



Promotion  
of Roma/Traveller  
Integration and  
Equal Treatment  
in Education  
and Employment

**Monitoring of Anti-discrimination legislation  
and policies addressed to the  
Roma/Traveller**

**INTERNATIONAL SEMINAR**

<p>Project leaded by</p>	
<p>Project financed by</p>	

## ▪ Context

Discrimination is still one of the main obstacles for the incorporation of the Roma/Traveller minority, one of the most marginalised groups in the EU, within society as full-fledged citizens. Furthermore, the efforts to bridge these gaps rarely reached the level of comprehensiveness required to address long-standing structural problems.

Despite the increase and improvement of the European legal instruments promoting equal treatment the anti-discriminatory legislation will be only effective as far as the mechanisms established to implement its provisions are also effective.

In this sense, the Roma EDEM project aims at reducing the existing gap between anti-discrimination legislation and institutional practices, while including the Roma/Traveller issue in the European political agenda.

The project combines a local and European approach in all activities, counting with a trans-national association made up of five specialised bodies for the promotion of equal treatment and two NGOs with a proven experience in the fight against discrimination

- Fundación Secretariado Gitano (Spain)
- High Commissariat for Immigration and Ethnic Minorities (Portugal)
- Equality Commission (Northern Ireland)
- Office of the Governmental Council for Roma Community Affairs (Czech Republic)
- Parliamentary Commissioner for the Rights of National and Ethnic Minorities (Hungary)
- National Council Combating Discrimination (Romania)
- Romani CRISS (Romania)

The objectives of the project could be summarized in:

- Promotion of an anti-discrimination approach within public services and fostering of systemic policies improving the access of the Roma/Traveller people to education and employment
- Promotion of capacity building and specific training of stakeholders
- To empower the Roma and Traveller associations and incorporate their participation into the decision-making process
- To improve the access of Roma and Traveller associations to all the available information and resources to combat discrimination

- To promote a quality and non-stereotyped information concerning Roma and Traveller reality and culture
- To foster trans-national, inter-institutional and inter-sectorial cooperation among all agents involved in the field of equal treatment
- To increase the involvement and participation of the regional and local administration with key competencies in the implementation of the anti-discrimination policies

To achieve the abovementioned objectives, two seminars/training activities were celebrated during 2005 in each partner country addressed to local stakeholders and the Roma/Traveller community in the field of labour and education equal treatment strategies.

It was also agreed the celebration of one international seminar focused on monitoring of anti-discrimination legislation and policies at local level, both in education and employment, addressed to local and regional stakeholders, as well as EU officers and experts.

## ▪ **Brief description of the seminar**

The Seminar **Monitoring of Anti-discrimination legislation and policies addressed to the Roma/Traveller** was held in Madrid on the 24<sup>th</sup> and 25<sup>th</sup> November. The seminar counted with more than 90 participants coming from Hungary, Romania, the Czech Republic, Portugal, Northern Ireland and Spain, representatives of the employment and the education fields, including national, regional and local administrations, Roma/Traveller representatives and associations, experts and NGOs.

After presenting the general situation of Roma/Traveller situation regarding equal treatment and employment, the seminar analysed the problem of implementing anti-discrimination policies in all partner countries, and what should be the role of stakeholders regarding monitoring, specially the role of the European Institutions, specialised bodies and NGOs.

The seminar second day was focused on the presentation of good practices in each partner country, both in the fields of employment and education. Participants were divided in two different groups to analyse the good practices, and the conclusions of the working groups were lately presented on the common room.

The seminar concluded with the Presentation of Your prejudices are other's voices, the second phase of the FSG awareness-raising campaign *Get to know them before judging them*.

