



European Commission  
Employment, Social Affairs & Equal Opportunities

# Roma and Travellers communities & the EU anti-discrimination policies



# New basis for action

For Diversity



Against Discrimination

## Article 13:

“... action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.”

*(Treaty establishing the European Community,  
as amended by the Amsterdam Treaty)*



# Anti-discrimination package



- Race Equality Directive (2000/43/EC)
  - racial or ethnic origin
- Employment Equality Directive (2000/78/EC)
  - religion or belief, age, disability, sexual orientation
- Community action programme (2000/750/EC)
  - implemented 2001-2006
  - with yearly Budget: €20 Million



# Anti-discrimination directives



Both Directives prohibit discrimination in:

- Access to employment
- Employment and working conditions
- Vocational guidance and training
- Membership of organizations



# Racial Equality Directive



also covers :

- Education
- Social security
- Health care
- Access to goods and services
- Housing

which makes it very relevant for combating  
discrimination of Roma



# What is discrimination?

- o Direct discrimination
- o Indirect discrimination
- o Harassment
- o Instructions to discriminate



# Rights and obligations

New laws requires that Member States:

- ✓ Give victims the right to make a complaint
- ✓ Impose effective, proportionate and dissuasive penalties on those who discriminate
  - ✓ Shift in the burden of proof



# What help is available to victims?

For Diversity



Against Discrimination

Member States must set up **racial equality bodies**:

- ✓ to help victims of discrimination
- ✓ to conduct research and studies
- ✓ to publish recommendations

Victims of discrimination also may be supported by:

- Non-governmental-organizations
- Trade Unions



# Directives – state-of-play



- to be transposed by July & December 2003
- Implemented by almost all 25 countries
- Commission taking legal action against those who have not transpose it yet
- Challenge to raise awareness of new laws



# Anti-discrimination programme



- 3 strands :
  1. Analysis and evaluation
  2. Developing capacity of organisations
  3. Awareness-raising
- 31 countries are covered  
(Current MSs + Candidate and EEA countries)
- 50 EU cross-border projects
  - Roma : 6 projects: FSGG, Berliner Institute, IHF, ETUCE, Europe Dialogue, Irish Traveler Movement



# Support to European Networks

For Diversity



Against Discrimination

## European Disability Forum



European Older  
People's Platform



An initiative of the European Union

# Capacity Building for NGOs



- 2005 – set of training for anti-discrimination NGOs
  - o up to 50 NGOs covering all grounds of discrimination were trained on the EU and national anti-discrimination legislation in their national language
- 2006 – 2007 – this project will be extended
- training manual + list of trained trainers in new MS  
<http://europa.eu.int/comm/antidiscrimination>



# Awareness-raising

For Diversity



Against Discrimination

- ✓ EU-wide information campaigns: *'For Diversity. Against Discrimination'*
- ✓ National awareness-raising activities through annual restricted Call for Proposals
- ✓ EU Presidency Conferences



# EU and Roma

- anti-discrimination legislation
- financial instruments –  
Structural Funds, EQUAL, PHARE, CARDS, horizontal measures
- social inclusion policies



# EU and Roma – Internal EC Co-ordination

- Inter-service group on Roma
  - o established on October 2004
  - o chaired by the DG EMPL
  - o attended by 14 Directorates General
  - o co-ordination; information; data collection
  - o exchange of experience and good practice
  - o subgroups: on Roma and SF, Human Rights



# Other EC actions on Roma

For Diversity



Against Discrimination

- Study Situation of Roma in the Enlarged EU (jointly with Social Inclusion Programme)
- European Roma NGO Network (Call for proposals will be re-launched in 2006)
- High Level Advisory Group on Ethnic Minorities in Employment since 2006
- EC Roma internship scheme with the support from the OSI
- involvement in the International Steering Group of the Decade of Roma Inclusion 2005-2015



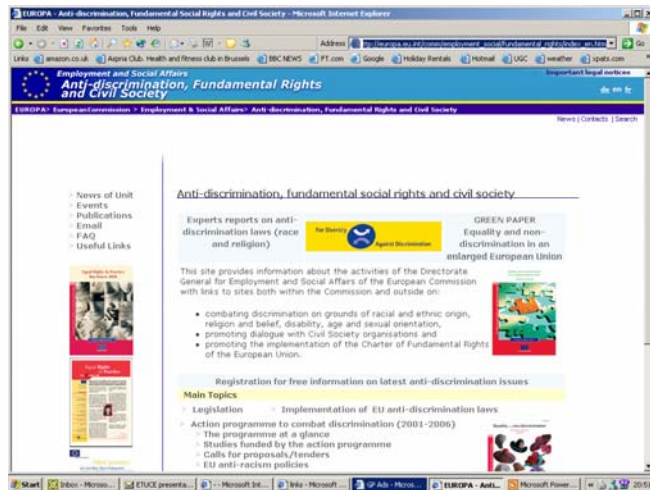
# More information?

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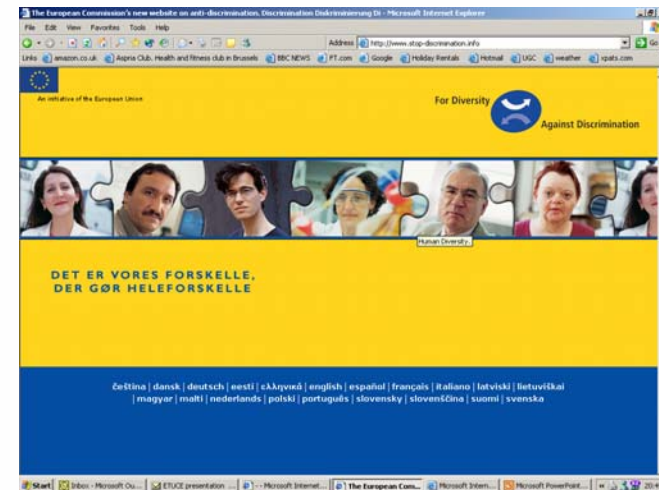


Against Discrimination

<http://europa.eu.int/comm/antidiscrimination>



[www.stop-discrimination.info](http://www.stop-discrimination.info)



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# Roma EC sub-website

For Diversity



Against Discrimination

- [www.europa.eu.int/comm/roma](http://www.europa.eu.int/comm/roma)
- since 12/2005
- information on the EC activities on Roma
- contributions – links, documents - welcome



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