



SECRETARÍA DE ESTADO
DE SERVICIOS SOCIALES E IGUALDAD

DIRECCIÓN GENERAL DE SERVICIOS
PARA LA FAMILIA Y LA INFANCIA



CONSEJO
ESTATAL DEL
PUEBLO
GITANO



SEMINAR “MONITORING THE IMPACT OF POLICIES IN ROMA INCLUSION AND PLANNING ACTIONS FOR THE FUTURE OPERATIONAL PLAN 2018-2020”

26 September 2017

Madrid

Instituto Nacional de Administración Pública

(Aula Magna)

Calle Atocha 106, Madrid

SUMMARY REPORT



PROGRAMME AND CONTENTS

The conference, which was attended by **63 people**, was structured around 5 sessions:

Opening Session

- **M^a Dolores Ruiz Bautista**, Deputy Director General of Social Programmes, Ministry of Health, Social Services and Equality
- **Beatriz Micaela Carrillo de los Reyes**, Second Vice-Chairperson of the Spanish Roma Council

Inicial debate on progress and future challenges

This plenary session focused on the progresses achieved in the past years and in the future challenges for the period 2017-2020

Facilitation: Fresno Team

Presentation of the structure and the elaboration process of the Operational Plan 2017-2020

This session focused on the presentation of the Operation Plan 2017-2020 framework based on the results of the consultations carried out in August and September, highlighting the objectives and challenges to achieve in the future.

Presentation: **M^a Dolores Ruiz Bautista**, Deputy Director General of Social Programmes, Ministry of Health, Social Services and Equality

Interactive thematic workshops

The debate was structured in 5 thematic workshops:

1. Education and access to training
2. Access to employment and the improvement of employability
3. Improving health and access to health services
4. Access to housing and maintenance/repairs
5. Non-discrimination, social awareness and the promotion of Roma culture
6. Participation and leadership of the Roma, especially of young people and women

Facilitation: **coordinators of the working groups of the Spanish Roma Council**, with the support of the Fresno Team and of the Deputy Directorate General of Social Programmes Team

Round table: how to achieve the future challenges

This session began by sharing the key ideas of the 6 workshops, followed by an interactive round table, which addressed what needs to be improved in terms of governance. The round table counted with the participation of:

- **M^a Dolores Ruiz Bautista**, Deputy Director General of Social Programmes, Ministry of Health, Social Services and Equality
- **Pilar Campos Esteban**, Area Chief of Health Promotion, Ministry of Health, Social Services and Equality
- **Ledicia Suárez Rodríguez**, Officer of the Service of Coordination of Inclusion Programmes of the Directorate General of Social Inclusion of the Regional Government of Galicia
- **Javier de Frutos**, Deputy Director of Social Rights of the Spanish Federation of Municipalities and Provinces
- **Beatriz Micaela Carrillo de los Reyes**, Second Vice-Chairperson of the Spanish Roma Council

Moderator: Ricardo Hernández Jiménez, Spanish Roma Council

KEY IDEAS

PROGRESS ACHIEVED IN THE PAST YEARS

strategic framework	coordination	involvement of other key areas
dialogue and participation	awareness and visibility	institutional recognition

- **A STRATEGIC FRAMEWORK** aligned with European challenges and priorities and with the participation of key stakeholders, especially the autonomous regions.
- **COORDINATION** between the civil society organisations of the Spanish Roma Council and the national government through the working groups.
- **THE INVOLVEMENT OF OTHER KEY AREAS** in the policies aimed at improving the living conditions of Roma (it has been addressed from different areas such as education, health, employment or housing and not only from the area of social services).
- **A GREATER DIALOGUE AND PARTICIPATION** of the different actors in the strategies and plans aimed at improving the living conditions of Roma.
- **A GREATER AWARENESS AND VISIBILITY** towards Roma by public institutions and society.
- **A GREATER INSTITUTIONAL RECOGNITION** through public events as well as the creation and consolidation of two important structures: the Spanish Roma Council and the Institute of Roma Culture.

