

# Monitoring framework for an EU Roma Strategic Framework for Equality, Inclusion and Participation: Objectives and indicators

The European Union Agency for Fundamental Rights prepared this document and the proposed portfolio of indicators. It is based on the work of the EU Roma Working Party in 2020.

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## Introduction

The European Commission is developing a Communication on an EU Roma<sup>1</sup> Strategic Framework for Equality, Inclusion and Participation until 2030, as announced in the [Commission Work Programme 2020](#),<sup>2</sup> accompanied by a proposal for a revised Council recommendation. Its general objective will be to promote substantive equality, effective socio-economic inclusion and meaningful participation of Roma. More specifically, it has three horizontal and four sectoral policy objectives.

Horizontal objectives:

1. Fight and prevent antigypsyism and discrimination.
2. Reduce poverty and social exclusion.
3. Promote participation through empowerment, cooperation and trust.

Sectoral policy objectives:

4. Increase effective equal access to quality inclusive mainstream education.
5. Increase effective equal access to quality and sustainable employment.
6. Improve Roma health and effective equal access to quality healthcare and social services.
7. Increase effective equal access to adequate desegregated housing and essential services.<sup>3</sup>

Progress in achieving these objectives is proposed to be monitored through a common European Union (EU) indicator framework that will take into account country specificities. The indicators will measure efforts of EU Member States (process indicators) to achieve these objectives and their impact (outcome indicators).

This paper outlines a portfolio of such indicators. It was prepared after several rounds of consultations with Member States, national Roma contact points (NRCs), statistical offices, civil society organisations (CSOs) and the European Commission. Member States were consulted in the working party on ‘Roma inclusion indicators and reporting’, which was relaunched by the European Union Agency for Fundamental Rights (FRA) at the request of the Commission in March 2020. The working party facilitates the exchange of experience and good practice in monitoring Roma inclusion, in particular as regards data collection and reporting.

## Policy background

The Framework on National Roma Integration Strategies established by the Commission in 2011 ends in 2020. It requested<sup>4</sup> that Member States develop a national Roma integration strategy or integrated sets

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<sup>1</sup> The term ‘Roma’ is used as an umbrella term, according to the definition of the Council of Europe. It encompasses Roma, Sinti, Kale, Romanichals, Boyash/Rudari, Balkan Egyptians, Eastern groups (Dom, Lom and Abdal) and groups such as Travellers, Yenish and the populations designated under the administrative term *Gens du voyage*, as well as people who identify themselves as Gypsies (Council of Europe, 2012, [Descriptive glossary of terms related to Roma issues](#), Strasbourg, 18 May 2012). The Agency, like the Council of Europe, adds the term ‘Travellers’, when necessary, to highlight actions where they are specifically included.

<sup>2</sup> European Commission (2020), *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – Adjusted Commission Work Programme 2020*, COM(2020) 440 final, Brussels, 27 May 2020.

<sup>3</sup> Such as tap water, adequate sanitation, waste collection and management services, electricity, gas, access to transport, financial services and digital communications (in line with principle 20 of the European Pillar of Social Rights).

<sup>4</sup> European Commission (2011), *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – An EU Framework for National Roma Integration Strategies up to 2020*, [COM\(2011\) 173/4](#).

of policy measures. FRA regularly provided data and background information for the Commission's annual reporting to the European Parliament and the Council on progress concerning the integration of the Roma populations in EU Member States.

The 2011 Commission communication notes that progress in Roma integration should be monitored and therefore measured through common, comparable and reliable indicators. Such indicators should help Member States to assess their **progress towards closing the gap between Roma and non-Roma** in access to education, employment, healthcare and other public and private services (including housing), to reach the overall (education, employment and poverty reduction) targets of the Europe 2020 strategy. In December 2013, the Council of Ministers issued a Council Recommendation on effective Roma integration measures in Member States.<sup>5</sup> It outlines the steps forward that Member States should take to ensure that they meet the objectives of the national Roma integration strategies.

The European Commission's report on the implementation of the EU Framework for National Roma Integration Strategies, published in April 2014, uses data from FRA's Roma survey 2011 and refers to it as "the starting point from which progress is measured". Using 2011 as a baseline, the European Commission issued a staff working document, *Roma integration indicators scoreboard (2011–2016)*, that accompanied the 2017 midterm review of the EU Framework for National Roma Integration Strategies.<sup>6</sup>

The Commission's 2019 report on the implementation of national Roma integration strategies<sup>7</sup> outlines the implementation of national Roma inclusion measures. FRA contributed to the development of the relevant staff working document<sup>8</sup> by providing survey data on and an analysis of the situation of Roma in education, employment, healthcare and housing, and their experience of discrimination and poverty, which also facilitated the identification of remaining challenges and gaps.

In 2016, the European Court of Auditors special report on EU policy initiatives and financial support for Roma integration called for the development of adequate methodologies to collect relevant data on Roma inclusion in all Member States in its Recommendations 8(a) and 8(b).<sup>9</sup>

In 2017, the European Commission launched a consultation process for the midterm evaluation of the EU Framework for National Roma Integration Strategies. FRA's regular data collection activities, such as the second EU Minorities and Discrimination Survey (EU-MIDIS II) from 2016, supported the evaluation.

The Commission's 2018 communication<sup>10</sup> went further by suggesting that successful Roma integration strategies at both European and national levels need to be comprehensive, and, besides the key fields of

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<sup>5</sup> European Commission (2013), *Council Recommendation of 9 December 2013 on effective Roma integration measures in the Member States*, [2013/C 378/01](#), Brussels, 24 December 2013.

<sup>6</sup> European Commission (2019), *Commission Staff Working Document – Roma integration indicators scoreboard (2011–2016) accompanying the document Communication to the European Parliament and the Council – Midterm review of the EU Framework for National Roma Integration Strategies*, SWD(2017) 286 final, Brussels, 30 August 2017.

<sup>7</sup> European Commission (2019), *Communication from the Commission to the European Parliament and the Council – Report on the implementation of national Roma integration strategies*, COM(2019) 406 final, Brussels, 5 September 2019.

<sup>8</sup> European Commission (2019), *Commission Staff Working Document – Roma inclusion measures reported under the EU Framework for NRIS*, accompanying the Communication from the Commission to the European Parliament and the Council – Report on the implementation of national Roma integration strategies (COM(2019) 406), [SWD\(2019\) 320](#), Brussels, 5 September 2019.

<sup>9</sup> European Court of Auditors, (2016), [Special report no 14/2016: EU policy initiatives and financial support for Roma integration: Significant progress made over the last decade, but additional efforts needed on the ground](#), Luxembourg, European Court of Auditors.

<sup>10</sup> European Commission (2018), [Communication from the Commission to the European Parliament and the Council – Report on the evaluation of the EU Framework for National Roma Integration Strategies up to 2020](#), COM(2018) 785 final, Brussels, 4 December 2018. European Commission (2018).

education, employment, healthcare, housing and poverty, they should address antigypsyism. In its resolution of 12 February 2019,<sup>11</sup> the European Parliament also stresses the importance of strengthening the post-2020 Strategic EU Framework for National Roma Inclusion Strategies and focusing on the fight against antigypsyism.<sup>12</sup> Monitoring progress in Roma inclusion will be an essential element in ensuring full compliance with the enabling conditions of the EU funds during the 2021–2027 programming period.

## A measurement framework to monitor the progress of Roma equality, inclusion and participation

The evaluation of the previous EU Framework for National Roma Integration Strategies in 2018<sup>13</sup> shows that data collection, monitoring and reporting systems should be strengthened. A lack of reliable data in Member States disaggregated by ethnicity and a lack of transparency and accountability mechanisms are key challenges that make the process of monitoring difficult and unreliable.

Specific objectives, monitoring, indicators and related targets and reporting are embedded in EU policy cycles, such as the European Semester. The existing national monitoring and reporting systems provide a range of quantitative data and qualitative information on measures and actions explicitly targeting Roma. However, there is a lack of disaggregated data and information to identify any investment in Roma inclusion in mainstream social inclusion and other measures. Therefore, the measurement framework introduced here aims to assist in monitoring the progress of Roma inclusion within mainstream measures (see Figure 1). The proposed collection of qualitative information would contextualise quantitative indicators, to identify the specific factors that contribute to the success or failure of Roma inclusion measures and actions.

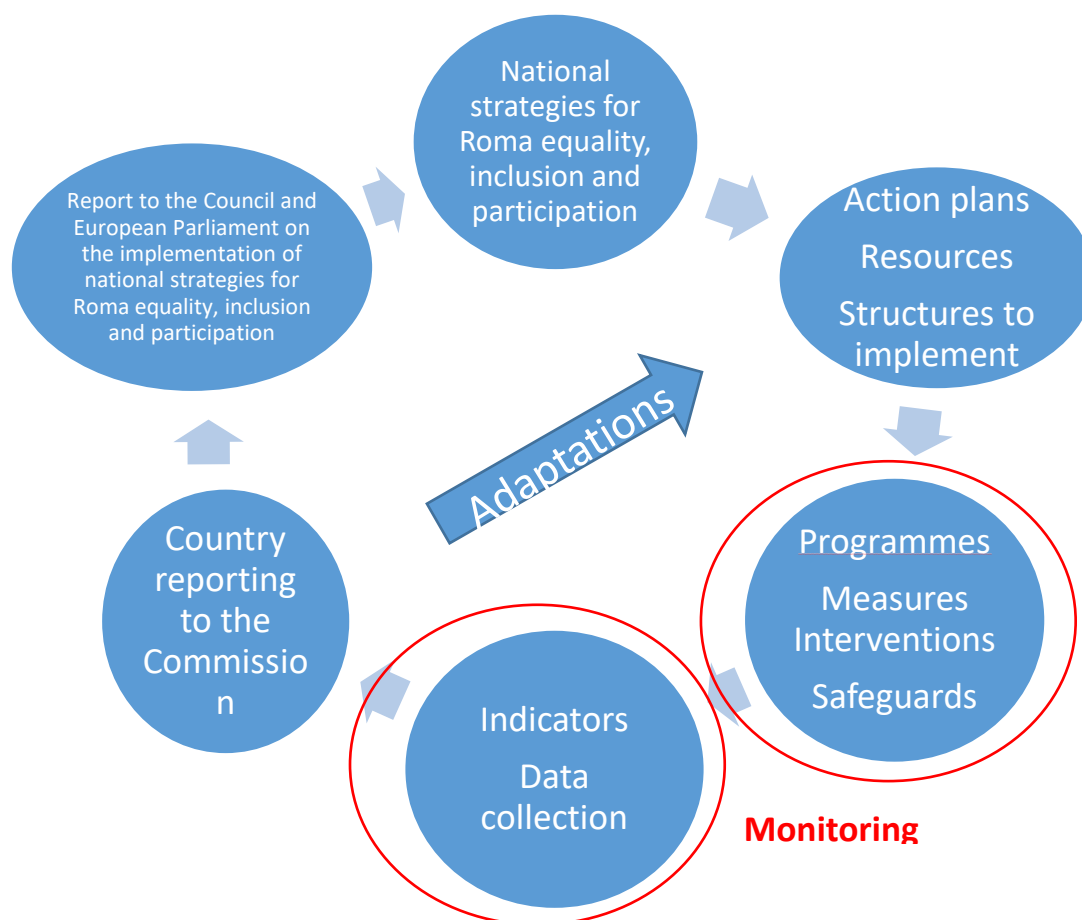
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<sup>11</sup> European Parliament (2019), Resolution of 12 February 2019 on the need for a strengthened post-2020 Strategic EU Framework for National Roma Inclusion Strategies and stepping up the fight against anti-Gypsyism (2019/2509(RSP)), P8\_TA(2019)0075, Strasbourg, 12 February 2019.

