

**STRATEGY OF THE GOVERNMENT OF ROMANIA FOR THE INCLUSION OF THE
ROMANIAN CITIZENS BELONGING TO ROMA MINORITY**

FOR THE PERIOD 2012 – 2020

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ABBREVIATIONS

ANOFM	National Agency for Employment (NAE)
ANR	National Agency for Roma (NAR)
BJR	County Office for Roma (COR)
BR	Regional Offices (RO)
CVM	Cabinet of the Deputy Prime-minister (CDP)
CCD	Teaching-Staff Resource Centre (TSRC)
CMR	Ministerial Commission for Roma (MCR)
CPARSD	Presidential Commission for the Social and Demographical Risks' Analysis (PCSDRA)
CNCD	National Council for Fighting Against Discrimination (NCFD)
CNCR	National Centre for Roma Culture (NCRC)
DGÎLM	General Directorate for Education in the Language of Minorities (GDELM)
DRI	Department for Inter-ethnic Relationships (DIR)
DSP	Public Health Direction (PHD)
FEADR	European Agriculture Fund for Rural Development (EAFRD)
FEDR	European Fund for Regional Development (EFDR)
FSE	European Social Fund (ESF)
GIL	Local Initiative Group (LIG)
GLL	Local Working Group (LWG)
GTL	Technical Working Group (TWG)
HCL	Local Council Decision (LCD)
IEC	Information, Education and Communication
JIM	Joint Social Inclusion Memorandum (JIM)
MADR	Ministry of Agriculture and Rural Development (MARD)
MAEur	Ministry of European Affairs (MEA)
MAE	Ministry of Foreign Affairs (MFA)
MAI	Ministry of Administration and Interior (MAI)
MCPN	Ministry of Culture and National Patrimony (MCNP)
MDRT	Ministry of Regional Development and Tourism (MRDT)
MECMA	Ministry of the Economy, Trade and the Business Environment (METBE)
MECTS	Ministry of Education, Research, Youth and Sport (MERYS)
MFP	Ministry of Public Finance (MPF)
MJ	Ministry of Justice (MJ)
MMP	Ministry of the Environment and Forestry (MEF)
MMFPS	Ministry of Labour and Social Protection (MLSP)
MS	Ministry of Health (MH)
PNDR	National Development Plan of Romania (NDPR)
PNAlnc	National Anti-Poverty and Social Inclusion Promotion Plan (NAPSIPP)
SGG	General Secretariat of the Government (GSG)
SNOFM	National Strategy for Employment (NSE)

I. INTRODUCTION

Social inclusion is defined as a process that ensures that people at risk of poverty and exclusion gain the opportunities and resources necessary to fully participate in the economic, social and cultural life and that they enjoy a standard of living and welfare considered to be normal in the society in which they live. Social inclusion ensures increased participation of these people in taking the decisions that affect their lives, as well as their access to fundamental rights¹.

The social inclusion policy of the Government of Romania is based on a proactive approach aimed at increasing the overall standard of living of the population and stimulating earnings from employment by facilitating employment and promoting inclusive policies with addressability to all vulnerable groups: Roma minority, disabled people, women, street children, 18 years old young people leaving state protection institutions, elderly people.

Application of social inclusion policy of the Roma minority requires a holistic approach, a process planned and a concerted action, followed by the adoption of specific strategies, programs and projects. The social policies regarding the Roma minority, focused on the concept of social inclusion, adopted by the Government are the National Anti-Poverty and Social Inclusion Promotion Plan (NAPSIPP), the Joint Social Inclusion Memorandum (JIM), the National Development Plan of Romania 2007 – 2013 (NDPR), the Governmental Program for 2009 – 2012 and the National Reform Program for 2011 – 2013.

In the case of Roma citizens, the approach of public policies has been focused on measures in the social field: education, employment, health, housing and small infrastructure, fields accompanied by measures for fighting against discrimination, fighting against poverty and promoting equality of chances. The main programming documents in the field are: the Strategy of the Government of Romania for improving the condition of the Roma, adopted in 2001², and the Decade of Roma Inclusion 2005 – 2015, which contains a political commitment of the Government of Romania at international level.

The Government of Romania considers Roma social inclusion an issue that should be reflected in all the fields of activity on the agenda of each central and local institution. The governmental institutions through their sectoral policies and the civil society play a determined role in the process of social development of Romanian citizens belonging to Roma minority and can influence, through the planning of their intervention, the social change in general and can especially contribute to improving the situation of the Roma.

According to the European Commission's Communication of 2011, "An EU Framework for National Roma Integration Strategies up to 2020", the inclusion of the citizens belonging to Roma minority is one of the most imperative social problems in Europe. Although the main responsibility for the social and economic inclusion of Roma minority citizens belongs to public authorities, Roma inclusion is a **dual**

¹ Joint report by the Commission and the Council on Social Inclusion, 2003

² Government Decision no 430/2001, as subsequently amended and completed

process, which involves a change in the mentality of the majority, and also in the mentality of the members of Roma community, a challenge that requires firm actions, developed in an active dialogue with the Roma minority, both at national and EU level.

An important component of the new Strategy is represented by the permanent partnership with the civil society in the implementation of specific programs, aimed at ensuring the substantial improvement of the situation of the Roma, in order to achieve sustainable results.

This strategy ensures the continuity of the measures taken by the Strategy of the Government of Romania for improving the condition of the Roma for the period 2001 – 2010 and aims at fully benefiting from the results thus obtained. The new strategy is based on the guidelines regarding Roma inclusion for the period 2011-2020 and the European legislation into force (the European Commission's Communication "An EU Framework for National Roma Integration Strategies up to 2020" and the European Council's conclusions of 19 May 2011 on the EU Framework for National Roma Integration Strategies up to 2020").

The National Agency for Roma initiated a process of consultation and development of the Strategy with the representatives of ministries and the specialized institutions that will implement the measures provided by the sectoral action plans, with the associative structures of the local authorities and the civil society representatives, starting from November 2010. After consultation, in accordance with the provisions of Law no 52/2003 on the public administration decisional transparency, the document has undergone a process of public consultation during the period 1 August – 31 August 2011.

Duration

The Government Strategy will be implemented during the period 2012-2020. The document is accompanied by the action plans set out in Annex 1, for each direction of action. Depending on the developments at national and European level, the Government Strategy will be modified, adjusted and supplemented by the end of 2013, and the specific action plans will be updated based on the results and recommendations of the evaluation and monitoring process.

II. RELEVANT GENERAL INFORMATION

Official statistics do not reflect the actual number of members of the Roma minority citizens, as declaring ethnic affiliation remains a personal option³

According to the census of 2002, 535,140 Romanian citizens declared to be Roma / Gypsies, which represents a percentage of 2.46 % of the total population of Romania.

In 2005, the Romanian Government and the World Bank conducted a survey called "The Roma Communities Social Map", performed by experts from the University of Bucharest. The most important result is the estimated number of those who declare their ethnicity, respectively the minimum version of 730,174 people, the average version of 851,048 and the maximum version of 970,000 people.

³ Romania transposed into the national legislation the provisions of the Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data. Thus, the Law no. 677/2001 on the protection of individuals with regard to the processing of personal data and the free movement of such data as subsequently amended and supplemented. Therefore, official statistics do not reflect the actual number of members of the Roma minority, as declaring ethnic affiliation declaration remains a personal option.

According to the Communication "An EU framework for National Roma Integration Strategies up to 2020", the European Commission, based on the data from of Council of Europe, estimated an average number of Roma from Romania of 1,850,000 people, representing a percentage of 8.32 % out of the total population of Romania.

The current status in the main fields of interest for the Roma community, as stated in the European Commission's Communication "An EU framework for National Roma Integration strategies up to 2020, is presented below:

EDUCATION

In order to reduce the opportunity gap existing between persons belonging to Roma minority and the rest of society, the Government of Romania adopted a series of measures to be found in the objective "Ensuring equal opportunities and increasing participation in education" from the Post-accession Strategy of the Ministry of Education, Research, Youth and Sports (MERYS) for the period 2007 – 2013.

Such measures included the training, during the period 2003-2009, of 660 school mediators, persons with the role to support the participation of all children from the community to the general compulsory education, by encouraging parental involvement in children's education and school life and facilitating the collaboration between family, community and school.

Moreover, the annual state budget allocates, having Roma students as beneficiaries, about 3,000 special places for admission to high school and approximately 500 special places for admission to university.

