second chance’ schools to promote social integration of disadvantaged Roma and non-Roma young people in the small region of Vásárosnamény, north-eastern Hungary. The main innovative element of the programme was that, unlike the previous ones, the ‘Second Chance’ school was implemented in disadvantaged settlements of little villages. The students prepared for the matriculation exam by correspondence education in two years. Besides high school education the participants received computer literacy training and European Computer Driving Licence (ECDL) qualifications. The students also received learning methodology, communication, self-knowledge and “Romology” training. By the end of the first school-year supporting material had been prepared for each subject, and the correspondence school would change to distance education, where students prepare for the matriculation and other exams during consultations. Complementary secondary education programmes were also implemented in the Region of Gemer under another project aiming at preparing Roma students to complete their secondary education and subscribe to bachelor university education.

In Vantaa, south **Finland**¹¹⁸, the SOLMU project aimed at preventing exclusion by activating young people without a goal for upper secondary vocational education and training. The aim was to also prevent early school leaving. Young people requiring psychosocial support were a specific target group. They included participants under the threat of dropping out, young Roma people from the city of Vantaa and some of the young migrant groups. A model regarding co-operation with the secondary school (the model is referred to as “ohjaustori”, the so called “guiding market”) was developed. In this model the tutor of the secondary school gave information about students taking up studies in Varia (the vocational college of Vantaa). Material for group leaders was developed, as well as support materials for teachers. Moreover, an action model regarding drug and alcohol counselling was developed.

Adult education had a crucial role in the Irish measure for Travellers¹¹⁹. Under the OP for Human Resources development a Traveller Education Strategy (TES) was developed. Travellers’ education was funded by national funds and the ESF, with ESF funding mainly adult education.

116. 2003CZ053DO001 - Measure 2.1

117. EQUAL, HU33, HU 18, HU 38

118. 1999FI162DO001

119. 2000IE051PO001-11a, 11b.

Insight 6: Travellers senior centres in Ireland

The Irish measure for Travellers aimed at providing second-chance education for early school leavers and travellers with minimal or no educational qualifications. The measure consisted of two phases:

1. Foundation phase which sought to enable the participant to overcome learning difficulties, develop self-confidence and gain a range of competences essential for further learning;
2. Progression phase which provided for more specific development through a range of educational, training and work experience options.

Basic skills training, practical work training and general education were features of the programme, and the application of new technology was integrated into all aspects of programme content. The programme provided a strong emphasis on personal development, on the core skills of literacy/numeracy, communications and IT, along with a choice of vocational options. Senior Travellers Training Centres were spread across the country, mostly in disadvantaged areas, in both urban and rural communities in out-of-school settings. 7,000 adult travellers participated to training activities between 2000 and 2006.

5. Antidiscrimination to know each other: antidiscrimination and community development, creating links between Roma and non-Roma

Integration of Roma in the society starts with the fight against discrimination. This aspect is prominent in all Roma related activities. Some initiatives co-funded by the ESF put a strong accent on anti-discrimination and focused on different ways to promote Roma culture and to link this community with the non-Roma culture and society.

Several networks and partnership for exchanging practices between Member States in different fields have been developed under the main ESF co-funding activities and the EQUAL initiative. Nine measures in three Member States (Czech Republic, Spain and Slovakia) emphasised these kinds of activities.

The **Czech Republic** focused mainly on improving structures for Roma culture and creating links between Roma communities and the rest of the society. 4 projects were implemented under the measures “Social integration support in regions” of the Human Resources OP¹²⁰. These projects included activities such as the creation of a platform to integrate Roma with non Roma; developing a methodology for a Roma Community Centre; social counselling; setting up a training and motivation centre.

120. 2003CZ161PO004

Insight 7: Community development in Czech Republic

Two projects in the Czech Republic focused on community development and the creation of link between Roma and the rest of the society.

The **Roma Community Centre** was created in the city of Ostrava near Brno, by the civic association Společné Soužití („Mutual Life Together”) a registered Roma-Czech non-governmental non-profit organisation active in Ostrava since 1997. The organisation created a platform for the interaction between the Roma and non-Roma citizens. Through the community work method, Mutual Life Together has improved the social and living conditions of the poor families in need. The association’s activities were focused on social and legal counselling, education, and the issues of housing, employment, conflict resolution and human rights. The project “Key to the change” provided Roma police assistance, social services and community work. An innovative method of Roma police assistance was based on the necessity to deal with the social deprivation conditions Roma families face. Police assistants were chosen from the local Roma community and educated through an accredited course. Along with the course, they were provided with a wide range of services and counselling in a close cooperation with the Police of the Czech Republic.

The **platform for Roma integration** was created in Dobrá Voda, in Toužim Region, by the organisation český západ („Czech West”).

The association aimed to strengthen mutual trust and cooperation and focused on humanitarian, educational, social and legal counselling and the issue of employment. The project “Community work in Dobrá Voda” focused on the whole local Roma population. It supported children to attend nursery schools, then elementary and high schools via several creative educational and leisure time activities. Courses for adults were organised to develop their social competences and knowledge. An employment programme was set up as well: an employment consultant advised people where to look for a job, how to apply for it, in cooperation with the employment office in the city.

Roma community and the media

Several media campaigns and media projects have been funded to disseminate activities aimed at Roma but, mostly, to fight against discrimination and improving mutual knowledge and respect between Roma and non-Roma. In **Slovakia** a news paper for Roma and by Roma was realised. The media disseminated several projects and EQUAL partnerships.

In **Greece** an EQUAL DP created the Com.Media¹²¹ network in two main cities of Greece, Athens and Thessaloniki. The network contributed to developing new communication channels between vulnerable groups (immigrants, refugees, Roma and people with special cultural differences) and the Greek citizens. Developing initiatives for the information and entertainment of the target groups, the network provided them with access to the media trough the implementation community media centres in the Municipalities of Athens and Thessaloniki, through the provision of training in media professions and through the support of community media in Greece.

121. GR-232278

Another initiative in Greece was set with the aim to fight against discrimination of immigrants, refugees and Roma people taking into consideration the power of the media in shaping the public opinion. The project rationale was that there is a need to improve the employability of the social groups that face racism in the media. The interventions that took place in the EQUAL project "DREAM"¹²² included the operation of Antiracist Intervention Centres and the creation of a model for their operation. The above mentioned actions benefited 4,200 individuals, 47 Roma communities whereas 262,800 individuals received information by the local authorities.

Another network for the promotion of multicultural media was set up in **Finland**¹²³. The operational objective of the "Mundo" project was to establish a regular weekly TV programme on YLE TV1 made by immigrants and ethnic minority staff trained by the project as reporters, camera persons, video editors, sound technicians and researchers.

A similar experience can be found in **Hungary**¹²⁴, where 60 youngsters (gypsies or disabled) were trained to have a qualification and a job in the field of media. The aim of the project was to establish a studio for developing media products for vulnerable groups.

Several media campaigns were promoted by ESF. The Programme ACCEDER in **Spain**¹²⁵ developed a communication campaign in favour of full employment of the "gitana" population and to fight against all forms of discrimination. All materials produced for the campaign are available on the website <http://www.gitanos.org/iguales/>. Several spots and videos for national and local televisions were produced and interviews of people of different ethnic background are available on the website. Interactive games are available as well for the sensitisation of the youngsters.

In **Hungary** several documentaries were produced by the Roma Thematic Network and are available on the website <http://www.romahalozat.hu/kozostermek.php>. Roma also have a dedicated radio (Rádío C)¹²⁶ and several web pages¹²⁷ and a newspaper¹²⁸. Furthermore a news agency offers news exclusively for the Roma minority. In 2005 a Green Paper¹²⁹ was produced by the Hungarian Managing Authorities describing the general picture of the Roma in media.

Many other Member States, such as Slovakia, Czech Republic, Germany, France, Italy, Bulgaria and Romania have websites and media products supported by the Social Fund and other European Funds.

122. GR-200972

123. EQUAL, FI 54.

124. EQUAL, HU 29.

125. Co-funded by the two National OPs "Fight against discrimination", see Insight 1.

126. www.radioc.hu

127. www.romahalozat.hu, <http://cigany.lap.hu>, etc.

128. www.c-press.hu

129. Available at www.romaweb.hu

6. Strengthening the capacity of Roma organisations and institutions

ESF co-funding activities promoted system actions to improve the functioning of organisations, NGOs and institutions dealing with the integration of Roma in society. 29 measures in four Member States (Czech Republic, Spain, Hungary and Italy) have programmed activities to strengthen the role and capacities of organisations and institutions. 18% of activities co-funded by ESF can be classified under this field of activities¹³⁰.

In the **Czech Republic**, in the city of Prague, global grants for NGOs and social services working for inclusion were made available under the Single Programming Document Objective 3¹³¹. The programme aimed to ensure equal access for people at risk of social exclusion to education, training, employment and other self-realisation opportunities in the work life and life of the community. Several projects were aimed at NGOs and organisations working in the non profit sector through a grant system. A specific project for strengthening the capacity of the civil Roma association Romodron was implemented. This association works with former Roma convicts who face a double risk of social exclusion and difficulties in finding a job after having left prison. The main results were an improvement of the quality standards of the social services offered by the association and a more effective system of sharing and giving professional experience to other bodies, which work with clients of the “Prison project” (other non-governmental organisations, curators, etc.). A part of the project was also dedicated to a survey identifying the needs of clients of the “Prison project”.

In **Spain** one regional and two national measures were aimed at strengthening the capacity of organisations working with and for the Roma communities¹³². At regional level, in Valencia, activities to improve the functioning of NGOs and other bodies working for placement of long term unemployed from marginalised groups were co-funded while at national level two measures on Technical Assistance of the national OP “Fight Against Discrimination” have co-funded activities to assist the General Secretariat of the Gipsies¹³³ in building its organisational management to implement the activities in the other measures aimed at the gipsy community.

Seven Member States implemented Development Partnerships under EQUAL aimed at strengthening capacities of organisations and NGOs for Roma, notably the Czech Republic, France, Greece, Hungary, Italy, Slovenia and Slovakia. 10% of EQUAL activities co-funded by ESF can be classified under this field of activities¹³⁴.

Different structures for Roma have been set up with support of the ESF. In the previous paragraphs structures and centres for education, employment and community development have been presented. Part of ESF funding for these initiative have been devoted to strengthen the capacities of these structures. Examples of these structures were: a cultural house in Czech Republic, the THARA Centre in Austria for young people, a development centre for employment of Roma people in Slovakia, a special Employment Service in Slovenia, the Anti Racist Centres in Greece.