<sup>12</sup> The increasing use of the term ‘inclusion’ rather than ‘integration’, although a small change, is a substantial shift in conceptual approach: integration postulates a process of moving into the existing mainstream society, whereas inclusion involves a process of systematic reform of structural change to overcome barriers and provide all persons with equal access and the option of participation, in line with the EU social inclusion policies.

<sup>13</sup> European Commission (2018), [Communication from the Commission to the European Parliament and the Council – Report on the evaluation of the EU Framework for National Roma Integration Strategies up to 2020](#), COM(2018) 785 final, Brussels, 4 December 2018. European Commission (2018), *Commission Staff Working Document – Evaluation of the EU Framework for National Roma Integration Strategies up to 2020, accompanying the document Communication from the Commission to the European Parliament and the Council – Report on the evaluation of the EU Framework for National Roma Integration Strategies up to 2020*, [SWD\(2018\) 480 final](#).

Figure 1: Policy cycle of a measurement framework for monitoring a future EU Roma Strategic Framework for Equality, Inclusion and Participation



### The consultation process

In 2018, EU Member States reported on the measures they implement to fulfil the objectives envisaged in their national Roma integration strategies or sets of strategic policy documents. FRA summarised the information in a set of country sheets and thematic reports, which the Commission published as a staff working document in 2019.<sup>14</sup> The first round of reporting revealed the need for a more structured approach to monitoring progress in Roma integration. The *Report on the implementation of national Roma integration strategies*<sup>15</sup> also highlighted the need to establish more sound monitoring frameworks that would make it possible to account for not only results and their sustainability but also how these results were achieved and at what cost, and how the European Structural and Investment Funds dedicated to Roma inclusion were utilised.

On 1 October 2019, the European Commission organised a workshop on ‘Future policies for Roma inclusion’ to address findings of the evaluation of the framework and discuss the possible priorities of a potential post-2020 initiative. A broad range of participants attended the consultation, including NRCs,

<sup>14</sup> European Commission (2019), *Commission Staff Working Document – Roma inclusion measures reported under the EU Framework for NRIS, accompanying the Communication from the Commission to the European Parliament and the Council – Report on the implementation of national Roma integration strategies (COM(2019) 406), SWD(2019) 320*, Brussels, 5 September 2019.

<sup>15</sup> European Commission (2019), *Communication from the Commission to the European Parliament and the Council: Report on the implementation of national Roma integration strategies*, COM(2019) 406 final, Brussels, 6 September 2019.

Members of the European Parliament, civil society, international organisations and staff from European Commission services. The key topics discussed were the options for EU action on Roma equality and inclusion post 2020 and measuring progress in Roma equality and inclusion. FRA presented a discussion paper with an outline of a future monitoring framework<sup>16</sup> that was later shared for comments and inputs from the participants.

The discussion that followed took place in the relaunched Working Party on Roma Inclusion Indicators. In total, 21 Member States participated in the Roma working party and provided input to the portfolio of indicators, namely Austria, Belgium, Bulgaria, Czechia, Croatia, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Latvia, Lithuania, Luxembourg, Portugal, Romania, Slovakia, Slovenia and Spain. Between November 2019 and April 2020, FRA collected input from the EU NRCPs and Roma civil society on the post-2020 framework of indicators on Roma equality, inclusion and participation. Member States' feedback was sought on nine proposed thematic areas and 54 individual outcome indicators discussed in the background paper to the NRCP meeting held on 18–19 February 2020, titled 'Draft portfolio of post-2020 Roma equality, inclusion and participation – Thematic areas, indicators, and possible types (categories) of measures'. The NRCPs were asked to submit their comments, if any, by email using a feedback template provided by the FRA in Excel format.

In addition, and in response to input from Member States that was received in the framework of the Roma working party, civil society and the different European Commission policy departments, (Directorates-General) provided their inputs and comments.

### A human rights-based approach to monitoring

The preamble of the 2013 Council recommendation recalls that many Roma in the Union still face barriers to exercising their fundamental rights and recommends effective policy measures to ensure their equal treatment and the respect of their fundamental rights.

The indicator framework suggested below is based on the human rights indicator model recommended by the Office of the United Nations High Commissioner for Human Rights (OHCHR) when assessing compliance with human rights standards.<sup>17</sup> By means of different sets of indicators and in reference to specific human rights standards, the model allows an assessment of three essential and interrelated aspects for the fulfilment of human rights:

1. the legal and policy frameworks in place (structural indicators);
2. the concrete interventions to implement them (process indicators);
3. the achievements, as experienced by the rights holders (outcome indicators).

**Structure:** EU and national legal frameworks and strategies that are put in place to comply with the treaties and the EU Charter of Fundamental Rights, for example, in this case, the EU Roma Strategic Framework for Equality, Inclusion and Participation.

**Process:** the specific interventions and actions (e.g. programmes, projects, measures) put in place to achieve the objectives and targets of the national Roma strategic frameworks by implementing the legal and policy provisions mentioned.

**Outcomes or results:** the situation on the ground and any changes in the realisation of fundamental rights of individuals with specific characteristics, such as ethnic origin in the case of Roma. These are mostly standard indicators, populated by data that are disaggregated according to ethnic origin as well as other characteristics, such as sex and age. In Member States in which ethnically disaggregated data are not collected, other socio-economic data could be used as proxy. The indicators should be in line with the Europe 2020 or any post-2020 EU indicators of poverty or social exclusion, as well as sectoral policy areas

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<sup>16</sup> FRA (2019), '[Post-2020 indicators framework – Roma equality and inclusion](#)', [concept paper for the workshop on future policies for Roma](#), Vienna, FRA.

<sup>17</sup> OHCHR (2012), '[Human rights indicators – A guide to measurement and implementation](#)', Geneva, OHCHR.



such as education, health and employment. Moreover, they should provide input for the EU's reporting on the 2030 Agenda for Sustainable Development.

The OHCHR has formulated a set of principles, recommendations and good practices to ensure respect of human rights-based principles in data collection: participation, self-identification, data disaggregation, transparency, privacy and accountability in the design, collection and use of data. They particularly apply to minority groups that are considered hard-to-reach or elusive populations.<sup>18</sup>

1. All data collection exercises should include a means of free, active and meaningful **participation** for relevant stakeholders, in particular the most marginalised population groups. Decision making about participation should be transparent and equitable.
2. Data collection activities should not have a negative impact. For the purposes of data collection, populations of interest should be **self-defining**. Individuals should have the option to disclose or withhold information about their personal characteristics.
3. **Disaggregation** of data allows data users to compare population groups and understand the situations of specific groups. Disaggregation requires that data on relevant characteristics are collected.
4. The concepts of **privacy, transparency and data protection** should be inherent in the principles of data collection and are important for overcoming mistrust and reluctance.
5. As state institutions, national statistical offices are themselves human rights duty-bearers. They have obligations to respect, protect and fulfil human rights in their daily exercise of statistical activities. Independent statistics, free from political interference, are fundamental tools for informing those in power and holding them **accountable** for their policy actions (or inactions).

Guidelines on improving data collection for hard-to-reach groups provide the recently published [UNECE guide to data disaggregation in poverty measurement](#) (Chapter 3).

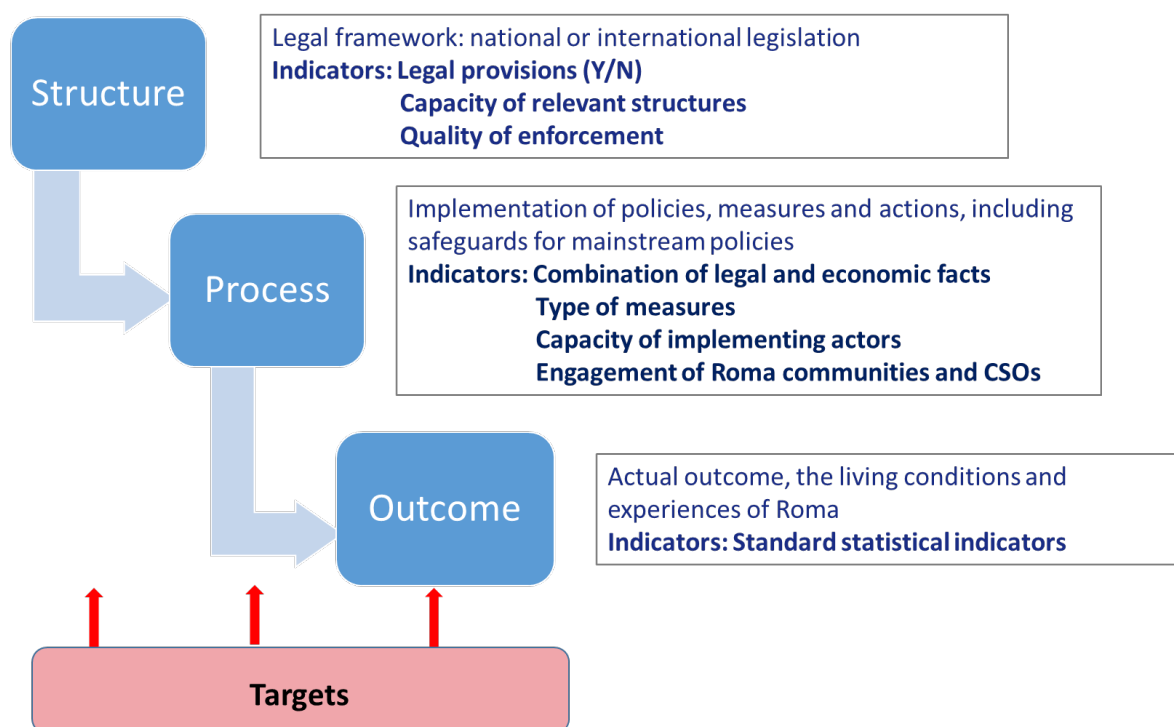
The indicators presented in this paper address the second and third levels of the structure–process–outcome framework. The assessment of the structural level of monitoring concerns the formal compliance of national legislation with EU primary and secondary law, which is the exclusive prerogative of the European Commission.<sup>19</sup> FRA proposes elements of 'structure-level' indicators, under the specific objectives in the portfolio of indicators, such as applicability of the EU Charter of Fundamental Rights, strengthened equality bodies, national human rights institutions (NHRIs) and ombuds institutions, standards set by the Council of Europe and/or specific policy instruments that can help in ensuring Roma inclusion and combating antigypsyism/anti-Roma racism.

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<sup>18</sup> OHCHR (2012), [A human rights-based approach to data – Leaving no one behind in the 2030 Agenda for Sustainable Development](#), Geneva, OHCHR.

<sup>19</sup> FRA (2019), ['Post-2020 indicators framework-Roma equality and inclusion', concept paper for the workshop on future policies for Roma](#), Vienna, FRA.