CHALLENGES FOR THE PERIOD 2017-2020

a strategic framework aimed at realising all rights	improve the connection of the strategic framework with the local level
a greater protagonism and leadership of roma	reduce discrimination and antigypsyism
invest in greater visibility and knowledge of roma culture	address the gender perspective with targeted measures
improve the knowledge on the conditions of life	invest more and better available resources

- **A STRATEGIC FRAMEWORK AIMED AT REALISING ALL RIGHTS:** it is necessary to go towards a model based on the realisation of rights (rights-based approach), which promotes inclusive policies while compensating for the disadvantage suffered by an important part of the Roma

population, especially in the key areas (education, employment, health and housing) as well as in the most important moments of the life cycle of the people, putting the emphasis on the first stages of life.

- **IMPROVE THE CONNECTION OF THE STRATEGIC FRAMEWORK WITH THE LOCAL LEVEL:** it is crucial that the policies and strategies are translated into concrete actions in the municipalities.
- **A GREATER PROTAGONISM AND LEADERSHIP OF ROMA:** Roma must be the true protagonist of their change through greater participation in the whole cycle of public policies - especially in the autonomous regions and at local level as well as in political life. This leadership must commit to an active participation of Roma women and youth.
- **REDUCE DISCRIMINATION AND ANTIGYPSISM:** preventing discrimination, reducing prejudices and fighting against antigypsyism must be an area of work to which we must contribute from all areas.
- **INVEST IN GREATER VISIBILITY AND KNOWLEDGE OF ROMA CULTURE** among the population. It is essential to invest in actions of mutual understanding and knowledge between the Roma population and the non-Roma population. This requires an improvement in the treatment of information related to the Roma population in the media.
- **ADDRESS THE GENDER PERSPECTIVE WITH TARGETED MEASURES,** and not only from the mainstream perspective.
- **IMPROVE THE KNOWLEDGE ON THE CONDITIONS OF LIFE** of the Roma population. Knowing the problems, the difficulties and the disadvantages will allow to carry out more effective policies and strategies. It would be advisable to carry out a comprehensive study on the situation of the Roma population that covers all areas of the Strategy.
- **INVEST MORE AND BETTER AVAILABLE RESOURCES.** It is important to ensure that the Strategy and the 2017-2020 Operational Plan have sufficient resources to achieve the objectives set. Coordination actions should be carried out aimed at making the existing resources more effective and efficient, as well as analysing the effectiveness of the actions, so that those actions that we invest in those actions that are being more effective and we reduce financing for those that are not.

PROPOSALS TO TAKE INTO ACCOUNT FOR THE OPERATIONAL PLAN 2017-2020 IN EACH THEMATIC AREA

GROUP 1. Education and Access to Training

better connection between the theoretical framework and the reality	strengthen coordination among all actors
give priority to key actions	develop a model of collaboration and coordination with roma civil society organisations

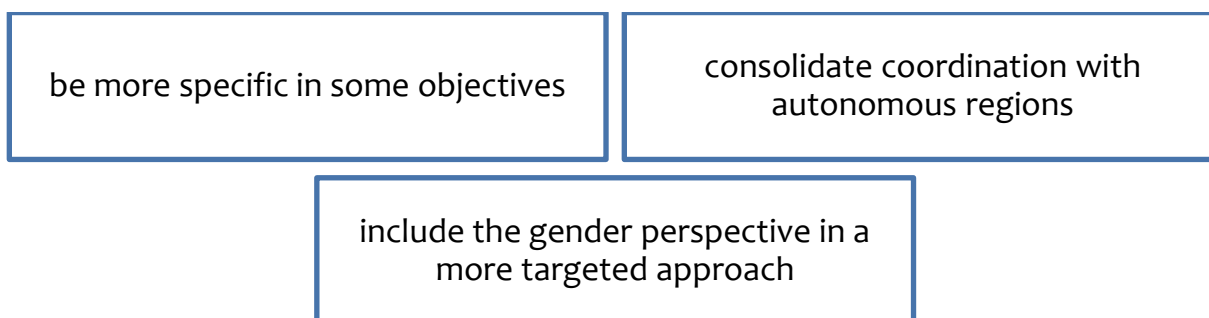
- **BETTER CONNECTION BETWEEN THE THEORETICAL FRAMEWORK AND THE REALITY** by establishing objectives aligned with the resources, improving information sources (congruence) and proposing actions from the perspective of local competences so as to clarify what is the role and contribution of each actor.
- **STRENGTHEN COORDINATION AMONG ALL ACTORS.** For this, it is necessary to have a greater connection between the national government and the regions.
- **GIVE PRIORITY TO KEY ACTIONS:** 1. School success 2. Early schooling 3. Teacher training 4. Support and training of families.
- **DEVELOP A MODEL OF COLLABORATION AND COORDINATION WITH ROMA CIVIL SOCIETY ORGANISATIONS.** It is key to differentiate public services that are outsourced through hiring formulas and those programs that are financed through grants and that serve primarily to promote some actions. It is fundamental that the actions carried out are done under a framework of collaboration and coordination to maximize the resources and be more effective.

