

National Roma Integration Strategy in Spain 2012-2020

REPORTS, STUDIES AND RESEARCH 2012

MINISTRY OF HEALTH, SOCIAL SERVICES AND EQUALITY

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National Roma Integration Strategy in Spain 2012 -2020



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Abbreviations and acronyms

ACs	Autonomous Communities
SCRP	State Council of the Roma People (<i>Consejo Estatal del Pueblo Gitano</i>)
CSR	Centre for Sociological Research (<i>Centro de Investigaciones Sociológicas - CIS</i>)
LCS	Living Conditions Survey
SNHS	Spanish National Health Survey
APS	Economically Active Population Survey
CSE	Compulsory Secondary Education
EURoma	European Network on Social Inclusion and Roma under the Structural Funds
EAFRD	European Agricultural Fund for Rural Development
ERDF	European Regional Development Fund
FEMP	Federation of Municipalities and Provinces
ESF	European Social Fund
FSG	<i>Fundación Secretariado Gitano</i> (Roma Secretariat Foundation)
ITTRI	Institute for Teacher Training, Research and Innovation (<i>Instituto de Formación del Profesorado, Investigación e Innovación Educativa</i>)
NSI	National Statistics Institute (<i>Instituto Nacional de Estadística</i>)
PIT	Personal Income Tax
ME	Ministry of Education (<i>Ministerio de Educación</i>)
MHCA	Ministry of Health and Consumer Affairs (<i>Ministerio de Sanidad y Consumo - MSC</i>)
MHSPE	Ministry of Health, Social Policy and Equality (<i>Ministerio de Sanidad, Política Social e Igualdad - MSPSI</i>)
MHSSE	Ministry of Health, Social Services and Equality (<i>Ministerio de Sanidad, Servicios Sociales e Igualdad - MSSSI</i>)
NGO	Non-Governmental Organisation
OSCE	Organisation for Security and Co-operation in Europe
NRP	National Reform Programme
ADOP	Anti-Discrimination Operational Programme
EU	European Union

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1. Roma people in Spain

1.1. A basic profile

Roma people have been present in Spain since the 15th century, and, as in the rest of Europe, their history has been marked by persecution, attempts at adaptation, and phases of social exclusion. Currently, the Spanish Roma population stands at around 725,000-750,000, figures that have been used by European institutions in their estimates on the Roma populations for the whole of Europe. However, certain caution must be observed with respect to these figures as the real size of the population is not accurately known, with estimates of overall figures having been made using a variety of methods (projections from previous studies, in addition to local data being calculated in a number of ways, studies on housing conditions that did not consider Roma people who do not live in densely Roma populated areas, etc.). Therefore, estimates may range from 500,000 up to 1,000,000 people.¹

In spite of the limitations in determining the total scale of the Roma population in Spain, it is accurately known that the Roma people are distributed across the national territory, with a most concentrated presence in Andalusia, where around 40% of Spanish Roma men and women reside, as well as in Catalonia, Valencia and Madrid. Although their history has been associated to rural life and geographic mobility, the current trend is for prolonged, stable settlement in urban areas,² which consolidated in the 1950s, 60s and 70s to coincide with the general wave of domestic migration between rural areas and cities.

All social demographic studies carried out show that it is a young population, wherein around a third are aged below 16 years, and with birth rates substantially higher than the population average, although in the last decade this disparate rate has begun to reduce.³

¹ Laparra, M. (coord.) (2007): *Informe sobre la situación social y tendencias de cambio en la población gitana. Una primera aproximación*. Madrid, Ministerio de Trabajo y Asuntos Sociales.

² According to a 1991 study, nearly 90% of the Roma population have been living in the same municipality for at least 15 years. Grupo Pass (2001): *Mapa de la Vivienda Gitana en España*. Madrid, Asociación Secretariado General Gitano.

³ Laparra, M. (coord.): *Diagnóstico social de la comunidad gitana en España; Un análisis contrastado de la Encuesta del CIS a Hogares de Población Gitana 2007*. Madrid, Ministerio de Sanidad, Política Social e Igualdad. Available at: http://www.msps.es/politicaSocial/inclusionSocial/poblacionGitana/docs/diagnosticosocial_autores.pdf

In terms of the social situation, the Roma profile is heterogeneous and diverse; it is a common error to associate a given ethnic group to situations of material deprivation, social exclusion or self-exclusion. Many Roma people enjoy medium to high socio-economic levels and are fully integrated into society. Moreover, a substantial amount of Roma have seen progress in the last decade, although they still manifest, to varying degrees, social shortcomings and inequalities with respect to the rest of the population. Lastly, a third minority sector exists, comprising the severely excluded who have seen little progress in terms of their social inclusion. It must be taken into consideration that the current negative economic climate and deterioration of employment in Spain is taking hold throughout the general population, but particularly so for socially vulnerable population groups, as is the case for many Roma people; it is essential that social inclusion processes for these people receive continued support in order to avoid stalling or even regression.

Lastly, it must be stressed that the quantity of Roma people in Spain has increased with the arrival of Roma principally from Romania and Bulgaria who, above all since 2002 (when visa requirements for the two countries were lifted) and once again since 2007 (when they joined the EU) have chosen Spain as their country of destination. The number of Roma people of Romanian and Bulgarian nationalities who, as EU citizens, exercise their right to free circulation and residence in Spain is difficult to quantify given that they are included in the large contingents of Romanian and Bulgarian citizens temporarily or permanently residing in Spain, and due to the lack of registries that record the ethnic origin of foreign nationals in Spain.⁴

1.2. In transition from risk of exclusion to full social inclusion

In general terms, Roma people in Spain have seen significant social progress in the last 40 years; such progress is the result of the arrival of democracy in Spanish society, economic growth on a national scale, the establishment of a Social state, generalised access to social welfare systems (particularly housing, education, healthcare and social services and benefits) and specific measures and programmes aimed at correcting disadvantages. However,

⁴ Based on the information available from NGOs that assist foreign Roma people it can be ascertained that their presence throughout Spain may amount to the figure of 50,000.

there is still a long way to go for there to be equality in the four fundamental areas for social inclusion, and on which the targets of this National Roma Integration Strategy for Spain are based (hereinafter, the “Strategy”).

In terms of education, existing data shows clear progress in terms of Roma children’s pre-school and primary school completion. Pre-school completion rates are low for the population as a whole, yet they have risen considerably in recent years.⁵ In the case of primary education, completion by Roma children is practically at normal levels, although absenteeism and early school leaving continue to be cause for concern; these phenomena are more common in secondary school stage 1 (12-14 years), wherein the problem become more acute for Roma girls.⁶ The presence of Roma youngsters in post-obligatory education is still uncommon and the gap with respect to the rest of the population group wide, although a slight upward trend has been noted.⁷ Therefore, the Roma adult tends to have a lower level of studies, including illiteracy levels higher than the population as a whole.

In terms of employment and economic activity, the situation of Roma people in Spain is broadly characterised by a high activity rate⁸ which shows, to contradict a well-established stereotype, their strong labour potential. Roma people have always worked and have done so from very young until well into their old age yet, due to their relatively low contracted employment rate, this situation is often considerably under-represented. However, the still minimal levels of formal education and professional qualifications of many Roma people of working age have led to large scale

⁵ Between 1994 and 2009 the number of Roma children enrolled in Pre-School Education prior to compulsory education rose nearly 30% (to 87% in 2009). FSG (2010): *Evaluación de la normalización educativa de las alumnas y los alumnos gitanos en Educación Primaria*. Madrid, IFIIE/ Instituto de la Mujer.

⁶ School enrolment of Roma boys aged 13-15 years in 2007 was 84.2%, whilst it was only 71.7% for girls of the same age group. Laparra, M. (coord.): *Diagnóstico social de la comunidad gitana en España, un análisis contrastado de la Encuesta del CIS a Hogares de Población Gitana 2007*. Madrid, Ministerio de Sanidad, Política Social e Igualdad.

⁷ In 2007, 1.6% of the Roma population had reached a non-compulsory level of secondary education (baccalaureate, intermediate vocational training and similar) compared to 19.4% of the population as a whole, according to EPA annual data in 2006; for graduation from further education, the difference was greater; 0.3% of Roma compared to 22.3% of the general population. Laparra, M (coord.) *Ibid.* However, it must be remembered that the Roma population with a greater level of studies are probably under-represented in survey samples.

⁸ In accordance with provisional results of a survey carried out in 2011 among the Roma population, using questions from the Active Population Survey (definitive results of which shall be published in 2012 by the FSG) the activity rate (occupied persons plus jobseekers over the age of 16) was 68.9% of the Roma population, 8.9% higher than the general population. This is explained by generally being younger and accessing the labour market earlier.

employment in poorly paid, temporary activities and with precarious working conditions.

In accordance with recent studies that have compared the Roma labour situation to that of the Spanish population as a whole, the most significant difference can be found in relation to salaried workers compared to the self-employed, as well as in the high proportion of persons working in a family setting against the relatively inexistent rate in the rest of the population.⁹ Furthermore, aspects such as unemployment and seasonal and part-time working affect Roma women more than non-Roma women and even Roma men. The differences in terms of type of occupation and sector of activity are noteworthy, with a very high percentage of Roma being employed in the mobile trading sector (39% in 2005).¹⁰ In addition to all the foregoing, it must be highlighted that, in the midst of the current economic crisis that is so severely affecting the Spanish labour market, most recent data points to a significant increase in the unemployment rate of Roma.¹¹

In terms of health, the results of a study comparing results of the Spanish National Health Survey (SNHS) with regard to Roma and the general population in Spain¹² highlights that Roma show poorer results in a variety of indicators compared to both those of social groups in a better socio-economic situation and those in a poorer situation,¹³ with differences in terms of health condition, lifestyle and access to certain services. Some of

⁹ The rate of self-employed workers in the Roma population is 35%, compared to 16.4% of the total occupied population. The total salaried population in Spain is 83.6% compared to just 37.6% of the Roma population. Finally, the percentage of the occupied Roma population dedicated to collaborating in family economic activities is 26% compared to 0.7% of the total occupied population. (Provisional data from the survey referred to in the preceding footnote compared to Active Population Survey data from 2011-3rd Quarter).

¹⁰ FSG; EDIS (2005) *Población Gitana y Empleo: Un estudio comparado*. Madrid, Fundación Secretariado Gitano.

¹¹ The unemployment rate in Spain has increased 2.4 times since 2005, yet the unemployment rate of the Roma population, pursuant to the most recent study by FSG and EDIS, the results of which are to be published in 2012, has almost trebled in the same period to 37.5%.