Figure 2: Structure–process–outcome indicators framework



### Specific objectives, headline indicators, targets and measures

The monitoring framework is explicitly designed to track progress against policy goals that are reflected in the outcome indicators (headline and secondary). It follows the European Commission’s Better Regulation Guidelines,<sup>20</sup> the EU Roma Strategic Framework for Equality, Inclusion and Participation and the proposal for a Council Recommendation on Roma Equality, Inclusion and Participation. The terminology applied is similar to that applied in the 2013 Council recommendation which calls for measures to address<sup>21</sup>:

- **substantive** policy issues (in access to education, employment, healthcare and housing);
- **horizontal** policy measures (in the areas of anti-discrimination, protection of Roma children and women, poverty reduction through social investment, and empowerment);
- **structural** measures (local action, monitoring and evaluating policies, bodies for the promotion of equal treatment, national contact points for Roma integration, European Structural and Investment Funds managing authorities and transnational cooperation).

The proposed monitoring framework covers most of the areas that the Council recommendation covered in 2013: specific objectives 4, 5, 6 and 7 reflect the thematic focus of areas covered by substantive policy areas in the 2013 Council recommendation; and specific objectives 1-a, 2 and 3 reflect the thematic focus of areas covered by horizontal policy measures. In addition, operational objectives 1-b and 7-a have been added following the consultations conducted by the Commission on ‘Roma policy – Tackling discrimination and socio-economic exclusion beyond 2020’ in early 2020.

<sup>20</sup> European Commission (2017), [Commission Staff Working Document – Better Regulation Guidelines](#), SWD(2017) 350 final, Brussels, 7 July 2017.

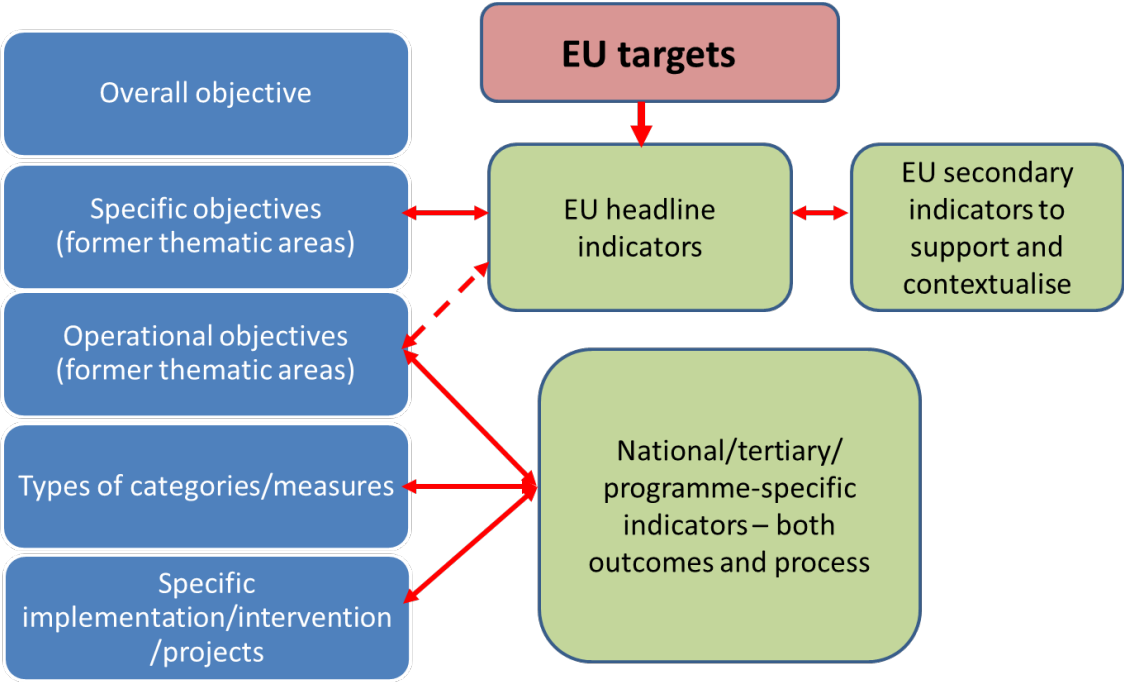
<sup>21</sup> European Parliament (2013). [Council Recommendation of 9 December 2013 on effective Roma integration measures in the Member States](#) (2013/C 378/01), Brussels, 24 December 2013.

The proposal aims for one or two headline (primary) indicators for each specific objective, and some additional (secondary) indicators per specific objective. Headline indicators should capture the essence of the thematic area and ideally be linked to a benchmark or policy target. They should be complemented by secondary indicators, which can provide additional information for the primary indicator or replace it, in case data for the primary indicator are not available. Headline indicators should be the minimum set adopted by all Member States, which should then collect the relevant data to populate them. Member States may also develop national-level tertiary indicators, to address country-specific challenges and targets of Roma inclusion.

Each specific and operational objective includes “examples of possible policy measures” (summarised in Annex 1). These examples are based on Member States’ 2018 reporting on measures in the area of Roma integration. In the present document, they are presented as inspiration for further development of these measures, within the scope of the future national strategies for Roma equality, inclusion and participation, at Member State level, by September 2021. To this end, FRA recalls that all relevant stakeholders, including national human rights statutory bodies, as well as civil society, should have an opportunity to contribute to the development of national strategies and corresponding measures by the envisaged deadline.

The portfolio of indicators provides a list that countries can not only select from but also add to and complement with other information to reflect details of the specific objectives, the different types of measures and the specific interventions. A selection of types of measures taken from the 2018 country reporting is in the annex to this report (Annex 1).

Figure 3: Logic of a portfolio of indicators



There are seven specific objectives and three operational objectives in the EU Roadmap on ‘Roma policy – Tackling discrimination and socio-economic exclusion beyond 2020’; the first three are horizontal objectives, whereas objectives 4–7 are sectoral policy objectives.

**Horizontal objectives**

**Specific objective 1:** Fight and prevent anti-Gypsyism and discrimination with its specific and operational objectives:

- operational objective 1-a: fighting discrimination, harassment, hate crime and hate speech against Roma;

operational objective 1-b: promoting awareness of Roma history, culture, recognition and reconciliation.

**Specific objective 2:** Reduce poverty and social exclusion.

**Specific objective 3:** Promote participation through empowerment and by building cooperation and trust.

**Sectoral policy objectives**

**Specific objective 4:** Increase effective access to high-quality inclusive mainstream education.

**Specific objective 5:** Increase effective access to paid high-quality and sustainable employment.

**Specific objective 6:** Improve Roma health and increase effective access to high-quality healthcare and social services.

**Specific objective 7:** Increase effective access to adequate desegregated housing and essential services:  
operational objective 7-a: fighting environmental deprivation and promoting environmental justice.

Most outcome indicators are survey based but should be complemented with administrative data, for example on infrastructure and residential segregation.

**Headline outcome indicators:** These are populated with survey data and are mandatory for all Member States for which such data are available. Member States that will not collect quantitative data (ethnically disaggregated or by proxy) can formulate the targets against their process indicators and should look into alternative ways to report on these indicators and how to set up appropriate data collection in the future.

**Secondary outcome indicators:** These complement headline indicators for a specific objective and are optional. Some may be more relevant to certain Member States, for example segregation in education, access to tap water and availability of birth certificates. Secondary indicators could become headline indicators if they are particularly relevant to a specific country or specific issues, for example medical insurance coverage.

**Process indicators:** These are a combination of legal and economic facts, types of measures, capacity of implementing actors, and level of engagement with Roma communities and CSOs. Member States can choose the indicators that are relevant to the areas of policy interventions within their strategies.

Table 1 provides an overview of the specific objectives and proposed EU headline indicators. The actual numbers for each Member State and the gap in comparison with the general population can be found on FRA's webpage.

*Table 1: Overview of specific objectives and EU headline indicators post-2020 Roma equality, inclusion and participation*

	<i>Specific objective</i>		<i>EU headline indicator</i>	<i>SDG relevance</i>
<b>HORIZONTAL OBJECTIVES</b>				
<b>1</b>	<b>Fight and prevent antigypsyism and discrimination</b>	1	Share of people who felt discriminated against because of being Roma in any of the areas covered in the survey in the past 12 months	SDG 10.3.1 SDG 16.b.1
		2	Share of general population who do not feel comfortable with having Roma as their neighbours	
<b>2</b>	<b>Reduce poverty and social exclusion</b>	3	At-risk-of-poverty rate (below 60 % of median equivalised income after social transfers)	SDG 1.2.1
		3.1	Children aged < 18 years who are at risk of poverty	SDG 1.2.2
		4	Share of people living in a household of severe material deprivation (cannot afford four out of nine items, e.g. adequate heating, food and inviting friends)*	SDG 1

		4.1	Children aged < 18 years living in severe material deprivation	SDG 1
3	Promote <b>participation</b> through empowerment, cooperation and trust	5	Share of people who felt discriminated against (in any area) in the past 12 months and who reported the last incident of discrimination because of being Roma	
		6	Active citizenship and participation indicators – TO BE DEVELOPED	
<b>SECTORAL POLICY OBJECTIVES</b>				
4	Increase effective equal access to quality inclusive mainstream <b>education</b>	7	Share of children aged from 3 years to the age for starting compulsory primary education who attend early childhood education and care	SDG 4.2.2
		8	Share of people aged 20–24 years who have completed at least upper secondary education	SDG 4.3
		9	Share of children aged 6–15 years who are attending schools in which ‘all or most of schoolmates are Roma’ as reported by the respondents (selected countries only)	
5	Increase effective equal access to quality and sustainable <b>employment</b>	10	Share of people aged 20–64 years who self-declared their main activity status as ‘paid work’ (including full-time, part-time, ad hoc jobs, self-employment and occasional work or work in the past 4 weeks)	SDG 8.5
		11	Share of young persons aged 15–29** years whose current main activity is ‘neither in employment, education or training’ (NEET)	SDG 8.6.1
		12	Gender employment gap: difference in the paid work rate between women and men aged 20–64 years	SDG 8.5
6	Improve Roma <b>health</b> and effective equal access to quality healthcare and social services	13	Difference in life expectancy at birth (general population versus Roma)	
		14	Share of people who have restricted access to healthcare and social services – STILL TO BE DEVELOPED	
7	Increase effective equal access to adequate desegregated <b>housing</b> and essential services	15	Share of people living in housing deprivation (living in an apartment that is too dark, or that has a leaking roof/damp walls and/or floors, no bath/shower, no indoor toilet)	SDG 11.1
		16	Share of people living in a household that does not have the minimum number of rooms, according to the Eurostat definition of overcrowding	SDG 1 SDG 11
		17	Share of people living in households without tap water inside the dwelling (selected countries only)	SDG 6.1.1

*SDG, Sustainable Development Goal.*

*\*Will be replaced with social and material deprivation (Eurostat [ilc\_mdsc07]) and the corresponding indicator for children if used in SDG reporting for the general population in the future.*

*\*\*Current data based on FRA surveys cover only 16–29 years.*

## Process indicators

Process indicators are a valuable contribution to the analysis of the effectiveness of concrete interventions on the ground. The collection of information via an online tool in 2018 on Member States’ measures in response to the 2013 Council recommendation highlighted a broad diversity between

countries in regard to the feasibility of collecting such data, and the validity and quality of information reported. Lessons learned were presented in *Commission Staff Working Document – Roma inclusion measures reported under the EU Framework for NRIS*, which summarises the 2018 reporting process and provides an analytical framework for monitoring Roma inclusion at process level.<sup>22</sup>

It appears that it is not possible to have a standardised and comparable set of input indicators (e.g. funding allocated by thematic areas) or output indicators (e.g. number of Roma beneficiaries). Such indicators, however, might be developed further in the future as secondary indicators for reporting on Roma inclusion measures funded by the European Structural and Investment Funds.