However, a large percentage of early school leavers is represented by Roma. Therefore, according to the census of 2002, only 21 % of the Roma minority children aged 15-18 were still pupils, of which 18 % girls and 24 % boys, as compared to 75 % pupils from other minorities. Approximately 31 % of Roma children attend kindergarten, as compared to 70 % children from other national minorities.

School segregation is a form of discrimination that leads to unequal access to quality education. In this respect, in 2007 the Ministry of Education, Youth and Sports issued the Order no 1540 on banning school segregation of Roma children and on the approval of the Methodology for the prevention and elimination of school segregation.

According to the Order of the Minister of Education and Research no 1540/2007, school segregation of Roma pupils consists in the physical separation of Roma children in groups / classes / buildings / schools / other facilities, so that the percentage of pupils belonging to Roma community from the total number of pupils from school / class / group is disproportionate as compared to the percentage of Roma children of school age within the total school-age population in a territorial administrative unit.

Moreover, Article 2 paragraph (3) of the Methodology for the prevention and elimination of school segregation mentions the fact that it will not be considered segregation the "situation when groups / classes / schools are constituted mainly or only of Roma pupils, with the purpose of teaching in Romany language or in the bilingual system (e.g. Romanian – Romany languages / Hungarian – Romany languages)."

According to the National Education Law no 1/2011, the persons belonging to national minorities have the right to study and receive instruction in their mother tongue at all levels, types and forms of pre-university education, under the law.

Following the implementation of the Order of the Minister of Education and Research no 1504/2007, the number of complaints to the National Council for Fighting against Discrimination (NCFD) and the

petitions sent to MERYS referring to cases of segregation in the education of Roma children decreased, as compared to the situation registered during the previous years.

During the mentioned period, a set of measures and actions having a positive impact on school attendance and on the increase of quality of Roma children education was developed and implemented:

- implementing affirmative measures in the field of education, such as the allocation of special places for Roma candidates for admission to high school, vocational education and higher education;
- setting up a network of school inspectors for Roma education issues;
- setting up the network of school mediators;
- training and employing teachers of Romany language;
- implementing the Curriculum for Romany language;
- identifying the problem of school segregation as a case of discrimination and taking the first measures of school desegregation;
- setting up the legal basis, methodology and curriculum for the Program "A second chance".

EMPLOYMENT

The Report "Risks and Social Inequities in Romania" – elaborated by the Presidential Commission for the Social and Demographic Risks' Analysis (PCSDRA) in September 2009 showed that "approximately 53 % of Roma men and 23 % of Roma women perform paid work, [...] only 36 % of Roma men are employees performing paid work, as compared to 77 % of men not belonging to Roma minority. As compared to the total adult population, only 19 % of Roma men and 11 % of Roma women have the status of employees, as compared to 40 % of men from other ethnic groups, respectively 31 % of women from other ethnic groups".

Roma people represent a large part of the poor population. According to the Survey on the Family Budgets conducted by the Ministry of Labour, Family and Social Protection – MLFSP, they represented 20.6% of all people living in absolute poverty, 35.2% of people living in severe poverty and 44.4% of people living in food poverty.

According to the data from MLFSP, during the period 2003-2009, the absolute poverty rate of the Romanian population decreased from 25.1% to 4.4%; however, the absolute poverty rate of the persons belonging to Roma minority decreased from 76.8% to 25.4%, being consequently about 6 times higher than the rate of the total population.

In the employment field, the National Strategy for Employment 2004-2010 provided the implementation of the existing employment plan through the *following directions for action*:

- Increasing the employment rate of people belonging to Roma minority;
- Programs for developing the entrepreneurial skills of Roma population;
- Increasing the level of the skills of persons belonging to Roma minority in accordance with the labour market demands;
- Outsourcing certain services (labour mediation services, as well as information and professional counselling for individuals seeking employment) in order to increase their efficiency.

HEALTH

The Report "Risks and Social Inequities in Romania" elaborated by the Presidential Commission for the Social and Demographic Risks' Analysis (PCSDRA) in September 2009 showed that approximately

59.2% of the population belonging to Roma minority, established in urban and rural areas, considered their health as being good and very good, while 40.2% considered it as being bad and very bad. 65 % of the men and only 54 % of the women considered their health as being good and very good.

The Health Mediators Program represents a positive practice for Romania. In order to increase the access of Roma people to public health services, the Government of Romania ensured the payment of health mediators from 2002. As a result of the collaboration between the Ministry of Health and the local authorities from Romania, in 2011 approximately 450 health mediators were actively involved in supporting Roma people in accessing public health services. At the local level, initiatives and projects have been taken in order to improve the access of Roma people to health services.

The health mediators' work in Romania is registering progress in the social and medical assistance given to the members of the Roma minority, in order to improve their health status. During these years of activity, health mediators actively supported the members of Roma minority in the process of obtaining identification documents, health insurances, entering into the GPs lists and making mothers aware of various health issues.

Through the Strasbourg Declaration, adopted in October 2010, the representatives of the member countries agreed to involve the Council of Europe and the European Commission in implementing the European Training Program for Roma Mediators, in order to consolidate the current training programs and for a more efficient use of resources, standards and methodology, of the networks and infrastructure existing at national level, in close cooperation with the local and national authorities.

Public health policies aim at improving the population's health status, increasing life quality and the compatibility of the Romanian health system with the EU system. One of the main issues of the action plan is to promote partnerships with the civil society. The action plan includes measures that should contribute to:

- Attracting the medical staff in the economically disadvantaged areas (in the case of major Roma communities);
- Allocating separate amounts for uninsured people and for social cases (Roma people match this profile);
- Establishing national health programs to address the public health issues and the needs of vulnerable groups;
- Reducing the impact of diseases and the impact of chronic diseases, especially in the case of vulnerable groups.

HOUSING AND SMALL INFRASTRUCTURE

Lack of decent housing and utilities, of documents of property on houses and lands leads to social exclusion, blocking the access to social assistance, medical assistance, education and, in general, to all citizen rights.

According to the Roma Inclusion Barometer of 2006⁴, the Roma people live mostly in peripheral areas of towns (83%), in compact communities (77%). Only 40 % of them own a house and a quarter of them live in houses owned by parents, mainly in rural areas. In urban areas, 14.2 % benefit from state housing and only 1.2 % from social housing. A percentage of 66% of the Roma minority hold a valid legal contract,

⁴ Roma Inclusion Barometer, (RIB), published by OSF, Bucharest, 2006

4% hold expired contracts and 30% hold no contract for the houses in which they live. A significant percentage (2.7 %) is represented by makeshift housing.

In the housing field, the social housing programs provide:

- Building of social housing for vulnerable groups;
- Financial support for local projects and programs aimed at ensuring normal living conditions in urban and rural areas for vulnerable groups (including Roma-populated areas);
- Full or partial support for the rehabilitation of houses or building projects for homes in the disadvantaged communities (including Roma communities);

Through the Ministry of Regional Development and Tourism, the Government of Romania implements the Program for Building Social and Necessity Housing, and the funds from the state budget for this purpose are approved by the law on the state budget for that year.

CULTURE

Cultural policies for minorities include objectives such as using and preserving the minority language / languages, preserving / developing the ethnic written culture and media, preserving their material heritage (museum and ethnographic collections), preserving their intangible patrimony (performing arts, traditional crafts, living human treasures, holidays, festivals). Both the cultural policies for the whole population and the specific elements for ethnic minorities are based on several principles such as public participation in cultural activities, the ideal of equality of access to culture and understanding the fact that the cultural sector can have beneficial economic and social effects, when programs are successful.

In this respect, in 2003 the National Centre for Roma Culture⁵ was set up, under the subordination of the Ministry of Culture and National Patrimony, having as the central objective of its activity to preserve and promote the traditional Roma culture.

PREVENTING AND FIGHTING AGAINST DISCRIMINATION

According to the "Roma Inclusion Barometer," conducted by the Open Society Foundation in 2007, "the intolerance level of the majority population towards Roma decreased very much after 1990. While in 1993 over 70 % of Romanians refused to have a Roma neighbour, in 2006 their share has halved, as only 36 % still say that. The causes of this change are related to legislative changes⁶ as well as to the development of programs meant to stimulate Roma social inclusion.

However, the Roma people continue to be subject to discrimination as regards their access to public services, labour market and presentation in the media, and these attitudes are maintained by negative stereotypes and prejudices rooted in the public consciousness.