Madrid,  
24 y 25  
de noviembre  
de 2005

# SEMINARIO SEGUIMIENTO DE LA LEGISLACIÓN Y POLÍTICA ANTIDISCRIMINATORIA EN RELACIÓN A LA COMUNIDAD GITANA / TRAVELLER

 ROMA  
EDEM  
Promotion of Roma/ Traveller  
Integration and  
Equal Treatment  
in Education  
and Employment

  
MINISTERIO  
DE TRABAJO  
Y SEGURIDAD SOCIAL

  
Fundación  
Secretariado  
Gitano









***Monitoring of Anti-discrimination  
legislation and policies addressed to the  
Roma/Traveller***

Madrid, 24<sup>th</sup> and 25<sup>th</sup> November 2005

PRAGA HOTEL  
C/ Antonio López, 65.  
28019. Madrid. Spain

## **AGENDA**

### **Thursday**

#### **9.30 Opening Session**

- Ivana Bavoux. Anti-discrimination Unit of the EC
- Manuel Porras, General Director of Social Inclusion. Spanish Ministry of Employment and Social Affairs
- Isidro Rodríguez. FSG Director

#### **10.00 General situation of the Roma and Traveller minorities in Europe**

- Roma/Traveller and Education. Ivana Bavoux, EC
- Roma/Traveller and Employment. Ivan Ivanov, ERIO Director

#### **11.15 Coffee break**

#### **11.45 The problem of implementing anti-discrimination policies**

- Implementation and monitoring of anti-discrimination policies in Education. Cristina Domínguez, FSG
- Implementation and monitoring of anti-discrimination policies in Employment. Paul Noonan, Equality Commission for Northern Ireland
- Implementation and monitoring of anti-discrimination policies in other fields Monica Vasile, National Council for Combating Discrimination (Romania)

#### **12.45 Debate**

#### **13.15 Lunch**

#### **15.00 Panel: The role of stakeholders regarding monitoring**

- The role of the European Institutions. Ivana Bavoux, EC
- The role of specialised bodies. Jenő Kantelbach. Parliamentary Commissioner for the Rights of National and Ethnic Minorities (Hungary)
- The role of Roma and non Roma NGOs. Magda Matache. Romani CRISS

Moderator: Daniel Wagman, FSG collaborator

#### **15.45 Discussion**

#### **17.00 Conclusions of the panel**



## **Friday**

### **9.30 Presentation of good practices selected by the Roma EDEM project's partners in the fight against discrimination**

<b>GRUPO A EDUCATION</b>	
<b>Portugal</b>	Mirna Montenegro, Educative Communities Institute, Setúbal
<b>Rumanía</b>	Gheorghe Sarau, Ministry of Education and Research
<b>Hungría</b>	Daróczy Gábor, Ministerial Commissioner for Roma Education
<b>República Checa</b>	Marie Kalinova, Step by Step
<b>Irlanda del Norte</b>	Elaine McFeeters, Department of Education
<b>España</b>	Maite Andrés, Fundación Secretariado Gitano
<b>GRUPO B EMPLOYMENT</b>	
<b>Portugal</b>	Carla Coelho, Santa Casa Misericórdia de Lisboa
<b>Rumanía</b>	Tudorita Bistriceanu, National Agency for Labour
<b>Hungría</b>	Lengyel János Director of Pest County Labour
<b>República Checa</b>	Zdenka Kucerova - Ministry of Social Affairs of Czech Republic
<b>Irlanda del Norte</b>	Paul Noonan, Equality Commission for Northern Ireland
<b>España</b>	Pepe Sánchez, Fundación Secretariado Gitano

### **11.00 Coffee break**

### **11.30 Discussion on key and common elements for the good practices in the fight against discrimination**

- Group A: Education
- Group B: Employment

### **12.45 Presentation of conclusions of the working groups**

- Education: Jorge André Costa, Representative of the High Commissariat for Immigration and Ethnic Minorities (Portugal)
- Employment: Klara Tomkova. Ministry of Social Affairs. Czech Republic

### **13.30 Closing of the seminar**

- Presentation of *Your prejudices are other's voices*, the second phase of the FSG awareness-raising campaign *Get to know them before judging them*. Benjamín Cabaleiro, Susana Jiménez and Remedios Losada.