### *Dimensions of the process in the proposed monitoring framework*

The process indicators proposed in this document capture three dimensions, each requiring specific data and information. These dimensions are as follows.

**A. Institutional set-up:** To implement a legal framework, an ‘operationalisation layer’ or implementation frame is necessary. The first dimension of process indicators assesses the existence and effectiveness of such implementation frames. These could be specific regulations, by-laws, or the existence of specific units in the institutional set-up addressing sector-specific issues related to the objectives of the EU Roma Strategic Framework for Equality, Inclusion and Participation. In this way, process indicators under this (A) dimension are complementary to ‘structural’ indicators showing how structural measures (legislation and policy) are translated into implementation mechanisms, institutional frameworks or human and financial resource capacity. The indicators in this (A) dimension are mostly qualitative and binary (Is a mechanism in place? Is the capacity adequate? etc.). EU-level targets are possible for this dimension.

**B. Particular measures and actions:** This dimension captures the details of specific interventions. The indicators assess what is being done, by whom and at what administrative level. EU-level targets are not possible for this dimension in view of the diversity of the challenges and Roma inclusion measures across the EU.

**C. Quality of decision-making processes:** This concerns the active and meaningful participation of potential beneficiaries, for example Roma.<sup>23</sup> The (C) dimension of process indicators concerns the quality of decision-making processes in terms of inclusiveness, participation and transparency. This dimension is applicable across all specific objectives. EU-level targets are possible for this dimension.

### *Measuring process indicators within dimensions*

Ideally, Member States would report on all three dimensions of process indicators. Dimensions (A) and (C) are mainly binary indicators that give information about the presence of certain elements in institutional settings. Dimension (B), focusing more on specific measures and actions within the dimension, may include standard input–output–outcome data from regular project reporting. A standardised set of data with details of measures should include information on:

- a) the **scale of interventions** (policy, project, individual activity), and their **scope** (nationwide, regional, local) and sustainability (regularly implemented or one-off intervention);
- b) the **type of approach** used (targeted or mainstream interventions);
- c) the **safeguards** provided to ensure that Roma benefit equally from mainstream interventions;

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<sup>22</sup> European Commission (2019), *Commission Staff Working Document – Roma inclusion measures reported under the EU Framework for NRIS*, accompanying the Communication from the Commission to the European Parliament and the Council – Report on the implementation of national Roma integration strategies (COM(2019) 406), SWD(2019) 320, Brussels, 5 September 2019.

<sup>23</sup> FRA analysed the potential for meaningful participation and the implicit barriers preventing it from materialising through its large-scale ‘Local Engagement in Roma Inclusion’ project. For more details see FRA (2018), *Working with Roma: Participation and empowerment of local communities, Luxembourg, Publications Office of the European Union*.

- d) the details of **targeted interventions** in which Roma beneficiaries can be identified (e.g. funds allocated, the number of Roma beneficiaries);
- e) the **substantive content** of interventions, clustering them according to the typology suggested in the Council recommendation of 2013 and any subsequent potential revision,
- f) the **mainstreaming of an intervention** with regard to gender, different age groups, regional disparities and persons with disabilities if applicable.

These elements underpinned the 2018 round of reporting and will be maintained for the next reporting cycle, to track the characteristics of individual measures along the following criteria:

- type of measure (mainstream or targeted);
- funding allocated;
- specific content of activities implemented;
- implementing entity;
- level of implementation;
- number of Roma benefiting from such measures.

For mainstream measures, it is particularly important to monitor the existence of specific safeguards to eliminate any barriers preventing Roma from benefiting from them.

Apart from the project-level monitoring indicators for tracking the characteristics of individual measures summarised previously (relevant for measures in all specific and operational objectives), we recommend a number of additional indicators for dimension (B) for each objective, which are included in the tables. The number and choice of these additional indicators should reflect the specific national Roma strategic frameworks and action plans.

It is worth noting that some of the process indicators are inspirational: they have been suggested to encourage further discussions and work at national level. Specific national, regional and/or local situations and challenges can be reflected in national Roma strategic frameworks and national action plans. Member States are encouraged to further develop and customise process indicators to fit their needs.

The same applies to the data populating the indicators. For instance, the process indicator 'Existence of a system encouraging and supporting career development perspectives for health mediators' may be measured in different ways, for example by the 'number of health mediators enrolled in medical studies' or 'share of health mediators with medical professional qualification'.

### Outcome indicators

The proposed outcome indicators will be populated with statistical data from FRA surveys.

The proposal for indicators follows the specific objectives, as laid out in the [roadmap of the EU post-2020 initiative on Roma equality and inclusion](#), and takes into consideration the guidelines for the development of EU inclusion indicators.<sup>24</sup> Outcome indicators and their portfolio should meet the following criteria.

1. The portfolio of indicators should be balanced across different dimensions.
2. Indicators should be mutually consistent, and the weight of a single indicator in the portfolio should be proportionate.
3. The portfolio of indicators should be as transparent and accessible as possible to EU citizens.

Individual indicators should:

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<sup>24</sup> Atkinson T., Cantillion, B., Marlier, E. and Nolan, B. (2002), [Social indicators: The EU and social inclusion](#), Oxford, Oxford University Press.

4. capture the essence of the problem and have a clear and accepted normative interpretation (i.e. they should be agreed on by stakeholders, experts, countries and politicians);
5. be robust and statistically validated;
6. be responsive to policy interventions but not subject to manipulation;
7. be measurable in a sufficiently comparable way across Member States and be comparable as far as practicable with the standards applied internationally;
8. be timely and susceptible to revision;
9. not impose too large a burden on Member States, enterprises or the Union's citizens.

The list of indicators proposed builds on the Roma integration indicators scoreboard (2011–2016), a first comprehensive set of indicators published in a Commission staff working document in 2017.<sup>25</sup> As a next step, all available survey data were screened for usability in such an indicator framework. Overall, 71 indicators were selected and tested for data availability, sample size, relevance, validity and reliability, comparability with the general population and comparability between Member States. EU indicators, such as those on material deprivation, unemployment rate, life expectancy and eviction, had to be developed and tested by FRA to assess the potential of including them in the portfolio of indicators. After consultations with NRCs and CSOs, 13 headline indicators and 27 secondary indicators were retained.

The first interservice consultation by the Commission recommended adding two headline indicators, on gender and the availability of tap water, and disaggregating the headline indicators by age, to capture the risk of poverty for children in order to monitor progress in the implementation of the upcoming Child Guarantee initiative.

The proposed list of indicators should reflect the general objective of the EU Roma Strategic Framework for Equality, Inclusion and Participation to promote equality, inclusion and participation of Roma. Furthermore, the portfolio was aligned with indicators and targets developed in other EU initiatives.

To assess progress in tackling antigypsyism,<sup>26</sup> the proposed indicator framework suggests, for the first time, including indicators on the anti-Roma and antigypsyism attitudes of the general population.

All indicators, if not indicated further and if feasible, should disaggregate data by gender, age, rural–urban and disability.

## Data sources for indicators

The indicators will be populated with data collected by Member States. This means that headline indicators may be mandatory, but they can be populated with data only if Member States collect relevant data disaggregated by Roma ethnic origin or an appropriate proxy.

### Reflecting the specific conditions in individual Member States

Not all indicators may be relevant to all Member States. It is recommended that the relevance of the indicators to each country be assessed, based on the size of their Roma populations and other considerations. For example, collecting data on access to tap water is more relevant in some countries than in others.

<sup>25</sup> European Commission (2017), *Commission Staff Working Document – Roma integration indicators scoreboard (2011-2016), accompanying the document Communication to the European Parliament and the Council – Midterm review of the EU framework for national Roma integration strategies (COM(2017) 458 final)*, SWD(2017) 286 final/2 Brussels, 15 November 2017.

<sup>26</sup> [https://www.antigypsyism.eu/?page\\_id=17](https://www.antigypsyism.eu/?page_id=17)



## Proxy indicators

In countries in which ethnic data collection is not possible, proxy data, for example based on socio-economic data, can be used. For example, data can be collected in settlements and areas identified as segregated or with a high share of socially excluded and/or vulnerable persons. The underlying assumption would be that the population in these localities may include a high proportion of Roma who are vulnerable to social exclusion and discrimination. Data collected in this way would reflect the situation of marginalised Roma, excluding those who are not marginalised but still face the consequences of antigypsyism in their daily life or when they disclose their identity. Given this, it is important to complement such data with qualitative data from research and consultations with CSOs, NHRIs or local authorities.

## Data for outcome indicators

Member States are encouraged to start collecting data involving their national statistical offices in order to populate relevant outcome indicators on monitoring the progress of the future national Roma strategic frameworks. Examples of such data collections are being explored in Bulgaria and Slovakia.

Indicators are set up and designed to allow for output harmonisation.<sup>27</sup> This is in line with the EU indicator system, although there are a few exceptions in the area of health that would require input harmonised questionnaires. FRA offers a core module on discrimination, harassment and victimisation based on self-identification for national data collections.

Currently, the main data sources are FRA's [EU-MIDIS II](#) (2016) and [Roma and Travellers Survey](#) (2019). The indicators for the general population are based on FRA's [Fundamental Rights Survey](#) 2019.

Surveys of Roma populations require a specific methodology to reach the most marginalised groups and those living in non-segregated settings. FRA can provide technical assistance and methodological guidance for the development of national data collections upon request.

In the absence of national data collections, the Commission requested that FRA provide data that will serve as a baseline for the post-2020 EU Roma indicator framework. The Roma and Travellers Survey carried out in 2019 in six EU Member States complements the 2016 survey, and a new survey to be carried out in a further eight Member States is planned for 2020/2021. The population of the indicators for the post-2020 framework for monitoring progress on Roma equality, inclusion and participation is the responsibility of Member States. The continuing absence of such data will be, to an extent, filled by data from FRA surveys (see table 2).

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<sup>27</sup> Indicators that are output harmonised can be populated from different data sources and obtained through country-specific questions, but they have to follow the same definition. An example are education classifications. National specific educational systems are harmonised *ex post*, following the same definition of the International Standard Classification of Education classification. Some questions are sensitive to the type of data collection or how a question is asked, for example in the area of health. To reach comparability, the methodology and questionnaires are harmonised *ex ante* (input harmonisation).

Table 2: FRA surveys and countries for Roma

	EU-MIDIS I	Roma Survey	EU-MIDIS II	Roma and Travellers Survey	Roma Survey 2020
Year	2008	2011	2016	2019	2020–2021
Belgium				X	
Bulgaria	X	X	X		*
Croatia			X		X
Czechia	X	X	X		X
France		X		X	
Greece	X	X	X		X
Hungary	X	X	X		X
Ireland				X	
Italy		X			X
Netherlands				X	
Poland	X	X			
Portugal		X	X		X
Romania	X	X	X		X
Slovakia	X	X	X		*
Spain		X	X		X
Sweden				X	
United Kingdom				X	
Serbia					X
North Macedonia					X

\*Bulgaria and Slovakia take on their own data collection and will not be part of the FRA survey.

## Data for process indicators

Process indicators are populated with national data from different sources including:

- administrative data;
- desk research;
- qualitative research, including expert interviews and interviews with Roma and Travellers;
- consultations with CSOs, national Roma platforms, equality bodies, NHRIs, ombudspersons, etc.;
- media monitoring;
- online data collections (regular and irregular).