⁵ Through the Government Decision no 834/2003 on setting up of the National Centre for Roma Culture, reorganized through the Government Decision no 609/2009 on the establishment of certain measures for the reorganization of the National Centre for Roma Culture, as subsequently amended.

⁶ Law no 48 for the approval of the Government Ordinance no 137 from 31 August 2000 on the prevention and punishment of all forms of discrimination

III. PRIORITIES, POLICIES, EXISTING LEGAL FRAMEWORK

The main document of public policy in the field of Roma social inclusion in Romania was the Strategy of the Government of Romania for improving the condition of the Roma, adopted through the Government Decision no 430/2001, as subsequently amended and supplemented.

According to the Government Program for 2009–2012, the issues related to Roma social inclusion are to be found in the strategies of the line ministries and include measures for the Roma people in the fields of education, employment, health and housing.

According to it, "issues related to the Roma community represent a special field which requires both an effort at national level and a correlation with the European efforts to eliminate disparities in society. It is considered that it would be necessary to have a more effective implementation of the National Strategy and a reorientation of the Strategy towards specific programs designed to ensure the substantial improvement of the situation of the Roma, by:

- Strengthening the implementation structures of the national strategy for the Roma at local level;
- Developing a viable partnership between the structures of the public administration and the Roma communities;
- Solving the problems related to property as regards the land and the housing owned by the Roma and implementing programs for rehabilitating housing in the areas inhabited by the Roma, by providing electricity, drinking water, sewerage, gas and sanitation;
- Improving the measures that envisage sectoral issues (access to employment, promoting income generating activities, access to medical services, reducing school abandon, promoting artistic values, setting up civic education programs, preventing crimes).

The National Strategy for the inclusion of the Romanian citizens belonging to Roma minority is part of a broader framework represented by the programmatic documents adopted both at national and European and international level, given the complementarity of the measures of inclusion provided therein.

Thus, the EU growth strategy for the next 10 years – The Europe 2020 Strategy – provides clear objectives for a smart, sustainable growth that is favourable to social inclusion. In practice, the Union has set five major goals – regarding employment, innovation, education, social inclusion and environment / energy – to be accomplished by 2020. EU's social objective for 2020 is ambitious and aims at reducing by 20 million the number of European citizens at risk of poverty, ensuring the economic, social and territorial cohesion and offering support to the groups at risk of social exclusion.

Member States adopted, within the National Reform Programs, their own national targets in these fields. Specifically, the Romanian National Reform Program for 2011–2013 aims at reducing by 580,000 the number of people at risk of poverty and social exclusion as compared to 2008 and creating the appropriate framework to facilitate the access and the participation in the labour market of the persons belonging to vulnerable groups, including those belonging to the Roma communities.

The Government Strategy is perfectly compatible with the directions for action provided by other national programming documents, such as:

- The Decade of Roma Inclusion 2005-2015 – a political commitment assumed at the international level in 2003 by the governments of nine countries from this region, including Romania;

- The National Development Plan – a document of strategic planning and multi-annual financial programming that aims at guiding and stimulating, by 2013, the economic and the social development of Romania, in order to achieve its objective of accomplishing the economic and the social cohesion.
- The National Anti-Poverty and Social Inclusion Promotion Plan⁷ – a document that aims at creating an active society from an economic, social and political point of view, with a high level of collective and individual responsibility, socially cohesive.

IV. DEFINING THE PROBLEM

According to the Report "Risks and Social Inequities in Romania" elaborated by the Presidential Commission for the Social and Demographic Risks' Analysis (PCSDRA) in September 2009, "the priority issues of the Roma remain the access to education (including the elimination of segregation cases), maintaining pupils inside the system of education on the secondary and superior cycles (especially in the case of girls from traditional communities), the access to training in modern professions and the access to employment and housing and decent living conditions.

At the level of public policies for the Roma, the PCSDRA Report identified the following problems:

1. As regards the access to **education**, a special case of non-participation in education is the case of the children from Roma minority, especially those from traditional communities, and mainly girls. Roma girls are confronted with disproportionate risks, and gender inequality is more pronounced in case of Roma people.

Due to the lack of human and material capital for the inhabitants from the communities inhabited mainly by the Roma minority, "**the institutions that serve them** – schools, hospitals – are always working with reduced resources, in a perpetual situation of crisis. ”

According to the data from the Ministry of Education, Youth and Sports, out of the 660 school mediators trained during the period 2003-2009, during the school year 2009-2010 only 424 of them were employed by the County School Inspectorates and the local authorities. The real problem will occur during the next school year, 2010-2011, in the sense of diminishing the number of school mediators employed; therefore, only 376 of them were included in the education system.

2. In the **employment field**, the Report "Risks and Social Inequities in Romania" – elaborated by the Presidential Commission for the Social and Demographic Risks' Analysis (PCSDRA) in September 2009 showed that "approximately 53 % of Roma men and 23 % of Roma women perform paid work, [...] only 36 % of Roma men are employees performing paid work, as compared to 77 % of men not belonging to Roma minority. As compared to the total adult population, only 19 % of Roma men and 11 % of Roma women have the status of employees, as compared to 40 % of men from other ethnic groups, respectively 31 % of women from other ethnic groups. "The biggest problem is the reduced share of employees in rural areas, where they represent only 36 % of the employed population, as compared to 92 % in urban areas. Currently, 30 % of the employed population is still working in agriculture, as compared to 5 % in the EU countries; however, the share of agriculture within GDP represents only approximately 8 %. Employment

⁷ Approved through the Government Decision no 829/2002

rates are particularly low among young people (15-24 years olds) and women (their retirement age is 5 years less than men's, yet their life expectancy is 6 years over men).

Aggregation of characteristics associated with risks regarding employment result in a significant loss of opportunity to be employed in remunerated activities. For example, when young people are in rural areas, they are women and they belong to the Roma minority, they will have a small chance to work in the formal economy.

3. Regarding the access to **public health** services, the Commission report showed that about 59.2 % of the Roma minority, established in urban and rural areas, considered their health as being good and very good, while 40, 2 % considered it as being bad and very bad. 65 % of the men and only 54 % of the women considered their health as being good and very good.

The coherent approach, the local and national supervision, as well as the coordination of mediators should be improved and strengthened, their initial training should be extended and a further training program should be introduced. The number of mediators should be increased, and the funding of the program should be ensured for a period of time as long as possible.

Factors influencing the low access of the members of the Roma minority to the public health services are the lack of civil status certificates and identity documents, the lack of health insurances and the financial means for paying the consultation and the treatment, as well as the distance from the Roma community to the nearest hospital

Starting from November 2008⁸, the local public authorities have been responsible for covering with community medical assistance services and social / medical assistance the population from their areas, especially as regards the disadvantaged communities. Often, health workers fail to work together with the community worker, in the context of decentralization.

The health mediator is working within the public social assistance services organized by the local public administration authorities and he is offering services for a total of 750 beneficiaries, with a focus on mother and child.

4. The precarious employment situation is directly reflected in the quality of **housing**:

Approximately 29 % of Roma have a housing density of more than 3 persons / room and 12.6 / person, as compared to people from other ethnic groups, where the share is of only 3.7% and the average area / person is of . Two thirds of Roma lived in "new" houses built after 1990; however, most of them are wattle and daub houses (43.2 % out of the total, in 2006)⁹.

In 2007, the researches joint in the Roma Inclusion Barometer (Open Society Foundation) showed that the Roma live mostly in the peripheral areas of the towns (83 %), in compact communities (77 %). Only 40 % own a house and a quarter live in houses owned by parents, mainly in rural areas. In urban areas, 14.2 % benefit from state housing and only 1.2 % from social housing. A percentage of 66% of the Roma minority hold a valid legal contract, 4% hold expired contracts and 30% hold no contract for the houses in which they live. A significant percentage (2.7 %) is represented by makeshift housing; about 13 % of the Roma do not have access to electricity at home, as compared to 2 % of people from other ethnic groups; in

⁸ According to the Government Emergency Ordinance no 162/2008 on the transfer of the overall attributions and competencies exercised by the Ministry of Health to the local public administration authorities

⁹ Roma Inclusion Barometer, (RIB), published by OSF, Bucharest, 2006

urban areas, only 27% of the citizens belonging to Roma minority have running water at home as compared to 90 % of persons from other ethnicities, 53 % of Roma households were equipped with refrigerator, as compared to 92 % of persons belonging to other ethnic groups, and 8 % of the Roma households have a computer, as compared to 24 % of non-Roma neighbours from the same localities.