130. Measures have been allocated more than one field of activities. See Figure 14.

131. 2003CZ053DO001- Measure 2.3. Strengthening the capacity of social services providers (Global Grant).

132. 2000ES051PO016-999.2, 2000ES053PO312-9.1 national OP “Fight Against Discrimination” Technical Assistance measures, 2000ES161PO009-44.11 Region of Valencia.

133. <http://www.gitanos.org/>

134. Development Partnerships have been allocated more than one field of activities. See Figure 15.

7. Healthcare for the Roma

Social inclusion in the labour market and effective participation of Roma in society requires good health. This means access to healthcare structures, means to buy medicines as well as the right to shelter, sanitation and clean water which are essential pre-requisites of good health. Roma communities in Europe suffer from high poverty levels and precarious health conditions, especially those who are still living in camps and do not have fixed residences¹³⁵. Increasing sanitary standards and therefore the level of health of the Roma is necessary for their integration process. The direct involvement of Roma in the design and implementation of these programmes as well as the cultural sensitivity towards their needs is another important factor¹³⁶.

Four Member States have included health care initiatives for the Roma within the activities funded in their Operational Programmes (France, Greece, Ireland and Slovakia) and five identified EQUAL Development Partnerships in Greece, Hungary, Ireland and Portugal paid particular attention to health problems of this community.

In **France**, in the region of Franche-Comté, healthcare trainings were organised especially for “gens du voyage” while **Hungary**¹³⁷ and **Slovakia**¹³⁸ organised training courses for people working in the health sector, coming from the Roma combining access to health care and employability of the vulnerable groups.

In **Ireland** and **Portugal**, two Development Partnerships¹³⁹ have helped Roma to access healthcare services through training of cultural mediators and working with women to help children and families to access health structures and services.

Ireland, within the activities of the measure for Travellers¹⁴⁰, a Health Services Executive has been established. This is structured through the national delivery agency for health services and represents a significant change as regards the delivery of health and welfare services to the target groups, including Travellers. The National Co-ordinators for Youthreach and Senior Traveller Training Centres have been involved in joint activity on health promotion, with particular reference to challenging behaviour, including drug and alcohol abuse, sexual health, racism, suicide and Traveller health. A joint initiative with the Health Service Executive (Midlands Health Board) had set out to structure this relationship with particular reference to: promoting centre Social and Personal Health Education (SPHE) plans and training and supporting Youthreach and STTC staff to address given issues and behaviours. Each Youthreach (6) and Senior Traveller Training Centre (7) within the midlands region of the Health Service Executive has developed a Health Promotion Strategy in 2006. Within this strategy each Centre has outlined a series of priorities and actions for implementation under the 4 distinct sections of the Health Promoting Centre Model.

135. ODHIR, *Implementation of the Action Plan on Improving the Situation of Roma and Sinti within the OSCE area, Status Report 2008*.

136. COM (2008)420 Final, *Non-discrimination and equal opportunities: A renewed commitment. “Community Instruments and Policies for Roma inclusion”*.

137. EQUAL HU 32 and for Slovakia.

138. 2003SK051PO00, Measure 2.21, see paragraph 3.C.3

139. EQUAL, PT-2004-342 and IE 43.

140. 2000IE051PO001, Measure 11a, 11b

Greece also emphasised the importance of healthcare for Roma as the basis for their social and economical integration within the society. Six regional measures and one national measure from the OP on Health funded activities for health care of Roma¹⁴¹. In the regions 33 Socio-medical Centres were set up as a support structure for inclusion of Roma in employment, education and healthcare (9 of them in Eastern Macedonia and Thrace, 8 in Sterea Ellada, 5 in Athens, 4 in Thessaly, 3 in Western Greece, 1 in Crete, 2 in Central Macedonia and 1 in the Ionian Islands).

Insight 8: Socio-medical centres in Greece

The 33 socio medical centres aimed to help the Roma population assimilate into the wider fabric of non-Roma society and to learn to use public services in the fields of education, health, employment, welfare etc. It is important to note the necessity of a holistic approach when dealing with the Roma and that the socio medical centres ascribe to this belief. Also through the operation of the centres it was possible to select data about the issues faced by the Roma population, standards of their living conditions and the situation of Roma settlements.

The key actions of the centres were: Provision of social care through the dissemination of information and assistance; Settling registry issues; Networking with appropriate services in the public sector; Provision of basic health and vaccination of children; Promoting the values of education and supporting the registering of children in schools and collaboration with bodies that provide adult education, Promoting employment especially of women.

The settlements where Roma people live are not unknown territories anymore since data is collected and research done on the needs and situation of the Roma in the settlements where specific socio medical centres operate. People from the settlements started to be recorded and the issues concerning the registry have been discussed; children started to be recorded and therefore attending schools; local governments started to adopt of effective actions for the Roma population. The socio medical centres will continue to be funded by ESF and ERDF in 2007-2013 and they are foreseen to support 32,000 people.

D. OVERVIEW OF ESF INTERVENTIONS 2007-2013

The Roma community is one of the targets of the current ESF programming period. The activities co-funded under the main ESF programmes and the former EQUAL initiative have raised attention to the problems this community is facing and several Member States have identified the Roma as one of the targets of their programmes.

According to an analysis of the ESF 2007-2013 Operational Programmes in the 27 Member States, 12 Member States are targeting Roma among other vulnerable groups in their activities. Activities for Roma can be funded under 59 priorities in 38 Operational Programmes for a total of € 17.5 billion out of which € 13.3 billion from EU funds and € 4.1 billion from national public and private funds. Some of the Operational Programmes do not mention explicitly

141. 2000GR051PO003-2.4, 2000GR161PO002-3.4, 2000GR161PO003-5.2, 2000GR161PO004-5.3, 2000GR161PO012-4.3, 2000GR161PO013-1.3, 2000GR161PO014-5.3

Roma among the beneficiaries of their activities; nevertheless the ESF Managing Authorities foresee activities for this target group. This is the case for example in Finland, where no specific budget is allocated to Roma but measures to support Roma can be funded under the specific priority aiming at preventing social exclusion and promoting pathways to working life.

Table 8: ESF co-funded budget (in € million) for identified priorities targeting Roma among other vulnerable groups (2007-2013)

MS	Total Number of OP	Number of OP targeting Roma	Number of Priorities Targeting Roma	ESF co-funded budget	EU budget	National Public budget	National Private budget
BG	2	1	4	862	733	129	0
CZ	3	2	3	543	462	81	0
ES	22	21	26	4,901	3,631	1,249	20
FI	2	1	1	71	0	0	0
GR	3	1	3	290	233	57	0
HU	2	1	4	2,561	2,177	384	0
IE	1	1	2	1,354	372	979	3
IT	24	5	5	531	252	279	0
PL	1	1	2	2,059	1,750	309	0
RO	2	1	6	3,926	3,353	572	0
SI	1	1	1	75	64	11	0
SK	2	2	2	297	253	45	0
Total	65	38	59	17,471	13,281	4,096	23

Source: Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2009 (2007-2013)

In these 12 Member States activities for Roma can be included in priorities representing 27% of the total ESF budget. This proportion is bigger than in the previous programming period (5%), but it is important to distinguish between the units of measurement and analysis, which are the (much broader) priority axes in 2007-2013 and the (much more focused) measures in 2000-2006. The share of budget funds also used for Roma is therefore likely to be much bigger and less precise in the current period. In Hungary, Ireland and Romania Roma are potential beneficiaries in more than 50% of planned interventions. In Ireland especially Travellers are a potential target in 99.5% of the ESF planned interventions. Compared to the previous programming period Slovenia is now targeting Roma in its activities while some Member States such as France continue not to have an explicit target for Roma because of their legislation.

Some Member States have ESF budget lines for activities aimed exclusively at Roma. This is the case of the Czech Republic, Poland, Spain, Romania and Slovakia where € 172 million will be dedicated entirely to activities for Roma (Table 10 (B)). Almost 110 thousands Roma have already benefited from projects started in the first two years of this programming period.

**Table 9: co-funded budget (in € million) for activities for Roma (2007-2013)
€ million and target participations.**

MS	ESF Co-funded Budget for measures where Roma are one of the targets (A)	Specific Budget for activities aimed at Roma (B)	Roma Budget on Total co-funded Budget (B/A)	Budget for Roma started or pending projects (C)	Target participation (D)
BG	862	-	-	2.9	3,000
CZ	543	43	7.92%	19.9	N.A.
ES	4,901	47	0.96%	47	18,040
FI	71	-	-	-	-
GR	290	-	-	7	15,000
HU	2,561	-	-	11.5	1,000
IE	1354	-	-	-	650
IT	531	-	-	0.2	N.A.
PL	2,059	22	1.07%	N.A.	2,500
RO	3,926	38	0.97%	38	62,000
SE	0	-	-	2.2	150
SI	75	-	-	-	-
SK	297	26	8.75%	12	8,000
Total	17,471	172	1.47%	140.7	109,690

Source: BBI selection from Operational Programmes and data from Managing Authorities, cut off-date December 2009.

The **Czech Republic**, where support for the integration of socially excluded Roma people is possible under several Operational programs and areas of intervention, also has a specific budget line to support exclusively the Roma in the Human Resources OP¹⁴² (budget: € 42.6 million). The same approach is applied in **Slovakia** under the OP Employment and social inclusion¹⁴³: Roma are targeted under 2 priorities for a total of € 25.6 million. In **Poland** Roma are targeted under Priority 1, Employment and Social Integration (Measure 1.3 National programmes for vocational integration and activation, Sub-objective 1.3.1 “Projects for Roma community”) for a total budget of € 22 million.

In **Spain**, € 41.7 million have been allocated to the continuation of the ACCEDER programme under different OPs and seven Regional OPs¹⁴⁴ dedicate € 5.4 million to activities mainly aiming at access to employment, professional training and social inclusion of Roma.

Some other Member States do not have specific budgets dedicated to Roma in their Operational Programmes but are currently funding projects for this community. This is the case of **Bulgaria, Greece, Hungary**¹⁴⁵ and **Italy**. In these Member States several projects have been implemented in the first two years of the current programming period. Overall at the end of 2008 already € 140 million are being spent for activities aimed directly at Roma targeting almost 110 Roma people.