Since 2016, Member States have been reporting to the European Commission on process indicators related to the substantive policy areas of the 2013 Council recommendation using a harmonised reporting online template. This work is to be continued in the context of the working party on indicators and reporting coordinated by FRA. The data are comparable across countries but reflect only a small part of the necessary information for effective monitoring. It is therefore important that civil society, in particular Roma representative organisations, and statutory human rights institutions be engaged in the monitoring process. Guidelines on improving the collection and use of equality data are provided by the Subgroup on Equality Data of the EU High Level Group on Non-discrimination, Equality and Diversity.<sup>28</sup>

## Continuous indicator development

The portfolio of indicators proposed in this report should be continuously developed and improved during the implementation of the future EU Roma Strategic Framework for Equality, Inclusion and Participation. A portfolio of indicators should be flexible towards emerging and changing needs and try to implement continuous improvement in regard to extent, quality and data availability. In addition, data collection methods can continuously be developed and improved.

<sup>28</sup> Subgroup on Equality Data (2018), [Guidelines on improving the collection and use of equality data](#), Brussels, European Commission.

## Portfolio of indicators

The following section provides a list of indicators for each specific objective and operational objective.

### Horizontal objectives

#### Specific objective 1: Fight and prevent antigypsyism and discrimination

The indicators aim to capture changes in discrimination against Roma, the attitudes of the general population towards Roma and trends in harassment and hate crime, as well as changes in institutional antigypsyism and forms of multiple discrimination affecting Roma women and children. The general goals of specific objective 1 are expected to be met through measures and actions under two more detailed operational objectives: 1-a, 'Fighting discrimination, harassment, hate crime and hate speech against Roma', and 1-b, 'Promoting awareness of Roma history, culture, recognition and reconciliation'.

Headline indicators	General population
1) Share of people who felt discriminated against because of being Roma in any of the areas covered in the survey in the past 12 months	N.A./potentially FRS SDGs 10.3.1 and 16.b.1
2) Share of general population who do not feel comfortable with having Roma as their neighbours	FRS

N.A., not applicable. FRS, FRA's Fundamental Rights Survey. SDGs, Sustainable Development Goals

#### *Operational objective 1-a: Fighting discrimination, harassment, hate crime and hate speech against Roma*

Indicators for operational objective 1-a relate to implementing the principle of equal treatment between persons irrespective of racial or ethnic origin and preventing possible violation of the Racial Equality Directive<sup>29</sup> in line with the Council Framework Decision on combating certain forms of racism and xenophobia<sup>30</sup>, and establishing effective implementation mechanisms to that end.

For possible measures under this specific objective, see Annex 1 – SO1a Fighting discrimination, harassment, hate crime and hate speech against Roma.

Secondary (optional) outcome indicators	
Indicator	General population
Share of people experiencing hate-motivated harassment (overall five acts) because of being Roma in the 12 months before the survey, 16 and over	N.A./potentially FRS SDG 10.3.1 SDG 16.b.1
Share of people who were physically attacked because of being Roma (out of all respondents) in the past 12 months, 16+	N.A./potentially FRS SDG 16.1.3

N.A., not applicable. FRS, FRA's Fundamental Rights Survey. SDGs, Sustainable Development Goals

Process indicators for operational objective 1-a: Fighting discrimination, harassment, hate crime and hate speech against Roma
Indicator – Dimension A – Institutional set-up
<ul style="list-style-type: none"> <li>National Roma equality, inclusion and participation strategies or related sets of policy documents explicitly include measures to combat antigypsyism.</li> </ul>

<sup>29</sup> EU (2000), Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L 180, 19 July 2000, p. 22–26.

<sup>30</sup> EU (2008), Council Framework Decision 2008/913/JHA of 28 November on combating certain forms and expressions of racism and xenophobia by means of criminal law, OJ L 328, 6 November 2008, p. 55–58.

- The national action plan for the implementation of national Roma strategies of the EU Member State in question envisages specific measures to address antigypsyism and discrimination.
- Equality bodies monitor, on a regular basis, the implementation of national Roma strategies for compliance with the Racial Equality Directive and the Council Framework Decision on combating certain forms of racism and xenophobia, and record cases of discrimination against Roma.
- Anti-discrimination reports and surveys are regularly produced and released.
- Antigypsyism is recognised in Member States' legal frameworks, policies, policy documents and policy implementation measures.
- Antigypsyism is provided as a category in hate crime data recording.
- The specific measures to address antigypsyism and discrimination have funding allocated.
- Municipalities with a significant Roma population have (a) dedicated Roma counsellor position(s) among their staff.

**Indicator – Dimension B – Particular measures and actions**

- A publicly accessible system for monitoring court cases/complaints to national equality bodies on cases of antigypsyism is in place.
- A publicly accessible system for monitoring cases/incidents of discrimination, hate speech or hate crime against Roma and reporting to national equality bodies or ombudsperson offices, prosecutors or the police is in place and functioning.
- A system of training police officers on non-discrimination and recognition of bias-motivated crime with specific modules on discrimination against Roma is in place.
- Member States allocate airtime to Roma in public media outlets.
- Member States implement awareness-raising campaigns.
- Easy-access tools for reporting hate speech and hate crime are in place.
- Initiatives/training sessions with information technology companies (Google, Facebook, Twitter) have been implemented to better identify antigypsyism content on social media platforms.
- Initiatives/training sessions for media operators to capture and address cases of antigypsyism and hate speech are in place.

**Indicator – Dimension C – Quality of decision-making processes**

- Roma CSOs are actively involved in the development of specific measures to address antigypsyism and discrimination.
- Roma CSOs participate in the monitoring committees of each EU fund's operational programmes under which the specific measures to address antigypsyism and discrimination are being implemented.
- Roma CSOs participate in the monitoring of the results of the measures implemented.

*Operational objective 1-b: Promoting awareness of Roma history, culture, recognition and reconciliation*

Indicators for operational objective 1-b aim to track progress in increasing awareness and respect of Romani culture, language, arts and history. They build on the relevant standard-setting work by the Council of Europe. The objective further builds on the International Holocaust Remembrance Alliance's recognition and formal marking and promoting awareness of the Roma Holocaust within EU Member States. Measuring and selecting indicators under this objective still require development.

For possible measures under this specific objective, see Annex 1 – SO1b Promoting awareness of Roma history, culture, recognition and reconciliation.

**Outcome indicators: SECONDARY (optional): Indicators have yet to be developed in this area; possible thematic areas in which to develop such indicators could be:**

- awareness among the general population that Roma are a recognised national minority;
- awareness among the general population of Roma history, literature, arts, culture, music and politics;
- awareness among the general population that the Romani language is a recognised non-territorial language under the Council of Europe Charter for Regional or Minority Languages;
- awareness of the Roma Holocaust among the general population.

**Process indicators for operational objective 1-b: Promoting awareness of Roma history, culture, recognition and reconciliation**

**Indicator – Dimension A – Institutional set-up**

- National Roma strategies or related sets of policy documents explicitly include measures with indicators and targets to promote awareness of Roma history and culture.
- The Roma Holocaust is recognised, and memorial days for its remembrance are part of the official calendar of state holidays.
- Monuments/memorials to the Roma Holocaust exist.
- The contribution of Romani personalities in the history of the Member State in question is recognised and part of the official calendar of state holidays.
- Roma history, culture and arts are part of formal curricula in schools, universities and academic courses.
- Roma cultural initiatives are present in relevant/national mainstream cultural event calendars.
- Expert commissions on antigypsyism (commissions for truth, recognition and reconciliation) exist and operate to create a deeper understanding of barriers and mechanisms of exclusion within the Member State.
- The structures necessary for the implementation of the Council of Europe’s European Charter for Regional or Minority Languages are in place.
- A regular exchange on the topic of Roma arts, culture and history in the designated advisory bodies to the government takes place with the aim of having an impact on policy.
- Annual state budget support of Roma cultural organisations to foster the promotion of Romani culture is available and has been allocated.
- Annual state budget allocation is available to Romani media (print, online, TV, radio) and has been allocated.
- A city and local budget allocation is available to local Romani media, and the promotion of Roma arts and culture, and has been allocated.
- Ministries or state agencies holding youth portfolios have units explicitly tasked with the inclusion of Roma youth and building the capacity of Roma youth organisations.

**Indicator – Dimension B – Particular measures and actions**

- Schools teach Roma history and culture.
- Teaching of the Romani language is offered free of charge in schools.
- Teachers and school staff are trained on inclusive education and diversity.
- Teachers and school staff are trained on Roma culture and history, including the history of the Roma Holocaust.
- Training opportunities about Roma arts, culture and history are provided to public servants, teachers, police, etc.
- Reserved broadcasting time on public media for Roma arts and culture is available and has been allocated.
- Reserved broadcasting time on public media for news in Romanes is available and has been allocated.
- Stage time opportunities are reserved for featuring Romani culture, in festivals, supported by public funds.

<ul style="list-style-type: none"> <li>• Fair balance between positive and negative narratives about Roma in mainstream media and press.</li> </ul>
<b>Indicator – Dimension C – Quality of decision-making processes</b>
<ul style="list-style-type: none"> <li>• CSOs are consulted on the need for Member State budget allocation to support Romani arts and culture.</li> <li>• Government advisory bodies providing feedback on state budget allocation to support national Roma strategies are able to bring forward their proposals on projects on Romani arts and culture.</li> <li>• The specific measures to promote Romani arts, culture and commemorative events are developed in partnership with Roma CSOs and survivors and/or their descendants.</li> <li>• Roma CSOs participate in the decision-making process of the development and allocation of funding for the specific measures to promote Romani arts and culture.</li> <li>• Roma CSOs participate in the monitoring of the results of the measures implemented under this operational objective.</li> </ul>

### Specific objective 2: Reduce poverty and social exclusion

Indicators for specific objective 2 track progress in reducing poverty and social exclusion based on the Europe 2020 strategy and the European Pillar of Social Rights, and the provision of equal opportunities and access to the labour market, fair working conditions, social protection and inclusion.

For possible measures under this specific objective, see Annex 1 – SO2 Reduce poverty and social exclusion.

Headline indicators	General population
<b>3) At-risk-of-poverty rate (below 60 % of median equivalised income after social transfers)</b>	Eurostat [ilc_li02] SDG 1.2.1
<b>3.1) Children aged &lt; 18 years who are at risk of poverty</b>	Eurostat [ilc_li02] SDG 1.2.2
<b>4) Share of people living in a household of severe material deprivation (cannot afford four out of nine items, e.g. food adequate heating and inviting friends)*</b>	Eurostat [ilc_mddd11] SDG 1
<b>4.1) Children aged &lt; 18 years living in severe material deprivation*</b>	Eurostat [ilc_mddd11] SDG 1

\*Will be replaced with social and material deprivation (Eurostat [ilc\_mdspd07]) and the corresponding indicator for children if used in SDG reporting for the general population in the future.

