



Greece

# Promoting the Social Inclusion of Roma

A Study of National Policies

D. Ziomas, N. Bouzas and N. Spyropoulou

Institute of Social Policy

National Centre for Social Research – EKKE

*Disclaimer: This report reflects the views of its author(s) and these are not necessarily those of either the European Commission or the Member States. The original language of the report is English.*

July 2011



On behalf of the

**European Commission**

**DG Employment, Social Affairs and Inclusion**



## Contents

Summary .....	2
<b>1. Description of national situation.....</b>	<b>3</b>
1.1 Roma population in Greece .....	3
▪ Types of Roma population .....	3
▪ Roma Immigrants in Greece .....	5
1.2 Geographical distribution .....	6
1.3 Poverty and Social Exclusion Situation.....	6
▪ Income poverty and deprivation .....	7
▪ Education .....	7
▪ Housing .....	8
▪ Employment .....	10
▪ Health .....	11
1.4 Extent and nature of discrimination experienced by Roma .....	12
1.5 Main data gaps .....	13
<b>2. Assessment of existing policy and governance framework.....</b>	<b>14</b>
2.1 Current overall policy framework and governance arrangements for addressing Roma poverty and exclusion .....	14
2.2 Existing targets for reducing poverty and social exclusion of Roma .....	15
2.3 Strengths and weaknesses of the National Reform Programme as regards tackling poverty and social exclusion of Roma .....	15
2.4 Main strengths and weaknesses of existing policies and programmes from the perspective of promoting Roma integration .....	15
▪ Housing .....	17
▪ Health .....	17
<b>3. Structural Funds.....</b>	<b>18</b>
<b>4. Role of civil society organisations and international organisations .....</b>	<b>19</b>
<b>5. Recommendations .....</b>	<b>20</b>
References .....	27

## Summary

In Greece, the Roma or Gypsy presence can be traced back to the 14th century, though their Greek nationality was effectively given to them as late as in 1979. Greek Roma is not an entirely homogeneous group, given that it consists of different – often conflicting – “tribes”. An average estimate of their population size puts their number at approximately 265.000 individuals of gypsy origin, who exhibit a tendency to becoming sedentarised. A significant number of newly arrived gypsies in Greece, originating mainly from Albania and the countries of former Yugoslavia, need also to be taken into account. The Roma community settlements are scattered all over the country with greater density in certain regions, including the greater Athens area. Yet, in most cases, they live in isolated settlements, separate from the rest of the population and do not mix with non-Roma.

Most Greek Roma representative organisations do not perceive themselves to be a ‘minority’ group, while they consider their Greek identity a ‘non-negotiable’ issue. Yet, they perceive themselves as a neglected, and therefore marginalised, social group of the Greek society which is faced with multiple and interrelated problems in the fields of housing, education, employment, health, sports and culture. Indeed, although there is a lack of official data, various studies show that apart from a small number of urban Roma who are integrated in the Greek society, the vast majority of them remains marginalised and live in almost total social exclusion in many aspects of everyday life.

Up to the end of the 1990s, the action taken by the Greek state to tackle Roma exclusion and poverty was limited and fragmentary. It was only in 2001 that an Integrated National Action Plan for the social inclusion of Roma was adopted. The plan was structured around two priority axes, namely a) housing and infrastructure and b) actions concerning Roma empowerment and access to basic services (health, education etc.) and covered the period 2002-2008. Funding was drawn directly from the State budget, while resources from the European Social Fund were utilised to a certain extent.

Undoubtedly, adopting an Integrated Action Plan for the social inclusion of Greek Roma was an initiative in the right direction. Yet, implementation of this programme did not live up to expectations, not only because it was short of meeting its stated objectives, but also because it failed to ensure an integrated approach on the ground. In other words, there has been a gap between the adoption of policies and positive measures and their substantive implementation in the field. In addition, the magnitude of the various interventions has been rather limited and as a result it has not led to a multiplier effect. Whenever some positive impact has been recorded, this appears to be limited in time and very scattered.