5. Roma culture is quasi-oral, a consequence of no effective training structures and self-referential representation, allowing the leap from a low-literate folk culture to a modern culture, integrating into the set of contemporary values. The consequence of this is fact is the poor development of an internal market of ideas / social realities, a precariousness of the Roma public space / consensus. In this context, a reconstruction of values is urgently needed, by promoting measures to fight against the social and cultural gap between the Roma culture and the Romanian culture. The lack of a constructive effort for an authentic communication between cultures is one of the sources of underdevelopment. In an enlarged European Union, in which the Roma represent an European minority in dialogue with the national cultures, "the common tasks" will inevitably multiply, and their cultural imperatives will become more and more obvious.

The awareness of these imperatives can be substantially raised by a series of measures specific to this field such as: **organizing and developing networks to re-value the cultural patrimony of the Roma minority, implementing programs to support them to express in the Romany language, to assert the cultural and artistic elites coming from the Roma minority, to support the development of theatrical projects within "Ion Budai Deleanu" Studio, in order to generate a specific repertoire and a body of professionals (actors, directors) for a future theatre in the Romany language, organizing regularly thematic exhibitions to accumulate the necessary base for setting up a museum of Roma culture and civilization.**

6. A major problem of the **child protection** services is "the lack of focus of interventions to the communities at high risk of child leaving, abuse, neglect and exploitation through work, identified according to vulnerable areas." When intervened, "interventions are fragmented and not concerted, and they are marked by lack of coordination". It should be noted that although there are few jobs of social workers for prevention services, they are often occupied by restructured medical staff and not by professional social workers", including Roma social workers.

7. **Preventing and fighting against discrimination:** Roma people continue to be subject to discrimination as regards the access to public services, employment and media exposure, and these attitudes are maintained by negative stereotypes and prejudices rooted in the public consciousness.

Whether it is about looking for a job or even about work, ethnic discrimination on the labour market has the greatest impact on the EU population. 38 % of those seeking for a job have been discriminated during the last 12 months.

Moreover, a survey of the Agency for Fundamental Rights of the European Union showed that discrimination made by the medical staff was highlighted as a specific problem for the Roma¹⁰.

V. SCOPE AND OBJECTIVES of the Government Strategy

The scope of the Government Strategy for the inclusion of Romanian citizens belonging to Roma minority for the period 2012 – 2020 is to ensure the social and economic inclusion of Romanian citizens

¹⁰ European Agency for Fundamental Rights, European Union Minorities and Discrimination Survey, Main Results Report, 2009

belonging to Roma minority, by implementing integrated policies in the fields of education, employment, health, housing, culture and social infrastructure.

Moreover, the Government Strategy aims at making the local and central public authorities, the Roma minority and the civil society responsible for the increase of the level of social and economic inclusion of the Romanian citizens belonging to Roma minority.

Objectives of the Government Strategy:

(1) Ensuring an equal, free and universal access of the Romanian citizens belonging to Roma minority to quality education at all levels in the public education system, in order to support the economic growth and the development of a knowledge-based society.

(2) Promoting inclusive education within the education system, including by preventing and eliminating segregation, as well as by fighting against discrimination based on ethnicity, social status, disability or other criteria that affect children and young people from disadvantaged groups, including Roma.

(3) Stimulating employment growth of persons belonging to Roma minority and increasing investment attractiveness.

(4) Stimulating health promotion measures to contribute to increasing the access of citizens belonging to Roma minority to public health services and to increasing life expectancy.

(5) Ensuring, by the central, local institutions and the social partners, decent living conditions in communities disadvantaged from the economic and social point of view, as well as the access to public services and small infrastructure.

(6) Preserving, developing and affirming the cultural identity (language, customs, patrimony) of Roma minority.

(7) Developing, by the institutions, certain measures that, through the services provided, respond to the social needs of disadvantaged groups, including the members of Roma minority in the fields of: community development, child protection, justice and public order.

Target groups

Romanian citizens – persons belonging to Roma community;

A priority category is the Roma who confront with marginalization and social exclusion.

VI. PRINCIPLES

In order to develop and implement the Strategy, the Government of Romania is envisaging the following principles:

1. The principle of sectoral distribution – the Government Strategy for Roma inclusion represents a commitment of the Government, through its institutions, designed and applicable on sectoral areas of

responsibility **that ensures the involvement of stakeholders** in the decision-making process and the program implementation process.

2. The principle of cooperation – the Government Strategy for Roma minority social inclusion is based on the accomplishment of integrated projects that address at the same time issues in the fields of: education, employment, health, culture, infrastructure and housing, public administration and community development.

3. The principle of additionality of funds – the Government Strategy for Roma minority inclusion will ensure an effective and sufficient allocation of resources by using funds from the state budget, **EU financial instruments**, thereby increasing the level of absorption of EU funds for the social inclusion of disadvantaged categories, **as well as other financing sources**.

4. The principle of subsidiary and decentralized execution – the Government Strategy for Roma minority inclusion will be made according to the distribution of competencies specific to institutions and local and central public authorities and will ensure decision-making closer to citizens. In order to achieve the strategy objectives, local authorities may in turn involve the civil society represented at local level and other public and / or private partners.

5. The principle of equal opportunities and gender awareness – the Government Strategy for Roma minority inclusion envisages the central role of women who play an important role within their families and minority, also by increasing their level of education and qualification, as well as their employment rate, by involving them in the education of children and other activities that ensure the increase of welfare level of families, family cohesion and the development of future generations.

6. The principle of inter-cultural dialogue – the Government Strategy for Roma minority inclusion aims at promoting intercultural education and multiculturalism, thus promoting the knowledge of specificity of Roma culture and stimulating the interaction between the culture of the majority and the culture of Roma minority.

7. The principle of non-discrimination and respect for human dignity in exercising the rights provided by Article 1 paragraph (2) of the Government Ordinance 137/2000 on the prevention and punishment of all forms of discrimination, republished, as subsequently amended and completed.

8. The principle of active participation of all vulnerable groups including Romanian citizens belonging to Roma minority in developing, implementing and monitoring the public policies affecting them is a democratic principle that contributes to the success of implementing the governmental policies for social inclusion of persons at risk.

9. The principle of complementarity and transparency – the Strategy's implementation is made transparently, with the participation of the civil society together with the local and central public administration institutions, in order to achieve its objectives, in accordance with the national public policies from the field of social inclusion.

VII. DIRECTIONS FOR ACTION

Directions for action A – F and Annex 1 – Action plans are an integral part of this Strategy for inclusion of the Romanian citizens belonging to Roma minority. Each field contains a prioritization of actions to be implemented by the responsible institutions.

A. EDUCATION

Specific objectives:

- (1) Ensuring equal, free and universal access of Romanian citizens belonging to Roma minority to quality education at all levels in the public education system, in order to support economic growth and the development of the knowledge-based society.
- (2) Promoting inclusive education in the education system, including by preventing and eliminating segregation and by fighting against discrimination on grounds of ethnicity, social status, disabilities or any other criteria which affects the children and the young people belonging to disadvantaged groups, including the Roma people.

In order to achieve the objectives in the field of education, MERYS identified the following priorities:

- Extending, developing, monitoring and promoting through the media the set of assistance programs designed to stimulate school participation, reduce absenteeism and achieve school success in secondary education;
- Restructuring the initial training of teachers, respecting the principles of inclusive education;
- Continuing the positive measures designed to support the education of disadvantaged groups, focusing on employing human resources who respond to the identified needs.

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

Directions for action:

1. Creating special programs designed to increase the access to early education of children belonging to disadvantaged groups, including the children belonging to the Roma community (nurseries, half-day or full-day kindergartens, summer preschools, bilingual kindergartens and multifunctional daycare centres) in order to ensure to these children equal opportunities of school success.
2. Continuing and developing “After-school” programs and state financing of the participation in these programs of children coming from economically disadvantaged families.
3. Continuing the programs “A second chance” for correcting school drop-out for children and young people who dropped out of school before finishing compulsory education.
4. Continuing social programs designed to stimulate school participation and reduce absenteeism, as well as developing foreign financing programs supporting the access to a quality education of children belonging to Roma minority.