¹² La Parra, D. (2009): *Hacia la equidad en salud. Estudio comparativo de las encuestas nacionales de salud a población gitana y población general de España, 2006*. Madrid. Ministerio de Sanidad y Consumo & Fundación Secretariado Gitano. Available at: <http://www.mspsi.gob.es/profesionales/saludPublica/prevPromocion/promocion/desigualdad-Salud/comuGitana.htm#estudioEPG>

¹³ In accordance with the classification proposed by the Social Class Group of the Spanish Society of Epidemiology: (I) Senior manager of the Public Administration and companies with 10 or more salaried personnel. Professions associated with upper and postgraduate degrees; (V) Unskilled workers.

the most pronounced are: perception of own health,¹⁴ the greater prevalence of certain chronic illnesses, and the greater frequency of dental, visual, hearing problems and accidents. Likewise, a higher frequency of unhealthy lifestyles was also detected.¹⁵ In terms of the access and use of the healthcare system, the low use of preventative gynaecological services by Roma women is worthy of note.¹⁶

In terms of housing, recent studies compared with older ones have shown a significant improvement in residential conditions of the Roma in recent decades. Many Roma families have had access to apartments in city neighbourhoods populated by the general population; access to housing has occurred both by means of public and private means, normally in standardised neighbourhoods with a low socio-economic profile. In accordance with the most recent study carried out which, in 2007, analysed housing conditions of more than 90,000 Roma homes, 88.1% of Roma people resided in normalised housing, and only 3.9% in slums, although a further 7.8% live in deteriorated or sub-standard housing.¹⁷ These results represent clear progress with respect to those obtained in the previous study, in 1991, when 10% of Roma housing was in slums, and 21.4% was sub-standard housing. Likewise, housing basic services have also improved considerably. However, in addition to the need to definitively eradicate slums, other problems persist such as the high occupancy of housing, precariousness of services and deterioration, both in terms of the housing itself and urban surroundings.

Roma culture is highly reconciled with the cultures of the rest of Spanish society, at the same time as maintaining certain traditional characteristics and traits that are above all transmitted in the family setting. The majority of Roma people live and interact on a daily basis with non-Roma people in the social arena, and this interaction is probably stronger

¹⁴ 33.4% of Roma men aged 55 years and over describe their health as “good” or “very good”, compared to 52.3% of men in the general population (class V: 44.6%; class I: 73.2%). In Roma women: 10.5% compared to 38.2% of women in the general population (class V: 32.8%; class I: 59.6%). Within the Roma population itself there are large differences when breaking down data into social class, level of education or housing type; for example, 72.8% of Roma women who live in slums or substandard housing describe their health as “poor” or “very poor” compared to 39.2% of those who live in normalised housing.

¹⁵ With respect to tobacco consumption, 54.9% of Roma men smoke daily compared to 31.6% of men in the general population (class I: 20.7%; class V: 36.6%) The difference among youngsters is even greater: 56.2% compared to 30.5% (class V) and 12.4% (class I).

¹⁶ Cytology is provided to 47% of Roma women compared to 52.4% (class V) and 81.1% (class I) of the female population as a whole.

¹⁷ FSG (2008): *Mapa sobre Vivienda y Comunidad Gitana en España 2007*. Madrid, Ministerio de Vivienda/Fundación Secretariado Gitano.

than in any other European country.¹⁸ However, there are still real obstacles to intercultural exchange, such as the existence of certain neighbourhoods or education centres with a high concentration of Roma people, or the still limited and insufficient presence of Roma in political representation or social participation bodies.

In turn, the persistent prejudice directed at the Roma by the Spanish population means that this group continues to be one of the groups that most suffers social ostracism.¹⁹ In recent years, a number of awareness campaigns have been rolled out, with positive effects, but discriminatory conduct and practices in society still persist and have become a principle factor impeding full social inclusion. Effectively, the subjective perception of discrimination of Spanish Roma is marked,²⁰ particularly in the search for employment,²¹ access to facilities and services and housing.²² The greater presence and interaction of Roma in the public arena, the increase in awareness of their rights, the development of detection and reporting mechanisms and services by civil society organisation and the effects of the economic crisis,²³ may all contribute to making the discrimination suffered by Roma due to their ethnic origins more abundant and visible.

¹⁸ Eurobarometer data shows that 39% of the Spanish population surveyed confirmed they had Roma friends, compared to 17% on average in the EU. “Discrimination in the European Union 2009”, Eurobarometer. Data available at: http://ec.europa.eu/public_opinion/archives/ebs/ebs_317_fact_es_es1.pdf

¹⁹ In 2005, 40.2% of people surveyed said that it would bother them “a lot” (15.5%) or “somewhat” (27.7%) to have Roma people as neighbours. Survey 2,620 of the Sociological Research Centre. 2005.

²⁰ In the most recent study carried out on the subjective perception of discrimination of potential victims, persons of Sub-Saharan origin were the group who most declared to have been discriminated against, followed by the Roma. *Panel sobre discriminación por origen racial o étnico (2010): la percepción de las víctimas potenciales*. Madrid, 2011. Ministerio de Sanidad, Política Social e Igualdad.

²¹ In accordance with the results of survey 2,664 of the Centre of Sociological Research (2007), more than half of those asked (nearly 60% of men) felt that they had been discriminated against (or a member of their family had) for being Roma when job seeking.

²² This perception of potential victims is consistent with the distribution of cases of discrimination in annual reports published by the Fundación Secretariado Gitano, entitled *Discriminación y comunidad gitana*.

²³ The current climate of economic crisis may be exacerbating the prevalence of racist attitudes and discrimination due to ethnic or racial origin, according to the conclusion of the *Panel sobre discriminación por origen racial o étnico (2010): la percepción de las víctimas potenciales*. Madrid, 2011. Ministerio de Sanidad, Política Social e Igualdad.

1.3. History of pro-Roma policies during the last 25 years

The Spanish administrative framework is characterised by a high level of decentralisation that has occurred in the last 30 years. Autonomous governments are well equipped in key areas for social inclusion of the most disadvantaged groups, such as in education, healthcare and social services. Local entities are also well prepared in terms of citizens' safety, housing, social services management and cultural activities, with some being shared by all three administrative levels. In the last 30 years, public authorities of all levels of government have put the social inclusion of disadvantaged Roma on their agenda. This dynamic has contributed to the achievement of some significant milestones, although, as has been highlighted in the previous section, there are still great challenges ahead. The focus has been forming from the balance and complementary nature of inclusive social policies and specific programmes for the Roma people (in line with the Common Basic Principles on Roma Inclusion no. 2: "Explicit but not exclusive targeting" and no. 4 "Aiming for the mainstream").

The development of the welfare state by making education, healthcare and non-contributory pensions universal, as well as the strengthening of unemployment protection systems, the consolidation of public social service systems (including income support or minimum wage), social housing policies, etc., have had a positive impact on living conditions for many Roma who have benefitted from said measures not due to being Roma, but due to being at a greater social disadvantage. Government plans in terms of employment, social inclusion, etc., in the last ten years have included explicit reference to Roma,²⁴ which has allowed efforts, best practice and greater cooperation to all fall in line. Likewise, in relation to the use of EU resources, the 1990s saw a surge in innovative initiatives specifically geared to Roma, under the framework of the Horizon and Integra Community Initiatives of the European Social Fund (ESF), which culminated in the inclusion of specific targets and measures in terms of the Roma in the Anti-Discrimination Operational Programme (ADOP) for 2000-2006, which continued in the period 2007-2013.²⁵

²⁴ For example, the National Social Inclusion Plan in Spain 2008-2010 included specific measures for the Roma population such as the adoption of a specific, state-wide action plan and autonomous plans, as well as the development of the functions of the State Roma Council.

²⁵ These measures and targets fell under the *Acceder* Programme, managed until now by the Fundación Secretariado Gitano.

As has been indicated above, the inclusive focus of universal social policies has been complemented by specific measures that address Roma with difficulties of access to universal services due to disadvantage or social exclusion. At state level, the most relevant and pioneering ones are the 1985 approval by the Lower Chamber of Parliament of the early day motion (*proposición no de ley*) on the creation of a National Roma Development Plan, following that rolled out in 1989 for the Roma Development Programme (RDP).²⁶ A highlight of the specific measure is financial and technical cooperation with NGOs working towards Roma development and/or Roma associative movement. Cooperation is established on two fronts: (a) technical support to these organisations, and (b) economic support to the social interest programmes that carry them out.²⁷

Simultaneously to the development of the third sector in Spain that has been progressively been growing in size, becoming more professional, gaining organisation and management capabilities and political implication, an associative Roma movement has been consolidating, formed by a variety of organisations that span the nation and the majority of the local sphere, although of which a large part is integrated into regional federations that have a consolidated role in liaison with public authorities.

At regional level, certain autonomous governments have rolled out specific action plans for Roma, such as the Basque Country,²⁸ Catalonia,²⁹ Extremadura,³⁰ and Navarre.³¹ In 2010, the Spanish Government, in turn, approved the Roma Action Plan 2010-2012³² that is currently in force.

Important milestones in this process have been the steps towards greater institutional recognition of Roma. The Lower House passed, in 1999, the creation of a *Sub-committee for the study of Roma issues*; in 2005, it passed a motion to insist upon Government the promotion of Roma

²⁶ In 1989 a budget provision was made within the General State Budget to fund this Programme. Since then, the distribution of this loan has been carried out by collaboration agreements with autonomous communities, which provide co-financing.

²⁷ Financial support is in place via subsidies regulated in the annual call for subsidies of the Ministry; specifically, that made against 0.7% of Personal Income Tax for social cooperation and volunteering programmes, which have included the “Roma Programmes” as general interest programmes eligible for subsidy since 1989, as well as the call to strengthen the associative fabric under the framework of general subsidies.

²⁸ I and II Basque Plan for Integral Promotion and Social Participation of the Roma People (2004-2007) and (2007-2011).

²⁹ I and II Catalonia Integral Roma Plan (2005-2008) and (2009-2013).

³⁰ Extremadura Plan for the Promotion and Social Participation of the Roma People (2007-2013).

³¹ Navarre Integral Roma Assistance Plan (2011-2014).

³² Passed by Resolution of the Council of Ministers on 9 April 2010.

culture, history, identity and language,³³ which materialised in the creation, in 2007, of the Institute for Roma Culture,³⁴ attached to the then Ministry of Culture. Likewise, legislative assemblies of a number of autonomous communities have included, in their re-worked Statutes, express mentions to Roma communities historically present in each community; specifically Andalusia,³⁵ Aragon,³⁶ Catalonia³⁷ and Castile-Leon.³⁸

In recent years, consultation and representation bodies have been established for the Roma associative movement attached to the General State Administration, as well as many autonomous communities. Examples of this are the creation of a State Council of the Roma People in 2005,³⁹ as well as the coordination of similar bodies in Catalonia,⁴⁰ Basque Country,⁴¹ Extremadura,⁴² and in Castile-La Mancha.⁴³

³³ Early day motion (*Proposición no de ley*) of 27 September 2005, urging the Government to promote Roma culture, history, identity and language.