142. 2007CZ05UPO001

143. 2007SK05UPO002

144. Aragón, Asturias, Cantabria, Castilla La Mancha, Extremadura, Galicia and Rioja.

145. In Hungary a specific action is foreseen for Roma under Priority 3. Providing Quality Education and Ensuring Access for all of the OP Social Renewal (2007HU05UPO001): Decreasing the segregation of pupils suffering multiple disadvantages and Roma pupils, promoting their equal opportunities in public education, but the budget for this activity is not specified in the Operational Programme document.

Considering the fact that activities for Roma have been funded in the previous programming period in 18 Member States it is possible to assume that other Member States will implement activities for Roma even though no specific mention has been made in the Operational Programmes. This is the case for example in **Sweden** where no mention of Roma as target is made in the Programming Documents but two projects have already been implemented for a total of € 2.2 million.

1. Focus on employability and education: an overview of the main achievements for Roma in ESF 2007-2013

Including Roma in society through an integrated approach that combines activities in the field of education, employability, health care and improving living conditions is a priority for several Member States in the current programming period. The ESF has funded activities in 2008 mainly in the field of employment of Roma people and education.

MS	Employment	Training	Education	Antidiscrimination and community development	Capacity building and improving infrastructures	Health
BG	x	x	x			x
CZ	x	x	x		x	
ES	x	x		x	x	
FI	x				x	
GR	x	x			x	x
HU	x	x	x	x		
IE		x	x			
IT	x			x		
PL	x			x		
RO	x	x	x	x	x	
SI		x	x			
SK	x	x	x	x		

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2007-2013 and on information gathered from National Managing Authorities. (The information above is not exhaustive and it refers to the first two years of implementation).

In **Hungary** a national project funds activities to support alternative labour market related programmes for Roma and other disadvantaged groups with a budget of € 11.5 million under the OP Social Renewal¹⁴⁶. 50 to 70 projects targeting each 15 people (35-40% women) are funded to raise the employment level of people in danger of exclusion. Thanks to ESF funding, the employment rate of the Roma population should increase in the next 5 years and reach 28% of the Roma active population¹⁴⁷. Hungary is also focusing on education through the successful experience with the “Tanoda” programme¹⁴⁸. 60 new “Tanoda” initiatives are foreseen this period and should decrease the segregation of pupils suffering multiple disadvantages and Roma pupils, and to promote their equal opportunities in public education. Containing segregation, reducing the level of drop-outs in school, improving

146. 2007HU05UPO001

147. 2007HU05UPO001 Operational Programme P 208.

148. See chapter 3.C.4.

further education and reintroducing early school leavers to school based training are primary objectives in the interest of the successful schooling of pupils - including Roma youngsters - suffering multiple disadvantages. The actions encompass the training of professionals involved in the education of disadvantaged students, and provide support for adapting integrative education programmes in individual institutions in order to reduce segregation and provide equal chances for disadvantaged groups including the Roma students.

Employment and education are the main focus of the current ESF interventions in **Slovakia**. 81 projects have been funded for employing disadvantaged groups between 2007 and 2008. Out of these, 17 projects targeted Roma directly. Activities predominantly focused on professional training, job placements, individualised vocational activation for persons, and often involved awareness-raising and inter-cultural training for staff in labour offices (59 projects). A majority of projects focused on establishing partnerships between labour offices and companies for job placements and 'in house' professional training for vulnerable populations, including Roma. Almost 8,000 Roma have already benefited from these activities in 2007 and 2008. Improving access to employment can be achieved through better qualification. Therefore improving the system for anticipating changes of qualification needs is another target of the Slovak Republic indirectly affecting the Roma. 22 projects have been funded in the first two years of the current programming period to develop career guidance and train trainers. One project addresses Roma adolescents and young adults as specific target: 770 Roma students have been helped in 2008.

In **Poland**, a total of 20 social inclusion projects targeting Roma have been implemented or are under implementation nationwide, regionally or at the local level . All projects are managed centrally by the Polish government. These projects should reach 2,680 people, of which circa 87% are Roma. Projects directly and indirectly benefiting Roma apply an integrated approach and focus primarily on 1) inter-cultural exchange, the promotion of and anti-discrimination; 2) vocational activation, professional training and qualification for Roma accompanied by childcare during training, but also training for teachers and labour office employees. 3) health and hygiene campaigns, workshops and other forms of training to Roma women and men.

Several initiatives implemented in the previous programming period have been bridged into the current one. This is the case of some successful projects funded under the EQUAL initiative in **Italy** in the Region of Emilia Romagna where activities for vocational guidance and individual employment pathways have been tailored for Roma people following the success of the initiative "The long march of the Sinti and the Roma" (see Insight 2).

A successful initiative of the previous programming period that is still running in the current one is the Programme ACCEDER (see Insight 1) in **Spain**. Over € 40 million have been allocated to the programme¹⁴⁹. In 2008 the programme has supported 18,040 persons (of which 54.4% are women): over 12,000 employment contracts have been obtained by almost 7,000 persons through ACCEDER, 4,746 were Roma and more than half of them were women.

ACCEDER has been recognised as one of the ESF Best Practices in 2000-2006 period and its methodology is now implemented in **Romania** among other activities aimed at Roma.

149. Funded under the Programme Fight Against Discrimination 2007ES05UPO002.

Insight 9: Implementing the ACCEDER model in Romania

The European Best Practice ACCEDER was considered such a successful model by the Romanian Managing Authority that almost € 5 million were budgeted to implement this methodology in the country. The main objective of the project is to promote social inclusion of Roma people in employment. This will be done through the design and adjustment of ACCEDER model to the Roma population features and to those of the Romanian labour market. The main activities of the project will be: vocational training and activities for social inclusion of the Roma population on the labour market; mediation of job placement; activities to support Roma young people to attend and graduate the school; activities for preventing early school leaving and bringing early school leavers back in the educational system.

In **Romania**, at the end of 2009, 10 National Projects had already been funded under the ESF Operational Programme Human Resources Development for a total of € 34 million. Some projects are aimed at education in high school for Roma pupils and activities to prevent early school leaving, others are aimed at integrating Roma in the labour market or at increasing the representation of Roma in local public administration. All in all, Romania aims at involving 150,000 Roma in ESF co-funded activities until 2013 and has identified Roma as possible beneficiaries in activities representing 90% of its ESF funding.

In **Greece** Roma are not officially targeted in the OPs but four national projects involving them are about to start in 2010. 2 of these projects are co-funded by ESF. The projects aim to reach at least 15,000 Roma in three years and focus on increasing the school enrolment of Roma children, decreasing the drop-out rate and provide support to children, parents and the school system and educators in the educational integration process. In Greece, as in other Member States, relevant initiatives implemented in the previous programming period are continued in the current one. This is the case of the "Socio-Medical Centres" (see Insight 8) funded by ERDF and partially by ESF, which aim at providing basic healthcare and vaccination of children, promoting health through campaigns and information dissemination to over 32,000 Roma.

Education is the main focus of the initiatives implemented in **Bulgaria** and Ireland. Bulgaria has identified Roma as one of the target under 49% of its activities. Following the successful implementation of projects with pre-accession funds, a guideline has been developed to include Roma in programming or specific projects. Roma NGOs and organisations have been involved in several Monitoring Committees during the programming phase and the National Council for Cooperation on Ethnic and Demographic Issues sit in the Human Resources Development OP Monitoring Committee permanently. At the beginning of 2010 one project co-financed by ESF is indirectly benefiting the Roma population. The Education and Social inclusion Project "Creation of optimum multicultural social environment for practical applying of intercultural education and upbringing" is investing € 2.8 million over two years on a desegregation project that aims to include 3000 Roma children in 'foster schools' outside the Roma quarters and to provide training for 300 teachers who will be qualified to work in an intercultural social environment. 157 project proposals have been received to this day and 67 contracts have been concluded. The project facilitates the reintegration of Roma pupils into regular schools, tackles early school leaving, facilitates Bulgarian language learning and is expanding the coverage of the formal educational system by including pupils who are not currently enrolled in schools.

The **Ireland** travellers can benefit from the sub-objective, “Special Initiatives for Travellers” under the Priority 1 “Upskilling the Workforce” of the Ireland Human Capital Investment Operational Programme. Under these initiatives 650 Travellers have been trained in 2008 and of these 17% set up their own business, 24% secured employment and 33% undertook training. The Irish Operational Programme is also funding the Youthreach and Travellers centres as in the previous programming period¹⁵⁰. These centres provide an opportunity for member of the Traveller community and others to engage in a programme of learning that affirms their intercultural identity, acquire the knowledge, skills and confidence to participate fully in society and progress to further education, training and employment.

2. Coordination and follow-up of actions aimed at the Roma population

Several initiatives implemented through ESF co-funding are funded again in the current programming period and several projects funded under the former EQUAL initiative have been mainstreamed in ESF activities in 2007-2013. Another important output of the previous programming period was the need, expressed by the national Managing Authorities and the European institutions, for a better coordination of the Structural Funds activities for the Roma. Therefore, in June 2007 the EURoma¹⁵¹ network was established and started its activities in January 2008.

The network has been created in the context of the current programming period and it is funded by the ESF to increase the scope of transnational cooperation between public authorities and civil society actors and in the light of 1) the status of the Roma population as a truly European minority; 2) the enlargement of the EU through the incorporation of countries with the highest concentration of Roma populations; 3) the fact that the ESF was identified as the main financial instrument for the implementation, by Member States, of policies fostering social inclusion, cohesion and employment opportunities and; 4) the Spanish experience of effectively using the ESF for the inclusion of the Roma.

The network consists of a Management Committee, is organised in working groups and has a Technical Secretariat, the Spanish Fundacion Segretariado Gitano. The network meets twice a year since beginning 2008. 12 Member States are part of the EURoma network: Bulgaria, the Czech Republic, Finland, Greece, Italy, Hungary, Poland, Portugal, Romania, Spain, Slovakia and Sweden.

One of its main activities is to coordinate and follow up actions aimed at the Roma population supported by the Structural Funds. Therefore it supports the Member States involved to establish functional structures dealing with Roma issues and facilitates inter-ministerial dialogue and contacts between institutions and civil society.

¹⁵⁰. See *Insight 6*.