Today, almost ten years after the launching of the Integrated Programme, the state of affairs as regards the Roma people in Greece, the causes of their social exclusion, the multiple problems which are faced with, the adherence to discrimination etc remain, more or less, the same. Their living conditions continue to be inhuman and degrading, while they remain deprived of a wide range of their fundamental rights. Besides, given the serious pressures exercised on Greek society by the fiscal and economic crisis that the country currently undergoes, fears are expressed for an increase in discrimination for Roma people.

At present, there is no official policy framework or any governance arrangements in Greece for tackling Roma poverty and social exclusion. A new policy framework and strategy for the inclusion of Roma is under preparation, as this is stated in the Greek National Reform Programme 2011-2014. The NRP makes only a short reference to the Roma population and it does not contain any analysis or any specific measures aiming at the alleviation of poverty and social exclusion of Roma. In this respect, the Greek government seems not to be ready as yet to offer a decisive solution to the long lasting problems of the Roma population. However, there is a need for a real commitment for solving the serious problems facing the Roma people in Greece. This implies that concrete targets should be set and specific actions should be taken, which would be accompanied by budgetary allocations, among other things.

In any case, special attention and priority should be given on adults' and minors' education and training with particular focus on women and girls, on housing conditions, on health issues, on employment and on the ending of the phenomenon of undocumented Roma. The specific actions to be taken in this regard, should be an inseparable part of a well elaborated and clear strategy offering an integrated solution to the long-lasting multidimensional problems faced by Roma people in Greece.

## 1. Description of national situation

### 1.1 Roma population in Greece

#### ▪ Types of Roma population

Roma population in Greece is not an entirely homogeneous group, but it consists of different (often conflicting) "tribes" of Roma people. The main groups of Roma in Greece can be categorised as follows<sup>1</sup>: (a) domestic nomadic Roma (albeit an extremely limited number); (b) very long-term settled distinct Roma communities, very poor and excluded; (c) very long-term settled distinct Roma communities, a number of which are almost entirely unproblematic; (d) recent Roma migrants who are not EU nationals (especially from Albania, but also from Kosovo and the former Yugoslav Republic of Macedonia); (e) recent Roma migrants from new EU Member States (mainly Bulgarian and Romanian Roma); (f) completely integrated/assimilated Roma who may never even identify themselves as Romani; (g) Roma Muslims in Thrace, who benefit from the minority protections available under the peace treaties between Greece and Turkey following World War II; (h) other persons and communities.

The total share of the Roma within the total Greek population is estimated between 2-3% (ROM Network, 2000). The estimations regarding the magnitude of Greek Roma ranges from 180,000 people to 365 thousands people, as it can be seen from the Table below. An average estimation of 265 thousands Greek Roma seems to be more close to reality<sup>2</sup>. Yet, a recent survey conducted in 2008, estimated the number of Roma population in discrete and recognisable residences to approximately 15,000 families or 65,000 persons, a very conservative estimation which should be seen with caution<sup>3</sup>.

<sup>1</sup> OSCE, Recent Migration of Roma in Europe, 2<sup>nd</sup> Edition, October 2010, p. 43

<sup>2</sup> OSCE, Recent Migration of Roma in Europe, 2<sup>nd</sup> Edition, October 2010, p. 87

<sup>3</sup> Eurodiastasi and Oikokoinonia, Study for "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period", 2008.