³⁴ The Institute of Roma Culture is a state foundation aimed at promoting the history, culture and language of Roma with studies, research and publication, as well as promoting initiatives leading to the integration of the Roma community from the acknowledgement of its cultural identity.

³⁵ The Autonomous Statute of Andalusia, created by Spanish Act 2/2007, of 19 March, establishes in Article.10.3.21, as an objective of the Autonomous Community: “The promotion of necessary conditions for the full integration of minorities, particularly the Roma community for its full social inclusion”.

³⁶ Spanish Act 5/2007, of 20 April, reforming the Autonomous Statute of Aragon stipulates that Aragon’s public powers shall promote “the conditions necessary for the integration of ethnic minorities and, particularly, the Roma community” (Art. 23.2).

³⁷ The Autonomous Statute of Catalonia establishes in Article 42.7 that public powers “must guarantee the recognition of Roma culture to safeguard its history”. (Spanish Act 6/2006, of 19 July, reforming the Autonomous Statute of Catalonia).

³⁸ The Autonomous Statute of Castile-Leon includes in its main public policy clauses (Article 16) “The non-discrimination and respect of diversity of the various ethnic, cultural and religious groups present in Castile-Leon, with particular attention to the Roma Community”. (Spanish Act 14/2007, of 30 November, reforming the Autonomous Statute of Castile-Leon).

³⁹ Created and governed by Royal Decree 891/2005, of 22 July, the State Roma Council is the consultation and advisory collegiate interministerial body where collaboration and cooperation of the Roma associative movement with the General State Administration take place, for the integral development and integration of the Roma.

⁴⁰ *Consell Assessor del Poble Gitano*, created by *Decret 102/2005 de creació de la Comissió Interdepartamental del Pla integral del Poble Gitano i del Consell Assessor del Poble Gitano*.

⁴¹ Council for Roma Promotion and Social Participation in the Basque Country created by Decree 289/2003 of 25 November.

⁴² Regional Roma Council created by Decree 179/2001 of the Government of Extremadura.

⁴³ Regional Roma Council created by Order of the Castile-La Mancha Department of Health and Social Welfare, of 25 April 2011.

In the anti-discrimination field, the tools and mechanisms to protect potential victims have been strengthened with the translation of Directive 43/2000 to the Spanish legal system,⁴⁴ and in recent years dedicated public prosecutors have been specialised in dealing with discrimination and hate crimes in the provinces of Barcelona, Madrid and Malaga. Recently, the Attorney General appointed a Deputy Attorney General of the Supreme Court for the safeguarding of equality and anti-discrimination. Also worthy of note is the creation of the Council for the Promotion of Equal Treatment and Non-Discrimination due to Race or Ethnicity⁴⁵, in which two Roma associative movements participate, as well as the Victims' Support Network driven by said body.⁴⁶

All these initiatives have been developed in conjunction with the active involvement of civil society organisations and Roma associations to complement Common Basic Principles on Roma Inclusion no. 9: "Participation of civil society" and no. 10: "Active participation of the Roma".

A result of the described process is the now greater knowledge of the situation and problems faced by the Roma people in Spain, thanks to various studies carried out in recent years, as well as a greater number of professionals with greater capabilities and experience.

⁴⁴ Act 62/2003, of 30 December, on fiscal, administrative and special measures.

⁴⁵ The Council is a collegiate body attached to the Ministry of Health, Social Policy and Equality, comprising state, autonomous and local administrations, business organisations and trade union representatives, as well as non-profit organisations working in the field of racial or ethnic discrimination. It is governed by Royal Decree 1044/2009 amending Royal Decree 1262/2007 on the composition, capabilities and structure of the Council for the Promotion and Unequal Treatment and Non-discrimination due to Racial or Ethnic Origin.

⁴⁶ It is a service promoted by the Council for the Promotion of Equal Treatment that independently supports and advises victims of racial or ethnic discrimination in any sphere (education, health, housing, employment, etc.). This service is based on a network of social and trade union organisations including the Unión Romani and the Fundación Secretariado Gitano.

2. The 2020 National Roma Integration Strategy: Definition and Targets

2.1. Definition

The Spanish strategy was conceived as an opportunity to strengthen and broaden the channels and measures that have produced positive results in recent decades. It falls under the framework of the National Reform Programme, and in the national plans and policies of a number of fields (education, employment, housing, healthcare, etc.) that directly affect the living conditions of Roma. Likewise, given the high degree of decentralisation of the Spanish administrative system, this is planned and developed in collaboration with autonomous communities and local authorities, and in consultation with the Roma associative movement. The strategy has the following focus:

1. Greatening working channels that have reaped positive results in recent decades: long-term focus, continuity, implication and cooperation of the various administrative levels, active implication and participation of civil society including Roma organisations, coordination between the various agents implicated, guarantee of rights and education of responsibilities, etc.
2. Balance and offsetting between general and specific policies, and between mainstreaming and targeted approaches:
 - There are strategies, plans and policies at state level that address the whole population or that focus on key areas for social inclusion (education, jobs, healthcare, housing, equality and non-discrimination, etc.) that attempt to be inclusive to Roma and have an impact in the achievement of the Strategy's targets (Point 3.2);
 - There is an Action Plan for the Development of the Roma Population 2010-2012 in place until 2012 that sets out specific measures and actions (Point 3.3).
3. Linkage with the targets of the 2020 Strategy materialised in Spain in the National Reform Programme, particularly with that concerning education, jobs, poverty and social inclusion.

4. Inspiration from the Common Basic Principles on Roma Inclusion, particularly those indicated above (no. 2: “Explicit but not exclusive targeting” and no. 4; “Aiming for the mainstream”) and their adaptation to the diverse realities of the Roma.
5. Greater use of Structural Funds, particularly the ESF and the European Regional Development Fund (ERDF) based on current experience and in line with guidelines given in the regulatory drafts for the period 2014 – 2020.
6. Adaptation of the general principles to the plurality of socio-economic circumstances of the Roma, by means of flexible and appropriate work models; special attention was given to the adaptation for the Roma population originating from third countries or EU Roma citizens resident in Spain.

2.2. Social inclusion targets 2020

The Strategy defines in each of the four key areas for social inclusion (education, jobs, housing and healthcare) quantitative targets to be reached for 2020, as well as mid-term targets for 2015. Said targets have been quantified from the most recent information available and likewise taking into account the developments in the last decade in which comparable data is available. Data of the whole Spanish population was presented that highlights still-existing inequalities.⁴⁷

General population data included in the tables of targets below are obtained from official statistical sources. On the other hand, Roma-specific data are taken from sociological studies and surveys with sampling representativeness and margins of error common in this type of studies.

The selection of targets has been made by identifying the fundamental challenges in relation the expected success of substantial progress and with respect to pre-existing data. In certain cases in which it is considered that there are targets that need to be included, but for which trustworthy data is not available, this has been indicated in the tables in order to obtain such data in the near future.

⁴⁷ The data appearing in the tables all feature a date. Said date corresponds to the year in which the survey or study by means of which the data was obtained was carried out, and does not necessarily coincide with the dates of publications of reports and studies from which they have been taken (the “Sources” at the foot of each table) which tend to be later.

Certain quantitative targets have been broken down by gender, particularly when available data shows significant differences between Roma men and Roma women. This has not been available in all cases, but in the process of monitoring and reviewing the Strategy's targets an attempt has been made to break down all indicators and, where appropriate, realign targets for 2020.

Lastly, there is currently no data available that allows mid-term quantitative targets to be set in order to reduce the risk of poverty and social exclusion of the Roma. However, the Strategy aims to incorporate indicators in its follow-up with regard to relative poverty, material deprivation and intensity of household employment, in line with the European 2020 Strategy and the National Reform Programme.

2.2.1. Education Targets

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 1. Increase in Roma pre-school education completion.					
Specific Target 1.1 <i>Increase the proportion of Roma girls and boys that have attended pre-school prior to their compulsory schooling (<6 years).</i>	97.5% (2008, ME)	59% (1994, FSG) 74% (2001, FSG)	87% (2009, FSG)	91%	95%
TARGET 2. Universal schooling and increasing academic success among Roma pupils in Primary Education.					
Specific Target 2.1. <i>Increase school completion of Roma girls and boys in Primary Education (6-12 years).</i>	99.9% (2008, ME)		96.7% (2007, CIS)	98%	99%
Specific Target 2.2 <i>Reduce absenteeism* in Primary Education.</i> <i>*(absence from school for more than three months)</i>		57% (1994, ASGG) 31% (2001, FSG)	22.5% (2009, FSG)	15%	10%
Specific Target 2.3 <i>Increase the number of Roma girls and boys in the school year corresponding to their age.</i>	8 años: 94% 10 años: 89% (2008, ME)	35% (1994, ASGG) 69% (2001, FSG)	81.1% (2009, FSG)	85%	90%

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 3. Increase in completion of Compulsory Secondary Education and increase in academic success of Roma pupils at this stage					
Specific Target 3.1 <i>Increase school completion in Secondary Education of Roma between 13-15 years.</i>	>98% (2008, ME)		Total 78.1% (F): 71.7% (2007, CIS)	Total: 85% (F): 80%	Total: 90% (F): 90%
Specific Target 3.2 <i>Reduce early school leaver rates prior to the end of the compulsory stage.</i>			This figure is expected during 2012		
Specific Target 3.3 <i>Increase the number of Roma students enrolled in CSE.</i>	78% (2008, ME)		This figure is expected during 2012		
TARGET 4: Increase in the education level of the Roma adult.					
Specific Target 4.1 <i>Reduce absolute illiteracy rates amount Roma (>16 years)</i>	2.2% (2011/3Q, APS)	13.1% (2005, FSG) 13.5% (2007, CIS)	8.7% (2011, EDIS; FSG)	6%	3%
Specific Target 4.2 <i>Reduce the proportion of Roma aged 18-24 years with no studies or training leaving during or at the end of the compulsory stage. (2020 Strategy).</i>	Total: 31.2% (early school leaver) (2009, PNR)		90.9% (2011, EDIS; FSG)	85%	80%
Specific Target 4.3 <i>Increase the level of Roma that have completed post-compulsory studies</i>	42.1,% (2006, APS)		2.6% (2007, CIS)	5%	8%
<p>SOURCES:</p> <p>ASGG (1994): <i>Evaluación de la Normalización Educativa del Alumnado Gitano en Educación General Básica</i>. Madrid, Asociación Secretariado General Gitano.</p> <p>FSG (2002): <i>Evaluación de la Normalización Educativa del Alumnado Gitano en la Educación Primaria</i>. Madrid, Fundación Secretariado Gitano.</p> <p>FSG (2006): <i>Incorporación y trayectoria de niñas gitanas en la CSE</i>. Madrid. CIDE/Instituto de la Mujer.</p> <p>FSG (2010): <i>Evaluación de la normalización educativa de las alumnas y los alumnos gitanos en la Educación Primaria</i>. Madrid, ITTRI/Instituto de la Mujer.</p> <p>Ministerio de Educación/Instituto de Evaluación (2011): <i>Sistema Estatal de Indicadores de la Educación</i>. Ministerio de Educación.</p> <p>Laparra, M. (coord.) (2011): <i>Diagnóstico social de la comunidad gitana en España; Un análisis contrastado de la Encuesta del CIS a Hogares de Roma 2007</i>. Madrid, MSPSI.</p> <p>"Active Population Survey", National Statistics Institute (Annual Data 2006).</p> <p>"Active Population Survey", National Statistics Institute (III Quarter 2011).</p> <p><i>National Reform Programme. Spain</i>. 2011.</p>					