¹⁵¹. www.euromanet.eu

Chapter 4 – Conclusions

1. More than 10 million people of Roma origin are estimated to live in Europe. This makes them the continent's largest ethnic minority. While recognising the specific cultural identities of all Roma, the EU institutions define "Roma" as an umbrella term including also other groups of people who share more or less similar cultural characteristics and a history of marginalisation in European societies, such as Sinti, Travellers, Ashkali, Camminanti, etc. What most Roma communities in Europe do have in common is that they are still subjected to structural discrimination and segregation in the fields of employment, education, training and housing.
2. This report has provided a detailed analysis of the ESF co-funded support to Roma communities in the programming period 2000-2006 and in the first years of implementation of the current programming period (2007-2013). The selection of relevant material for both periods was collected on the basis of available information in the ESF official documents and submitted for approval to the ESF Managing Authorities of the Member States in which activities had been identified.. The overall findings also contain information from over 100 projects targeting Roma that have been financed through Development Partnerships (DP) in the Community Initiative EQUAL.
3. The analysis of selected measures and priority axes showed that **81 measures in 11 Member States** - Austria, Czech Republic, Finland, France, Greece, Hungary, Ireland, Italy, Poland, Spain and Slovakia - **programmed activities targeting Roma in ESF 2000-2006**. Taking as a basis the information available in the EC Structural Funds database on 2 September 2008, these Member States have claimed € 3 billion (combining EU, and national public and private funding) for activities targeting, among others, Roma. Four Member States (Hungary, Ireland, Slovakia and Spain) have measures clearly targeted at Roma. For these measures more than € 800 million have been spent. In seven Member States (Czech Republic, Finland, Greece, Hungary, Ireland, Slovakia and Spain) activities entirely dedicated at Roma have been implemented with an overall expenditure of over € 230 million. Since other Member States have targeted the Roma as one of the beneficiaries in several measures and since not all participants to ESF activities would have declared their Roma origin it is reasonable to assume that **€ 230 million is the absolute minimum amount spent for Roma activities in ESF 2000-2006. To this sum should be added the EQUAL budget for the projects entirely dedicated to the Roma (between € 35 and € 68 million)** and part of the budget of the other activities aimed at Roma among other vulnerable groups (between € 40 and € 87 million).
5. Overall 3.3 million people have benefited from measures targeting Roma among other vulnerable groups in 2000-2006. According to data from the ESF Managing Authorities, **the number of Roma participations** in Finland, Greece, Hungary, Ireland and Spain together **amounts to approximately 100,000**. This figure represents the minimum level of participation since other activities in which Roma have participated will have been funded in other measures, in other Member States and under the EQUAL initiative.

4. According to an analysis of the **ESF 2007-2013** Operational Programmes in the 27 Member States, **12 Member States are targeting Roma among other vulnerable groups in their activities**. Activities for Roma can be funded under **59 priorities in 38 Operational Programmes for a total of € 17.5 billion** out of which € 13.3 billion from EU funds and € 4.1 billion from national public and private funds. Some of the Operational Programmes do not mention explicitly Roma among the beneficiaries of their activities; nevertheless the ESF Managing Authorities foresee activities for this target group. Some Member States have instead indicated that Roma are an eligible target group in interventions which all together represent more than 50% of the ESF co-funded activities. This shows a growing attention for the target group and explicit support for the Roma. Data provided by the ESF Managing Authorities showed that **some Member States have also dedicated budget lines for activities aimed exclusively at Roma**. This is the case of Czech Republic, Spain, Poland, Romania and Slovakia where € 172 million will be dedicated entirely to activities for Roma. **Almost 110 thousand Roma have already benefited from projects started in 2007 and 2008 and € 140 million was budgeted for Roma related projects in this period**. Taking into account that the 2007-2013 reporting units, priority axes, are much bigger entities covering a wider variety of actions than the measures in 2000-2006 and therefore reporting happens at a bigger but less precise level, it is nevertheless fair to say that the current level of allocation to Roma-related interventions is higher than in 2000-2006, which in turn confirms the higher attention of the Member States to the Roma communities.
5. In order to be effective **policies and projects need to** tackle not only one problem at a time but to **adopt an integrated approach to the integration of Roma**: in the labour market, in the educational system and in general in the society providing help for health and living conditions and fighting discrimination through community development and spreading of the Roma culture among non-Roma people. These interventions should be **complemented by activities strengthening the capacity of organisations and institutions** working on this issue. ESF has supported a wide variety of interventions for the Roma community. On the basis of its contents every ESF measure and every EQUAL Development Partnership in 2000-2006 was allocated to one or more key concepts: employment opportunities and insertion in the labour market; skills improvement through training; education; anti-discrimination, community development and awareness raising; capacity building and infrastructure for Roma organisations and institutions working with the Roma community; health conditions and access to health; studies and research on Roma.
6. In almost all Member States, the ESF supported approach to social inclusion of all vulnerable groups focused mainly on **employment**. 16 Member States have funded activities to improve integration in the labour market of the Roma. More than 70% of the measures identified for the study and 64% of the EQUAL partnerships involving Roma were related to employment. Improving employability of the Roma community was realised through: individual insertion paths implementation, counselling and pre-training activities, job creation, specific activities for Roma women and conciliation of work and private life, inclusion of young Roma people measures also through specific internship programmes and enhancing self employment and entrepreneurship through different form of funding such as microcredit. Improving employability of the Roma also requires the development of system actions, setting up services in employment infrastructure. ESF supported systems for improving Roma employability in the Czech Republic, Greece, Hungary, Lithuania, Slovenia, Spain and Slovakia.

7. 37 measures in Spain, Finland, Greece, Hungary, Ireland and Italy delivered **training** for employment and vocational qualification of vulnerable groups. France, Ireland and Italy developed training activities for cultural mediators while in Spain, Finland and Slovakia specific training programmes for women and young people of Roma origin were implemented. Austria, the Czech Republic, Finland, Greece, Hungary, Ireland and Slovakia involved Roma in the training activities supported through EQUAL.
8. **Education** is crucial for social inclusion. The Roma population has a high share of young people under the age of 20. EU Member States have made good progress as regards enrolling Roma children in schools and dismantling segregated schooling. The ESF contributed in several ways to achieve these outcomes. The Czech Republic, Finland, Hungary, Spain, Ireland and Slovakia implemented measures dedicated to the education of Roma and 17 EQUAL initiatives were developed in the Czech Republic, Germany, Finland, France, Hungary, Portugal, Slovenia and Slovakia. Educational initiatives were implemented by Member States through: facilitating links between schools and the Roma communities; enrolling counsellors and mentors; developing tools for inclusion in education; preventing early school leaving and promoting adult education.
9. Integration of Roma in the society starts with the **fight against discrimination**. This aspect is prominent in all Roma related activities. Some initiatives co-funded by the ESF put a strong accent on anti-discrimination and focused on different ways to promote Roma culture and to link this community with the non-Roma culture and society. Platforms for interactions between cultures have been created in various Member States while others focused on media campaigns and projects to develop the communication skills of the Roma communities.
10. ESF co-funding activities promoted system actions to **improve the functioning of organisations, NGOs and institutions** dealing with the integration of Roma in society. 29 measures in four Member States (Czech Republic, Spain, Hungary and Italy) have programmed activities to strengthen the role and capacities of organisations and institutions. 18% of activities co-funded by ESF can be classified under this field of activities.
11. Social inclusion in the labour market and effective participation of Roma in society requires good **health**. Increasing sanitary standards and therefore the level of health of the Roma is necessary for their integration process. Four Member States have included health care initiatives for the Roma within the activities funded in their Operational Programmes (France, Greece, Ireland and Slovakia). Furthermore, EQUAL Development Partnerships in Greece, Hungary, Ireland and Portugal paid particular attention to the health problems of the Roma community.
12. Summing up, **the attention paid to Roma in the ESF 2000-2006 programme and the EQUAL Development Partnerships has laid the basis for a more comprehensive coverage of the topic in the current programming period 2007-2013**. The support to the inclusion of Roma communities has increased and become explicit in several priorities. Some Member States have dedicated budget lines for activities targeting Roma as the main beneficiaries. The integration of Roma has become a priority on the EU Agenda and ESF can be considered one of the main tools to support this process.

Annexes

ANNEX 1: EXPENDITURE 2000-2006 AND BUDGET 2007-2013

1. Operational Programmes 2000/2006 co-funded ESF expenditure claimed in (€m) by MS (Share of ESF, National and Private Funds)				
MS	EU %	National Public %	National Private %	Total
AT	43.7%	48.7%	7.6%	1,326
BE	34.7%	55.3%	10.1%	2,416
CY	50.0%	50.0%	0.0%	22
CZ	69.8%	30.2%	0.0%	297
DE	46.5%	45.7%	7.8%	20,930
DK	41.5%	37.2%	21.3%	779
EE	69.3%	25.9%	4.9%	71
ES	60.4%	38.4%	1.2%	17,388
FI	31.4%	42.9%	25.6%	2,365
FR	43.4%	50.8%	5.8%	12,204
GR	78.6%	21.4%	0.0%	4,783
HU	75.6%	24.4%	0.0%	288
IE	53.9%	45.8%	0.3%	1,778
IT	52.7%	45.5%	1.8%	12,909
LT	74.6%	25.4%	0.0%	166
LU	45.3%	52.8%	2.0%	47
LV	75.2%	24.8%	0.0%	115
MT	75.0%	25.0%	0.0%	9
NL	49.6%	21.6%	28.8%	2,458
PL	74.3%	25.7%	0.0%	1,776
PT	62.2%	34.2%	3.6%	7,145
SE	31.3%	39.1%	29.6%	2,661
SI	75.0%	25.0%	0.0%	60
SK	74.0%	25.2%	0.8%	241
UK	44.1%	51.5%	4.4%	13,285
EU 25	51.3%	42.8%	5.9%	105,518

2. Operational Programmes 2000/2006 ESF co-funded expenditure claimed (in €m) by Objective (ESF, National and Private Funds)				
OBJ	EU	National Public	National Private	TOTAL
1	31,090	16,705	833	48,628
2	1,954	2,225	575	4,754
3	21,104	26,112	4,811	52,027
TOTAL	54,147	45,042	6,219	105,408

Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008

3. Operational Programmes 2007/2013 ESF co-funded budgets (in €m) per MS (Share of ESF, National and Private Funds)

MS	EU %	National Public %	National Private %	Total Budget
AT	44.3%	46.4%	9.3%	1,184
BE	46.3%	49.8%	4.0%	2,320
BG	85.0%	15.0%		1,395
CY	80.0%	20.0%		150
CZ	85.1%	14.9%		4,436
DE	59.9%	30.6%	9.6%	15,666
DK	50.0%	33.4%	16.6%	510
EE	84.8%	11.2%	4.1%	462
ES	70.5%	28.4%	1.1%	11,426
FI	43.5%	56.5%		1,420
FR	52.5%	35.9%	11.6%	10,275
GR	76.2%	23.8%		5,726
HU	85.0%	15.0%		4,270
IE	27.6%	72.2%	0.2%	1,360
IT	45.3%	54.7%		15,321
LT	85.0%	8.7%	6.3%	1,210
LU	50.0%	50.0%		50
LV	83.8%	13.0%	3.1%	657
MT	85.0%	15.0%		132
NL	48.7%	27.4%	23.9%	1,705
PL	85.0%	15.0%		11,420
PT	70.7%	29.3%		9,210
RO	85.0%	15.0%		4,335
SE	50.0%	50.0%		1,383
SI	85.0%	15.0%		889
SK	85.0%	15.0%		1,764
UK	52.0%	46.9%	1.1%	8,598
EU 27	64.8%	32.1%	3.2%	117,275

Source: EC Structural Fund Database (SFC), situation on 4 February 2009; Number of OPs compiled by BBI on the basis of ESF Operational Programmes 2000-2006 and 2007-2013.