5. Continuing positive measures in the field of education; continuing to offer facilities and special places for the Roma young people who wish to enter high school education, vocational education or post-secondary education, as well as higher education institutions, including master's and doctoral degrees.
6. Ensuring the teaching of the Romany language at all levels of secondary education (ante-preschools, preschools, primary schools, secondary schools, high schools, vocational schools, post-secondary schools) where there is sufficient demand for it.
7. Integrating into the school curriculum of subjects referring to preventing and fighting against discrimination and subjects regarding the promotion of diversity in schools and in society.
8. Developing counselling, guiding and tutoring activities, specific for children belonging to disadvantaged groups.
9. Developing a system for collecting and monitoring data concerning the inclusion of all preschool and school-age children in a form of education.
10. Harmonising and completing the system which ensures a quality education, focusing on the management of inclusive education.
11. Supporting the maintenance of teachers belonging to Roma minority in the Romanian education system.
12. Restructuring the initial training of teachers, respecting the principles of inclusive education and introducing in the courses organised within the teaching master's degree of subjects related to preventing and fighting against discrimination and subjects regarding the promotion of diversity in schools and in society.
13. Organising continuing training courses for teachers in the field of inclusive education, intercultural education and multiculturalism, which support the principles of non-discrimination, equality of opportunities and implementing the measures for desegregation in the education system, including by involving the Teaching-Staff Resource Centres (TSRC).
14. Continuing to implement training programs for teachers who work in kindergartens and schools with children belonging to Roma minority, including by using European funds or other external financing sources.
15. Continuing to implement training programs for school mediators and their employment; training Roma school mediators (especially high school graduates with a high school diploma) from 1000 communities in which there are over 20% students belonging to Roma minority or where they are confronted with major obstacles in acceding to a quality education;
16. Designing and implementing programs and activities of parental education and encouraging the participation of the Roma parents in the education process within and outside the school; monitoring the activity of the County School Inspectorates (CSI) and of the local assistance groups / committees for improving the access to education of disadvantaged groups.
17. Involving MERYS, school inspectorates and educational establishments, in partnership with NGOs and representatives of the Roma minority (official and unofficial leaders), in organising campaigns promoting diversity and interculturality, preventing and fighting against educational discrimination, as

well as referring to the importance of preschool, secondary, high school and university education, preventing absenteeism and school drop-out, child abuse and neglect, and all phenomena causing difficulties for children.

B. EMPLOYMENT

Specific objective: Stimulating employment growth for persons belonging to Roma minority and increasing investment attractiveness.

In order to achieve the objective in the field of employment, MLSP identified the following priorities:

1. Adapting to labour market needs the training courses offered by the training centres within NAE;
2. Providing professional counselling services to persons in difficulty, including to the members of the Roma minority, in view of social reintegration; identifying financing sources for initiating independent activities, offering assistance for drawing up a CV and participating in an interview, finding a job, facilitating access to social, public, private housing units, etc.

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

Directions for action:

1. Promoting entrepreneurship among the local communities having a large percent of population who belongs to the Roma minority, as a solution for activating local partnerships and for resolving the complex problems of local communities, including those inhabited by Roma, promoting citizens' participation in the labour market and, in particular, the social integration of the Roma minority;
2. Identifying job opportunities based on flexicurity for vulnerable groups, especially the women belonging to Roma minority (flexible jobs, but paid social security contributions), income generating activities and small family businesses, apprenticeship and tutoring programs, together with ensuring support for the access to education and health care systems: nurseries and kindergartens, "after-school";
3. Identifying means of recognising the professional skills of citizens belonging to Roma minority, acquired outside the official system, in order to facilitate inclusion in the labour market of persons belonging to Roma minority.
4. Granting, under the law, facilities for entrepreneurs and economic agents employing persons belonging to Roma minority.
5. Stimulating agricultural activities for Roma communities in line with the Common Agricultural Policy and the national agricultural policy.

6. Promoting programs designed to raise employers' awareness of the discrimination phenomenon at work, equal opportunities, psychological harassment and social dialogue.
7. Encouraging entrepreneurship among persons belonging to disadvantaged groups, focusing on women belonging to Roma minority.
8. Developing a separate financial mechanism, in the framework of the 2014 – 2020 financial programming, supporting the professional inclusion of persons belonging to Roma minority, through activities specific to SOP HRD and SOP IEC, together with ensuring the institutional framework necessary for implementing such actions within the National Agency for Roma;
9. Increasing the efficiency of partnerships with actors relevant on the local labour market: trade unions, employers' associations, universities, training centres, educational establishments, NGOs, local public authorities etc.
10. Developing mechanisms for stimulating employers' involvement, including possible facilities at local levels for entrepreneurs employing persons belonging to Roma minority, especially those who have families with several children and lack means of subsistence.
11. Organising courses teaching persons belonging to Roma minority how to elaborate a business plan and initiate a business, business management trainings, project management trainings, etc.
12. Encouraging business initiatives based on social responsibility, by facilitating the access to information, together with providing assistance and counselling for attracting sources of financing / loaning and implementing business plans / projects.
13. Adapting the legislative framework which has an influence on the professional insertion of vulnerable groups, including persons belonging to Roma minority.
14. Developing a monitoring mechanism for the inclusion of persons belonging to Roma on the local, county and national labour market level.
15. Diversifying the job offer for vulnerable groups to respond to their qualifications.
16. Stimulating the issuing of authorisations for certain activities (crafts and handicrafts, etc), supporting associations of craftsmen, where craftsmen belonging to Roma minority can practice their trades.
17. Identifying actual market outlets for the products of the craftsmen and handicraftsmen.
18. Supporting, under the law in force, the SMEs belonging to persons coming from the Roma minority, through the system of profitable credits.
19. Organising incentive campaigns for registering the unemployed persons belonging to Roma minority and raising employers' awareness.
20. Stimulating the national minorities' participation in local development strategies: through NDPR LEADER axis, there is, among the selection criteria, a specific criterion according to which 5 points are granted in cases when the public-private partnership of the Local Action Group includes representatives of national minorities.

C. HEALTH

Specific objective: Stimulating health promotion measures which can contribute to increasing the access of citizens belonging to Roma minority to public health services and to an increase in life expectancy.

In order to achieve the health objective, MH identified the following priorities:

1. Campaigns to vaccinate unvaccinated children in the communities of Romanian citizens belonging to Roma minority;

2. Organising health education campaigns in the field of TB prevention in communities inhabited by Romanian citizens belonging to Roma minority;

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

Directions for action:

1. Raising the awareness and informing the members of Roma communities on certain health issues: preventive campaigns carried out at local level, intended especially for women and children.
2. Improving the access of the Roma population to preventive and therapeutic public medical care, by officialising the system of health mediators, creating and implementing specific prevention and treatment programs.
3. supporting, under the law in force, young Roma who graduated from higher education in the medical sector, in order to employ them in the labour market, especially in the communities made up mainly of Roma population.
4. Identifying solutions for including the members of the Roma minority in the health insurance system, registering them with a family doctor, offering them access to subsidised medicines, etc.
5. Creating and implementing programs for health information, medical counselling and family planning, focusing on mother and child protection.
6. Organising vaccination campaigns in the Roma communities, carried out by mixed commissions made up of local medical staff and personnel within the Department of Public Health (Communicable Diseases Epidemiology Unit) and representatives of the Roma communities.
7. Organising and implementing information, education and communication (IEC) campaigns in the field of preventing tuberculosis, HIV / AIDS, sexually transmitted diseases, hepatitis and other communicable diseases, adapted to the specific features and the cultural / traditional system of the Roma minority, followed by carrying out studies on the health status of the Roma population, in accordance with the campaigns carried out by the Ministry of Health and the social partners.
8. Analysing the situation of the health mediators employed by local authorities according to the strategy of decentralising public health services, offering thus a clear image as to the status of the health mediator in the new context, allowing the health mediation program to be redefined in the context of decentralising public health services, upgrading the occupational standard of health mediators, developing a program for permanent monitoring and periodic assessment of the implementation of health mediation.

9. Continuing to train and employ health mediators coming from Roma communities, whose role is to facilitate the dialogue between the Roma and the medical institutions and staff, to facilitate the registration of the Roma people on the lists of family doctors etc.
10. Assessing the degree of access of Roma people to public health services, both in the urban and rural environment.
11. Developing and implementing plans of action in the field of Roma's health by local / county authorities, in partnership with local / central NGOs of the Roma, with the technical support of the Ministry of Health and the National Agency for Roma, starting from the principle of an integrated approach of the problem of Roma's health.
12. Including, at the level of the inter-ministerial working group coordinated by the Vice Prime-minister, a mechanism of counselling and technical support concerning the implementation by local / county authorities of the action plans in the field of Roma's health.
13. Implementing information campaigns among Roma women concerning the risks associated to early marriage, preventing and fighting against domestic violence and trafficking in persons.
14. Setting up a unit within the Ministry of Health, called "Technical support for coordinating, monitoring and assessing health mediators".