### **14.00 Lunch**



## ▪ List of participants

Country	Name	Institution
EU	Ivana Bavoux	European Commission
	Ivan Ivanov	ERIO
Hungary	Jeno Kantelbach	Office of the Parliamentary Commissioner for the Rights of National and Ethnic Minorities
	Eva Heizerne Hegedús	Office of the Parliamentary Commissioner for the Rights of National and Ethnic Minorities
	Lengyel Janos	Pest County Labour Centre
	Andrea Kocsis	Pest County Labour Centre
	Gabor Daroczi	Ministerial Commissioner for Roma Education
	Erika Csovcsics	Ghandhi Gimnázium
	Jozsef Orsos	Ghandhi Gimnázium
	Erno Kadet	Office of the Ministerial Commissioner for Roma Education
	Gabriella Varju	Office of the Parliamentary Commissioner for the Rights of National and Ethnic Minorities
	Forika Laszlo	Office of the Parliamentary Commissioner for the Rights of National and Ethnic Minorities
	Ostalinda Maya Ovalle	ERRC
	Alphia Abdikeeva	EU Monitoring and Advocacy Program of the Open Society Institute (EUMAP)
United Kingdom	Paul Noonan	Equality Commission
	Judith Cross	Equality Commission
	Elaine Mc Feeters	Department of Education
	Joanne Stewart	Invest NI
	Peter Reading	Commission for Racial Equality United Kingdom
Czech Republic	Jaroslav Marousek	Council for Roma community Affairs
	Deli Serrano	Council for Roma community Affairs
	Lucie Horvathova	Municipal Hall of Pardubice
	Marek Sorm	Nova Skola
	Marie Kalinova	Step by Step
	Klara Tomkova	Ministry of Social Affairs
	Renata Kottnerova	Governmental Regional Authority
	Josef Balaz	Municipal Hall of Bruntal Liga
	Zdenka Kucerova	Ministry of Labour
Romania	Ionita Gheorghe	National Council for Combating Discrimination
	Andreea Banu	
	Nicu Ion Stoica	Human Rights Monitor
	Madalin Morteianu	Romani CRISS
	Adrian Vasile	Romani CRISS
	Mihai Neacsu	Amare Romentza
	Gheorghe Sarau	Ministry of Education and Research
	Tudorita Bistriteanu	National Agency for Labour
	Georgiana Mihai	Coordinator of Educational programmes
	Corina Macoveanu	Lawyer
	Magda Matache	Romani CRISS
	Monica Vasile	National Council for Combating Discrimination

Country	Name	Institution
Portugal	André Costa Jorge	High Commissariat for Immigration and Ethnic Minorities
	Carla Coelho -	Santa Casa Misericordia de Lisboa
	Joaquina Correia	Obra Nacional da Pastoral dos Ciganos
	Mirna Montenegro	Educative Communities Institute, Setúbal
	José Sousa -	Roma association Ciganos de Hoje
	Margarida Carvalho	High Education School of Portalegre
	Sonia Matos	AMUCIP
	Mariano Giménio	APODEC
	Maria Vicente	EAPN
Bárbara Ferreira	NGO Fernao Mendes Pinto	
España	Cristina Domínguez	FSG – Equal Treatment Area
	María Carrasco	FSG - Equal Treatment Area
	Rosa María Gayoso	FSG – Equal Treatment Area
	Maite de Andrés	FSG – Education Area
	Pepe Sánchez	FSG – Employment Area
	Manuel Porras	Ministry of Labour and Social Affairs
	Diego Lorente	SOS Racism
	Goretti Urrutia	Spanish Red Cross
	Luis Méndez	CEOE (Employers organisation)
	Dani Wagman	CEA 21
	Isabel Alonso	Ministry of Labour and Social Affairs
	Esteban Ibarra	Movement against Intolerance
	Valentín Suárez	FSG Extremadura
	Sara Giménez	FSG Aragón
	Isabel Jiménez	FSG Aragón
	Olga Giménez	FSG Navarra
	M <sup>a</sup> Ángeles Grávalos	FSG Navarra
	Eva Vera Ledo	FSG-Galicia
	M <sup>a</sup> José González Peón	IRIS (Municipal Housing Agency of Relocations of Madrid)
	Manuel Suárez Rodríguez	Attention to Diversity
	Carmen Cárdenas	Spanish Red Cross
	Gloria Odriozola Monte	Roma NGO BATIS
	María Blanco Jiménez	Roma NGO BATIS
	Lourdes Carrasco Aguado	Ministry of Education and Science
	Elisa De las Heras	Ministry of Education and Science
	Berta Alonso Fernández	Roma Association of Burgos
	Raquel Sánchez Robles	FSG-Sestao
	M <sup>a</sup> Carmen PP	FSG-Sestao
	Inmaculada Savater	Roma Association of Elche
	Eva Aguilera	International Amnesty
	Roberto Víctor Urrutia	Roma Associations La Majarí
	M <sup>a</sup> Dolores Reina	Regional Education Federation of the Trade Union CCOO
Laura Martínez	Neighbourhood mediation services of the Federation Neighbours Association	
Silvia Rodríguez	Mediator	