**Table: Roma population in Greece**

Total country population	Official number of Greek Roma	Minimum estimate	Maximum estimate	Average estimate	% of total population
10,722,816	No data available	180,000	350,000	265,000	2.47%

Source: Council of Europe Roma and Travellers Division, September 2010

Roma people have a long history in Greece going back to 14<sup>th</sup> century or even to 11<sup>th</sup> century. Yet, they were only granted citizenship at the end of the 1970s and had previously been seen as “aliens of Gypsy descent”<sup>4</sup>. This very late reaction of the Greek State in granting citizenship to Roma people residing in Greece for centuries seems to be connected to the fact that the Greek State regarded them as “unwelcomed outsiders”<sup>5</sup> and it was not only unwilling to invest on their social integration but enforced them to live on the margins of the society. This explains to some extent the fact that, even today, a number of Greek Roma people are still undocumented and they continue to be confronted with discrimination and exclusion. According to a research study carried out in 2000 by the ROM Network<sup>6</sup>, 5.5% of Roma respondents had not been registered at the Civil Registry Office, 10% had no identity card or other official documents, 25% had no voting card and 50% were not registered in the municipalities’ registry offices<sup>7</sup>. By and large, it seems that Greek Roma today are included in the administrative system to a significant extent. Yet, still, *“the existing legal framework regarding civil and municipal status does not include special or updated measures in order to resolve the problem of unregistered Roma, making the invisibility of Roma in Greece a serious obstacle for the achievement of their social integration and participation”*<sup>8</sup>. In conclusion, the granting of citizenship to all Greek Roma and the issuing of the relevant official documents for every one should be given a high priority by the competent public authorities in order to facilitate and support the socioeconomic integration of Roma people.

Greek Roma are officially registered as Greek citizens and, as such, there is no reference to their origin. While most Roma groups in Europe seem to perceive themselves as a minority group, many of the Roma collective organisations in Greece have declared on several occasions to both the Greek government and the European level collective bodies of Roma, that the Greek Roma are not a minority and that their Greek identity is non-negotiable<sup>9</sup>. The majority of them is Orthodox Christian and has taken Greek names, and most Roma speak the Greek language<sup>10</sup>. Moreover, a still prevalent foundational feature of their social organisation is the *extended patriarchal family*, with all that this entails in terms of power relations within the family life cycle.

As regards their demographic characteristics, data reveal that the age structure and the age categories of the Roma population differ greatly from the respective ones of the rest of the population in Greece (Graph 1 and 2 below).

<sup>4</sup> Will G, 2009, “Integrated Programme for the Social Inclusion of Greek Roma”, Discussion Paper, Peer Review, 27-28 May 2009, p. 8-9.

<sup>5</sup> Abdikeeva A. and MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, p.1.

<sup>6</sup> “Pan-Hellenic Research Study of the social and housing conditions and needs of the Greek Gypsy citizens”, 2000 in the framework of the “Employment” Community initiative – “Integra” Axis.

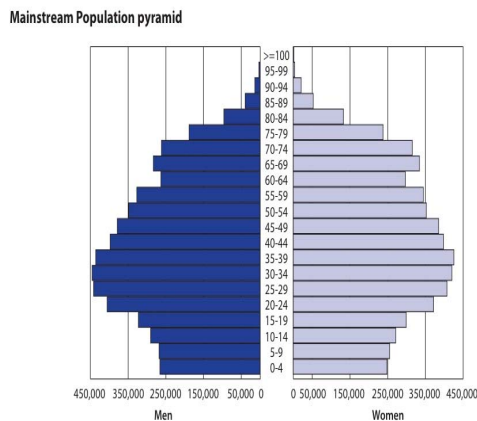
<sup>7</sup> NCHR, *The situation of the Roma people in Greece*, 2001, p.16

<sup>8</sup> HLHR-KEMO / i-RED, Pavlou M. (ed.), *Housing Conditions of Roma in Greece. Vicious Circles and Consolidated Myths Country Report GREECE*, 2009, p. 23.

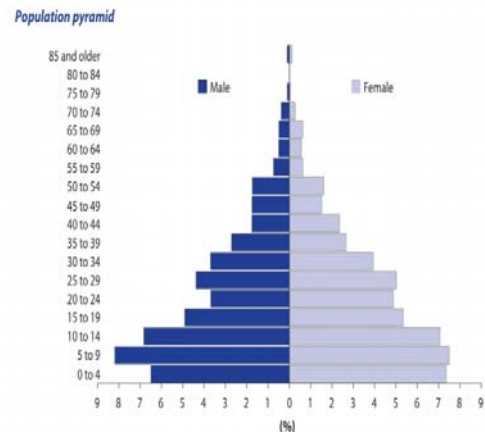
<sup>9</sup> UN, *Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece*, 2009, p. 7-8.