ANNEX 2: ESF VOCABULARY

The table below compares a number of documents and concepts across the two consecutive programming periods.

2000-2006 PROGRAMMING PERIOD	2007-2013 PROGRAMMING PERIOD
<p>The Community Support Framework (CSF) is the basic programming document agreed between the European Commission and the Member States, setting out plans for Structural Fund support for objective 1 regions. It identifies the problems, the strategy and the priorities for action and where money should best be channelled. It must be supplemented by more detailed Operational Programmes. CSF's are not compulsory for the objectives 2 and 3.</p>	<p>The National Strategic Reference Framework (NSRF) is not a management instrument as the CSF were in the preceding period. However, it defines policy priorities whilst suggesting the key elements of implementation such as the list of operational programmes and an indicative annual allocation from each Fund for each Operational Programme. It is applied to the convergence and regional competitiveness and employment objectives. It is optional for the territorial cooperation objective.</p>
<p>The Operational Programmes (OPs) detail how and where funds will be spent, what the expected impact is and how the programmes will be monitored and evaluated. OPs may exist at a national or regional level.</p>	
<p>An OP can cover only one of the three Objectives. An OP can be financed by more than one Fund.</p>	<p>An OP can cover more than one objective but can be financed by only one Fund.</p>
<p>Priorities are a set of aims within a operational programme that have to be tackled through the implementation of specific Measures.</p>	<p>In the new programming period priorities are formally called Priority Axes. Resource allocation (community and national co-financing) is done at the level of the priority axes.</p>
<p>Measures are the means by which a Priority is implemented over several years and which enable operations to be financed. Measures are listed in the Operational Programmes, fully described in the Programme Complements and reported on in the Annual Implementation Reports. Resource allocation (community and national co-financing) is done at the level of the measure.</p>	<p>There are no measures in the 2007-2013 Programming Period. Instead of this, the description of the priority axes contains an indicative list of actions.</p>
<p>Programme Complements (PC) provide further details on the implementation of the operational programmes such as the indicators that are used. Programme complements may be formulated as needed throughout the implementation of the OP.</p>	<p>There are no Programme Complements for the 2007-2013 Operational Programmes. Information that was contained in the PC such as about the indicators is now to be found in the OP itself.</p>
<p>The Policy Fields refer to the five broad types of activities than can be financed with ESF. Most OPs are structured along these policy fields, one priority corresponding to one policy field.</p>	<p>The types of activities that can be financed with ESF are called priorities.</p>

2000-2006 PROGRAMMING PERIOD

2007-2013 PROGRAMMING PERIOD

Annual Implementation Reports (AIR) are prepared every year by the national or regional managing authorities and describe the progress on the implementation of the priorities and the financial implementation of the assistance. AIRs also report on the main socio-economic trends or on changes in national, regional or sectoral policies that are relevant to the implementation of the assistance.

Indicators are used to “indicate” the outcomes of the ESF interventions. The types of indicators that are relevant to this study can be quite diverse in nature: (i) output indicators relate to the immediate consequences of an activity and are measured in physical or monetary units, e.g. number of people trained, number of firms financially supported. (ii) result indicators relate to the direct and immediate effects on direct beneficiaries brought by a programme. Result indicators can be of a physical (e.g. number of successful trainees) or financial nature (e.g. leverage of private sector resources); (iii) impact indicators refer to the consequences of the programme beyond the immediate effects on its direct beneficiaries.

ANNEX 3: LIST OF ESF 2000-2006 MEASURES USED FOR THE STUDY

MS	Objective	CCI	Title of the Programme	Measure Number
AT	1	1999AT161DO001	Burgenland	5.2
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	1.1
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	2.1
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	3.1
CZ	1	2003CZ161PO004	Czech Republic Joint Regional Operational Programme	3.2
CZ	3	2003CZ053DO001	Prague Region Obj. 3	2.1
CZ	3	2003CZ053DO001	Prague Region Obj. 3	2.3
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.11
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.2
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	45.18
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	999.2
ES	1	2000ES161PO002	Cantabria	44.11
ES	1	2000ES161PO004	Asturias	41.13
ES	1	2000ES161PO004	Asturias	44.11
ES	1	2000ES161PO009	Comunidad Valenciana	44.11
ES	1	2000ES161PO013	Murcia	44.11
ES	3	2000ES053PO301	Aragon Obj. 3	7.2
ES	3	2000ES053PO302	Baleares Obj. 3	7.2
ES	3	2000ES053PO303	Cataluña Obj. 3	7.2
ES	3	2000ES053PO303	Cataluña Obj. 3	7.3
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	1.1
ES	3	2000ES053PO305	Navarra Obj. 3	7.2
ES	3	2000ES053PO305	Navarra Obj. 3	7.3
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.2
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.5

MS	Objective	CCI	Title of the Programme	Measure Number
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	9.1
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	9.2
FI	2	1999FI162DO002	Länsi-Suomen (West Finland)	3.4
FI	3	1999FI053DO001	Finland SPD Obj. 3	1.11
FI	3	1999FI053DO001	Finland SPD Obj. 3	2.23
FR	2	2000FR162DO012	Franche-Comté	6.16
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	2.1
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	2.2
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	2.3
GR	1	2000GR051PO003	Greece Health and Prevention	2.4
GR	1	2000GR161PO002	Attica	3.4
GR	1	2000GR161PO003	Peloponnesia	5.2
GR	1	2000GR161PO004	Western Greece	4.6
GR	1	2000GR161PO004	Western Greece	5.3
GR	1	2000GR161PO005	Continental Greece	3.7
GR	1	2000GR161PO006	Thessaly	5.2
GR	1	2000GR161PO008	Crete	6.3
GR	1	2000GR161PO011	Ionian Islands	5.2
GR	1	2000GR161PO012	Eastern Macedonia	4.3
GR	1	2000GR161PO013	Western Macedonia	1.3
GR	1	2000GR161PO014	Central Macedonia	5.3
HU	1	2003HU051PO001	Hungary HRD	1.1
HU	1	2003HU051PO001	Hungary HRD	1.2
HU	1	2003HU051PO001	Hungary HRD	1.3
HU	1	2003HU051PO001	Hungary HRD	2.1
HU	1	2003HU051PO001	Hungary HRD	2.3
HU	1	2003HU051PO001	Hungary HRD	3.1
HU	1	2003HU161PO001	Hungary Regional development	3.2
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	3
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	11a, 11b
IT	1	1999IT161PO006	Calabria	3.4
IT	1	1999IT161PO007	Campania	3.4
IT	1	1999IT161PO008	Molise	3.4
IT	1	1999IT161PO009	Puglia	3.4
IT	1	1999IT161PO010	Sardegna	3.4
IT	1	1999IT161PO011	Sicilia	3.4
IT	1	1999IT161PO012	Basilicata	3.4
IT	3	1999IT053PO002	Marche Obj. 3	2.21
IT	3	1999IT053PO003	Piedmont Obj. 3	2.21
IT	3	1999IT053PO004	Emilia Romagna Obj. 3	2.21
IT	3	1999IT053PO005	Toscana Obj. 3	2.21
IT	3	1999IT053PO006	Bolzano Obj. 3	2.21
IT	3	1999IT053PO008	Trento Obj. 3	2.21
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	2.21
IT	3	1999IT053PO010	Lombardia Obj. 3	2.21
IT	3	1999IT053PO011	Umbria Obj. 3	2.21

MS	Objective	CCI	Title of the Programme	Measure Number
IT	3	1999IT053PO012	Abruzzo Obj. 3	2.21
IT	3	1999IT053PO013	Liguria - Obj. 3	2.21
IT	3	1999IT053PO014	Veneto Obj. 3	2.21
IT	3	1999IT053PO015	Friuli Venezia Giulia	2.21
IT	3	1999IT053PO016	Lazio Obj. 3	2.21
PL	1	2003PL051PO001	Poland Human Resources Development	1.5
SK	1	2003SK051PO001	Slovakia HR Development	1.11
SK	1	2003SK051PO001	Slovakia HR Development	1.3
SK	1	2003SK051PO001	Slovakia HR Development	2.21
SK	1	2003SK051PO001	Slovakia HR Development	3.33

ANNEX 4: LIST OF ESF 2000-2006 EQUAL DEVELOPMENT PARTNERSHIPS USED FOR THE STUDY

MS	Title	Theme	Year	DB Code	Roma exclusive target
AT	Arge Rise	1A	2005	AT-1A-12/296	
AT	Erweiterter Arbeitsmarkt-Integration durch Arbeit	1A	2002	AT-1A-01/71	
AT	nEwC_baselines	1B	2005	AT-2-11/276	x
AT	Work in Process	1B	2005	AT-2-01/338	
AT	plan:b	4H	2005	AT-5-17/316	
CZ	KOMPAS - activation of skills	1A	2003	CZ-2	
CZ	Microbus	1A	2004	CZ-29	x
CZ	Roma Cultural House	1A	2001	CZ-7	x
CZ	SYSTEM - Support for the Roma education and employment	1A	2001	CZ-8	x
CZ	"Varianty" - Multicultural Education	1B	2002	CZ-9	
CZ	Polis	1B	2004	CZ-75	
CZ	ROMA	1B	2004	CZ-80	x
CZ	Partnership for Romany success on the labour market	3E	2005	CZ-48	x
CZ	Support of Roma in Prague	3E	2005	CZ-34	x
CZ	DP Romany Cultural House	1B	2005	CZ-74	x
CZ	Uplatneni na trhu prace deti vyrustajicich v ustavni peci	3E	2005	CZ-46	
DE	Fluchttort Hamburg: Berufliche Qualifizierung für Flüchtlinge	5	2005	DE- XB4-76051-20-20/221	
DE	Regionale Bildungsnetzwerke zur Orientierung im Uebergang Schule-Arbeitswelt	1A	2005	DE- XB4-76051-20- HE/204	x
DE	ROMA & Sinti durch Selbstorganisation zu Beschäftigung und Existenzsicherung	1B	2003	DE-EA-86588	x
ES	LUNGO DROM	1A	2004	ES-ES20040571	x
ES	EURORROMÍ	4G	2004	ES-ES20040465	x
ES	eQualRed	1A	2004	ES-ES20040139	