Country	Name	Institution
España	Beatriz González Alonso	Municipal government of Villaverde
	Carlos Muñoz Nieto	Roma representative
	Isidro Rodríguez	FSG Director
	Carolina Fernández	FSG International Cooperation Department
	Susana Jiménez	FSG Communication Department
	Remedios Losada	FSG Villaverde
	Benjamín Cabaleiro	FSG Communication Department
	Virginia Castrejana	FSG Communication Department
	Rosalía Guntin	CEPAIN
	Amparo Olmedilla	Protection of Minors Office





## ▪ Conclusions

### Discrimination and Roma education in the partners' countries

- Barriers in the access to school centres (public, private and subsidized)
- Concentration and segregation with sub-standard education. Persistence of special schools for mentally disabled children with difficulties to enter in the ordinary higher education level.
- Lack of attention to cultural diversity and the learning needs of the Roma/Traveller students: monocultural socialisation contexts.
- Lack of presence in the education curricula of Roma history and culture.

- Prejudices and rejection of majority society: Roma are perceived as low achievers who will bring down the school's record.
- Substantial fall in the transition of students to the second cycle, and absence of Roma students at University level.
- Isolation, fear to be bullied, especially at secondary schools: high rates of bullying not tackled by schools, contributing to high drop out rates.
- Low parental expectation and confidence in the school system.
- Lack of support for outside-school learning, including home education.
- Roma children are rarely taking advantage of pre-school services: shortage of places in nurseries with long waiting list, and other barriers in the access.
- In most part of the countries, existence of education legislation against discrimination, but not all of them mention specifically Roma people.
- In some cases, possibility of choosing specific education for minorities as in Hungary and the Czech Republic.
- Existence of affirmative measures linked to socially disadvantaged groups, but only in few cases directly addressed to the Roma people.
- Existence of plans at all levels containing measures to improve education level of the Roma people and against segregation.
- Publication of good practices guides by the specialised bodies to combat racism and promote equal treatment in education.
- Special training courses for teachers and socio cultural mediators.
- Promotion of Romani language measures.
- Establishment of information systems on education addressed to the Roma people.

## Discrimination and Roma employment in the partners' countries

- Higher unemployment rates than the majority population.
- Sub-employment, informal labour market activities.
- Disadvantage position regarding labour and contractual conditions: frequency of none paid work, low percentage of legal and stable works.
- Barriers in the access to labour market: frequency of hidden practices of employers difficult to proof, especially in recruitment cases.
- Barriers in the access to professional and vocational training: cultural inadaptation in forms and contents.
- Lack of adaptation of the mainstream programmes aiming to assist people to gain and employment.
- Harassment, barriers in the promotion, rejection of Roma/Traveller workers.
- Strict regulation of traditional Roma activities: difficulties to work legally.
- Lack of state investment in Roma/Traveller economy.
- Lack of information about what further education and training opportunities are available.
- Link to other exclusion and discriminatory practices.
- Publication of advertisements imposing ethnic origin limitations.
- Lack of support, financial help or advice on starting up mobile business and difficulties in setting up self-employment firms (bureaucracy).
- In most part of the countries, existence of legislation against discrimination in employment.
- Programmes at all levels favouring labour insertion of Roma/Traveller people.
- Affirmative measures: training facilities or encouragement directed at Roma/Traveller people.