2.2.2. Employment Targets

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 1: Improve access to normalised employment and reduce job precariousness among the Roma.					
Specific Target 1.1 <i>Increase employment rate in the Roma.</i>	Total: 62.5 % (20-64 years) (F): 55,8% (2010, NRP) (47,17% for all ages) (2011/3Q, APS).	Total: 59.7% (F):48.5%	Total: 43.8% (F):38.4% (2011, EDIS/FSG)	Total: 50% (F): 45%	Total: 60% (F): 52%
Specific Target 1.2 <i>Reduce unemployment rate among the Roma.</i>	21.52% (2011/3Q, APS)	13.8% (2005, EDIS/FSG)	36.4% (2011, EDIS/FSG)	30%	20%
Specific Target 1.3 <i>Increase the proportion of Roma occupied in salaried activities.</i>	83.6% (2011 APS)	51.4% (2005, EDIS/FSG)	37.6% (2011, EDIS/FSG)	40%	48%
Specific Target 1.4 <i>Reduce the temporary employment rate among Roma workers.</i>	26.0% (2011/3Q, APS)	70.9% (2005, EDIS/FSG) 76.4% (2007,CIS)	This figure is expected during 2012		
Specific Target 1.5 <i>Increase the proportion of Roma professionals and self-employed workers (unsalaried) contributing to Social Security.</i>			< 60% (2007, CIS)	70%	75%
Specific Target 1.6 <i>Reduce the proportion of Roma dedicated to collaborating in family economic activities.</i>	0.7% (2011/3Q, APS)	24.1% (2005, EDIS; FSG)	26% (2011, EDIS; FSG)	23%	20%

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 2: Improve professional qualifications of Roma.					
Specific Target 2.1 <i>Increase the proportion of Roma workers with a qualified occupation (above elementary occupations).</i>	86.74% (2004, APS)	47,2% (2007, CIS) 32,3% (2005, EDIS/FSG)	This figure is expected during 2012		
<p>SOURCES:</p> <p>FSG; EDIS (2005): <i>Población Gitana y Empleo: Un estudio comparado</i>. Madrid, Fundación Secretariado Gitano.</p> <p>Preview of the results of the 2nd study <i>Población Gitana y Empleo: Un estudio comparado sobre encuesta realizada en 2011</i>. FSG-EDIS. 2011 (publication forecast for 2012).</p> <p>Laparra, M. (coord.) (2011): <i>Diagnóstico social de la comunidad gitana en España; Un análisis contrastado de la Encuesta del CIS a Hogares de Población Gitana 2007</i>. Madrid, Ministerio de Sanidad, Política Social e Igualdad.</p> <p>"Active Population Survey", National Statistics Institute (Annual Data 2004).</p> <p>"Active Population Survey", National Statistics Institute (III Quarter 2011).</p> <p><i>National Reform Programme. Spain</i>. 2011.</p>					

2.2.3. Housing Targets

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 1. Eradication of slums and sub-standard housing.					
Specific Target 1.1 <i>Reduce the percentage of slums for Roma households.</i>		10% (1991, PASS)	3.9% (2007, FSG)	2%	0.5%
Specific Target 1.2 <i>Reduce the percentage of Roma homes considered as sub-standard housing.</i>		21.4% (1991, PASS)	7.8% (2007, FSG)	6%	3%
TARGET 2. Improve accommodation quality for Roma.					
Specific Target 2.1 <i>Reduce the percentage of Roma households lacking any basic services.</i>	< 1%	In 1978 had running water, 15% had hot water, 50% had a WC, 25% had a shower, 86% had electricity	8.5% (2007, CIS)	4.2%	2.1%

General and specific targets	Total population data	Previous ref Roma population	Most recent Roma data	Target 2015	Target 2020
TARGET 2. Improve accommodation quality for Roma.					
<i>Target</i> 2.2. Reduce the percentage of Roma households with damp problems.	17.3 % (2006, LCS)		45.7% (2007, CIS)	40%	35%
Specific Target 2.3 Reduce the percentage of Roma households lacking suitable urban facilities.		In 1991 92% had electrical lighting, 95% had rubbish collection, 77% had public transport, 84%	19.5% (2007, CIS)	15%	10%
Specific Target 2.4 Reduce the percentage of Roma households with overcrowding.	0.6% (2006, LCS)		29.4% (2007, CIS)	25%	20%
<p>SOURCES:</p> <p>FSG (2008): <i>Mapa sobre vivienda y comunidad gitana en España, 2007</i>. Madrid. Ministerio de Vivienda; Fundación Secretariado Gitano.</p> <p>Laparra, M. (coord.) (2011): <i>Diagnóstico social de la comunidad gitana en España; Un análisis contrastado de la Encuesta del CIS a Hogares de Población Gitana 2007</i>. Madrid, Ministerio de Sanidad, Política Social e Igualdad.</p> <p>VV.AA. (1990): <i>Los Gitanos Españoles, 1978</i>. Madrid, Instituto de Sociología Aplicada & Asociación Secretariado General Gitano.</p> <p>Grupo Pass (1991): <i>Mapa de la Vivienda Gitana en España</i>. Madrid, Asociación Secretariado General Gitano.</p>					

2.2.4. Health Targets⁴⁸

General and specific targets	Total population data (SNHS data, 2006)	Most recent Roma data (SNHS Roma data, 2006)	Target 2015 ⁴⁹	Target 2020
TARGET 1.A. Improve health among the Roma and reduce social inequalities in healthcare: Intervention in the adult population				
Specific Target 1.1 Improve the perception of health* of the Roma * (<i>Perception of health as "good" or "very good" among 35 to 54 year olds.</i>)	(M): 75.9% (F): 65.7%	(M): 65.6% (F): 51.4%	(M): 70% (F): 58%	(M): 76% (F): 66%
Specific Target 1.2 <i>Reduce traffic accidents of Roma over 16 years old.</i>	(M): 21.2% (F): 15.8%	(M): 41.6% (F): 27.9%	(M): 32% (F): 22%	(M): 22% (F): 16%
Specific Target 1.3. <i>Reduce smoking among male Roma over 16 years old.</i>	31.6%	54.9%	40%	30%
Specific Target 1.4 <i>Reduce obesity among Roma women (>16 years).</i>	15.2%	26.4%	20%	15%
Specific Target 1.5 <i>Reduce the number of Roma women that have never had a gynaecological consultation.</i>	17.6%	25.3%	20%	16%
TARGET 1.B. Improve the health condition of the Roma and reduce social inequalities in healthcare: Intervention among children				
Specific Target 2.1 <i>Reduce the number of home accidents (house, stairs, lobby, etc.).</i>	(M): 26.4% (F): 27.8%	(M): 36.7% (F): 53.8%	(M): 30% (F): 40%	(M): 26% (F): 28%
Specific Target 2.2 <i>Reduce childhood obesity (2-17 years).</i>	(M): 10.2% (F): 9.4%	(M): 16.1% (F): 19.2%	(M) 13% (F): 14%	(M): 10% (F): 9%

⁴⁸ From the perspective of the determining social factors for health, improvements in areas such as education, employment or housing contribute to improved health results and the promotion of healthy lifestyles.

⁴⁹ Given that the indicators depend on the development of the age structure, they will be analysed by adjusting data for age structure.

General and specific targets	Total population data (SNHS data, 2006)	Most recent Roma data (SNHS Roma data, 2006)	Target 2015 ⁴⁹	Target 2020
TARGET 1.B. Improve the health condition of the Roma and reduce social inequalities in healthcare: Intervention among children				
Specific Target 2.3 Increase dental assistance (no. of children that have never attended the dentist).	(M): 39% (F): 38.4%	(M): 49.5% (F): 51.4%	45%	38%
<p>SOURCES:</p> <p><i>Sistema de Indicadores de Desarrollo de la Población Gitana. Grupo de Indicadores.</i> Ministerio de Sanidad, Política Social e Igualdad. 2011.</p> <p>Laparra, M. (coord.) (2011): <i>Diagnóstico social de la comunidad gitana en España; Un análisis contrastado de la Encuesta del CIS a Hogares de Roma 2007.</i> Madrid, Ministerio de Sanidad, Política Social e Igualdad.</p> <p>La Parra, D. (2009): <i>Hacia la equidad en salud. Estudio comparativo de las encuestas nacionales de salud a población gitana y población general de España, 2006.</i> Madrid, MSC; FSG.</p> <p>MSC / FSG (2005): <i>Salud y comunidad gitana. Análisis de propuestas para la actuación.</i> Madrid, Ministerio de Sanidad y Consumo.</p>				

3. Action Strategy

3.1. Complementarity and synergies with other policies and plans

The National Roma Integration Strategy is supported by the inclusion of this population group as a recipient of targets and political measures and plans that address the Spanish population as a whole: the intention is that said plans and policies reach the Roma and the social disadvantages of this group currently are understood; this requires them to be inclusive, flexible and accessible. The most important political tools and plans are described below.

There are a number of domestic targets in the **European 2020 Strategy** which are particularly relevant in terms of social inclusion: the increase in the employment rate of 20-64 year olds (from 62.5% to 66% in 2015 and 74% in 2020), the increase in the employment rate of women aged between 20 and 64 years (from 55.8% to 68.5% in 2020), the reduction of the early school leaver rate (from 31.2% to 23% in 2015 and 15% in 2020); the increase in the proportion of the population aged 30-34 years with tertiary education (from 39.4% to 41% in 2015 and 44% in 2020). Lastly, Spain adopts a target of reducing the number of persons at risk of poverty and social exclusion by between 1,400,000 and 1,500,000 (between 2009 and 2019, from 10.6 to 9.1-9.2 million).

The National Reform Programme (NRP) proposes a series of measures in various areas that directly contribute to social inclusion of disadvantaged Roma:

- With regard to education targets the NRP proposes measures such as: Initial Professional Qualification Programmes (IPQP), grants programmes, Reinforcement, Guidance and Support Programmes (RGSP), Programme to Reduce Early School Leaving, the Educa3 Programme, and measures aimed at making the professional training system more flexible and better in general.
- With regard to employment, the NRP establishes measures are in line with the following areas of actions: reduction of labour market segmentation and temporary employment; improvement of job opportunities for the unemployed particularly with regard to youngsters; better effectiveness of active employment policies, normalising of undeclared employment and improving employability of women.