D. HOUSING AND SMALL INFRASTRUCTURE

Specific objective: Ensuring, by the central and local institutions, as well as the social partners, of decent housing conditions in economically and socially disadvantaged communities, as well as ensuring the access to public services and the small infrastructure.

In order to achieve the housing objective, MRDT identified the following priorities:

1. the pilot program "Social housing units for Roma communities" carried out via the National Housing Agency, according to Government Decision No 1237 of 2008, by which the building of 300 housing units is intended;
2. the program for the rehabilitation of cultural establishments in municipalities where there are no institutions of this type in the rural and urban environment; carrying out a pilot program for a Community Social Centre for inclusion and continuing education as a means of increasing trust in mixed communities;

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

Directions for action in the fields of housing and small infrastructure:

- A. Developing the community infrastructure favouring the inclusion of citizens belonging to Roma minority and the access to continuing training.
 1. Setting up social centres, especially in rural areas, aiming at providing integrated social services, focused on training and employment in the areas / communities inhabited mainly by citizens belonging to Roma minority;
- B. Improving housing quality and ensuring the observance of citizens' rights for citizens belonging to Roma minority
 2. Elaborating and implementing programs for building housing units in areas inhabited mainly by population belonging to Roma minority. The objective of the construction activity is to build condominiums at European standards regarding the housing quality and, secondly, to involve the population in the respective area as labour force who will train in this field of activity;

3. The rehabilitation of buildings owned by local communities, by using the skilled and unskilled labour force of the future beneficiaries, in order to ensure housing for a definite period of time, until the persons in difficulty, including the citizens belonging to Roma minority, will enter the labour market and will have sufficient income for renting or buying their own houses;
4. Developing national funding programs or co-funding from external grants, in order to ensure the minimum housing conditions in the economically and socially disadvantaged communities (connection to electricity, drinking water, sewage, gas, sanitation systems).
5. Improving the legislative framework in the field of housing, in order to ensure the full observance of liberties and rights in the fields of safety and housing.

E. CULTURE

Specific objective: Preserving, developing and asserting the cultural identity (language, traditions, patrimony) of the Roma minority.

In order to achieve the objectives in the field of cultural, the Ministry of Culture and National Patrimony identified the following priorities:

1. Creating a bilingual radio and TV show
2. Organising annual Romany literature competitions (poetry, prose, drama etc.) and publishing the best papers
3. Developing drama projects within the “Ion Budai Deleanu” Studio, in order to generate a specific collection and a body of professionals (actors, directors) for a future theatre in the Romany language.

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

1. Creating and implementing programs for encouraging the expression of cultural and artistic elites belonging to Roma minority, in order to invigorate and assert ethnical identity.
2. Initiating cultural projects of reconstruction and identity assertion of the Roma, especially among the children and the youth.
3. Organising and developing a network for harnessing the cultural patrimony of the Roma, including by adapting traditional crafts to the current economic and social context.
4. Organising thematic exhibitions reflecting aspects of the life and history of the Roma minority on the Romanian territory, etc., a foundation necessary for the setting up the Museum of Culture and Civilisation of the Romany.
5. Creating a museum of culture and civilisation of the Romany.
6. Supporting cultural projects concerning the preservation and promotion of the Romany culture, of cultural events inspired by the Romany folklore and culture, specialized publications, intercultural research and publications on the Roma minority.
7. Setting up a Roma theatre, in which both translations of plays in the universal literature, and creations in the Romany language will be performed
8. Setting up a musical-artistic group within NCRC and creating a specific repertoire, attracting musicians who can set up a specific musical creation workshop.
9. Organising an annual festival and awarding prizes for the artistic creations in the field.

F. SOCIAL INFRASTRUCTURE

Objective: The development, by the institutions, of measures which, through the services they provide, respond to the social needs of disadvantaged categories, including the members of Roma minority in the fields of community development, child protection, justice and public order.

Direction for action:

F.1 Child Protection

The MLFSP identified the following priority:

Launching programs for preventing and fighting against discrimination affecting Roma children, including by promoting partnerships between non-governmental organisations and local public structures for child protection.”

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

1. Organising campaigns for preventing child abuse or neglect, as well as all phenomena that may cause the separation of a child from the family.
2. Elaborating social intervention projects for preventing and fighting against the “street children” phenomenon by implementing national and local projects for an effective social intervention and by monitoring them constantly.
3. Raising the public opinion's awareness about the rights of the child, as well as the problem of the child and family in risky or difficult situations.

F. 2. Justice and public order

In order to achieve the objective corresponding to justice and public order, the following priorities were identified.

1. Continuing the allocation of special places for admission to the training institutions of the Ministry of Administration and Interior.
2. Continuing the positive measures in the recruiting of personnel for the Romanian Police and Gendarmerie from among Romanian citizens of Roma ethnicity, according to legal provisions.

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy.

- 2.1. Organising campaigns to promote and respect human rights and fundamental freedoms (civil, political and social rights).
- 2.2. Implementing programs for information on how to identify and solve properly discrimination cases.
- 2.3. Identifying, preventing and operatively solving through community mediation, of a non-judicial nature, of conflicts likely to generate family, community or interethnic violence.
- 2.4. Launching and carrying out programs for legal, civic and preventive education, in collaboration with members of the Roma minority.

F. 3. Community administration and development

In order to achieve the objective for the Community administration and development sector, the MAI identified the following priorities.

1. Continuing the process of identifying persons lacking civil status and identification documents in order to have them issued.

These priorities are supplemented by the following directions for action, which are included in the plans of sectoral measures – Annex 1 to this Strategy

- 3.1. Consolidating the local authorities' administrative capacity to access non-refundable external funds intended for Roma inclusion, relying on the expertise of persons trained in this field, as well as the contribution of local and county authorities.
- 3.2. Employing citizens of Roma ethnicity in the Local Police structures, under Article 1 of the Local Police Law No. 155/2010.
- 3.3. Making semi-annual assessments of the activity of County Offices for Roma and of the local experts on Roma issues who operate as part of City Halls, focusing on their involvement in implementing the measures included in the Government Strategy.
- 3.4. Introducing teaching modules concerning the Roma history, culture and socio-economic situation into the training programs for specialists in public administration, social assistance, health, public order and education.
- 3.5. Continuing the process of identifying persons lacking civil status certificates and identification documents in order to record in the civil status registers the documents and information corresponding to them, and to procure civil status certificates and identification documents.
- 3.6. Analysing the methods and implementing measures for guaranteeing the right to property on land and houses owned by Roma people, as well as the issues connected to the implementation of regulatory acts concerning the establishment or re-establishment of the right to land ownership.

3.7. Creating integrated programmes intended for Roma inclusion by identifying and correlating these activities/measures eligible for non-refundable external funds, which can help improve on various levels the socio-economic situation of the Roma minority.

3.8. Submitting annual reports, by the National Agency for Roma and the General Secretariat of the Government, concerning the implementation stage of the Government Strategy in the Government meeting and in the Parliament of Romania.

3.9. Creating and distributing materials on preventing and fighting against discrimination.

3.10 Making an inventory of the resources that the Roma community can use in order to enhance the tourist attraction of rural areas inhabited by Roma people.

3.11. Launching a social dialogue process aiming to reduce prejudice against the Roma minority, to increase solidarity and mutual respect among citizens and to improve the inter-ethnic climate through activities carried out by community institutions and civil society organisations invited to contribute to a better knowledge of the legislation and regulations in force, including the legislation on national minorities.

VIII. RESULTS AND INDICATORS OF PROPOSED ACTIONS

The expected results relate to the current situation, described in the chapter “Definition of the problem”. The types of indicators provided for in Annex 2 for monitoring the implementation of the measures set out in the Government Strategy for the inclusion of Romanian citizens of Roma ethnicity for the period 2012–2020 are primary and tertiary indicators set in compliance with the provisions of Government Decision No 488/2005 approving the national system of social inclusion indicators, published in the Official Gazette of Romania, Part I, No 492 of 10 June 2005). The indicators set out in Annex No 2 may be subject to changes on proposal from the central public institutions involved in their use in order to implement their own sectoral measures prescribed in the Government Strategy, under Article 4 of Government Decision No 488/2005.