GROUP 2. Access to employment and the improvement of employability

include new specific objectives for Roma women and young people	use the funds of the youth guarantee as a mechanism to support the access to employment of young Roma
achieve a better coordination between social services and employment	improve coordination and support for Roma civil society organisations

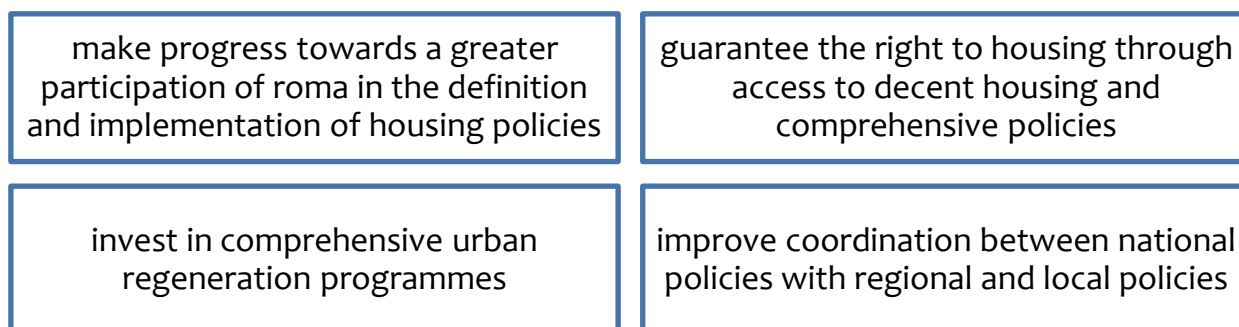
- **INCLUDE NEW SPECIFIC OBJECTIVES FOR ROMA WOMEN AND YOUNG PEOPLE.** To do this, the objectives must be adapted to the reality of the market and the context, and include updated data (2017) from other sources.
- **USE THE FUNDS OF THE YOUTH GUARANTEE AS A MECHANISM TO SUPPORT THE ACCESS TO EMPLOYMENT OF YOUNG ROMA:** greater coordination must be achieved between public administrations and the Spanish Roma Council, local authorities and civil society organisations.
- **ACHIEVE A BETTER COORDINATION BETWEEN SOCIAL SERVICES AND EMPLOYMENT.** It is crucial to combine actions aimed at accessing employment and social support.
- **IMPROVE COORDINATION AND SUPPORT FOR ROMA CIVIL SOCIETY ORGANISATIONS** as they are the organizations that are closest to the Roma population (they have greater access to the people with more needs).

GROUP 3. Improving health and access to health services



- **BE MORE SPECIFIC IN SOME OBJECTIVES:** group some measures and establish a new measure related to the sexual and reproductive health of Roma women.
- **CONSOLIDATE COORDINATION WITH AUTONOMOUS REGIONS.** It would be desirable for the measures included in the new Operational Plan to be agreed with the corresponding health departments in the autonomous regions.
- **INCLUDE THE GENDER PERSPECTIVE IN A MORE TARGETED APPROACH,** including gender violence and the sexual and reproductive health of Roma women.