<sup>10</sup> Drydakakis N., *Roma Women in Athenian Firms: Do They Face Wage Bias?* IZA DP No. 5732, May 2011, pp. 18.

Graph1: General Population Pyramid -Greece



Graph 2: Roma Population Pyramid - Greece



*Note:* Graphs are extracted from Fundacion Secretariado Gitano (ed.), "Health and the Roma Community, analysis of the situation in Europe", 2009, p. 121 and 127.

In particular, the Roma population, in contrast to the general population, exhibits a high concentration in the young ages, a medium to low concentration in the productive ages, while the elderly are almost non-existent. The percentage of people older than 65 years old is only 1.6% for Roma people, against 16.7% for the general population<sup>11</sup>. These demographic characteristics are congruent with the findings of another sample survey<sup>12</sup>, where it was found that the Roma community is considerably younger than the overall European population. The average age of the Greek Roma population was estimated at 21.56 against the age of 42.2 for the general Greek Population, while the child rate was 43.39% against 15.69% for the EU-27 average.

As regards the infant mortality, Eurostat data for 2009 reveal that in the total population of Greece the ratio was 3.1 deaths of children less than one year of age per 1,000 live births in one year. In the case of a sample of Roma women that were interviewed, 97.3% had been mothers, of whom a percentage of 11.6% reported that they had lost one or more of the children they had given birth to. In conclusion, although there seems to be a decrease in infant mortality of Roma people of 5.4% during the last decade (2000-2008), the current percentage of 11.6 is considered extremely high<sup>13</sup>.

▪ **Roma immigrants in Greece**

Informal estimates of the number of immigrant Roma in Greece put the figure at tens of thousands, probably close to or possibly even more than 100,000<sup>14</sup>. Most of these people come from Albania, but others come from Bulgaria, Kosovo, the Former Yugoslav Republic of Macedonia and Romania. Some of these persons are temporary migrants, performing in particular seasonal agricultural work in Greece, and then returning home. Others are involved in scrap metal recycling<sup>15</sup>. The majority of these people have "been legally living in Greece for over a decade, although a few have obtained citizenship. Foreign Roma are outside of the

<sup>11</sup> Trichopoulou A., Social exclusion and health inequalities: the case of Roma in Greece, p. 4.  
<sup>12</sup> Fundacion Secretariado Gitano (ed.), "Health and the Roma Community, analysis of the situation in Europe", 2009, pp. 120-127.  
<sup>13</sup> Trichopoulou A., Social exclusion and health inequalities: the case of Roma in Greece.  
<sup>14</sup> OSCE, Recent Migration of Roma in Europe, 2<sup>nd</sup> Edition, October 2010, pp. 38.  
<sup>15</sup> OSCE, Recent Migration of Roma in Europe, 2<sup>nd</sup> Edition, October 2010, pp. 38.

scope of state programmes”<sup>16</sup>. Moreover, “the residence of these newly arrived Gypsies in Greece goes relatively unimpeded, as the public authorities tend to avoid addressing the problems of this particular group”.<sup>17</sup>

## 1.2 Geographical distribution

The Roma are scattered all over the country, with greater density in the regions of northern Greece (Eastern Macedonia – Thrace and Central Macedonia), northwest and west Peloponnesus, Epirus and Etoloakarnania, in several areas of the region of Thessaly (Larissa, Farsala, Sofades etc.) and in the greater area of Athens and west Attica (St. Barbara, Petralona, Chalandri, Rentis, Moschato, Menidi, Ano Liosia, Eleusis, Megara, Drapetsona, Spata, etc.). The greatest concentration of established Roma populations are found in regions of major urban centres, as well as rural regions that present the most employment opportunities.