- The key measures under Section IV.5 on poverty and social inclusion are organised into four blocks based on their end targets: raise income in households with working age members; promote active inclusion; reduce the risk of poverty in certain segments of the population; guarantee access to decent housing or accommodation. This section also contains measures such as the elaboration of specific plans for certain population groups, including the Action Plan for the Development of the Roma Population 2010-2012.

The 2020 Strategic Framework for European Cooperation and Training established four targets: (i) make lifelong learning and mobility a reality; (ii) improve the quality and efficiency of education and training; (iii) promote equality, social cohesion and active citizenship; (iv) strengthen creativity and innovation, including an entrepreneurial spirit at all education and training levels.

Some specific targets associated to these targets are particularly important for the situation of a considerable part of the Roma population:

- The percentage of 15 year old pupils with poor performance in basic Reading, Mathematics and Sciences should be below 15%.
- At least 95% of children aged between four years and the beginning of Primary Education should be enrolled in pre-school education.
- The percentage of young people leaving education and training early should be below 10%.
- The percentage of 30-34 year olds that have successfully completed post-compulsory education should be at least 40%.

The Spanish Employment Strategy 2012-2014 establishes targets coherent with the Europe 2020 Strategy and commitments undertaken by Spain in its National Reform Programme:

- Raise participation in the labour market and reduce unemployment, with the achievement of an employment rate of 74% for the population aged between 20 and 64 years under the 2020 strategy, and of 68.5% for women.
- Reduce labour market segmentation and temporary employment.
- Strengthen part-time working and internal flexibility in companies.
- Improve professional capabilities and match them to the needs of market.
- Promote rapid and appropriate reinsertion of persons into the labour market.
- Promote gender equality in the labour market.

Of the ten strategy working areas, “Professional Orientation”, “Training and Re-qualifying”, “Opportunities for groups with special difficulties” and “Fostering Equal Opportunities in Employment”, among others, will have special focus for the Roma.

Reaching healthcare equality means that people may reach their greatest condition of health for their social position or other circumstances determined by social factors such as belonging to an ethnic minority. In October 2008, the Ministry of Health and Consumer Affairs rolled out the National Committee to Reduce Social Inequalities in Healthcare in Spain. In May 2010, the Committee presented a report with recommendations on the political strategies that, from various levels and sectors of the Administration, should be rolled out or boosted in order to reduce healthcare inequalities in Spain. Of these recommendations, the current MHSSE has prioritised nine measures grouped into four strategic channels, which are the basis of the **National Health Equality Strategy** that is developing:

- Information systems on health equality that guide public policies.
- Promotion and development of inter-sector knowledge and tools to strive towards “Health and Equality in all policies”.
- A comprehensive support plan for infant and adolescent health attempting to achieve equal development opportunities for all children, regardless of the status of the parents.
- A political visibility plan for the Health Equality Strategy and Social Determining Factors for Health.

The prioritising of the nine measures was endorsed by the Health Promotion Working Group in September 2010 and by the Public Health Committee of the Inter-territorial Council of the National Healthcare System in the very same month.

With regard to housing, **the State Housing and Rehabilitation Plan 2009-2012**, still in force, includes in its main targets “contribute, together with other administrations, to the eradication of sub-standard housing and slums”, for which reason a series of assistance measures to eradicate precarious and irregular settlements is in place for the population at risk of or in a situation of social exclusion, with serious deficiencies in terms of sanitation, overcrowding and safety and living conditions far below minimum acceptable levels.

Under the framework of the Human Rights Plan, passed by Resolution of the Council of Ministers on 12 December 2008, certain measures were established that would have a potential impact on the Roma. In addition to the measure concerning the elaboration of a specific plan to improve Roma

living conditions (to which reference is made in another section), the Human Rights Plan includes a Strategic Citizenship and Integration Plan, as well as the approval of a national strategy to fight racism and xenophobia.

The II Strategic Citizenship and Integration Plan 2011-2014, aimed at integrating foreign nationals, including channels and measures of interest for Roma such as those concerning Co-inhabitancy, Equal Treatment, Non-Discrimination and Participation. The population that will benefit for the plan expressly excludes European citizens originating from Romania and Bulgaria.

The **National integral strategy against racism, racial discrimination and xenophobia and other types of intolerance** approved in November 2011 partially dedicates its analysis to a section on the situation of racism suffered by the Roma. The measures provided for under its framework, in addition to considering regulatory changes, specifically Article 510 of the Penal Code, include the follow-up of cases of discrimination and specific actions in terms of education, employment, health, housing, the media, internet, sport and awareness.

3.2. Strategic lines of action

3.2.1. Education

Pre-school education

- Support to enrol Roma at 0-3 years, with priority given to families at risk of social exclusion.
- Family awareness and support for the participation of families in school, as well as the training of young people as teachers.
- Promotion of work, family and personal life conciliation.

Primary and secondary education

- Boosting of mediation programmes between families and schools, encouraging the incorporation of male and female Roma professionals.
- Boosting of Reinforcement, Guidance and Support Programmes, in order to avoid absenteeism and early school leaving.
- Strengthening of accompaniment measures for the transition from primary to secondary education.

- Strengthening of the participation of Roma students with learning difficulties or specific support needs in IPQPs (Initial Professional Qualification Programmes) or in CDPs (Curricular Diversification Projects).
- Fostering of measures to avoid the concentration of Roma pupils in certain schools or classrooms.

Post-obligatory education

- Boosting of labour orientation programmes to prepare for the move from secondary school to professional training and accompaniment in transition phases between school years and stages.
- Fostering of university access measures for the Roma, including the promotion of grants programmes.

Eradication of adult illiteracy and education

- Boosting of literacy and the permanent education programmes for Roma in Adult Education Centres, Popular Universities, Training Workshops, Employment Workshops, etc., including academic strengthening in order to encourage completion of CSE education and the rate of over 25s taking the University Entrance Exam.
- Fostering lifelong education by way of flexible and adapted methodologies, making timetables more flexible and seeking ways to conciliate, strengthening the EU dimension, with special attention to digital literacy.
- Promotion of the use of infrastructures and measures of primary and secondary education centres attended by Roma children.

Teacher training in intercultural education

- Boost the inclusion of specific courses on Roma culture and diversity in Teacher Training and Resources Centres.
- Support in university training, particularly in certain courses (Education degrees (Pre-school and Primary), Teaching degrees (Pre-school and Primary), Social Education, Social Work, Pedagogy, Psychology, etc.) and the inclusion of units on cultural and intercultural diversity.

Inclusion of diversity in the curriculum

- Creation of a guidance protocol of inclusion of culture, history, literacy etc., of the Roma people in text books and student working materials, and support for the creation of education materials on Roma culture.
- Support for education centres to foster cultural diversity in their centre education project (CEP) and to incorporate Roma culture into the centre curricular project (CCP).

3.2.2. Employment

Training and qualifications

- Development of specific programmes to train Roma people at risk of exclusion, simultaneously facilitating access to normalised training programmes for access to employment. Fostering these programmes to reach out to companies, enabling agreements and paid internships.
- Encouraging new technology training (ICT) for Roma.
- Encouraging actions to promote access to continual training for male and female Roma workers.
- Encouraging informative actions on the obtainment of qualifications and professional certificates (by acknowledgement and accrediting of unofficial professional experience and training).

Access to employment

- Encouraging informative actions on information, guidance and intermediation services of Public Employment Services, as well as labour regulations, self-employment, access to micro credits and social economic companies.
- Support for the normalisation of undeclared professional activities in which a high percentage of Roma work, by means of information activities or advisory services, with special attention for mobile trading and rubbish collection.
- Development of awareness activities to remove discrimination in the access, permanence and promotion of the Roma in the labour market.

3.2.3. Housing

Eradication of slums

- Promotion of the classification of “renewal areas for the eradication of sub-standard housing and slums” for slum settlements and sub-standard housing identified in studies.
- Encouragement for integral intervention programmes, in the process of re-housing, that favours training for the use and maintenance of housing, the implication of persons affected in all phases of the process, labour occupation and the use of community and education services; boosting the use of Structural Funds (art. 7.2 of the ERDF Regulations).
- Search for dignified solutions for homeless or evicted families or those living in condemned buildings.

Access to quality housing and accommodation

- Support for access for young people to rental housing and protected social housing, particularly those with family obligations, as well as Roma people coming from sub-standard housing and slums.
- Stress on housing rehabilitation assistance, on intermediation programmes for access to housing and the granting of private housing for public management.
- Adjustment of public housing leasing costs according to need.
- Encouraging information measures, particularly those directed at the Roma, on actions originating from housing plans.
- Search for Roma-adapted formula when proof of minimum income is required by autonomous communities, in order to allow them access to housing in fair conditions compared to the rest of the population.

3.2.4. Health

Accessibility, use and efficiency of healthcare services

- Fostering of policies and actions aimed at reducing health inequalities suffered by the Roma and other population groups, with priority for children, adolescents and young people, with the inclusion of the gender aspect.

- Reorientation of health services towards equality, in terms of areas for promotion and the prevention of diseases and healthcare assistance.
- Inclusion of specific targets to reduce inequality and attention to diversity of normalised services in the National Healthcare System.
- Boosting promotion of lifelong health and, particularly, in Roma children and adolescents, including the establishment of active measures.

Administrative cooperation and participation

- Establishment of mechanisms to ensure an impact on the health of Roma by the various public strategies and plans of the Ministry of Health, Social Services and Equality and of autonomous communities.
- Promotion of Roma collaboration and participation and their associative fabric in intervention processes.
- Promotion of cross-section work and activities, fostering coordination with other entities and action plans, in all territorial areas as well as with other institutions.
- Coordinate with paediatric services in order to promote information and training circulation actions for Roma, particularly immigrants.
- Support and impulse of diversity-related training activities, intercultural capabilities and equality of (male and female) professionals that work in the health arena.
- Cultural adaptation of resources when necessary.

3.2.5. Other complementary courses of action

Social action

- Foster access for the Roma to all resources, goods and services, from the point of view of active participation in social insertion paths.
- Impulse for cooperation between Social Services and Public Employment Services for socio-labour insertion of the Roma that receive minimum income.
- Promotion of training for male and female Roma professionals in mediation and other social action areas.

- Knowledge improvement and access for Roma to Social Services benefits that they currently make little use of (such as Carer's Assistance).