GRUPO 4. Access to housing and maintenance/repairs



- **MAKE PROGRESS TOWARDS A GREATER PARTICIPATION OF ROMA IN THE DEFINITION AND IMPLEMENTATION OF HOUSING POLICIES,** involving the Roma civil society organisations in the development and implementation of these policies. In the social regeneration programs of neighbourhoods, the involvement of Roma residents should in the regeneration works should be encouraged.
- **GUARANTEE THE RIGHT TO HOUSING THROUGH ACCESS TO DECENT HOUSING AND COMPREHENSIVE POLICIES.** Both public housing agencies and grants should systematically consider the situation of Roma, in cultural, economic and social terms and connect them to the National Housing Plan 2018-21.
- **INVEST IN COMPREHENSIVE URBAN REGENERATION PROGRAMMES,** reducing and preventing the concentration of Roma in certain neighbourhoods, slums and substandard housing.
- **IMPROVE COORDINATION BETWEEN NATIONAL POLICIES WITH REGIONAL AND LOCAL POLICIES.** It is essential that administrations at all levels cooperate to achieve the objectives set out in the Strategy.

GROUP 5. Non-discrimination, social awareness and the promotion of Roma culture

include an area of action to against discrimination and antigypsism in the operational plan

include an area of action of promotion of roma culture in the operational plan

invest in specialised training aimed at key actors (professionals, businesses, students, ...)

- **INCLUDE AN AREA OF ACTION TO AGAINST DISCRIMINATION AND ANTIGYPSISM IN THE OPERATIONAL PLAN** with specific objectives and indicators, with special attention to the role of the media and social networks as well as the treatment of antigypsism and hate crimes against the Roma.
- **INCLUDE AN AREA OF ACTION OF PROMOTION OF ROMA CULTURE IN THE OPERATIONAL PLAN**, and promote research and training on Roma culture.
- **INVEST IN SPECIALISED TRAINING AIMED AT KEY ACTORS (PROFESSIONALS, BUSINESSES, STUDENTS, ...)**. These actions should also take into account the audiovisual councils, the hate crimes units of the provincial prosecutor's offices as well as the actions that are being carried out within the framework of collaboration between the Third Sector and the General Council of the Judiciary.

GROUP 6. Participation and leadership of the Roma, especially of young people and women

create a gender equality working group

promote the empowerment and active citizen participation of youth / gypsy women

- **CREATE A GENDER EQUALITY WORKING GROUP** to discuss and make proposals related to the specific needs and situation of Roma women.
- **PROMOTE THE EMPOWERMENT AND ACTIVE CITIZEN PARTICIPATION OF YOUTH / GYPSY WOMEN.** Include spaces of gender equality and fight against gender violence.

RECOMMENDATIONS ON GOVERNANCE

PROPOSALS TO PROMOTE MORE INCLUSIVE POLICIES

- Include the equity approach in mainstream strategies, taking into account the specificities of the Roma population in the design of policies in order to introduce appropriate adjustments/adaptations. Assessing whether the adjustments have been effective is an important aspect to analyse.
- Establish non-discrimination and participation as common objectives in all areas besides having its own action area.
- More Involvement of local authorities in order to promote:
 - A better knowledge about the strategy, its objectives and measures.
 - Greater participation of the Roma population in their policies through existing participation processes, e.g. children, equality, active aging.
- Improve the situation analysis of the situation of the Roma population through quantitative but also qualitative studies, e.g. life stories at the national, regional and local levels.
- Include an approach that invests resources in actions that are aligned with the life cycle of people, so that the accent is placed on the vital moments in which a greater impact will be achieved, especially in the first years of life of people as well as in moments of transition.
- Achieve a better connection between targeted measures and mainstream policies.

PROPOSALS FOR BETTER MONITORING AND EVALUATION

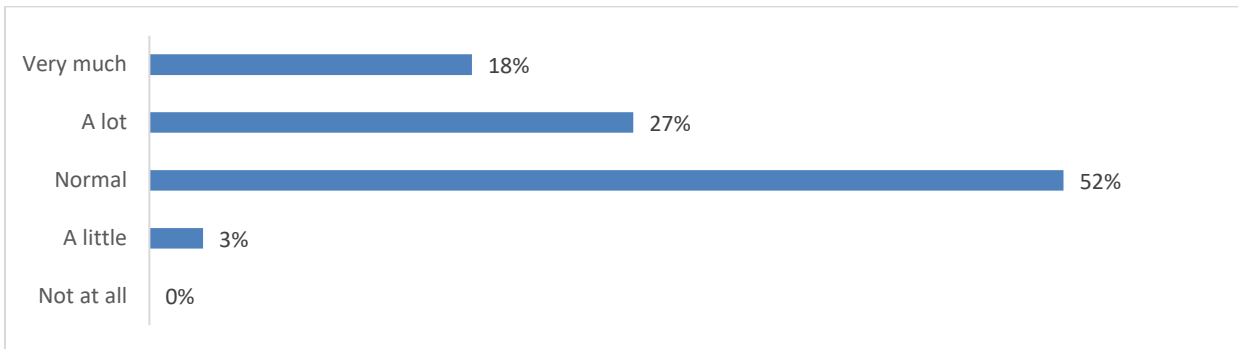
- Work with achievable objectives that can be followed up.