Outcome indicators SECONDARY (optional)	
Indicator	General population
Share of people living in a household who cannot afford a meal with meat, chicken, fish (or vegetarian equivalent) every second day	Eurostat [ilc_mdsp03]
Share of people living in a household in which at least one person in the household has gone to bed hungry in the past month because there was not enough money for food	N.A./FRS
Share of children aged 0–17 years living in household in which one person in the household has gone to bed hungry in the past month because there was not enough money for food	N.A./FRS

Share of people living in household who are able to make ends meet with (great) difficulties	Eurostat [ilc_mdcs09]
Share of people who do not have a bank account	N.A./FRS

N.A., not applicable. FRS, FRA's Fundamental Rights Survey. SDGs, Sustainable Development Goals

<b>Process indicators for specific objective 2: Reduce poverty and social exclusion</b>
<b>Indicator – Dimension A – Institutional set-up</b>
<ul style="list-style-type: none"> <li>• National Roma strategies or related sets of policy documents explicitly include measures with indicators and targets to reduce poverty and social exclusion among Roma with an explicit focus on child poverty.</li> <li>• Social protection and assistance implementation guidelines contain anti-discrimination provisions to secure equal access of Roma.</li> <li>• A mechanism has been set up to guarantee access to a bank account.</li> <li>• Bank guarantees are provided for microcredits for low-income households.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>
<ul style="list-style-type: none"> <li>• A food and nutrition programme for school children is in place.</li> <li>• Targeted training is given to staff of social services to tackle discrimination and antigypsyism.</li> <li>• Specific national measures are implemented to take account of mechanisms of intergenerational poverty, as well as the need to support Roma children and their families in the four interrelated sectoral objectives (education, housing, healthcare and poverty reduction).</li> <li>• Training on financial literacy and support for financial inclusion is provided.</li> </ul>
<b>Indicator – Dimension C – Quality of decision-making processes</b>
<ul style="list-style-type: none"> <li>• Measures are in place to ensure participation of Roma in developing policy responses in the area of social inclusion and poverty reduction.</li> <li>• The specific measures in the area of poverty reduction and social inclusion (in particular those targeting Roma who are at high risk of marginalisation) are developed in partnership with Roma CSOs.</li> <li>• Interventions in the area of poverty reduction and social inclusion (in particular those targeting Roma who are at high risk of marginalisation) are implemented with the participation of Roma community organisations.</li> <li>• Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes under which the specific measures to reduce poverty and social exclusion (in particular those targeting Roma who are at high risk of marginalisation) are being implemented.</li> <li>• Roma CSOs participate in the monitoring of the results of the measures implemented to reduce poverty and social exclusion (in particular those targeting Roma who are at high risk of marginalisation).</li> <li>• Government institutions and administration (central and local) use, in their decision-making process in the area of social inclusion and poverty reduction, inputs from Roma civil society, business and industry, academia and research.</li> </ul>

### Specific objective 3 Promote participation through empowerment, cooperation and trust

Indicators for specific objective 3 aim to track progress in promoting participation of Roma by means of empowerment, cooperation and trust-building measures. Indicators under this objective still require development.

For possible measures under this specific objective, see Annex 1 – SO3 Promote participation through empowerment, cooperation and trust.

Headline indicator	General population
5) Share of people who felt discriminated against (in any area) in the past 12 months and reported the last incident of discrimination because of being Roma	N.A./potentially FRS
6) Active citizenship and participation indicator – TO BE DEVELOPED	Potentially FRS

Outcome indicators SECONDARY (optional)	
Indicator	General population
Share of persons who did NOT report the most recent incident of harassment because of being Roma (of those experiencing harassment), 16+	N.A./potentially FRS
Share of persons who did NOT report the most recent incident of a physical attack because of being Roma, 16+	N.A./potentially FRS SDG 16.3.1
Share of persons who have heard of at least one equality body, NHRI or ombuds institution, 16+	Potentially FRS
Share of persons who tend to trust the police, 16+	Eurostat [Ilc_pw03]
Share of persons who tend to trust the judicial system, 16+	Eurostat [Ilc_pw03]
<b>Further indicators to be developed in regard to participation:</b> <ul style="list-style-type: none"> <li>share of persons who are employed in public services (NACE category O);</li> <li>share of persons who are employed as professionals or managers (ISCO 8+9)</li> <li>share of persons who participate/voted in (last) national elections.</li> </ul>	Eurostat [Ifsa_eisn2]

N.A., not applicable. FRS, FRA's Fundamental Rights Survey.

Process indicators for specific objective 3: Promote participation through empowerment, cooperation and trust
<b>Indicator – Dimension A – Institutional set-up</b> <ul style="list-style-type: none"> <li>National Roma strategies or related sets of policy documents explicitly include measures with indicators and targets to promote participation through empowerment and by building cooperation and trust.</li> <li>Local and community-level non-governmental organisations are involved in coordinated EU-wide civil monitoring of the implementation of strategies.</li> <li>Roma CSO representatives are regularly invited to participate as full members in EU funds' national monitoring committees.</li> <li>The function of Roma mediators is institutionalised in the local administrations in municipalities with a high share of Roma population.</li> <li>Municipalities with a high share of Roma population have (a) dedicated Roma councillor position(s) among their staff.</li> <li>Mainstream political parties pledge to place Roma candidates in electable places on electoral lists for parliaments and regional/municipal representative bodies.</li> </ul>



<ul style="list-style-type: none"> <li>• Cities and municipalities with a high share of Roma population include Roma advisory bodies or a Roma policy coordinator in their institutional set up to implement Roma inclusion policy.</li> <li>• A strategy and a specialised agency with a mandate to improve trust and empowerment of Roma exist and effectively operate.</li> <li>• The NHRI/ombuds institution/equality body consults regularly with civil society on the situation of Roma and/or involves Roma civil society in a regular consultation.</li> <li>• A legal support mechanism to address cases of antigypsyism/anti-Roma racism have the necessary financial resources to operate effectively.</li> <li>• Mechanisms are in place to secure and encourage the involvement of Roma/pro-Roma CSOs in the coordinated monitoring of the implementation of national Roma strategies/monitoring and reporting hate speech online.</li> <li>• A budget is allocated to support civil society in projects aiming to empower Roma and build cooperation and trust in public institutions.</li> <li>• A budget is allocated to awareness-raising campaigns aiming to break stereotypes against Roma.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>
<ul style="list-style-type: none"> <li>• The percentage of cases reported that result in legal cases</li> <li>• Training of duty-bearers on antigypsyism/anti-Roma racism and anti-discrimination</li> </ul>
<b>Indicator – Dimension C – Quality of decision-making processes</b>
<ul style="list-style-type: none"> <li>• Mechanisms to encourage Roma participation in policy design, implementation and monitoring at national level are explicitly defined in national Roma strategies.</li> <li>• Mechanisms exist to encourage Roma participation in policy design, implementation and monitoring of any policy that has an impact on their situation at <b>local level</b>.</li> <li>• Roma participate in media councils.</li> <li>• Roma CSOs participate in the monitoring of the results of the measures implemented under this specific objective.</li> <li>• Roma participate in management or decision-making positions within the organisations implementing interventions in the area of Roma inclusion.</li> <li>• Roma are employed in NRCs and other institutions related to Roma inclusion.</li> <li>• Local plans (in line with the national Roma strategy) are established and implemented by local authorities in collaboration with Roma CSOs – in particular those working at local level.</li> </ul>

## Sectoral policy objectives

### Specific objective 4: Increase effective equal access to quality inclusive mainstream education

Indicators for specific objective 4 aim to track the increase in Roma access to quality inclusive mainstream education.

For possible measures under this specific objective, see Annex 1 – SO4 Increase effective access to high-quality inclusive mainstream education.

Headline indicator	General population
<b>7) Share of children aged from 3 years to the age for starting compulsory primary education who attend early childhood education and care</b>	Eurostat [sdg_04_30] SDG 4.2.2
<b>8) Share of people aged 20–24 years who have completed at least upper secondary education</b>	Eurostat [edat_ifs_9903] SDG 4.3

<b>9) Share of children aged 6–15 years attending schools in which ‘all or most of schoolmates are Roma’ as reported by the respondents (selected countries only)</b>	<b>Not applicable</b>
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<b>Outcome indicators SECONDARY (optional)</b>	
<b>Indicator</b>	<b>General population</b>
Share of children of compulsory school age who attend education, household members, 5–18 years (depending on the country)	N.A.
Share of persons who felt discriminated against because of being Roma in the past 12 months, when in contact with school authorities (as a parent/guardian or a student), 16+	N.A./potentially FRS
Early leavers from education and training, 18–24 years	Eurostat [edat_lfse_14]
Share of persons aged 30–34 years who have completed tertiary education	Eurostat [t2020_41]
Prevalence of hate-motivated bullying/harassment of children (because of being Roma) while in school in the past 12 months, out of all respondents who are parents/guardians of school-age children, 16+	N.A./FRS
<b>Further indicators to be developed:</b> <ul style="list-style-type: none"> <li>• share of school-age children living in a household without a computer;</li> <li>• share of school-age children living in a household without access to the internet;</li> <li>• share of young Roma aged 16–24 years who are living in a household without a computer;</li> <li>• share of young Roma aged 16–24 years who are living in a household without access to the internet.</li> </ul>	

N.A., not applicable. FRS, FRA’s Fundamental Rights Survey.

<b>Process indicators for specific objective 4: Increase effective equal access to quality inclusive mainstream education</b>
<b>Indicator – Dimension A – Institutional set-up</b>
<ul style="list-style-type: none"> <li>• Monitoring the inclusiveness of mainstream education policies is envisaged in national Roma strategies.</li> <li>• A national/regional desegregation programme is in place.</li> <li>• A national plan to prevent and eliminate misdiagnosis leading to the inappropriate placement of Roma pupils in special needs education is implemented.</li> <li>• Affirmative actions are in place to employ Roma teachers in mainstream education.</li> <li>• Roma school mediator or teaching assistant functions are integrated into the education systems.</li> <li>• Explicit safeguards and criteria for the inclusiveness of mainstream education policies are reflected in national Roma strategies.</li> <li>• A system to guarantee young Roma a place and support their attendance of either upper secondary or vocational education is in place, with a focus on girls.</li> <li>• A system to support Roma who seek higher education, through scholarships, mentoring and counselling, is in place, with a focus on girls.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>

- Measures are in place to secure effective access of Roma to high-quality inclusive mainstream education, with the long-term aim of reaching the same effective access as that of the general population.
- Safeguards to ensure effective equal access of Roma children to early childhood education and care exist and have been operationalised.
- Targeted training is given to teachers and other education staff to prevent discrimination and antigypsyism in education.
- Teachers are trained to ensure/use an inclusive educational approach.
- Individual pedagogical support given by qualified staff in mainstream education is provided to Roma pupils.
- Curricula and teaching materials addressing Romani culture, history and language are in place.
- Measures are implemented to promote access to extra-curricular, cultural and leisure activities for Roma children in a multicultural set-up.
- Roma benefit from support programmes (such as individual support, scholarships and mentoring, and digital literacy).
- A budget is allocated to combat anti-Roma racism in schools.
- Scholarships are provided to support Roma enrolled in universities.
- 'Romology' or Romani studies are implemented in university-level programmes.
- Teaching of the Romani language is offered free of charge in schools.
- Targeted measures are in place to support informal training and certify practically gained skills.

**Indicator – Dimension C – Quality of decision-making processes**

- Measures are in place to ensure participation of Roma in developing policy responses in the area of education.
- School inspectorates participate in the monitoring of the results of the measures implemented under this objective.
- Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes under which the specific measures to promote equal access to education (in particular fighting segregation and promoting inclusive education at all stages) are being implemented.

### Specific objective 5: Increase effective equal access to quality and sustainable employment

Indicators for specific objective 5 aim to track progress in access to paid employment, and its quality and sustainability. They build on the provisions of the Council Directive establishing a general framework for equal treatment in employment and occupation<sup>31</sup> and the Council Directive implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.<sup>32</sup>

For possible measures under this specific objective, see Annex 1 – SO5 Increase effective access to paid high-quality and sustainable employment.