Roma participation

- Promotion of the presence, participation and leadership of Roma people in the political and social sphere and in public institutions for both men and women.
- Strengthening and improvement of the work of the State Council of the Roma People and their Working Groups.
- Fostering of coordination channels between the State Council of the Roma People and Roma participation bodies at local and autonomous levels.
- Strengthening of the Roma associative movement, particularly of women's associations, promoting the development of capabilities in organisational and their democratic operations.
- Fostering of actions that favour Roma participation in organised areas of civil society, particularly young people and women.

Knowledge improvement

- Support for studies that improve social-demographic knowledge of the Roma, encouraging collaboration with administration bodies in charge of official statistics.
- Improvement of healthcare information systems at a local, autonomous and national level in order to identify needs and inequalities in terms of Roma, and maintaining a study alongside on the health of the Roma community.
- Promotion of studies and research that allow for the evaluation of advances and difficulties of the education status of Roma students.
- Support for the development of regular studies and statistics that allow for the analysis of the Roma situation in the labour market, as well as analysis of paths for the transformation and modernisation of mobile trading.
- Support for the development of working tools, material and methods for specialised intervention, and the diffusion of successful elements.
- Support for the development of studies and research that contribute towards improving knowledge on discrimination to which Roma are victim.

- Fostering the circulation of best practice and the exchange of experience and knowledge transfer between various territories and entities, with particular attention to local level initiatives.

Cross-cutting gender focus

- Effective incorporation of the gender focus by Public Administrations in the design, development and evaluation of policies and programmes in the areas of education and training, employment, health and the fight against social exclusion.
- Fostering education centres for the promotion of gender equality in all measures that address young Roma people and their families.
- Development of studies on how gender violence affects Roma women, and the rolling out of preventative measures.

Non-discrimination and promotion of equal treatment

- Promotion of the effective application of European and Spanish legislation against discrimination, the fight against racism and hate crime, applying recommendations of the Council of Europe in terms of anti-discrimination and anti-Roma attitudes to Spain.
- Strengthening of cooperation with the State Council for the Promotion of Equal Treatment and active participation of Roma organisations.
- Elaboration of information and awareness materials that address reducing and eradicating the discrimination suffered by Roma.
- Development of training for civil servants and other key players, particularly legal professionals, the police service, public service and resources professionals and media professionals.
- Fostering of information, training actions and programmes for Roma, for awareness and knowledge of rights and duties.
- The establishment of extraordinary measures for Roma women victim of multiple discrimination.
- The performance of studies and reports that reveal the situation of discrimination of the Roma community (Panel on discrimination of the State Council for the Promotion of Equal Treatment).
- Support for programmes and services that provide guidance, accompaniment and legal advice to victims of discrimination (Victim support network).
- Special assistance for discrimination of Roma people originating from other countries and the guarantee of their rights.

Social awareness

- Fostering of a communication strategy, including the promotion of media self-regulation plans concerning the treatment of information concerning Roma.
- Support for awareness campaigns for the general population, in order to tear down and remove prejudice and stereotypes that directly affect Roma, in order to achieve a real image of the Roma community.

Fostering and promotion of culture

- Fostering of institutional and social recognition of the value of Roma culture and its contribution to the common cultural sphere, as well as its outstanding features.
- Recognition, study and diffusion of the Roma language as the mother tongue of the Roma population.
- Institutional support for the Institute of Roma Culture and the diffusion of its activities of depicting and diffusing Roma history and cultural heritage.

Roma population originating from other countries

The Strategy will pay special attention to EU Roma citizens residing in Spain, or other Roma persons originating from third countries. The focus on work will be inclusive, to the extent that participation in measures and actions aimed at Spanish Roma will be extended. Likewise, where circumstances allow, specific measures and action will be rolled out in order to promote and ease social inclusion. These will, as a priority, focus on:

- Protection of fundamental rights by means of the effective application of European instruments, particularly directives on free movement and residence⁵⁰, and anti-discrimination.⁵¹
- Basic assistance and mediation activities with social services.

⁵⁰ European Directive 2004/38/EC on the rights of EU citizens and their family members to move and reside freely in the territory of Member states.

⁵¹ European Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

- School support and follow-up actions.
- Favouring inclusion in existing programmes and actions for training and access to employment.
- Health education activities and support for access to and use of healthcare services.
- Language learning.
- Access to housing in inclusive surroundings.
- Promotion of transnational cooperation programmes, particularly with Romania, with the support of instruments provided by the European Social Fund.

For the development of these measures, special attention is paid to the implication of local authorities, particularly towns with a greater volume of European Roma citizens, or who have particular difficulties in terms of integration.

Micro territorial focus

It must be stressed that the Strategy does not adopt a specific micro territorial focus due to the high geographical dispersal of Roma. However many of the planned channels of action (particularly those corresponding to education, health and housing), are concentrated on the neighbourhoods or urban areas where there is a greater Roma presence. There are two channels in which the micro territorial focus has been taken into account:

- In actions to eradicate slums and sub-standard housing, that are concentrated in neighbourhoods or urban areas in which specific, wide reaching actions are necessary;
- In urban rehabilitation activities carried out in certain autonomous communities (such as urgent action neighbourhoods) which are focused on neighbourhoods in need of urban services improvements.⁵²

Political action at European level

- Continuity of active participation in European institutions and forums, including the Council of Europe, encouraging and carrying out initiatives in collaboration with other countries.

⁵² In general there is a significant Roma population in this type of neighbourhood, although they may not be the predominant group.

- Active participation in the European Platform for Roma Inclusion and the Decade of Roma Inclusion, 2005-2015.
- Continuity and strengthening of the European Network on Social Inclusion and Roma under the Structural Fund (EURoma).⁵³

3.3. Funding of the Strategy and use of Structural Funds

The Strategy is simultaneously based on access for Roma to general tools and programmes (i.e. those which are not exclusively conceived for Roma) and on the development of specific measures. The financing of actions carried out to achieve targets shall, consequently, come from two different channels: (a) from the budgets of universal policies, plans and programmes in each area indicated in the action plans, from which Roma and citizens in general will benefit; and (b) the specific budgets for the benefit of Roma preferentially.

In turn, given the degree of decentralisation of the Spanish Administration and that, to a large extent, social policies fall under the jurisdiction of autonomous communities, financing will come from both state level and autonomous and local level.

In the follow-up of the Strategy, special attention will be paid to the specific funding of Roma-directed measures at state and autonomous level, as well as that coming from Structural Funds.

Spain has allocated Structural Funds to the social inclusion of Roma since it first began receiving them in 1986. Initially, these funds benefitted the Roma via National Professional Training and Insertion Plan courses (PTI Plan) and the Workshop and Trade School Programmes and, since 2000, via the dedicated programme (*Acceder*) under the framework of the ADOP.

Currently, Structural Funds are used to favour social inclusion of disadvantaged Roma preferentially via the European Social Fund, both by way of regional operational programmes managed by the ACs, as well as via the ADOP. This latter programme has allocated 42 million euros for Roma-specific measures for the period 2007-2013 (total eligible cost).⁵⁴ Under the

⁵³ This network was created in 2007 by the Administrative Unit of the European Social Fund in Spain and the Fundación Secretariado Gitano, with the aim of promoting the efficient use of Structural Funds for social inclusion of the Roma population. The network unites management authorities of the Structural Funds (principally ESF) and bodies responsible for Roma policies in 12 countries. Information available at: <http://www.euromanet.eu/>

⁵⁴ Furthermore, ESF regional operational programmes also allocate funds for Roma social inclusion, although the total amount is not accurately known.

framework of the Strategy, these funds are trying to be increased in the short and medium term.

In the short-term (current programming period 2007 – 2013) the following actions are planned:

- Analyse together with autonomous communities and foster, via operational programmes, the use of the ERDF in accordance with the possibilities offered by Article 7.2 of its regulations (reconstruction of housing and eradication of segregated settlements thanks to comprehensive projects).
- Strengthen, under the ESF, the amount of funds dedicated to Roma from both the ADOP (through its re-programming) and from regional operational programmes, with a special effort on measuring the impact of these on Roma.
- Strengthen the transnational aspect during 2012-2013. In this regard, key political players from a number of countries will be invited to work on criteria and formulas to roll out coordinated action during the next programming period.
- Create and circulate methodological guidelines to programme actions in benefit of the Roma for the future programming period.

In the medium-term (future programming period 2014 – 2020) the following actions are planned:

- Intensify actions for Roma with ESF support, in line with the proposals of draft regulations to dedicate 20% of funds to the fight against exclusion.
- Align the *Partnership Agreement* and future operational programmes with the EU2020 Strategy / NRP, which has special resonance with the Roma in three specific areas: education (reduction of early school leavers), employment (increase employment rate) and the fight against poverty and social exclusion.
- Study the advisability of mechanisms that offer future regulations in order to strengthen investment in Roma, specifically: Joint action programmes among various funds, large scale projects, the use of subsidies and the use of technical assistance. In this regard, an inter-fund committee is planned for development (ESF, ERDF, EAFRD) focused on the use and follow-up of Structural Funds in actions concerning the Roma.
- Continuing driving forward transnational actions and strengthening partnership with other countries on the basis of experience in the programming period with the EURoma network.

- Study mechanisms to identify and report more suitably on the scope of Structural Funds on the Roma, in terms of the number of beneficiaries and the relationship between investment and results obtained.

3.4. Implementation and focus of the Strategy

The Action Plan for the Development of the Roma Population 2010 – 2012 is currently in force. Once the execution period of this Plan has come to an end, successive three year plans are planned to follow it, in which measures and actions will be set out to contribute to the achievement of the Strategy's targets. These three year plans will be rolled out with a methodology that will allow for participation of all ministries and autonomous communities, as well as Roma entities and other agents. Furthermore, linkage with autonomous and local plans will be strengthened.

Coinciding with the creation of future three year plans, and pursuant to the evaluation made of these, the Strategy's targets will be updated accordingly, and the measures proposed currently will be revised in order to adapt them to the needs and priorities detected.

4. Governance of the Strategy

4.1. Principles

The Strategy shall be steered by the principles of good governance:

Openness, with special attention to:

- A more open operation by institutions, with more active and effective communication.
- The use of more accessible language for Roma.
- Communication of social inclusion measures in such a way that reaches the Roma people, easing access to their benefits.
- Ensuring that the Roma know their rights, the resources at their disposal and how they may access them.

Participation, with special attention to:

- The intervention of Roma and their bodies of representation in all stages of the political cycle (planning, execution, follow-up and review).
- Strengthening Roma confidence in institutions.
- Comprehensive focus on conceiving social policies and measures with Roma (between administrative levels, various departments and associations, social agents and the Administration).

Responsibility, with special attention to:

- Clarifying the role and responsibilities of the various public and private institutions involved.
- Assumption of responsibility and commitment by the various Administration and social players.

Efficiency, with special attention to:

- Fortuity and effectiveness of policies and measures undertaken.
- The definition of clear targets, measurable results, developing indicators and strengthening the evaluation of the impact of policies executed.
- Suitability of decisions taken and the implementation of various measures.