Most surveys carried out in recent years, show that Roma continue to live in more or less the same localities that they lived in 1999, which implies that the vast majority of Roma in Greece are sedentary. It has been estimated that they are settled to approximately 240 locations most of which are found in the periphery of the big cities all over Greece.

It is generally noticed that there is a spatial concentration of Roma in specific areas, neighbourhoods, suburbs or villages. This implies that Roma live -in most cases- in isolation, separately from the rest of the population and they do not mix with non-Roma. This consequently leads to their social disintegration and reinforce their social exclusion<sup>18</sup>.

## 1.3 Poverty and Social Exclusion Situation

Most Roma collective organisations in Greece consider themselves not as a minority group within the majority, but rather as a neglected and therefore, marginalised member of the Greek family.<sup>19</sup> In particular, they perceive themselves as a sensitive or “vulnerable” social group, which is faced with multiple and interrelated problems in the fields of housing, education, employment, health, sports and culture.

Indeed, it is commonly accepted that the Greek Roma community faces persistent inequalities in all aspects of life, including access to education of Roma children, the right to housing and to other basic social goods, let alone the excessive exercise of police violence. It is in this context that all the UN Human Rights Treaty Bodies have been consistently urging successive Greek Governments to address these inequalities, which, among other things, have resulted to convictions of the country by the European Court of Human Rights (ECtHR) and to specific recommendations by other quasi-judicial international bodies.<sup>20</sup>

<sup>16</sup> Abdikeeva A. and MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, p. 6.

<sup>17</sup> National Commission for Human Rights (NCHR), 2009, “Report and Recommendation of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece”, Athens, p. 9.

<sup>18</sup> Demakakos, 2003, “The health status of Roma in Greece – Final Report”, Athens, p. 19.

<sup>19</sup> UN, Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009 and Peer Review Minutes on Roma, Greece, 2009.

<sup>20</sup> Submission by the Greek National Commission for Human Rights (NCHR) to the UN Human Rights Council’s Universal Periodic Review, pp. 3 found at: [http://lib.ohchr.org/HRBodies/UPR/Documents/Session11/GR/NCHR\\_NationalCommissionforHumanRights-eng.pdf](http://lib.ohchr.org/HRBodies/UPR/Documents/Session11/GR/NCHR_NationalCommissionforHumanRights-eng.pdf)

## ▪ Income poverty and deprivation

There are no official reliable data for the situation of Roma population in Greece as regards poverty and deprivation. The EU-SILC survey does not provide information for the population group of Roma, while it does not include settlements, tents and other types of accommodation.

As a result, the most recent data available are from a sample survey included in the Study for "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period"<sup>21</sup>. According to it, the economic situation of most Roma is not stable, since their income depends largely on their jobs, which are seasonal. Many households rely on the seasonal employment of one member and/or on welfare benefits that they are entitled to as large families and as citizens of no financial means. In general, the income of the vast majority of Roma households is low, much lower than the poverty threshold in Greece. The difference between the economic situation of the Roma and the rest of the Greek population is substantial. That is, 74.8% of the Roma households' sample had a yearly income of less than 6000 € (benefits included), when the official poverty threshold for Greece in 2005 (EU-SILC data) was 5,650€ for a single person household. Another 13.7% of households had an income 6,001€ to 9,000€ and 10.7% had an income of 9,001€ to 20,000€.

## ▪ Education

The way in which the Roma are forced to survive is incompatible with the institution of education, which is why a large percentage of Roma are completely illiterate. Indeed, education of Roma is extremely vulnerable to external factors such as: movement, financial problems that lead to child labour, distance from school, phenomena of racism at school, lack of suitable and permanent residencies etc. Obstacles are also considered the existing attitudes and perceptions of Roma people regarding education and especially for girls<sup>22</sup>.