MS	Title	Theme	Year	DB Code	Roma exclusive target
ES	Tiempo de Trabajo y Ocio	4G	2004	ES-ES20040184	
ES	EMPRENDEJOVEN	2C	2004	ES-ES20040284	
ES	EQUALCREA - "Espíritu Empresarial de Cantabria"	2C	2004	ES-ES20040115	
ES	RED 16	2C	2004	ES-ES20040369	
FI	Open doors for life-long learning and occupational future for Roma	1B	2005	FI-60	x
FI	ROM-EQUAL	1A	2004	FI-44	x
FI	Adaptor	1A	2005	FI-39	
FI	Mundo	1B	2005	FI-54	
FI	Romanies out to work	1B	2005	FI-55	X
FI	Monita - Artists from Many Cultures	1B	2004	FI-61	
FR	RENOUVELER L'ACCOMPAGNEMENT DES GENS DU VOYAGE	1B	2004	FR-PDL-2004-43924	X
FR	BEE PROJECT (BEING INVOLVED IN EUROPE)	2C	2004	FR-AQU-2004-41366	x
FR	KALO DANT	1B	2004	FR-BNR-2004-41547	x
FR	FAVORISER L'ACCES A LA FORMATION ET AU TRAVAIL SALARIE CHEZ LES GENS DU VOYAGE.	1B	2004	FR-AQU-2004-42571	x
GR	IDEA	1A	2002	GR-200928	
GR	Ανάπτυξη συστήματος ποιότητας των υπηρεσιών συμβουλευτικής,στήριξης,απασχόλησης - EEQUALITY	1A	2002	GR-200889	
GR	ΔΙ.ΚΑ.ΔΙ. - ROM (ΔΙΚΤΥΟ ΓΙΑ ΤΗΝ ΚΑΤΑΠΟΛΕΜΗΣΗ ΤΩΝ ΔΙΑΚΡΙΣΕΩΝ ΚΑΤΑ ΤΩΝ ROM)	1A	2005	GR-232260	x
GR	ΕΘΝΙΚΟ ΔΙΚΤΥΟ ΑΠΑΣΧΟΛΗΣΙΜΟΤΗΤΑΣ ΑΠΕΞΑΡΤΗΜΕΝΩΝ ΑΤΟΜΩΝ	1A	2002	GR-200952	
GR	EIRHNH -PEACE	1A	2006	GR-232235	
GR	Δίκτυο για την προώθηση των πολυπολιτισμικών Μέσων Ενημέρωσης -COMMEDIA.NET-Network for the promotion of multicultural media "	1B	2006	GR-232278	
GR	Καταπολέμηση του ρατσισμού και της ξενοφοβίας στα ΜΜΕ - DREAM	1B	2002	GR-200972	x
GR	Σύμφωνο Προώθησης της Κοινωνικής Επιχειρηματικότητας στην Αιτολοακαρνανία /Covenant for the Promotion of Social Entrepreneurship	2D	2002	GR200933	
GR	Τοπική Μεθοριακή Σύμπραξη- "TOMES"- Local-Border Partnership "TOMES"	2C	2005	GR-232157	
GR	ΦΥΛΩΝ ΕΝΩΣΙΣ - UNION OF EQUALITY	2C	2005	GR-232308	
GR	Κοινωνική Αμφικτυονία - Social Amphictyony	2D	2005	GR-232272	
GR	Κοινωνική /Επαγγελματική Αποκατάσταση στην Ανακύκλωση -Ελπίδα για το περιβάλλον Social / Vocational Rehabilitation in Hope Recycling- Environment	2D	2005	GR-232216	
GR	ΕΠΙ ΤΡΟΧΩΝ - EPI WHEEL	1A	2005	GR-232245	
HU	EUROMA-NET	1A	2002	HU-1	x
HU	Esélyegyenlőség a médiában	1A	2005	HU-29	
HU	Development of the labour market situation for the Roma	1A	2002	HU-3	x
HU	Esélyegyenlőségi szakemberek képzése, munkába állítása	1A	2005	HU-30	

MS	Title	Theme	Year	DB Code	Roma exclusive target
HU	"Határszél" Fejlesztési Partnerség - "Visszatérés a társadalomba"	1A	2005	HU-31	
HU	Munkaerőpiaci reintegráció a hajléktalanellátásban	1A	2005	HU-32	
HU	"Második Esély" a Vásárosnaményi kistérségben	1A	2005	HU-33	x
HU	BRIDGE (Borsodi Romák Innovatív Társadalmi és Gazdaságfejlesztési Programja)	1A	2005	HU-34	x
HU	Új, személycentrikus, kistérségi Foglalkoztatási Paktum modell	1A	2005	HU-37	
HU	Második Esély	1A	2005	HU-38	
HU	Új utak az elsődleges munkaerő-piacra	1A	2005	HU-39	
HU	DMJV Onkormányzat- Knowing how to work	1A	2002	HU-4	x
HU	Esély a teljes életre III !	1A	2005	HU-40	x
HU	Közös összefogással, egyenlő esélyekkel a romák társadalmi integrációjáért	1A	2005	HU-41	x
HU	MANGALICA- or lucky is the one who can catch the tail of the pig	1A	2002	HU-5	
HU	Füzesabonyi Rehabilitációs Centrum	3E	2005	HU-14	
HU	Esélynövelő roma koordinátor képzés-foglalkoztatás	3E	2005	HU-16	x
HU	ESÉLLEL A MUNKAVILÁGÁBAN	3E	2005	HU-17	
HU	TUDÁSKÖZPONT	3E	2005	HU-18	x
HU	Tolerancia Erősítő Innovatív Szövetség (TE IS)	3E	2005	HU-20	
HU	BEFOGADÓ BUDAPEST	3E	2005	HU-24	x
IE	Roma Cultural Mediation Project	5	2005	IE-43	x
IE	Longford Women in Enterprise Development Partnership	2C	2001	IE-16	
IE	The Traveller Economy Sectoral Partnership	2C	2001	IE-18	x
IT	ROM Cittadini d'Europa	1A	2005	IT-IT-G2-PIE-023	x
IT	In carovana. Sulla via delle stelle. Mur vurdanehe.Ap u drom von u sterni	2D	2005	IT-IT-G2-BOL-005	x
IT	A KISTE' KI BRAVAL AN U LAMBSKO DROM-A CAVALLO DEL VENTO VERSO IL LUNGO CAMMINO	1A	2002	IT-IT-G-EMI-007	x
IT	Il lungo cammino dei Sinti e dei Rom: percorsi verso il lavoro	1a	2005	IT-G2-EMI-042	x
IT	OSSERVATORIO SULLE DISCRIMINAZIONI E SUL RAZZISMO (O.D.R.)	1B	2005	IT-IT-S2-MDL-230	
IT	LE RADICI E LE ALI-Sostegno Integrato, Inserimento Lavorativo per Migranti e Rom	1A	2005	IT-IT-S2-MDL-016	
LT	Romų integracijos į darbo rinką mechanizmo sukūrimas ir išbandymas	1A	2004	LT-29	x
NL	Roma in business	2C	2005	NL-2004/EQC/0006	x
PL	Inicjatywa na Rzecz Rozwoju Przedsiębiorczości Romów KXETANES - RAZEM	1A	2004	PL-9	x
PL	Romowie na rynku pracy	1A	2005	PL-25	x
PL	Partnerstwo dla aktywizacji zawodowej Romów przez narzędzia gospodarki społ.	2D	2006	PL-45	x
PL	Romskie Koło życia	4G	2004	PL-84	x
PT	"P'lo sonho é que vamos"	4G	2005	PT-2004-342	x
SE	Romer i från sverige norr till syd	1a	2004	SE-73	x

MS	Title	Theme	Year	DB Code	Roma exclusive target
SI	ROMSKI ZAPOSLOTVENI CENTER	1A	2005	SI-1	x
SI	Romski izobraževalno informativni center	1A	2005	SI-4	x
SK	Agentúra Podporovaného Zamestnávania Somotor, n. o.	1A	2005	SK-74	
SK	Európska rómska pracovná agentúra	1A	2005	SK-95	x
SK	Asociácia pre kultúru, vzdelávanie a komunikáciu	1B	2005	SK-61	
SK	Asociácia supervízorov a sociálnych poradcov (ASSP)	1B	2005	SK-68	x
SK	Inštitút pre verejnú správu	1B	2005	SK-63	
SK	Konzultačné a informačné centrum EDUKOS	1B	2005	SK-64	
SK	Košický samosprávny kraj	1B	2005	SK-70	x
SK	Nadácia Milana šimečku	1B	2005	SK-73	x
SK	OZ "Za dôstojný život"	1B	2004	SK-53	x
SK	OZ Orbis Institute	1B	2005	SK-56	x
SK	Únia centier prevencie a pomoci DAFNÉ	1B	2005	SK-55	
SK	Univerzita Mateja Bela v Banskej Bystrici	1B	2005	SK-72	x
SK	Úrad splnomocnenkyne vlády SR pre rómske komunity	1B	2005	SK-93	x
SK	Zora-Združenie občanov pre regionálne aktivity	1B	2005	SK-62	
SK	Kolpingovo dielo na Slovensku	2D	2004	SK-36	x
SK	Mesto Handlova	3F	2004	SK-1	
SK	Úrad vlády SR, Úrad splnomocnenkyne vlády SR pre rómske komunity	3F	2005	SK-15	x
SK	Sanatórium Tatranská Kotlina, n.o.,	4H	2004	SK-66	x
SK	Združenie žien Slovenska	4H	2005	SK-67	x
UK	Healthcare ESOL Development Partnership	1B	2004	UKgb-88	