Coherence, with special attention to:

- Strengthen of congruency between general and specific measures and the compatibility of these.

- Improving coordination between sectors and territories and commitment of institutions.
- Paying special attention to lining up targets and means, particularly that concerning the provision of resources for the development of activities.

4.2. Mechanisms

The inspiring principles of governance as described above have been applied to the Strategy design process, and shall be taken into account when establishing the implementation mechanisms and their follow-up.

In the elaboration of the strategy, a participative method has been followed in line with the process followed for the creation of the Action Plan for the Development of the Roma Population 2010 – 2012. This process has involved consultation – from meetings, communications and documentation, of eight ministries, the autonomous communities, the Federation of Municipalities and Provinces (FEMP) and the most representative Roma entities. Furthermore, the State Council of the Roma People has been informed of and has participated in the process from the beginning (see Annex I).

The technical cooperation mechanisms between Public Administrations and other key players, by virtue of which the governance of the Strategy will be guaranteed, shall be the following:

- In relation to autonomous communities, the role of the Social Affairs Conference will be strengthened in order to intensify inter-institutional cooperation and implement joint measures.
- Likewise, information exchanges will be improved from the Special Committee of the National Social Inclusion Action Plan, and the follow-up committees co-financed by autonomous communities and the cities of Ceuta and Melilla; under the framework of the Special Committee's duties, set by its directors, all affairs concerning Roma shall be tackled; likewise, special attention will be paid to coordination with action plans specifically targeted at Roma at autonomous community level (Catalonia, Basque Country, Extremadura, Navarre) as well as those which may come into effect in future.
- The operations of the *Roma Technical Cooperation Group* will be strengthened. The Group includes representation of Central, Autonomous and Local Administrations (via the FEMP); its duties will be of mutual information concerning Roma related policies

implemented at three administrative levels and the operative roll-out and follow-up of measures that require involvement from all three levels (central, autonomous and local).

- At the *State Council of the Roma People* the activities of the Working Groups will continue, which are formed by various ministries and associations, and which prioritise the key areas of education, employment, health and housing. Likewise, coordination will be encouraged with consultation and advisory bodies existing in certain autonomous communities with respect to Roma-related affairs.
- Plans are in place for the creation of an *Inter-fund Committee*, comprising representatives of the ESF, the ERDF and the EAFRD, with the aim of coordinating the programming, follow-up and review of activities focused on the Roma.

4.3. National Point of Contact

The Spanish Point of Contact is located at the General Directorate of Childhood and Family Services, attached to the Ministry of Health, Social Services and Equality. This General Directorate is in charge of coordinating Roma social inclusion policies throughout the Spanish State, and has a dedicated unit equipped with personnel working in these areas. The person appointed as the National Point of Contact is:

Ms. Salomé Adroher Biosca
Directora General de Servicios para la Familia y la Infancia
Ministerio de Salud, Servicios Sociales e Igualdad
Pº de la Castellana, 67-6ª planta-despacho 638
28071 Madrid
E-mail: consejogitano@msssi.es

The duties of the National Point of Contact will be the following:

1. Planning, follow-up and review of the Strategy:

- Design and planning of the Strategy and the corresponding specific actions plans for Roma Development;
- Roll-out of the Strategy;
- Follow-up of planned measures;
- Mid-term evaluation in 2015 and updating of targets;
- Final evaluation.

2. Institutional coordination of the Strategy:

- Coordination with other ministries and departments of the General State Administration that are involved in the Strategy;
- Coordination with the departments in charge of planning and follow-up of the National Reform Programme;
- Institutional coordination with autonomous communities via the Special Committee of the National Social Inclusion Action Plan and the follow-up committees of programmes co-financed with autonomous communities and the cities of Ceuta and Melilla;
- Technical cooperation with autonomous communities and the Federation of Municipalities and Provinces (FEMP) via the Roma Technical Cooperation Group;
- Coordination with the State Council of the Roma People and its Working Groups;
- Coordination with the *Inter-fund Committee* comprising representatives of administrative units of ESF, ERDF and EAFRD.

3. Institutional representation at Spanish and European level:

- Institutional representation before Spanish entities with regard to policies aimed at Roma.
- Institutional representation before international entities in issues concerning the social inclusion of the Roma (Council of Europe, OSCE, United Nations Agencies, etc.).
- Participation in meetings for the Decade for Roma Inclusion.
- Representation before and coordination with the institutions of the European Union:
 - Participation in coordination and follow-up meetings of the Strategy organised by the European Commission.
 - Participation in meetings of the Platform and other events or Working Groups.
 - Presentation and reporting on the European Commission Strategy.
 - Participation and representation before other institutions, bodies and agencies of the European Union (Council, Parliament, European Agency for Fundamental Rights, etc.).

5. Follow-up and review of the Strategy

In order to gauge the meeting of targets set in section two of the Strategy, and without prejudice to execution and impact evaluations of the universal and specific policies which will aid the achievement of these, mid-term and full term surveys will be carried out which, alongside and pursuant to those on which the target setting of this Strategy has been based. These will allow comparisons to be made between the situation of the Roma and the Spanish population as a whole. Specifically, the development of statistical studies is being envisaged which will verify the degree of achievement of targets identified in the Strategy and the planning of new ones.

- The socio-demographic study carried out by the Centre for Sociological Research (CSR) in 2007 will be repeated.
- The Spanish National Health Survey for Roma is expected to be repeated, and its comparative study with the Spanish National Health Survey for the general population.
- The employment study carried out on two occasions on indicators compared with the Active Population Survey (APS) is due to be repeated.
- The Roma Housing Map in Spain is due to be repeated, which provides comparable data on results from previous maps.
- Studies carried out on education will provide data for diachronic analysis, as well as the comparison of indicators of the State System of Indicators of the Ministry of Education.

These studies shall be carried out in two phases: one prior to 2015 to provide data on the degree of success of mid-term targets, and another in 2020, which will collect information on final results. The results of these studies will be used to draft two target achievement follow-up reports, a mid-term one after 2015 and other upon the completion of the strategy in 2020.

The studies planned by the European Agency for Fundamental Rights may contribute to improving the Strategy follow-up, and will facilitate complementary information.

Consequently, the follow-up and review of the Strategy with regard to the meeting of targets will be based on *result* or *impact* indicators (see Annex II). Conversely, the follow-up of execution of the specific actions

carried out to reach targets will be based on the *process* or *activity* system of indicators agreed under the framework of the Action Plan for the Development of the Roma Population.

Annex I

Elaboration of the Strategy

The National Strategy for the Social Inclusion of Roma people in Spain (2012 – 2020) was coordinated by the General Directorate of Family and Childhood Services of the Ministry of Health, Social Policy and Equality. To facilitate its creation, the Ministry established a participative work process which began with a meeting of the State Council of the Roma People wherein the proposal of the Strategy was presented, along with its method of creation.

The process of creation of the Strategy took place by way of meetings and consultation. It involved various ministries of the General State Administration connected to the working areas important for social inclusion, as well as autonomous communities, the Federation of Municipalities and Provinces, and civil society organisations represented in the State Council of the Roma People.

The Strategy was approved by the Spanish Government at the Council of Ministers.

Below is a list of the bodies, departments and entities consulted:

General State Administration

MINISTRY	DEPARTMENT
MINISTRY HEALTH, SOCIAL POLICY AND EQUALITY (current Ministry of Health, Social Services and Equality)	General sub-directorate of Social Programmes. Secretary of the State Council of the Roma People.
MINISTRY OF HEALTH, SOCIAL POLICY AND EQUALITY (current Ministry of Health, Social Services and Equality)	General sub-directorate of Health Promotion and Epidemiology
MINISTRY OF HEALTH, SOCIAL POLICY AND EQUALITY(current Ministry of Health, Social Services and Equality)	General sub-directorate of Programme of the Woman's Institute
MINISTRY OF HEALTH, SOCIAL POLICY AND EQUALITY(current Ministry of Health, Social Services and Equality)	General sub-directorate for Equality and non-discrimination
MINISTRY OF FOREIGN AFFAIRS AND COOPERATION	Office of Human Rights
MINISTRY OF CULTURE (current Ministry of Education, Culture and Sport)	General sub-directoratefor Promotion of de Promotion of Cultural Industries, Foundations and Patronage

MINISTRY	DEPARTMENT
MINISTRY OF EDUCATION (current Ministry of Education, Culture and Sport)	Cultural Industries, Foundations and Patronage of Students, Participation and Equality
MINISTRY OF WORK AND IMMIGRATION (current Ministry of Employment and Social Security)	Spanish observatory of racism and xenophobia
MINISTRY OF WORK AND IMMIGRATION (current Ministry of Employment and Social Security)	Secretary of State for Employment
MINISTRY OF WORK AND IMMIGRATION (current Ministry of Employment and Social Security)	General Sub-directorate of the Administrative unit of the European Social Fund (AUESF)
MINISTRY OF THE TREASURY (current Ministry of the Treasury and Public Administrations)	General Sub-directorate of Territorial Programming and Evaluation of EU Programmes
MINISTRY OF THE TREASURY (current Ministry of the Treasury and Public Administrations)	General Sub-directorate of Administration of the European Regional Development Fund (ERDF)
MINISTRY OF THE ENVIRONMENT AND RURAL AND MARINE AFFAIRS (current Ministry of Agriculture, Food and the Environment)	General Sub-directorate of Programmes and Coordination
MINISTRY OF THE ENVIRONMENT AND RURAL AND MARINE AFFAIRS (current Ministry of Agriculture, Food and the Environment)	General Sub-directorate of Equality and Modernisation
MINISTRY OF PUBLIC WORKS	Secretary of State for Housing and Urban Projects (current Secretary of State of Planning and Infrastructures)

Autonomous Communities and Representation of Local Administration

AUTONOMOUS COMMUNITY	ENTITY
ANDALUSIA	General Directorate of Social Services and Assistance for Drug Dependency
ARAGON	Aragon Institute for Social and Family Services
ASTURIAS	General Directorate of Assistance for Dependency
BALEARIC ISLANDS	General Directorate of the Family, Social Welfare and Assistance to Persons with Special Needs
CANARY ISLANDS	General Directorate of Social Policy
CANTABRIA	Cantabrian Institute of Social Services
CASTILE AND LEON	Social Services Directorate

AUTONOMOUS COMMUNITY	ENTITY
CASTILE-LA MANCHA	General Directorate of the Family, Minors, Social Promotion and Volunteers
CATALONIA	General Directorate of Civic and Community Action (Department of Social Welfare and Family)
EXTREMADURA	General Directorate of Citizens' Services, Family and Social Assistance
GALICIA	General Secretariat of the Family and Welfare
LA RIOJA	General Directorate of Social Policy
MADRID	General Directorate of Social Services
MELILLA	Deputy Council of Social Affairs
MURCIA	General Directorate of Pensions, Evaluation and Inclusion Programmes (IMAS)
NAVARRRE	General Directorate of Social Policy and Consumer Affairs
BASQUE COUNTRY	Social Services Directorate
VALENCIA	General Directorate of Social Action and Minors
FEDERATION OF MUNICIPALITIES AND PROVINCES	General Secretariat