Results		Indicators
1.	30 % increase in the number of basic and further training of the teaching staff in the field of inclusive education	Number of teachers trained in the specifics of inclusive schooling
2.	30 % increase in the number of Roma children attending pre-primary school and support programmes, in order to complete their compulsory education	Number of Roma children/young people attending pre-primary school or benefiting from support programmes in order to stimulate school attendance, to lower

		absenteeism and to achieve school success.
3.	30 % increase in the number of special places for Roma ethnics granted on admission to high school/university	Number of Roma pupils/students registered for special places in high school/university
4.	Systematic monitoring and reducing the incidence of schooling segregation	Monitoring system for school segregation established and implemented periodically Number of desegregation plans elaborated and monitored Number of desegregated schools/classes

Employment

Results		Indicators
1.	60,000 increase in the number of employees of Roma ethnicity	Employment level of active people of Roma ethnicity
2.	25,000 increase in the number of women employees of Roma ethnicity	Employment level of women of Roma ethnicity

* The number of persons included in Measures 1 and 2 in Chapter VIII – Employment may be higher than the one cited as indicator. The proposed targets refer only to persons that lawfully declare themselves as belonging to the Roma minority.

Health

Results		Indicators
1.	Establishing the Technical Assistance Unit for Coordinating,	One TA unit

	Monitoring and Assessing the Activity of Health Mediators	
2.	25 % increase in the number of health mediators compared to 450 in 2011	Number of health mediators

Housing

Results		Indicators
1.	5,000 dwellings built for beneficiaries from the ranks of Romanian citizens of Roma minority	Number of newly-built dwellings for the benefit of Roma ethnics
2.	5,000 dwellings rehabilitated for beneficiaries from the ranks of Romanian citizens of Roma minority	Number of dwellings for the benefit of Roma ethnics

Culture

Results	Indicators
Setting up the “Museum of Roma Culture and Civilization”	One museum set up
Setting up the “Roma State Theatre”	One theatre set up

IX. BUDGETARY IMPLICATIONS

The short term Action Plans for implementing the Government Strategy for the inclusion of Romanian citizens of Roma ethnicity are based on the sectoral plans and indicate the funding sources required for achieving each objective.

The costs generated by the implementation of this draft regulatory act for the period 2012-2015 amount to 234 710 thousand lei, of which:

2012: 158 063 thousand lei;

2013: 55 992 thousand lei;

2014: 11 313 thousand lei;

2015: 9 342 thousand lei.

The costs shall be incurred from state budget allocations, refundable and non-refundable external funds, the budgets of administrative-territorial units, the budget for unemployment insurance and from other sources, under the law, included in the budgets of the chief authorizing officers in charge of Strategy implementation.

The costs were estimated for the next 4 years according to the provisions of G.O. No 1361/2006 on the content of the instrument for presenting and motivating draft regulatory acts subject to Government's approval.

The actions, including a set of measures that could not be quantified to date, shall be incurred from the budgets estimated for the period 2012-2015 corresponding to the chief authorizing officers in charge of Strategy implementation.

Following the first interim assessment of Strategy implementation, expected to be done at the end of 2013, there will also be an analysis of the budgetary impact, in order to update the implementation costs.

X. LEGAL IMPLICATIONS

On a legislative level, it is necessary to assess the regulatory acts incidental to the inclusion of Romanian citizens of Roma ethnicity, as legislative steps mainly seek to clarify the powers and attributions of the structures responsible in the field, to correlate the subsequent domains, as well as to ensure the compatibility of regulatory acts and of the steps incidental to Roma inclusion with EU's acts and regulations.

Legislative initiatives to amend superior-level regulatory acts (laws, Government ordinances and decisions), as well as domestic acts (orders, instructions/decisions/LCD of ministers/presidents/prefects/local public administrations) are to be carried out according to annual legislative plans, based on the new opportunities arising from the Government Strategy.

The inter-institutional cooperation mechanism envisaged to coordinate the implementation of the Government Strategy for the inclusion of Romanian citizens of Roma ethnicity for the period 2012-2020 shall be established by Prime Minister's Decision.

XI. THE MECHANISM FOR MONITORING AND ASSESSING THE GOVERNMENT STRATEGY

Under the provisions of the Strategy for the inclusion of Romanian citizens of Roma ethnicity, a mechanism for information, communication, monitoring and assessment of the Government Strategy shall be established. The mechanism's organisation and operation require administrative regulations, firm measures and actions carried out in the framework of an active dialogue with the Roma minority at national level.

One important component of the monitoring mechanism is measuring the degree of the Roma minority's social inclusion and the degree of structural funds absorption.

The monitoring mechanism is based on the civil society's support and actual involvement. It is expected that this will widen the partnership circle by enhancing the role and direct participation of NGOs and other organisations at national level, skilled in implementing and monitoring programs for Roma ethnics, of local Roma NGOs and initiative groups representing Roma communities at local level.

a) At central level, the Central Department for Monitoring and Assessment shall be established, which is intended to coordinate the implementation of monitoring and assessment activities of the Strategy and shall serve as the single contact reference for implementing the EU framework for national Roma integration strategies.

The Ministry of Administration and Interior, the Ministry of Regional Development and Tourism, the Ministry of Education, Research, Youth and Sport, the Ministry of Labour, Family and Social Protection and the Ministry of Health shall see to the establishment, as an office, of an internal structure directly responsible for monitoring and assessing the Strategy's implementation, focusing on monitoring the implementation of the measures set for carrying out the directions for action relating to Education, Employment, Health, Housing and Small infrastructure.

The Central Department for Monitoring and Assessment shall be headed by a State Counsellor from the Government's structure and shall include the President of the National Agency for Roma, as well as a representative of the monitoring and assessment offices from the Ministry of Administration and Interior, the Ministry of Regional Development and Tourism, the Ministry of Education, Research, Youth and Sport, the Ministry of Labour, Family and Social Protection and the Ministry of Health, as well as two representatives from the General Secretariat of the Government.

Along the horizontal axis – the Central Department for Monitoring and Assessment shall maintain its collaboration with the leaders of ministries and other national institutions – ministerial commissions and technical working groups – and shall coordinate information exchanges and joint actions with other monitoring and assessment structures.

The Central Department for Monitoring and Assessment shall prepare a timetable for the efficient use of this system for communicating, monitoring and gathering information.

Along the vertical axis, the Central Department for Monitoring and Assessment shall ensure direct liaison with the five offices of the institutions whose measure plans are integrated in the Strategy and with other national, regional, county or local institutions with attributions in this field.

Establishing communication channels within the network of monitoring departments is the first and foremost task of the Central Department, which shall establish an inter-institutional system for communication and monitoring with regard to the implementation, monitoring and assessment of the impact of actions intended for Roma integration, to include authorities ranging from central to local levels.

b) At county level, the County Offices for Roma represent structures responsible for monitoring the implementation of the National Strategy for the inclusion of Romanian citizens of Roma ethnicity.

The County Offices for Roma coordinate all the monitoring activities for public policies addressed to Roma minority and the projects implemented at county level. Moreover, they shall organise activities in support of the assessment activities carried out by the Central Department for Monitoring and Assessment (they shall organise meetings with members of Roma communities and concerned parties, ensure the logistics for field work, etc.).

The specific task of County Offices for Roma is to inform and mediate between national, county and local levels on the method for implementing the measure plans specific to the Government Strategy and to facilitate meetings and operative discussions.

The County Offices for Roma shall work on two axes, vertical and horizontal, as follows:

On the vertical axis, they will play an important role, as intermediary unit for ensuring the liaison / communication channels between the Central Department for Monitoring and Assessment and the local public administration authorities. In addition, they will provide assistance and support to the Joint working group.

On the vertical axis, they will initiate and maintain cooperation relations with local public administration institutions, which initiate, implement and provide data on the inclusion of citizens of Roma ethnicity.

The Central Department for Monitoring and Assessment shall submit annual progress reports on the implementation of the Government Strategy, based on the reports submitted by County Offices for Roma.

Ministries and other government institutions concerned shall submit semi-annual progress reports on the implementation stage of measures within their scope that are included in the Government Strategy, which they shall communicate to the Central Department for Monitoring and Assessment.