As regards data on education, several sample surveys, though presenting different percentages, come to the conclusion that most of the Greek Roma, particularly the older generations, is effectively or functionally illiterate.

More analytically, data based on the sample survey carried out in the framework of the Study for "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period" (2008) showed that 54.7% did not attend school at all, 33.4% only finished certain grades of primary school, 7% finished primary school, 3.4% attended certain junior secondary school classes, 0.5% graduated from junior secondary school, and approximately 1% attended certain secondary school classes. From the sample, 54% of the parents stated that they have children that have never gone to school, among the main reasons being economic reasons (25%), travelling (22%) and other personal and socio-cultural reasons (25%)<sup>23</sup>.

In another field-study conducted in 2008<sup>24</sup>, it was found that 17% of the minors were enrolled in school, girls to a lesser degree than boys. As regards adults, 41.5% of them were illiterate,

<sup>21</sup> Study in Greek (2008), available upon request.

<sup>22</sup> The Greek Roma Issue: Spatial and Social Exclusion and Integration Policies, National Paper presented in the Peer Review for Roma, Greece, 2009.

<sup>23</sup> Peer Review Integrated programme for the social inclusion of Roma, MINUTES, Greece, 27-28 May 2009.

<sup>24</sup> Fundacion Secretariado Gitano (ed.), "Health and the Roma Community, analysis of the situation in Europe", 2009, p. 127.



13% could only read and write, 15.7% did not complete primary school studies, 9.7% completed primary studies, 3.6% did not complete secondary studies, 0.8% completed secondary studies, 0.6% had a university degree and 0.2% had post graduate degree.

Finally, according to the results of the EU-MIDIS Survey (2009), which interviewed Roma people in seven EU Member States, including Greece, the Greek Roma are found in the most disadvantaged position in terms of education. That is, only 4% of the Greek Roma interviewed has reported schooling with duration of at least ten years, indicating that the majority of respondents completed primary education at most. Furthermore, 35% of the Roma interviewed in Greece were found to be illiterate.

Notwithstanding the fact that over recent years considerable efforts have been made to facilitate and promote the education of Roma children, there is still a long way to go in order to achieve the enrolment of the majority of the Roma children to school and, in particular, to decrease their drop-out rates. Available data for the school year 2006-2007 showed that although 8.785 Roma children had entered school only 2.023 of them successfully completed the school year. This means that the drop-out rate of the Roma children was 77%<sup>25</sup>.

According to the European Roma Rights Centre (ERRC) and the Greek Helsinki Monitor (GHM), *“Romani children in Greece remain at a great disadvantage with regard to education. In particular, in several localities Romani children are not enrolled in primary schools and local authorities have not acted to ensure the enrolment of the children. This is for example the case in the Riganokampos settlement in Patras [city], where none of the children in a Romani community of 222 people are registered in or go to school, although the closest school is located approximately 150 metres from the settlement”*<sup>26</sup>.

#### ■ Housing <sup>27</sup>

Housing is, undoubtedly, a major problem facing the Roma population in Greece. Evidence suggests that the large percentage of the Roma people experience terrible housing conditions. The European Roma Rights Centre (ERRC) reports that a large proportion of the approximately 265,000 Roma who are living in Greece, live in 52 improvised and dangerous tent encampments while most others reside in poorly constructed dwellings lacking access to basic services such as electricity and water<sup>28</sup>. “They are also often under the threat of eviction”<sup>29</sup>.

As regards the residential types of accommodation of the Greek Roma, chart 1 below presents the findings of three different surveys conducted in the period 1996-2006.

<sup>25</sup> Omas Synergon, External Evaluation Report for the programme “Integration of Roma Children in School”, July 2008, p. 79 (in Greek).