Civil Society Organisations

Asociación Nacional Presencia Gitana

Fundación Secretariado Gitano

Unión Romaí

Asociación de Enseñantes con Gitanos

Federación de Asociaciones Culturales Cristianas de Andalucía

Federación Asociaciones Gitanas de Aragón (FAGA)

Asociación Socio-cultural de las Minorías Étnicas "Unga"

Federación Regional Gitana de Asociaciones de Castilla La Mancha

Federación de Asociaciones Gitanas de Castilla y León

Federación de Asociaciones Gitanas de Cataluña

Federación de Asociaciones Gitanas Extremeñas

Federación de Asociaciones Gitanas para la integración laboral y social, promoción y desarrollo del pueblo gitano "Cali"

Federación de Asociaciones Gitanas de Navarra "Gaz Kaló"

Asociación Iniciativa Gitana

Asociación de Promoción Gitana de la Rioja
Federación de Asociaciones Gitanas de la Comunidad Valenciana
Federación Nacional de Asociaciones de Mujeres Gitanas "Kamira"
Federación Andaluza de Mujeres Gitanas "Fakali"
Asociación de Mujeres Gitanas "Alborea"
Asociación Juvenil Cultural Gitana "Ardiñelo Kaló"

Annex II

Definition of Indicators

The Action Plan for the Development of the Roma Population 2010 – 2012 provides for an evaluation system with corresponding indicators and assessment systems. For this purpose of this Strategy, below are the indicators corresponding to the targets defined in Section 2.1 of the Strategy. Together with verification methods, primarily surveys, that have been indicated in Section 5, the studies and investigations provided by the European Union by way of the Agency for Fundamental Rights have been included, as well as trustworthy data from other institutions that produce relevant information on these indicators or others that may be of interest, provided that the information is based on sufficient representative samples of the Spanish Roma populations.

EDUCATION	
Indicator	Definition
Pre-school enrolment	Percentage of Roma students enrolled in Primary Education and who attended Pre-school education prior to compulsory education.
Primary Education enrolment	Percentage relationship between Roma students aged 6 to 12 years enrolled in any year of Primary Education and the total number of Roma children of said age.
Absenteeism in Primary Education	Percentage of Roma pupils enrolled that are truant from school for three or more months in a single school year.
Correspondence of student age in Primary Education	Percentage of Roma pupils enrolled in the school year that corresponds to their age.
Enrolment in Compulsory Secondary Education	Percentage relationship between Roma pupils aged 13 to 15 years enrolled in any year of Compulsory Secondary Education and the total amount of Roma children of said age.
Early School Leavers in Compulsory Secondary Education	Percentage of Roma pupils that leave the education system before completing the first stage of Secondary Education.
Graduation from Compulsory Secondary Education	Relation between the number of Roma graduating from Compulsory Secondary Education, regardless of age, with respect to the total amount of Roma children of the age to begin the final year of said stage.
Illiteracy rate	Percentage of illiterate Roma aged 16 years and over.

EDUCATION	
Indicator	Definition
Early school leaving * (2020 Strategy)	Percentage of Roma aged 18-24 that have no studies or training and left during or at the end of the compulsory stage.
Graduation from post-compulsory studies	Rate of Roma that have completed post-compulsory studies (baccalaureate, foundation and superior degree training, university studies).
EMPLOYMENT	
Indicator	Definition
Employment rate * (2020 Strategy)	Ratio of the number of self-employed or contracted Roma and the number of Roma people aged 16 and above.
Unemployment rate	Ratio of the number of unemployed and actively employed Roma.
Salaried work rate	Ratio of the number of salaried employed Roma and the total amount of occupied Roma.
Temporary employment rate	Ratio of the number of salaried Roma with temporary contracts and the total amount of salaried Roma.
Self-employed workers' social security contribution rate	Percentage of self-employed Roma professionals and workers (unsalaried) contributing to Social Security compared to the total amount of self-employed Roma professionals and workers.
Rate of collaboration in family economic activities	Percentage relation among occupied Roma that declare their collaboration in family economic activities and the total amount of occupied Roma
Unskilled occupation rate	Percentage of occupied Roma working as labourers in agriculture, fishing, construction, manufacturing industries and transport, and unskilled workers in the services industry.
HOUSING	
Indicator	Definition
Slums	Percentage of Roma homes that are slums, ghettos or similar.
Sub-standard housing	Percentage of Roma homes that include: very deteriorated housing, sankis, shacks or temporary housing, or housing in buildings intended for other purposes
Lack of basic services	Percentage of Roma homes that lack, at least, the following services: running water, hot water, WC, shower or electricity.

HOUSING	
Indicator	Definition
Damp	Percentage of Roma homes that suffer leaks, damp in walls, floors, ceilings or foundations, or rotting in floors window frames or doors.
Lack of urban services	Percentage of Roma homes that lack, at least, one of the following urban services: electrical lighting, rubbish collection, public transport, tarmac roads, or pavements.
Overcrowding	Percentage of Roma homes with one room and two members, two rooms and four members, 3 rooms and five members, four rooms and seven members, five rooms and nine members and, lastly, those with six or more room and more than eleven members.
HEALTH	
Indicator	Definition
Health condition	Perception of health: Percentage of Roma who consider their health to be “good” or “very good”.
Road accident rate	Percentage of Roma aged 16 or over who have suffered a road traffic accident in the last 12 months.
Smoking	Percentage of Roma aged 16 or over who admit to smoking on a daily basis.
Female obesity	Percentage of Roma aged 16 or over who have a body mass percentage of more than 30 kg/m ²
Gynaecological appointment	Percentage of Roma women who have never attended a gynaecological appointment.
Infant domestic accident rate	Percentage of Roma aged 15 or below who have had an accident at home (in the house, stairs, lobby, etc) during the last twelve months.
Childhood obesity	Percentage of Roma aged between 2 and 17 years that are obese according to their body mass index according the classification of Cole et al. (2000). ⁵⁵
POVERTY AND SOCIAL EXCLUSION	
Indicator	Definition
Risk of poverty or social exclusion* (2020 Strategy)	Amount of Roma people who live below the relative poverty line, that suffer material deprivation and/or live in homes with minimal or no employment.

⁵⁵ Cole, Tim J.; Bellizzi, , Mary C.; Flegal, Katherine M.; Dietz, William H. (2000) *Establishing a standard definition for child overweight and obesity worldwide: international survey*. British Medical Journal, 320: 1240.

Annex III

Plans and bodies that specifically address Roma

State Council of the Roma People (*Consejo Estatal del Pueblo Gitano*)

<http://www.msps.es/politicaSocial/inclusionSocial/poblacionGitana/consejoEstGitano.htm>

Action Plan para el Development of la Roma 2010-2012

<http://www.msps.es/politicaSocial/inclusionSocial/poblacionGitana/pla nAccionGitano.htm>

Roma Development Programme (*Programa de Desarrollo Gitano*)

<http://www.msps.es/politicaSocial/inclusionSocial/poblacionGitana/pr ogramaDesarrolloGitano/home.htm>

Institute of Roma Culture (*Instituto de Cultura Gitana*)

<http://www.institutoculturagitana.es/>

Regional Council for the Roma Community of Extremadura

Plan for the Promotion and Social Participation of Roma

(*Consejo Regional para la Comunidad Gitana de Extremadura*)

Plan Extremeño para la Promoción y Participación Social del Pueblo Gitano

<http://ie.juntaex.es/?mod=gitanos>

Council for the Comprehensive Promotion and Social Participation of Roma in the Basque Country

II Basque Plan for Comprehensive Integration and Social Participation of Roma

(*Consejo para la Promoción Integral y Participación Social del Pueblo Gitano en el País Vasco*)

II Plan Vasco para la Promoción Integral y la Participación Social del Pueblo Gitano

http://www.gizartelan.ejgv.euskadi.net/r45-contss/es/contenidos/infor macion/planes_ss/es_planes/adjuntos/plan_web.pdf

Andalusia Roma Secretariat

Andalusia Roma Integral Plan

Andalusia Roma Socio-Cultural Centre

(*Secretaría para la Comunidad Gitana de Andalucía*)

Plan Integral para la Comunidad Gitana de Andalucía

Centro Socio-Cultural Gitano Andaluz

http://www.juntadeandalucia.es/igualdadybienestarsocialigualdadybienestarsocial/export/Comunidad_Gitana/HTML/index.html

Catalonia Roma Advisory Council (2009-2013)

Catalonia Roma Integral Plan

(Consejo Asesor del Pueblo Gitano de Catalonia (2009-2013))

Plan Integral del Pueblo Gitano de Catalonia)

http://www20.gencat.cat/portal/site/bsf/menuitem.318327c7107bbec91285ea75b0c0e1a0/?vgnnextoid=6d87dffa590e210VgnVCM2000009b0c1e0aRCRD&vgnnextchannel=6d87dffa590e210VgnVCM2000009b0c1e0aRCRD&vgnnextfmt=default&newLang=ca_ES

Navarre Roma Integral Plan 2011-2014

(Plan Integral de Atención a la Roma de Navarra 2011-2014)

http://www.navarra.es/home_es/Gobierno+de+Navarra/Organigrama/Los+departamentos/Asuntos+Sociales+Familia+Juventud+y+Deporte/Acciones/Planes+especificos/Servicios+Sociales/Planes+de+Actuacion/Planes+Sectoriales/Exclusi%C3%B3n+Social/Default.htm#header1

The Spanish Council of Ministers adopted the National Roma Integration Strategy in Spain 2012-2020 on 2 March 2012. This new Strategy derives from the EU Framework for National Roma Integration Strategies up to 2020 that the European Commission adopted on 5 April 2011 , (Communication " An EU Framework for National Roma Integration Strategies up to 2020", COM(2011)173 of 5 April 2011) . This Communication, endorsed by the Member States at the meeting of the EPSCO Council on 19 May and by the European Council at its meeting on June 24, called the Member States to adopt national Roma integration strategies, which were due by the end of 2011. These strategies should be drafted in compliance with the Europe 2020 Strategy and the National Reform Programs in each country.

The Strategy includes measures in the four key areas for social inclusion: education, employment, housing and health. In each one of these areas its sets quantitative targets, which are specified in percentages of the population, to be achieved in 2020, with some intermediate goals for 2015. In addition to these four areas, the Strategy provides complementary lines of action in the fields of social action, participation, improving the knowledge about this population, gender equality, non-discrimination, promotion of culture and an special attention to be provided to Roma from other countries.