- Publication of codes of practices by specialised bodies to combat racism and promote equal treatment in employment.
- Programmes in cooperation with NGOs or entities such as the self-governments in Hungary.
- Support to local employment initiatives.
- PHARE programmes and Equal initiatives.
- Information campaigns on racism and promotion of equal treatment in employment.
- Insertion of concrete measures addressed to the Roma/Traveller people in instruments as the National employment plans.

## The problem of monitoring

- Despite all legislation and measures adopted, discrimination is still present in daily life.
- Lack of statistical data (official prohibition or suspicious and distrust of the Roma community) making difficult the evaluation of impact of the measures.
- Anti-discrimination measures not defined within an integral or strategical approach.
- Lack of enough resources to make them effective both in budget and in application measures.
- Lack of effective, high-quality, coherent projects.
- Lack of development of concrete measures to reduce the gap between, especially in the fields of mediation and affirmative action.
- Difficulties in involving the Roma/Traveller community in these measures: lack of participation of the Roma/Traveller people.
- Prevalence of a social inclusion approach: risk of marginalisation of the whole of the Roma/Traveller community.
- Persistence of prejudices, stereotypes in the application of laws and policies.
- Limited scaled of sanctions put in practice in discrimination cases.

- Not real redressing measures applicable to the victims.
- Lack of effective communication of measures, as well as proper sensitizing campaigns.
- In some cases, national laws are under the minimum requirements of the EC Directive 2000/43.
- Lack of promotion of a positive image of Roma culture and history.

## The role of stakeholders

- At EU level, it was stressed the importance of reinforcing the infringement procedures against the member states not correctly transposing the Race Directive into domestic law, specially in all related with the attention to the victims
- The need of evaluating the impact of EU projects and programmes focused on Roma was also remarked as well as the convenience of policy mainstreaming within such programmes and policies.
- A better Roma involvement and active participation of the Roma/Traveller community in the decision making process at European level (programme design, implementation, monitoring and evaluation) was considered essential by all participants in order to assure sustainability and further policy developments
- Capacity building and empowerment of Roma/Traveller organisation should be more actively promoted
- Specialised bodies for the promotion of equal treatment should be created and reinforced in all EU countries according to the mandate of the Race Directive
- Regarding specialised bodies it was particularly highlighted the need of improving their role in providing assistance and support to victims to ensure the enforcement and exercising of their rights
- Linked to the general common problem of lack of data collection in all partner countries, it was also stressed the importance of the specialised bodies in collecting evidence and information on ethnic minorities
- The role of the specialised bodies in training, sensitizing and awareness raising of the majority society and certain key

stakeholders such as police forces and judges should be also reinforced and improved

- Finally regarding specialised bodies it was also stressed the importance of networking and collaborating with the entities representing ethnic minorities or providing legal assistance to the victims of racial discrimination
- Regarding NGOs it was specially highlighted the importance of an active participation and involvement of the Roma/Traveller associations in the policy making
- Public denunciation and supporting the victims of discrimination cases were considered essential tasks for the NGOs working with Roma/Traveller communities
- Sensitizing campaigns should also be developed in order to transmit quality and non-stereotyped information concerning Roma and Traveller reality and culture

## The good practice exchange

Good practices on the public and civil society fields were presented both on employment and education. The common characteristics making successful those practices in the different partner countries and contexts could be summarized in:

- Targeting while mainstreaming approach
- Strong partnership at national, regional and local level
- Involvement of the Roma/Traveller communities
- Integrated and long term approaches

The good practices identified by the Roma EDEM project partners and presented in the seminar will be gathered in a booklet that will be published and disseminated in the first semester of 2006. This booklet will be delivered to all participants in the international seminar, as well as available through the Roma EDEM web page.

Background documentation used for presenting the good practices will be also available in the Roma EDEM web page.