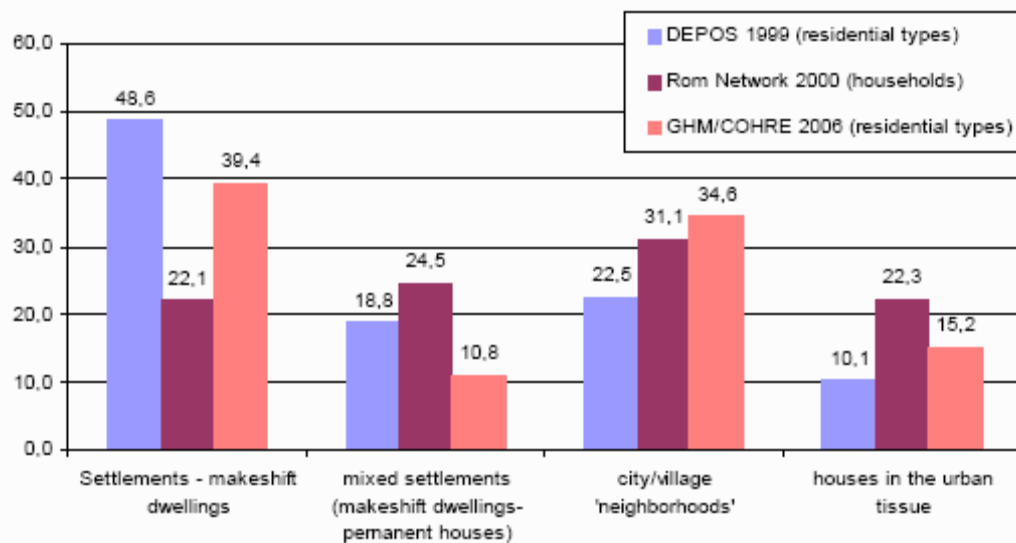
<sup>26</sup> Submission of the European Roma Rights Centre Concerning Greece for Consideration under the Universal Periodic Review by the United Nations Human Rights Council (HRC) at its 11th Session on 2 – 11 May 2011, p. 2.

<sup>27</sup> For analytical information about housing please see GHM, Greece: Continuing Widespread Violation of Roma Housing Rights, 2006 and HLHR-KEMO/i-RED Housing conditions of Roma and Travellers in Greece, October 2009.

<sup>28</sup> European Roma Rights Centre, Submission of the European Roma Rights Centre Concerning Greece for Consideration under the Universal Periodic Review by the United Nations Human Rights Council (HRC) at its 11th Session on 2-11 May 2011, p. 4.

<sup>29</sup> Abdikeeva A. and MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, p. 1.

Chart 1 – Residential Types of Greek Roma (1999-2006)



Extracted from: HLHR-KEMO/i-RED Housing conditions of Roma and Travellers in Greece, October 2009, pp. 35

According to the findings of a more recent survey (2008), included in the Study "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period", "50% live in prefab hamlets, shanties, cabins and generally congested makeshift accommodation, deprived of basic technical and social infrastructures and essential facilities".<sup>30</sup> One of the main conclusions of this study is that 43% of Greek Roma face a direct or indirect lack of housing. They frequently settle on vacant sites, owned by the state, municipalities and more rarely on private land, which are unsuitable for residential use or are too remote from the urban web. These sites are usually outside the city plan, in industrial zones, in areas of unauthorised and anarchic construction, in areas where land is degraded and depreciated in various ways. Moreover, these are characterised, in the main, by a total lack of the most basic infrastructures, such as electricity, water supply, drainage, transport etc, as well as, medical and social services, schools etc. However, it is worth noting that when an urban development plan for the above mentioned sites comes forward, "the mechanisms of compulsory removal are activated, taking the form of forced eviction or of the destruction of the constructions"<sup>31</sup>

The poor housing conditions of Roma in Greece are confirmed by the ERRC, which in its recent monitoring report shows that the substandard housing conditions of Roma in Greece are rampant. As it is reported, "...in the Spata settlement close to Athens international airport, the Romani community (around 200 people) lives in prefabricated homes measuring approximately 25 metres square without access to electricity, running water and regular waste removal. The social infrastructure is poor with the closest town located 5 kilometres from the settlement and with a single dirt road leading there – a road that is rendered useless under inclement weather conditions. In some Roma settlements across Greece the living conditions of residents are more alarming. The Riganokampos settlement in Patras, for example, houses 222 Roma who live in small, makeshift shacks compiled of a mix of metal, wood and other scrap material – homes unable to provide adequate shelter from heat and

<sup>30</sup> Peer Review Integrated programme for the social inclusion of Roma, MINUTES, Greece, 27-28 May 2009.