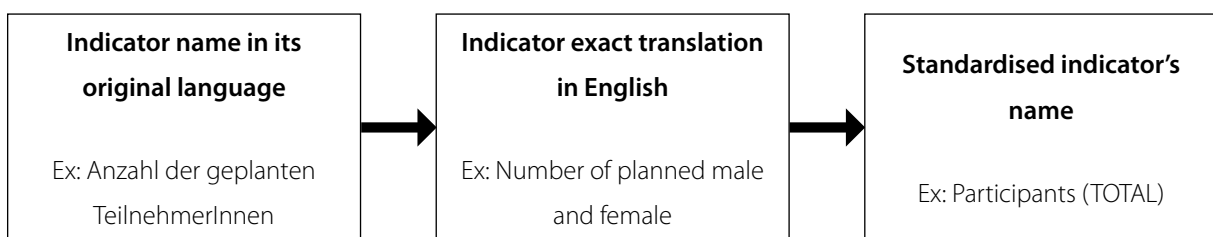
ANNEX 5: STANDARDISED INDICATOR NAMES USED FOR ANALYSIS

The indicators used in the report have been collected from the official ESF Operational Programme reports (Annual Implementation Reports and Evaluations). Each Member State defined a set of physical indicators “to be able to monitor a programme’s implementation and judge its performance against the objectives set”¹⁵². In each Operational Programme (and more specifically in the Programme Complements) a set of indicators have been defined and target levels that corresponded to the objectives of the programme have been assigned.

There are three levels of indicators that were used for the analysis: output, result and impact indicators¹⁵³.

In order to analyse all indicators from different Operational Programmes, a procedure was introduced to standardize the indicators’ names.

This procedure consisted of inserting the indicator name in the database in its original language, then translate it into English and allocate it a name mentioned in the list below.



152. European Commission Directorate-General XVI Regional Policy and Cohesion: coordination and evaluation of operations The New Programming period 2000-2006: methodological working papers WORKING PAPER 3. Indicators for Monitoring and Evaluation: An indicative methodology. (Brussels: 2000) <http://ec.europa.eu/regional_policy/sources/docoffic/working/doc/indic_en.pdf>

153. For a description of the differences between types of indicators see Annex 4 - ESF Vocabulary.

List of standardised output, result and impact indicator names:

OUTPUT INDICATORS¹⁵⁴

Name of the standardised indicator	Definition	Further specifications
Participants (TOTAL)	Total participants of a measure or a priority starting the activities.	Characteristics of participants can be defined according to:
Participants	Participants ¹⁵⁵ starting the activities in a measure or a sub-measure (activity or action).	<ul style="list-style-type: none"> - Gender (Male, Female, Both) - Age (<25, 25/50, >50)
Participants (completing)	Participants completing the activities in a measure or in a sub-measure (activity or action).	<ul style="list-style-type: none"> - Status in the Labour Market (Employed, Self employed (entrepreneurs), Unemployed, Short term Unemployed (less than 12 months), Long term Unemployed (more than 12 Months), Inactive,(
Participants (interrupting)	Participants interrupting the activities in a measure or in a sub-measure (activity or action).	all people who are not classified as employed or unemployed (among persons of 16-64 years old), Inactive in training (mainly students), Workers with special status).
Participants (continuing the same activities)	Participants continuing the same activities even after the end of the implementation year.	<ul style="list-style-type: none"> - Educational level (Primary or lower secondary, Upper secondary, Post-secondary non-tertiary, Tertiary, post-tertiary, other non-academic, Vocational Education, Lower than primary level). - Vulnerable groups (Minorities, Migrants, Disabled, Other disadvantaged groups, EU Citizens, Third country Nationals, Disabled+Migrants). - Status (Researcher, Students, Households, Apprentices, Teachers, Trainers, Managers, Social Workers, Health workers, Civil servants, Farmers).

154. Please note that some standardised indicators can be used at different levels, according to the context of the intervention.

155. Participants without specification are considered to be beneficiaries starting.

Name of the standardised indicator	Definition	Further specifications
Organisations (TOTAL)	Total of organisations participating in a measure.	Characteristics of Organisations are: Microenterprises, SMEs, Firms.
Organisations	Organisations include all kind of organisations supported, helped or involved in ESF activities.	(size not specified), Large enterprises, Organisations not specified, Public Employment Services (PES), Schools or education institutions (referring to the individual schools/educational institutes or training organisations participating in a measure/being supported), non-profit organisations (community, voluntary, charity, NGOs).
Systems + Structures	Systems or structures supported by ESF	Systems and structures can be: Educational (for measures addressing the creation or improvement of school or educational systems or parts of educational systems/structures in a specific area/region, i.e. the creation of new departments in Universities, new life-long education centers etc), Human Resource management, Other
Initiatives implemented	Activities or initiatives implemented under a measure.	
Partnerships	Partnerships or networks supported	
Courses	Training courses (Programmes) realised under a measure.	
Curricula designed	New educational or training a course of study developed (list of topics + objectives , teaching methods and contents).	
Services delivered	New services designed under ESF delivered to participants.	
Research and analysis	Studies, research realised.	
Jobs created ¹⁵⁶	Workplaces created	
Jobs supported	Workplaces supported	
Jobs safeguarded	Workplaces safeguarded	
Qualifications achieved ¹⁵⁷	Number of qualification achieved by participants after the end of training activities (certifications).	

156. If those jobs refer to people placed into employment they could be used as result indicator and added to "Participants integrated into the labour market". The indicator "Jobs created" is in fact used as Output or Result depending on the context.

157. Although in most of OPs it is listed as Output, "Qualifications achieved" can also be used as result indicator and analysed together with "Participants gaining a qualification".

Name of the standardised indicator	Definition	Further specifications
Projects funded (TOTAL)	Total projects of a measure or a priority funded.	
Projects funded	ESF projects funded (started)	
Projects completed (TOTAL)	Total projects of a measure or a priority completed.	
Projects completed	ESF projects completed	
Start-ups supported	New Start-ups supported	
Firms created	New firms created	
Events organised	Events, conferences, meetings organised.	
Products new	New products developed under a measure.	
Scholarships	Scholarships funded under ESF.	
Places created	e.g. at universities (for students), childcare, etc	
Days	Days of activities	
Hours	Hours of activities (training, counselling, etc).	
Years	Years of duration of activities or projects.	
Months	Months of duration of activities or projects.	
Apprenticeship places created	New apprenticeship places created.	
Apprenticeship places supported	Number of apprenticeship places receiving ESF support.	
Incentives	Economic individual incentives (for training or business creation, self employment, etc.)	
Equipment	New equipments purchased with ESF (e.g. PC stations, etc.)	
Participants * days	Training and work number of days * participants.	
Participants*Hours	Participants * Hours of Activities	
Indirect Beneficiaries	For example: a measure is directed at students, but teachers are trained in order to teach the students. Teachers are therefore indirect beneficiaries.	

Name of the standardised indicator	Definition	Further specifications
Electronic tools	Electronic/Virtual tools developed (portals, branch points, software etc).	
Internships places created	Traineeships-stages places created.	
Vacancies notified to PES	Vacancies about which the PES is informed, which is an indicator of measuring success of contacts with employers.	
Action plans	Individual action plans or employment plans for jobseekers produced.	

RESULT INDICATORS

Name of the standardised indicator	Definition	Further specifications
Positive outcomes on leaving	This label is used for all results indicators for a measure, so all positive outcomes of the measure after the end of the activities.	
Participants starting a training	After having benefited from counselling services or guidance activities.	
Participants integrated into the labour market	People integrated into the labour market after the end of the activities.	<i>People integrated into the LM can be classified according to the time after completion of activities in which they have been integrated: 0-3 months after the end of the activities, 3-6 months after the end of the activities, 6-12 months after the end of the activities, more than 12 months after the end of activities, before the end of the programme.</i>
Participants gaining a qualification	Participants gaining a qualification after the end of training activities.	
Participants following insertion paths	Participants following insertion paths in the labour market after the end of activities.	
Start-ups existing after 1 year	Number of start-ups that continue to exist 1 year after the creation.	

IMPACT INDICATORS

Name of the standardised indicator	Definition
Activity Rate	General activity rate of a country/ region/sector.
Unemployment rate	General unemployment rate of a country/ region/sector.
Start-ups existing after 2 years	Number of start-ups that continue to exist 2 years after the creation.
Unemployment rate of young people on the total Unemployment rate	The relation of youth unemployment rate (persons aged 15-24 years) to the total unemployment rate (M/F).
Long-term unemployed on the total unemployed	The relation of the long-term unemployed persons (12-24 months) to the total number of unemployed persons.
Participants that consider an advantage participating in the measure	% of persons who consider that their participation in the Measure was advantageous for them.
Employment rate	General employment rate of a country/ region/sector.
Students access to Internet index Productivity growth	The indicator measuring the students access to the Internet.
Participation in Lifelong learning (% of 25-64 years age)	'Participation in lifelong learning (% in the population of 25-64 years).
Participants starting tertiary education	Share of persons who continue studies at the college among total of high school pupils -recipients of the scholarship in the last grade.