PROPOSALS TO IMPROVE COLLABORATION AND COOPERATION

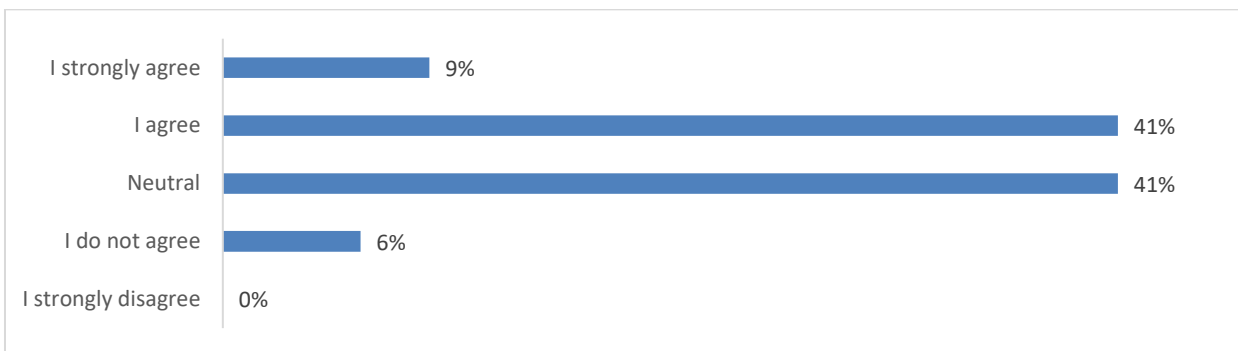
- Reinforce horizontal and vertical cooperation of mainstreaming policies.
- Reinforce the work that is carried out in the meetings of the Technical Cooperation Group.
- Achieve greater fluidity of information through a virtual information tool, the preparation of reports and identification of good practices.
- Finance projects that promote intersectoral cooperation
- Strengthen the participation of local authorities and the Spanish Federation of Municipalities and Provinces. Ideally, it would be interesting to select a series of local authorities with which to work more intensively as a pilot project. In addition, it could be promoted that the Spanish Federation of Municipalities and Provinces adopts an institutional declaration coinciding with the International Day of Roma.
- Carry out a compilation of successful experiences and best practices on an annual basis (through public calls).
- Promote the creation of intersectoral committees.

EVALUATION

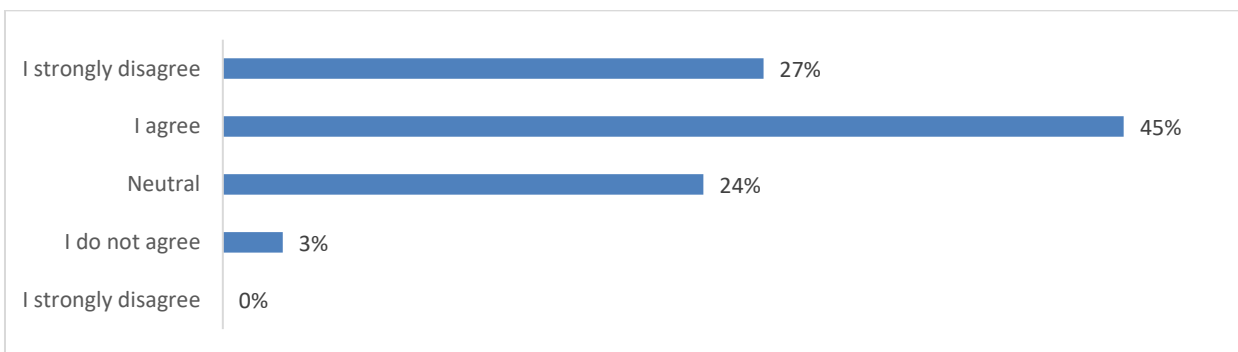
My expectations have been met with regard to the reason why I participated in this event (n=33)