The annual report will be analysed and endorsed by the Working Group at inter-ministerial level and submitted in a Government meeting for approval. At the end of each period for implementing the measures provided for, on short, medium and long term, impact studies on the Strategy will be conducted.

In order to assess the impact of the Strategy for the inclusion of citizens of Roma ethnicity, the National Agency for Roma shall collaborate with experienced evaluators who will elaborate a post-implementation study. The assessment of the implementation stage of the Government Strategy will be conducted initially at the end of the first implementation period, at the end of 2013, and provide an objective assessment of the achievements/dysfunctions caused by the implementation of the measures provided for in the Strategy, together with clear recommendations for enhancing its effectiveness, with a view to making the second assessment stage on the basis of the subsequent sectoral plans.

XII. FURTHER STAGES AND RESPONSIBLE INSTITUTIONS

Responsible structures

a) At central level

a1) the coordination of the implementation and the monitoring of the enactment of the Strategy – to be carried out by the Central Compartment for Monitoring and Assessment

a2) the implementation of the Strategy, depending on the relevant area of competence for each action plan, is to be carried out by:

Ministry of Justice

Ministry of Labour, Family and Social Protection

Ministry of Health

Ministry of Education, Research, Youth and Sports

Ministry of Administration and Interior (including the County Offices for Roma)

Ministry of Regional Development and Tourism

Ministry of Agriculture and Rural Development

Ministry of Economy, Trade and Business Environment

Ministry of Environment and Forests

Ministry of Culture and National Heritage

General Secretariat of the Government

National Council for Combating Discrimination

Department for Inter-ethnic Relations

Ministry of Foreign Affairs

b) At regional/county/local level

Decentralised public services within responsible institutions;

County Offices for Roma within prefectures;

Local public authorities and their associate structures;

Civil society involvement

In order to ensure the successful implementation of the Government Strategy leading to a high level of social inclusion of Romanian citizens of Roma ethnicity, the active involvement of Roma ethnics in these actions is essential. To this end, starting from 2012, the NAR shall take action for establishing a mechanism for consultation and permanent involvement of the civil society in implementing and monitoring the Strategy for the inclusion of Romanian citizens of Roma ethnicity.

Organisational measures

a) at central level, the competent ministries and other responsible institutions and authorities shall be represented in the Inter-ministerial Working Group, established under Prime Minister's Decision No 36/24.03.2011, published in OG No. 210/25.03.2011. The Working Group is coordinated by the Vice Prime Minister and headed by the NAR's president in collaboration with two state secretaries from the MLSP and MAI. The working group shall operate according to its rules of organisation and functioning, shall hold monthly meetings; each semester, the group's president shall present, during the Government meeting, a note on the activity and results of the implementation of the Government Strategy.

At ministerial level, the **Ministerial Commissions for Roma** (MCR) shall be established or, where appropriate, reactivated, within 30 days from the adoption of the Government Strategy, by orders of the competent ministers. The MCR shall include as well representatives from the NAR, as a specialised institution, and, where appropriate, representatives from non-governmental Roma organisations with relevant expertise. At the level of institutions subordinated to competent ministries, except for the Ministry of Administration and Interior, technical working groups (TWGs) shall be established. The composition of MCRs and TWGs, as well as their powers, shall be provided for in the Rules of Organisation and Functioning (ROF).

The powers of MCRs and TWGs include, but are not limited to, the following:

- Monitoring the enactment of measures under their specific activity sector and submitting, on semi-annual basis, progress reports in order to assess the impact of actions for the inclusion of Roma minority and, where appropriate, depending on internal and international developments, to review and adapt the Government Strategy.

b) At regional, county and local level

The Regional Offices (RO) of the National Agency for Roma are established under Government Decision No 1703/2004 on the organisation and functioning of the National Agency for Roma, as subsequently amended and supplemented, and Government Decision No 430/2001 approving the Government of Romania's Strategy for improving the situation of Roma ethnics, as subsequently amended and supplemented. The Regional Offices of the National Agency for Roma are structures organised at the development region level.

In order to implement and monitor the Government Strategy, Regional Offices have the following tasks:

- Proposing or, where appropriate, extending strategic partnerships with competent public and private organisations at regional level.
- Supporting and monitoring social actors' efforts at regional level to implement the initiatives and reference programs for Roma minority.
- Informing, collaborating and supporting the activity of County Offices for Roma, within Prefectures, appointed to the eight development regions.

The **County Offices for Roma** are functional structures organised at county level within prefectures. Their composition includes 3-4 experts employed in accordance with the Labour Code and Law No 188/1999 on the status of civil servants, among which one has to be a Roma ethnic.

The County Offices for Roma operate in subordination to the Prefect and in technical coordination with the National Agency for Roma. The nominal composition of the County Offices for Roma is established under a Prefect's order. The activity of COR commissions is to be carried out in close connection with the activity of the County Commission for social inclusion and the County Council in order to enhance this institution's involvement in the implementation of the Strategy and to ensure the financial support necessary to co-fund projects intended for Roma inclusion.

The main activities of CORs include, but are not limited to:

- Providing the technical secretariat of the Joint Working Group (JWG) set up at county level, composed of representatives from decentralised structures of ministries, members of Roma non-governmental organisations and delegates from communities of ethnic Roma citizens, including county/local councillors. The JWG is established by order of the Prefect.
- Elaborating the county's measure plan for Roma inclusion by way of harmonising the main needs of the communities with Roma inhabitants (identified through the Community facilitation process or by the local public authorities) with the measures provided for in the Government Strategy. The Joint Working Group shall adopt the county's measure plan for Roma inclusion elaborated by the CORs, based on the Government Strategy. Each institution represented in the JWG shall be responsible for implementing the measures corresponding to its area of activity, included in the county's measure plan.
- Introducing the measures of the National Strategy for the inclusion of the Roma minority in each county's development plan, or, where appropriate, in the integrated plans for urban development, regional development plans.
- Monitoring the implementation of measures in the areas of activity of the deconcentrated services of competent ministries and those of their social partners in order to meet the objectives and tasks of the Government Strategy.
- Supporting the implementation of the measures set in county plans by providing consultancy to the representatives of deconcentrated services and facilitating their access within Roma minority communities.
- Drawing up semi-annual progress reports regarding the implementation of the county's measure plan for the inclusion of the Roma minority and submitting them to both the Central Department for Monitoring and Assessment and the NAR.

Local experts for Roma shall activate at city hall level. They are subordinated, on a technical level, to the county offices for Roma and, on an administrative level, to the Mayor. Local experts represent the main interface between public authorities and Roma communities. At commune level, the position of expert on Roma issues is exercised by an expert from the Roma minority. The task of the expert for Roma issues is

to use the opportunities at local level, for the benefit of the local community, including the Roma minority.

The main activities of local experts for Roma include, but are not limited to:

- Organising, at local level, local initiative groups (LIGs) and local working groups (LWGs).
- The local initiative group is made up of representatives of communities of Roma ethnics where they are active. LIG's role is to determine, based on the Community facilitation process organised by the local expert, the main needs and to establish the priorities according to the directions for action in the Government Strategy. LIG's composition and the priorities established shall be discussed within local working groups (LWGs).
- The local working group (LWG) is made up of: the local expert, representatives of local public institutions, members of the Local Council (including elected Roma counsellors), members of non-governmental organisations (including Roma organisations) and a delegate of the local Roma community from the LIG. The LWG shall be established under Local Council Decision (LCD).
- Elaborating, based on the Government Strategy, the local action plan for Roma inclusion, set on the basis of the process of identification and selection of the main needs of local communities with a significant Roma proportion and submitting it to the LWG for approval. The action plan adopted by the Local Working Group (LWG) shall be endorsed (totally or partially) by the Local Council through LCD. Each member of the local working group shall be responsible for implementing the measures corresponding to his/her area of activity, as included in the local action plan.
- Introducing the local action plan for Roma inclusion in the locality's development strategy.
- Transmitting the local action plan to the County Offices for Roma with a view to their inclusion in the county's measure plan and in the county's development strategy.
- Monitoring the implementation of measures set in the local action plan and making proposals for their improvement.
- Drawing up semi-annual progress reports on the implementation of the local action plan and submitting them to the CORs and NAR.

The following annexes are an integral part of this Strategy:

Annex 1 to the Strategy – Sectoral measure plans

Annex 2 to the Strategy – Types of general performance indicators for the priorities of the Government Strategy