



EU Roma strategic framework for equality, inclusion and participation 2020-2030

The labour market situation and Roma workers' rights in a time of economic crisis

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EU Roma Strategic Framework for equality, inclusion and participation 2020-2030

EU Framework up to 2020

New EU Roma Strategic Framework

**Socio-economic integration of
marginalised Roma**

Equality

Inclusion

Participation

EU Roma strategic framework 2020-2030 additional features

- Fighting and preventing antigypsyism and discrimination
- Recognizing that not all Roma are socially excluded, but all can experience discrimination and disempowerment
- Reducing poverty and exclusion
- Promoting meaningful Roma participation through empowerment, cooperation and trust
- Promoting intersectional approach, sensitive to the combination of ethnicity with other aspects of identity
- EU headline targets

Seven interlinked objectives

**Fight and prevent
antigypsyism and
discrimination**

**Reduce poverty and exclusion to
close the socio-economic gap
between Roma and
the general population**

**Promote participation
through empowerment,
cooperation and trust**

**Increase
effective equal
access to quality
inclusive
mainstream
education**

**Increase
effective equal
access to quality
and sustainable
employment**

**Improve Roma
health and increase
effective equal
access to quality
healthcare and
social services**

**Increase effective
equal access to
adequate
desegregated housing
and essential services**

EU headline targets 2030

Compared to the previous framework, the EU Roma strategic framework 2020-2030 includes 18 targets which EU together with the Member States should achieve by 2030, for example in the following:

- **Cut employment gap between Roma and the general population by at least half**, to ensure that by 2030 at least 60% of Roma are in paid work
- **Cut gender employment gap for Roma by at least half**, to ensure that by 2030 at least 45% of Roma women are in paid work
- **Cut gap in young people not in education, employment or training (NEET) rate by at least half**, to ensure that by 2030 less than one in three Roma youth is not in education, employment or training
- **Cut at least in half the proportion of Roma children attending segregated primary schools** (in Member States with significant Roma population), to ensure that by 2030 less than one in five Roma child attend schools where most or all children are Roma.

The vicious cycle of the residential segregation, the gap in educational attainment rooted in antigypsyism and discrimination are the key factors behind **Roma labor market disparities**.

FRA Roma Survey 2021

- On average, 43 % of Roma are in paid work (full-time work, part-time work, doing ad hoc jobs, in self-employment or occasional work) or had worked in the past four weeks. The average among the general population is 72%.
- On average, even more Roma aged 16–24 were NEET in 2021 than in 2016 (56 % versus 53 %). The average among the general population is 11%.
- The gender employment gap has a negative trend in 2021 compared to 2016 (31 versus 27).
- Discrimination experiences in employment doubled between 2016 and 2021. Every third Roma experienced discrimination due to being Roma when looking for work.
- On average, even more Roma children attend segregated Roma schools and classes in 2021 than in 2016 (52% versus 44%)

Council Recommendation on Roma equality, inclusion and participation

- In March 2021, Member States unanimously adopted **Council Recommendation**, committed to push forward concrete measures aligned with the EU Roma strategic framework to tackle inequality gap between the Roma and the general population. For instance,
- **Education:** “measures to prevent and **eliminate any form of segregation in education** and to ensure that the potential of all pupils is supported; measures to prevent and **eliminate misdiagnosis** leading to inappropriate placement of Roma pupils in special needs education..”
- **Employment:** “measures to **support first work experience, job placements, apprenticeships and career development**; measures to facilitate the **transition from education to employment** through coaching, mentoring, vocational training, traineeships, business incubators, and dual education”
- **Housing:** “measures to **monitor, prevent and combat any spatial segregation and promote desegegregation** by drawing up concrete plans to tackle housing issues with the involvement of local communities and affected Roma communities;”

Assessment report of the Member States' national Roma strategic frameworks

Published in January 2023

Most of the Member States included in their national Roma strategic frameworks:

- Measures to promote inclusion through programmes for young Roma who are not in education, employment or training to improve their skills and digital proficiency, and to provide traineeships, apprenticeships and vocational training;
- Labor market activation measures, with a particular focus on young people, targeting disadvantaged or marginalised groups. A few Member States include measures to support self-employed and entrepreneurial Roma people;
- Labor market activation measures for Roma women or by carrying out studies on the causes of Roma women's lower rates of participation in the labor market;
- Comprehensive mainstream and targeted measures, at regional and local levels, to promote the inclusion of Roma, and tackle discrimination and antigypsyism as an obstacle to access to employment.

European Commission has assessed that the EU national Roma strategic frameworks must scale up their efforts to ensure sustainable and quality employment for Roma.

State of play and next steps

A ten-year policy framework, recognising that tackling discrimination and exclusion requires long-term commitments

- Member States have set out their national Roma strategic frameworks or set of policy measures **which they shared with the Commission**
- Commission published the **Communication on the assessment of the national strategic frameworks** in January 2023.
- Member States will **report on implementation** every two years from June 2023.
- The Commission will **monitor progress towards the 2030 targets**, drawing on input from National Roma Contact Points, surveys carried out by the FRA and civil society and **publish reports on the implementation of the national Roma strategic frameworks**.

16th European Platform for Roma inclusion

- High level annual event organised by the European Commission .
- This year it will be hosted by the Spanish Presidency on **21 November 2023 in Madrid**
- Topic: *“Ensuring equal access to adequate desegregated housing through better use of EU and national funds”*
- Objectives:
 - *Bringing together different stakeholders to further advance the discussion on spatial segregation and the situation of Roma people living in deprived settlements;*
 - *Creating visibility for the planned Council Conclusions promoted by the Spanish Presidency, present their content, and reaffirm the political commitment of Member States and stakeholders to tackling housing segregation and improving access to adequate housing;*

Thank you very much for your attention!