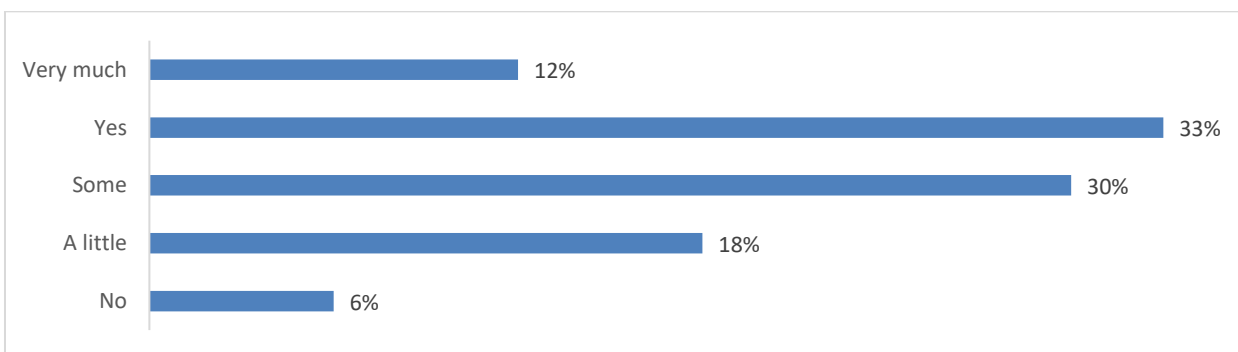
The objectives outlined in the programme have been achieved (n=32)



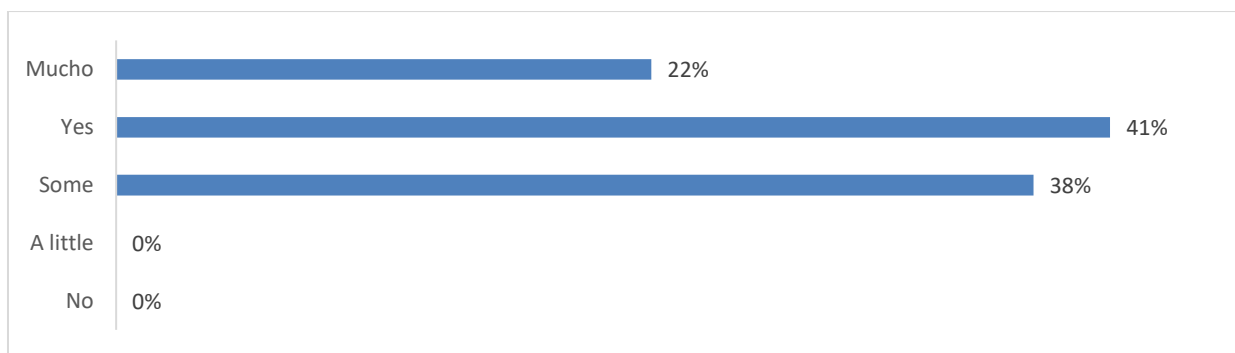
The content has proved to be interesting and motivating (n=33)