ANNEX 6: LIST OF ESF 2007-2013 PRIORITY AXES USED FOR THE STUDY

MS	Objective	CCI	Title of the programme	Priority Code
BG	1	2007BG051PO001	Bulgaria Human Resources Development	01
BG	1	2007BG051PO001	Bulgaria Human Resources Development	03
BG	1	2007BG051PO001	Bulgaria Human Resources Development	04
BG	1	2007BG051PO001	Bulgaria Human Resources Development	05
CZ	2	2007CZ052PO001	Praha Adaptability	17.2
CZ	2	2007CZ052PO001	Praha Adaptability	17.3
CZ	1	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.3
ES	1	2007ES051PO002	Castilla La Mancha	A1
ES	1	2007ES051PO002	Castilla La Mancha	A2
ES	1	2007ES051PO003	Extremadura	A2
ES	1	2007ES051PO004	Galicia	A2
ES	1	2007ES051PO005	Andalucia	A1
ES	1	2007ES051PO005	Andalucia	A2

MS	Objective	CCI	Title of the programme	Priority Code
ES	1	2007ES051PO006	Asturias	B2
ES	1	2007ES051PO007	Ceuta	B2
ES	1	2007ES051PO008	Melilla	B2
ES	1	2007ES051PO009	Region De Murcia	B2
ES	2	2007ES052PO001	Canarias	D2
ES	2	2007ES052PO002	Castilla y Leon	D2
ES	2	2007ES052PO003	Comunidad Valenciana	D2
ES	2	2007ES052PO004	Aragon	C2
ES	2	2007ES052PO005	Baleares	C2
ES	2	2007ES052PO006	Cantabria	C2
ES	2	2007ES052PO007	Cataluña	C2
ES	2	2007ES052PO008	Madrid	C2
ES	2	2007ES052PO009	Navarra	C2
ES	2	2007ES052PO010	Pais Vasco	C2
ES	2	2007ES052PO011	La Rioja	C2
ES	1	2007ES05UPO001	Spain Employment and Adaptability	A2
ES	1	2007ES05UPO002	Spain Fight Against Discrimination	A2
ES	1	2007ES05UPO002	Spain Fight Against Discrimination	A4
ES	1	2007ES05UPO002	Spain Fight Against Discrimination	B2
ES	1	2007ES05UPO002	Spain Fight Against Discrimination	B4
FI	2	2007FI052PO001	Mainland Finland	2
GR	1	2007GR05UPO001	Greece Human Resource Development	10
GR	1	2007GR05UPO001	Greece Human Resource Development	11
GR	2	2007GR05UPO001	Greece Human Resource Development	12
HU	1	2007HU05UPO001	Hungary Social Renewal	1
HU	1	2007HU05UPO001	Hungary Social Renewal	3.
HU	1	2007HU05UPO001	Hungary Social Renewal	5.
HU	2	2007HU05UPO001	Hungary Social Renewal	8.
IE	2	2007IE052PO001	Ireland Human Capital Investment	1
IE	2	2007IE052PO001	Ireland Human Capital Investment	2
IT	1	2007IT051PO002	Calabria	02
IT	2	2007IT052PO001	Abruzzo	03
IT	2	2007IT052PO004	Lazio	03
IT	2	2007IT052PO005	Liguria	03
IT	2	2007IT052PO009	Bolzano	03
PL	1	2007PL051PO001	Poland Human Resources	01
PL	1	2007PL051PO001	Poland Human Resources	07
RO	1	2007RO051PO001	Romania Human Resources Development	1
RO	1	2007RO051PO001	Romania Human Resources Development	2
RO	1	2007RO051PO001	Romania Human Resources Development	3
RO	1	2007RO051PO001	Romania Human Resources Development	4
RO	1	2007RO051PO001	Romania Human Resources Development	5
RO	1	2007RO051PO001	Romania Human Resources Development	6
SI	1	2007SI051PO001	Slovenia Human Resources Development	4
SK	1	2007SK05UPO001	Slovakia Education	26130
SK	1	2007SK05UPO002	Slovakia Employment and Social Inclusion	27120

ANNEX 7: LEGAL NORMS AND POLICY FRAMEWORKS OF RELEVANT INSTITUTIONS

Organization for Security and Co-operation in Europe (OSCE)

OSCE Action Plan for Improving the Situation of Roma and Sinti within the OSCE Area (OSCE PC Decision 566/2003, and Maastricht MC Decision 3/03)

Report on the situation of Roma and Sinti in the OSCE in 2000

OSCE High Commissioner on National Minorities Resolution on "Education of Roma Children" (Berlin, 2002)

OSCE Parliamentary Assembly Supplementary Human Dimension Meetings on Roma and Sinti HDIM and ODIHR seminar recommendations on Roma (2003-2007)

Council of Europe

MG-S-ROM Recommendations approved by Committee of Ministers on: Economic and Employment, Movement and Encampment, Education, Housing, Health Care

International Law

Tolerance and non-Discrimination European Convention for the Protection of Human Rights and Fundamental Freedoms

Framework Convention on National Minorities

European Social Charter for Regional or Minority Languages

European Commission against Racism and Intolerance (ECRI)

General Policy Recommendation No. 3: Combating racism and intolerance against Roma/Gypsies

Parliamentary Assembly Reports and recommendations on the situation of Roma/ Gypsies (Rec.1203/1993 and 1557/2002)

United Nations

Declaration of the World Conference against Racism, (Durban, 2001)

Documents/Issues/Racism/ Durban

Roma in Central and Eastern Europe: Avoiding the Dependency Trap

United Nations Refugee Agency (UNHCR)

UNHCR reports on the situation of Roma, Ashkali and Egyptians from Kosovo

International Law

Convention on the Elimination of Racial Discrimination

General Recommendation No. 27: Discrimination against Roma

ANNEX 8: THE LEGAL STATUS OF ROMA THROUGHOUT EUROPE¹⁵⁸

Austria. The autochthonous Roma are a recognized ethnic minority group (Ethnic Groups Act 1976), and Article 8, para. 2 Austrian Constitution (2000). Some allochthonous Roma groups (arriving since 1950) have Austrian citizenship.

Bulgaria. There is no policy document addressing the national minority groups. The Parliament ratified the Framework Convention for the Protection of National Minorities (Council of Europe) in 1999, and in 2003 the Protection against discrimination Act (2003) was ratified.

Belgium. There are no officially recognized minority groups. The Flemish Parliament Decree has established a policy on allochthonous ethnic cultural minorities (1998), which describes ethnic-cultural minorities as all allochthonous people, refugees, caravan dwellers and groups of foreigners without legal residence permits, and those requiring relief or assistance due to their emergency situations.

Cyprus. The Constitution of Cyprus recognizes ethnic minorities only under the category of the religion. The three recognized “religious groups” are the Maronites, Armenians and Latins. No particular legal protection is given to the Roma Ethnic group.

Czech Republic. The Act on the Right of Members of Ethnic minorities (2001) distinguishes between Roma (and other ethnic minorities) with Czech citizenship and immigrated Roma with residence permits.

Denmark. There are no officially recognized minority groups besides the German ethnic group. Legal protection according Language Integration Act (1999).

Estonia. The Law on the Cultural Autonomy of National Minorities (1993) defines national minorities as consisting of only those people who have Estonian citizenship. The law allows the constitution of autonomous communities.

France. In France there are no officially recognised minority groups.

Finland Roma are a minority group recognized by the constitution. Other protection laws are the Non-Discrimination Act, 2004 (following EU Directive); language is protected according the language law (2004).

Germany. Autochthon and legally resident Roma and Sinti groups have been a recognized National Minority under the Framework Convention for the Protection of National Minorities, since 1995. In 1997 the Framework Convention for the Protection of National Minorities was ratified.

Greece. The only minority group the Greek authorities officially acknowledge is the Muslims of Thrace. There is no recognition of cultural diversity. With the exception of those Roma who were covered by the Lausanne Treaty, most

158. Source: European Parliament, The social situation of the Roma and their improved access to the labour market in the EU, October 2008.

Roma did not have Greek citizenship until the mid-1970s.

Hungary. Roma are recognized as national and ethnic minorities. Hungary has a wide-ranging institutional framework for the protection of minorities and the promotion of cultural and educational autonomy. The Minorities Act (1993) granted considerable cultural, educational, and linguistic rights to Hungary's recognized ethnic and national minorities including Roma.

Ireland. There are no officially recognised minority groups in Ireland.

Italy. Roma and Sinti are not recognised as minorities by the Italian law, but approximately 60% of the Roma communities in the country are composed of Italian citizens with formal access to all society's institutions and service provision. There is also no specific legislation on Ethnic minorities, while Article 6 of the Constitution of Italy (1947) and Law 482/99 prove civic and cultural rights with a focus on language. This law does not include Roma and Sinti among Italian linguistic minorities.

Latvia. Roma with Latvian citizenship are recognized as an Ethnic Minority (General Convention on Protection of National Minorities). The Racial Directive (2000/43/EK), has been integrated in some legislation. The Framework Convention for the Protection of National Minorities was ratified in 2005. Since the term 'national minorities' was not defined in the convention, an agreement was included to distinguish citizens of Latvia who differ from Latvians in terms of culture, religion or language, who have been traditionally living in Latvia for generations. <http://www.am.gov.lv/en/policy/4641/4642/4649/>

Lithuania. According to Art. 6 of the Law on National (Ethnic) Minorities (1991) the national minorities in Lithuania have the right to foster their language and are guaranteed that their language shall be respected: "historical and cultural monuments of ethnic minorities shall be considered part of the cultural heritage of Lithuania and shall be protected by the state."

Luxembourg. There is no legal definition of ethnic minorities according the sense of the Framework convention.

Malta. There is no legal definition of ethnic minorities.

Netherlands. Roma and Sinti have no specific legal status in the Netherlands.

Poland. According the constitution (1997) Roma are a recognized ethnic minority. Article 35 ensures that national and ethnic minorities retain freedom to practise their own traditions and customs, and to use their national language. The National and Ethnic Minorities and Regional Languages Act, adopted in 2005, defines ethnic minorities as those groups who do not have their own country.

Portugal. No special legislation on ethnic minorities

Romania. Ethnicity is based on self-identification, according to the National constitution. Roma are a recognized ethnic minority.

Slovakia. Roma are a recognized ethnic minority group and the language right is present in the Act on Application of Languages of National Minorities (1999).

Slovenia. Roma are one of the three recognized minorities in Slovenia (Constitution of Slovenia, 1991). A separate Article (adopted 2007) dedicated to the Roma minority which indicates that the “status and special rights of the Romany community living in Slovenia shall be regulated by law” (Constitution of Slovenia, Article 65). The Roma Community Act (2007) defines the scope of special rights of the Roma Community. The Self-Governing Ethnic Communities Act adopted in 1994 defines, that Romany communities have their own town councillors in the municipalities where they live (19 of 210 municipalities).

Spain. Roma were first recognized as legal citizens in the Spanish Constitution of 1978, which guarantees the fundamental rights and freedoms on the basis of citizenship. There is no specific legal framework according ethnic or national minority status (Framework Convention for the Protection of National Minorities 1995). The protection of fundamental rights and freedoms are secured through broad civil, criminal, and administrative guarantees.

Sweden. Roma are a recognized cultural minority, according to the Government Bill 1998/99 (National Minorities in Sweden). Romani Chib is a recognized minority language. The Framework Convention for the Protection of National Minorities and the European Charter for Regional or Minority Languages was ratified in 2000.

United Kingdom. Roma (since 1988) and Travellers (2000) are a recognized ethnic minority group. Entitled to protection by the Race Relations act (1976) regarding discrimination.

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