<sup>31</sup> EU (2000), [Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation](#), OJ L 303, 2 December 2000, p. 16–22.

<sup>32</sup> EU (2000), [Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin](#), OJ L 180, 19 July 2000, p. 22–26.

Headline indicator	General population
10) Share of people aged 20–64 years who self-declared their main activity status as ‘paid work’ (including full-time, part-time, ad-hoc jobs, self-employment and occasional work or work in the past 4 weeks)	Eurostat [Ifsa_ergan] SDG 8.5
11) Share of young persons aged 15–29* years whose current main activity is ‘not in employment, education or training’ (NEET)	Eurostat [edat_lfse_20] SDG 8.6.1
12) Gender employment gap: difference in the paid work rate between women and men aged 20–64 years	Eurostat [Ifsa_ergan] SDG 8.5

\*Current data based on FRA surveys cover only 16–29 years.

Outcome indicators SECONDARY (optional)	
Indicator	General population
Share of people who felt discriminated against because of being Roma in the past 12 months, when at work, 16+	N.A./potentially FRS
Share of people who felt discriminated against because of being Roma in the past 12 months, when looking for a job, 16+	N.A./potentially FRS
Further indicators of quality of work to be developed: permanent contract, qualified work, share of Roma working in public services, share of Roma in work poverty, vocational education and training	

Process indicators for specific objective 5: Increase effective equal access to quality and sustainable employment
<b>Indicator – Dimension A – Institutional set-up</b>
<ul style="list-style-type: none"> <li>• A mechanism to support quality employment of Roma is in place and is equipped with the necessary financial resources.</li> <li>• Roma organisations participate as observers in labour unions and tripartite commissions.</li> <li>• Mentoring and career development programmes to support Roma professionals’ employment in public administration are in place.</li> <li>• Mechanisms to facilitate employment of Roma as full-time staff of labour offices and other branches of administration facilitating access to employment are in place.</li> <li>• Roma employment and youth mediators are positions that exist in the administrative structure of municipalities with a high share of Roma population.</li> <li>• Schemes for supporting small business start-ups and entrepreneurial initiatives of Roma are in place.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>
<ul style="list-style-type: none"> <li>• Targeted measures to support Roma entrepreneurship and self-employment, particularly for young people, are in place.</li> <li>• Targeted measures to support the formalisation of existing informal employment are in place.</li> <li>• Targeted measures to support Roma employment in public administration are in place.</li> <li>• Public work schemes targeting localities with a high share of Roma population have explicit exit strategies with skills-building and qualification components.</li> <li>• Programmes to support first work experience, job placement, apprenticeships and career development targeting Roma youth are implemented and resourced.</li> </ul>

- Programmes to support inclusive employers and encourage equal opportunities in the workplace are implemented.
- Awareness-raising campaigns and targeted training for employment services, unions and employers to tackle discrimination and antigypsyism in the labour market are implemented.
- Micro-loan schemes for small business with explicit targeting of Roma communities exist and operate.

**Indicator – Dimension C – Quality of decision-making processes**

- Measures are in place to ensure participation of Roma in developing policy responses in the area of employment.
- Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes under which the specific measures to increase effective Roma participation in paid high-quality and sustainable employment are being implemented.
- Roma CSOs participate in the monitoring of the results of the measures implemented.
- Government institutions and administration (central and local) use, in their decision-making process in the area of employment, inputs from Roma civil society and in particular Roma entrepreneurs and successful Roma professionals.

**Specific objective 6: Improve Roma health and effective equal access to quality healthcare and social services**

Indicators for specific objective 6 aim to track improvements in Roma people’s equitable access to healthcare and social services to address the gap noted in the EU Framework for National Roma Integration Strategies up to 2020. The indicators include an intersectional approach to health, particularly focusing on housing and access to clean water, especially as regards Roma children, women, those with disabilities and the elderly. They also refer to aspects of sexual and reproductive health.

For possible measures under this specific objective, see Annex 1 – SO6 Improve Roma health and increase effective access to high-quality healthcare and social services.

Headline indicator	General population
<b>13) Difference in life expectancy at birth (general population versus Roma)</b>	Human Mortality Database/Eurostat [demo_mlexpec]
<b>14) Share of people who have restricted access to healthcare and social services – TO BE DEVELOPED</b>	N.A./potentially FRS

Outcome indicators SECONDARY (optional)	
Indicator	General population
Share of persons assessing their health in general as ‘Very good’ or ‘Good’, respondents, 16+	Eurostat [hlth_silc_01]
Share of people with medical insurance coverage, 16+	OECD [ECHI 76]
Share of people who felt discriminated against because of being Roma in the past 12 months, when accessing healthcare services, 16+	N.A./potentially FRS
<b>Further indicators to be developed:</b>	Eurostat [demo_fordager]
• share of Roma women who gave birth to their first child before the age of 18 years;	SDG 3.7 Eurostat [SDG_03_60]

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• unmet medical need.</li> </ul> |  |
|---|--|

N.A., not applicable. FRS, FRA's Fundamental Rights Survey. SDGs, Sustainable Development Goals, OECD (ECHI), Organisation for Economic Co-operation and Development [European Core Health Indicators 76

<b>Process indicators for specific objective 5: Improve Roma health and effective equal access to quality healthcare and social services</b>
<b>Indicator – Dimension A – Institutional set-up</b>
<ul style="list-style-type: none"> <li>• The system of health mediation is institutionalised and integrated into the relevant structures of health administration.</li> <li>• A system of encouraging and supporting career development perspectives for health mediators towards health professionals exists.</li> <li>• A system for the provision of preventive healthcare services that are available to Roma in ghettos and segregated/remote settlements is in place.</li> <li>• Regional health inspectorates have the resources (financial and human) to ensure that national-level vaccination and immunisation programmes for children and old people, as well as preventive services (such as blood measurements and cancer screenings), also reach Roma communities.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>
<ul style="list-style-type: none"> <li>• Health awareness programmes customised to the specific health challenges that Roma face (including healthy lifestyles and nutrition) are in place.</li> <li>• The availability or set-up of health preventive programmes to reach out to risk groups, including Roma, is addressed.</li> <li>• Awareness-raising campaigns to promote an understanding of the need for vaccinations are implemented.</li> <li>• Vaccinations for children and old people (flu) are affordable and conducted.</li> <li>• Preventive health screenings of children in schools are regularly conducted, with follow-up measures implemented for risk groups.</li> <li>• The set-up of a pre-natal care programme and the targeting of disadvantaged women are implemented, and pre-natal services are provided on a regular basis.</li> <li>• Mother–child health monitoring schemes targeting children aged 0–3 years are in place with a specific target of disadvantaged groups.</li> <li>• Targeted training for health staff to prevent discrimination and antigypsyism is implemented on a regular basis.</li> <li>• Health-related awareness raising and campaigns targeting Roma communities are in place.</li> </ul>
<b>Indicator – Dimension C – Quality of decision-making processes</b>
<ul style="list-style-type: none"> <li>• Measures are in place to ensure participation of Roma in developing policy responses in the area of health.</li> <li>• The specific measures to address challenges in the area of health are developed in partnership with Roma CSOs.</li> <li>• Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes, under which the specific measures to improve Roma access to healthcare services are being implemented.</li> <li>• Roma CSOs participate in the monitoring of the results of the measures implemented in the area of health.</li> <li>• Government institutions and administration (central and local) use, in their decision-making process in the area of health, inputs from Roma civil society and in particular the networks of Roma health mediators.</li> </ul>

## Specific objective 7: Increase effective equal access to adequate desegregated housing and essential services<sup>33</sup>

Indicators for specific objective 7 measure improvements in the availability and quality of housing and essential services, including the provision of clean tap water, adequate sanitation, waste collection, electricity, gas, public transport, financial services and digital communications (in line with principle 20 of the European Pillar of Social Rights). The indicators assess the gaps between Roma and non-Roma in access to housing, especially in areas in which existing Roma settlements cannot be legalised/improved.

For possible measures under this specific objective, see Annex 1 – SO7 Increase effective access to adequate desegregated housing and essential services.

Headline indicator	General population
<b>15) Share of people living in housing deprivation (in an apartment that is too dark or has a leaking roof/damp walls and/or floors or no bath/shower or indoor toilet)</b>	Eurostat [tessi 291]
<b>16) Share of people living in household that does not have the minimum number of rooms, according to the Eurostat definition of overcrowding</b>	Eurostat [ilc_lvho05a] SDG_11_10/ SDG 1, SDG 11
<b>17) Share of people living in households without tap water inside the dwelling (selected countries only)</b>	Eurostat [ilc_mdho05] SDG 6.1.1

Outcome indicators SECONDARY (optional)	
Indicator	General population
Share of people living in households that do not have a toilet, shower or bathroom inside the dwelling	Eurostat [ilc_mdho05] SDG_06_10/SDG 6
Share of people living in a dwelling with a leaking roof, damp walls, floors or foundation, or rot in window frames or floor	Eurostat [SDG_01_60] SDG 1
Share of people living in a household that, in the past 12 months, has been forced to leave the accommodation or halting site	N.A.
Share of people who felt discriminated against because of being Roma in the past 5 years, when looking for housing, 16+	N.A./potentially FRS
<b>For further development:</b> <ul style="list-style-type: none"> <li>• residential segregation;</li> <li>• indicator(s) reflecting the regional aspects of the situation of Roma;</li> <li>• access to basic services and infrastructure in the area (healthcare services, public transport, schools, childcare) because of distance, costs, opening times and a lack of service;</li> <li>• share of people living in illegal or unregulated housing stock.</li> </ul>	N.A.

N.A., not applicable. FRS, FRA's Fundamental Rights Survey. SDGs, Sustainable Development Goals

<sup>33</sup> Such as tap water, adequate sanitation, waste collection and management services, electricity, gas, access to transport, financial services and digital communications (in line with principle 20 of the European Pillar of Social Rights).

**Process indicators for specific objective 7: Increase effective equal access to adequate desegregated housing and essential services**

**Indicator – Dimension A – Institutional set-up**

- National Roma strategies or related sets of policy documents explicitly include measures to combat residential segregation.
- Clear guidelines regarding evictions are in place and are effectively implemented to protect against irregular evictions.
- Clear guidelines regarding evictions are in place and are effectively implemented to protect households with children.
- Existing loopholes in housing regulation preventing the legalisation of unregulated housing stock in Roma neighbourhoods are closed.
- Eligibility and assessment criteria for EU-funded projects implemented for infrastructure improvement in localities with a high share of Roma population provide additional points for companies employing – or operated by – Roma.
- A policy is in place to encourage and support community-level self-help local initiatives in the area of housing.
- An assessment of needs for halting sites and caravan pitches is conducted regularly.
- Mechanisms are in place to ensure that the right to safe water and sanitation is effectively enjoyed by Roma.

**Indicator – Dimension B – Particular measures and actions**

- Explicit safeguards and criteria for the inclusiveness of mainstream housing services and programmes are reflected in national Roma strategies.
- Targeted measures are in place to provide support to socially deprived areas, with a view to reducing segregation.
- Targeted measures with secured financial resources are in place to improve public infrastructure for disadvantaged settlements in regard to roads, water, sanitation, access to public services and sewage facilities.
- A ‘housing first’ programme is in place.
- Targeted training for staff in housing services and municipal offices is provided to tackle discrimination and antigypsyism in the area of housing.
- Mapping and monitoring disadvantaged settlements and camps are conducted on a regular basis.
- Monitoring on housing aspects (the number of local housing needs assessments) is conducted on a regular basis.