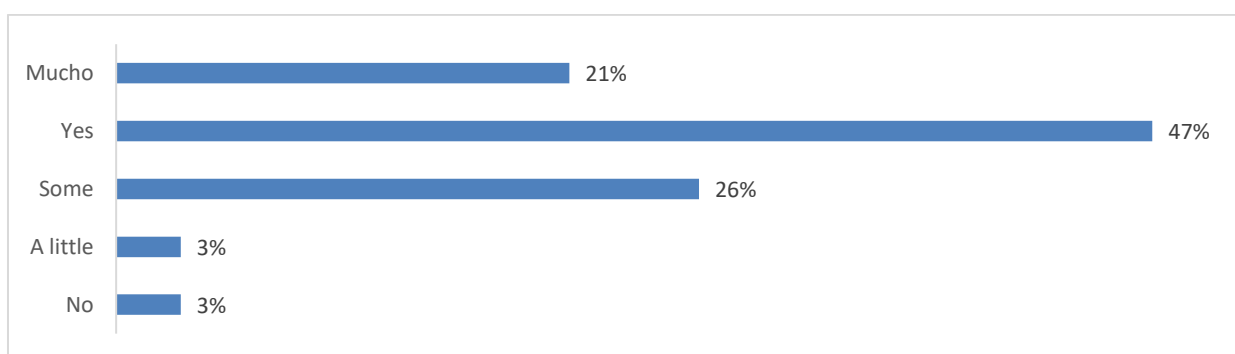
I will be able to apply the topics addressed in my job (n=33)



The initial session on “warming up” has been interesting to introduce the Seminar’s objectives (n=32)



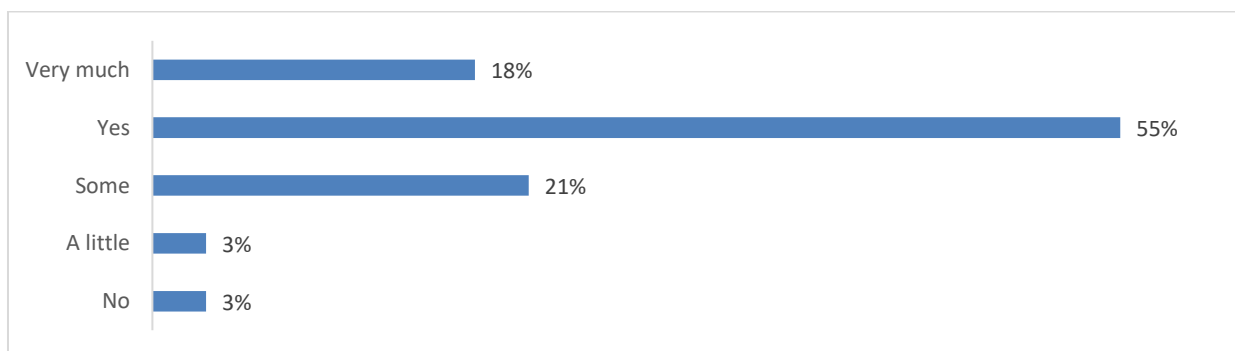
The method of the workshops has been adequate to promote participation of all actors and make recommendations (n=34)



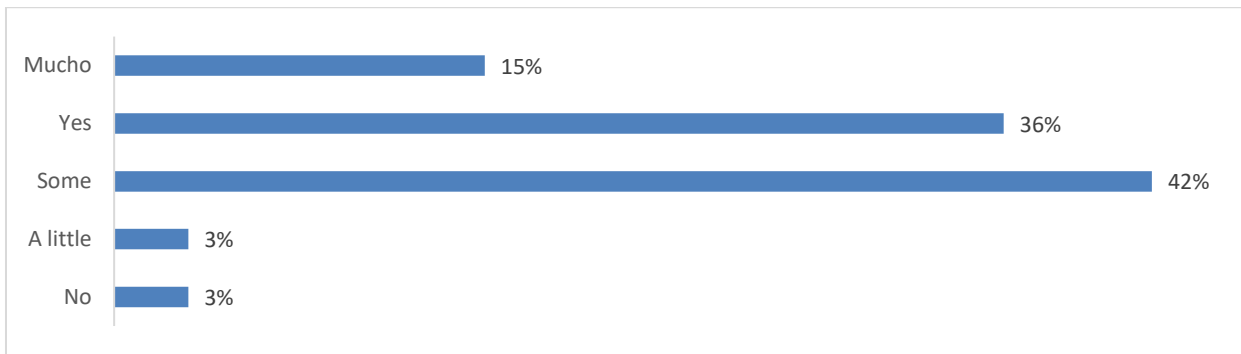
The round table on governance and future challenges has been interesting and the methodology used has been adequate for the participation of all actors (n=31)



The facilitator team were able to maintain interest and encourage participation and discussion (n=33)



The duration of the various sessions was appropriate (n=33)



In general, the event was properly organised (n=33)