**Indicator – Dimension C – Quality of decision-making processes**

- Measures are in place to ensure participation of Roma in developing policy responses in the area of housing.
- The specific measures to address challenges in the area of housing are developed in partnership with Roma CSOs.
- Interventions in the area of housing targeting Roma (in particular desegregation) are developed and implemented with the participation of Roma community organisations.
- Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes under which the specific measures to improve the housing situation, and in particular ensure desegregation, are being implemented.
- Roma CSOs participate in the monitoring of the results of the measures implemented in the area of housing and, in particular, desegregation.
- Government institutions and administration (central and local) use, in their decision-making process in the area of housing, inputs from Roma civil society and in particular the networks of Roma health and education mediators.



*Operational objective 7-a: Fighting environmental deprivation and promoting environmental justice*

The indicators for operational objective 7-a track progress in addressing environmental deprivation in housing. They measure challenges related to the asymmetrical exposure of Roma to environmental hazards due to living on polluted land and/or being employed in environmentally hazardous occupations.

Measures under this objective are closely linked to housing and infrastructure improvements as a means of addressing housing-related environmental hazards, as well as employment (in the context of decent work) and the health impacts of environmentally hazardous living conditions. The ultimate goal of interventions under this operational objective is to secure a safe and environmentally sustainable environment. The indicators for this operational objective will further help to measure improvement in these areas as well as adding additional context to the measures under specific objectives 2, 5 and 6. Indicators under this objective still require development.

For possible measures under this specific objective, see Annex 1 – SO7a Fighting environmental deprivation and promoting environmental justice.

<b>Outcome indicators SECONDARY (optional)</b>	
<b>Indicator</b>	<b>General population</b>
Share of Roma living in households with the following problems in their accommodation: pollution, grime or other environmental problems in the local area, such as smoke, dust, unpleasant smells or polluted water	Eurostat [ilc_mddw02]
<p><b>Further indicators to be developed in regard to exposure to environmentally hazardous living conditions that pose a risk to health, such as:</b></p> <ul style="list-style-type: none"> <li>• living in areas prone to natural disasters (by type of disaster – river flooding, flash floods, landslides, etc.);</li> <li>• living in environmentally hazardous areas (by type – landfills or dump sites, abandoned industrial sites, mines, etc.);</li> <li>• exposure to hazardous factors (by type – living in polluted areas, relying on untreated and contaminated water sources, exposed to toxic emissions, exposed to electro-magnetic radiation, etc.);</li> <li>• working in hazardous occupations, including work on wastelands or waste collection work, and with no adequate protection;</li> <li>• living in areas with a lack of infrastructure such as safe drinking water, waste water treatment, paved roads and waste collection;</li> <li>• share of households relying on burning solid waste to heat their dwellings.</li> </ul>	

<b>Process indicators for operational objective 7-a: Fighting environmental deprivation and promoting environmental justice</b>
<b>Indicator – Dimension A – Institutional set-up</b>
<ul style="list-style-type: none"> <li>• National Roma strategies or related sets of policy documents explicitly include measures to combat environmental deprivation and promote environmental justice.</li> <li>• Implementation guidelines secure priority access to social housing for Roma living in environmentally hazardous areas.</li> </ul>

<ul style="list-style-type: none"> <li>• Standards for housing safety and the prevention of living in hazardous conditions are strictly enforced.</li> <li>• An environmental assessment of new building sites and halting sites is in place.</li> <li>• Effective mechanisms are in place to ensure the enforcement of environmentally relevant provisions of labour legislation.</li> </ul>
<b>Indicator – Dimension B – Particular measures and actions</b>
<ul style="list-style-type: none"> <li>• Targeted measures with secured financial resources are in place to resettle Roma families living in environmentally hazardous areas.</li> <li>• An impact assessment of housing policies and housing provisions targeting Roma in regard to environmental factors is in place.</li> <li>• The environmental impact of policies and environmental risks for Roma are addressed in the national Roma strategies.</li> </ul>
<b>Indicator – Dimension C – Quality of decision-making processes</b>
<ul style="list-style-type: none"> <li>• The specific measures to address environmental challenges in the areas where Roma live (in particular in segregated Roma communities) are developed in partnership with Roma CSOs and Roma residents from the localities concerned.</li> <li>• Interventions in the area of a safe and sustainable environment targeting Roma (in particular in segregated Roma communities) are developed and implemented with the participation of Roma community organisations.</li> <li>• Roma CSOs participate in the monitoring committees of the respective EU funds operational programmes under which the specific measures to improve the environmental situation in the areas in which Roma live (in particular in marginalised Roma communities) are being implemented.</li> <li>• Roma CSOs participate in the monitoring of the results of the measures implemented to improve the environmental situation in the areas in which Roma live (in particular in segregated Roma communities).</li> <li>• Government institutions and administration (central and local) use, in their decision-making process in the area of health, inputs from Roma civil society and in particular the networks of Roma health mediators.</li> </ul>

## Annex 1: Typology of measures reported by Member States 2018

### SO1a Fighting discrimination, harassment, hate crime and hate speech against Roma

<b>Types of measures (based on 2018 reporting)</b>
Campaigns, conferences and awareness raising to combat intolerance and discrimination
Recognising the Romani language
Research on Roma culture and history and antigypsyism, and embedding of these topics in the university context
Building institutions' capacity to address discrimination
Developing the capacity of Roma organisations
Strengthening human rights monitoring mechanisms
Developing strategies and policy frameworks
Affordable legal advice and support

Enhancing the role and participation of women
Desegregation and social inclusion initiatives at local level
Anti-discrimination and awareness-raising initiatives
Support for access to justice, rights awareness
Provision of legal advice and support for victims of (multiple types of) discrimination
ADD AS NEEDED

### SO1b Promoting awareness of Roma history, culture, recognition and reconciliation

<b>Types of measures (based on 2018 reporting)</b>
Promoting Roma culture, history and language
Developing the capacity of Roma organisations
Promoting and supporting Roma art initiatives
Developing strategies and policy frameworks
Media coverage of Roma on art, culture, history
Encouraging visibility of positive role models
ADD AS NEEDED

### SO2 Reduce poverty and social exclusion

<b>Types of measures (based on 2018 reporting)</b>
Social assistance, material support for vulnerable families
Food and nutrition programmes for children in schools
Inclusive support in schools for vulnerable children in regard to learning support, leisure and social activities, and care
Skills development and labour market integration
Improving access to social services (healthcare, education)
Capacity development of public institutions to address vulnerability
General social inclusion and labour market integration
Addressing housing deprivation
Specific support for children to allow parents to engage in employment
Local-level community development initiatives
Measures facilitating the transition from education to employment
Anti-discrimination and awareness-raising initiatives

ADD AS NEEDED
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### SO3 Promote participation through empowerment, cooperation and trust

<b>Types of measures (based on 2018 reporting)</b>
Encourage participatory approaches and mechanisms in formulating policies
Local-level community development initiatives designed, implemented and monitored by local communities
Encouraging and creating conditions for Roma to be interested in – and see the merit of – full participation in political life
Fighting against vote buying and electoral manipulation
Providing opportunities for economic independence through skills development and labour market integration
Developing capacity of public institutions to address vulnerability
Building capacity of (Roma) civil society and other stakeholders to speak on behalf of and effectively defend the interests of Roma
Building capacities of and empowering Roma women
Involving (Roma and pro-Roma) civil society and other stakeholders in policy development and implementation
Strengthening civil monitoring mechanisms on Roma equality and inclusion
Addressing housing deprivation
Specific support for children to allow parents to engage in employment
Local-level community development initiatives
Measures facilitating the transition from education to employment to secure economic independence and empowerment of youth
Ensuring a type of coordination mechanism for the involvement of Roma in the policy process, from design through implementation to monitoring
ADD AS NEEDED

### SO4 Increase effective equal access to quality inclusive mainstream education

<b>Types of measures (based on 2018 reporting)</b>
Developing strategies and monitoring frameworks to fine-tune policies and improve enrolment
Capital investment in educational infrastructure
Measures to secure pre-school enrolment

Measures to prevent dropout, and encourage Roma youth to complete secondary education and continue to tertiary education
Tuition, financial or other support to compensate for material social disadvantage
Capacity development of teachers, mediators and public institutions
Large-scale integrated social inclusion interventions contributing to two or more specific objectives
Promoting research on Romani culture, history and language
Anti-discrimination and awareness-raising initiatives
Desegregation and reducing the number of children enrolled in 'special schools'
ADD AS NEEDED

#### SO5 Increase effective equal access to quality and sustainable employment

<b>Types of measures (based on 2018 reporting)</b>
Employment subsidisation and other forms of employment-related cost sharing
Career development support, mentoring and coaching that particularly target young people
Vocational training programmes, professional qualifications and catch-up education
Mentoring schemes to support young professionals
Local-level community development initiatives
Support for small business start-ups and social entrepreneurship
Awareness raising and training to reduce discrimination
On-the-job training and apprenticeships with employers
Active labour market policy measures
Using data and monitoring to fine-tune policies and improve the employment of young and long-term unemployed people
ADD AS NEEDED

#### SO6 Improve Roma health and effective equal access to quality healthcare and social services

<b>Types of measures (based on 2018 reporting)</b>
Improving the supply side of health provision infrastructure (staff, facilities)
Health awareness and information campaigns targeting Roma communities
General social inclusion actions to improve health and sanitation infrastructure at local level
Provision of preventive services (screening, early diagnostic, immunisation)

Pre-natal care
Specific health programmes for women in disadvantaged localities and risk groups, such as cost-free midwives, nurses and sex education
Inclusion in health insurance systems
Anti-discrimination measures, intercultural mediation, awareness-raising campaigns targeting health practitioners
Research, data collection and monitoring of health challenges faced by Roma
Developing strategies and policy documents
ADD AS NEEDED

### SO7 Increase effective equal access to adequate desegregated housing and essential services

<b>Types of measures (based on 2018 reporting)</b>
Provision and maintenance of municipal and social housing (including maintenance and repair)
Investments in physical infrastructure in Roma settlements (water, sanitation, electricity, roads)
Legislative measures, construction permits, informal housing legalisation
Monitoring and evaluation of living conditions, barriers and discriminatory factors in access to housing
Removal of slums and shanty towns
Social support and infrastructure for homeless persons
Integrated territorial measures for desegregation
Traveller mobile home pitches, maintenance of caravan sites
Community mobilisation, working groups with local authorities
Meetings, discussions, awareness-raising campaigns
ADD AS NEEDED

### SO7a Fighting environmental deprivation and promoting environmental justice

<b>Types of measures (based on 2018 reporting)</b>
Resettling populations living in environmentally unsafe areas prone to natural disasters (river flooding, flash floods, landslides, etc.) to safe locations
Resettling populations living in environmentally hazardous areas (landfills or dump sites, abandoned industrial sites, mines, etc.) to safe locations

Providing affordable housing options to prevent marginalised Roma from settling in environmentally unsafe areas (prone to natural or human-made disasters)
Providing adequate access to mitigation of the negative effects of air pollution, soil contamination, etc.
Enforcing environmental and safety standards in regional planning
Addressing health-damaging housing, such as dwellings with humidity and lack of isolation
Boosting the awareness of hazardous occupational risks and providing people employed in hazardous occupations with access to individual protection against such risks
Effective action against organised crime in the area of waste management and construction
ADD AS NEEDED