<sup>31</sup> NCHR, "Report and Recommendation of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece", Athens, 2009, p. 10.

*cold. In four cases, families reside in dilapidated vans all year round. The settlement lacks running water, electricity and waste removal*<sup>32</sup>.

In short, inhuman and degrading conditions, as well as deprivation of a wide range of their fundamental rights is the common conclusion met in different national and international reports on housing of Roma in Greece.

It is in this context, among other things, that "in recent years, Greece has been convicted six times for violations of Roma rights: four from the European Court of Human Rights, one from the European Committee of Social Rights (Council of Europe), and one from the Commission on Human Rights of the United Nations"<sup>33</sup>. In particular, Greece has been found in violation of three aspects of European Social Charter Article 16 by the European Committee of Social Rights, as a result of inadequate housing conditions prevailing among Roma in Greece<sup>34</sup>. Forced evictions and the arbitrary destruction of housing also implicates a number of provisions of the European Convention on Human Rights (ECHR), including but not necessarily limited to Articles 2, 3, 6, 8, 13, 14 and Article 1 of Protocol 1<sup>35</sup>.

Moreover, it is of rising concern the fact that the Geneva-based Centre on Housing Rights and Evictions (COHRE) has named Greece (together with Nigeria and Philippines) as Housing Rights Violators for the year 2006. Greece's' negative award was due to persistently violating the right to adequate housing of Roma<sup>36</sup>.

Notwithstanding the above, acknowledgement should be made of the fact that over recent years there have been some efforts by the Greek state to improve the housing conditions of the Roma population through the provision of temporary or permanent settlements, which, nevertheless, cover only a small number of families.

## ▪ Employment

Due to the lack of official data, only rough estimations can be made as regards the participation in the formal labour market and the employment characteristics of the Greek Roma, which nevertheless, give a general picture of their employment situation. There are only a few sample surveys that have collected information on the labour market situation of the Greek Roma, the findings of which should be seen with caution, due to their limited sample and/or to the methodological framework applied.

The first survey conducted in 2000 in the framework of the Employment Programme INTEGRA, revealed that 14% of Roma were unemployed (the majority long-term), while the occupations of those employed were 59.6% peddlers, 13% unskilled workers in agriculture, 5.7% flea market traders, 3% musicians (mainly street musicians) and 1% businessmen. Of those in the labour market, 20% worked on a seasonal basis; out of those occupied with trade, including musicians, only 1.4% had a shop; 78% had no social insurance; only 47% were actively searching for employment most through personal relations or on their own and only 5.6%

<sup>32</sup> European Roma Rights Centre, Submission of the European Roma Rights Centre Concerning Greece for Consideration under the Universal Periodic Review by the United Nations Human Rights Council (HRC) at its 11th Session on 2-11 May 2011, p. 3.

<sup>33</sup> NCHR, 2009, p. 12.

<sup>34</sup> European Committee of Social Rights, Decision on the Merits, *European Roma Rights Center v. Greece*, 8 December 2004.

<sup>35</sup> OSCE High Commissioner for National Minorities, *Recent Migration of Roma in Europe*, 2010, p. 78.

<sup>36</sup> <http://www.cohre.org/news/press-releases/cohre-housing-rights-awards-2006>

through public agencies; Only 0.5% ever participated in vocational training programmes; only 22% of those employed as peddlers had a legal permit<sup>37</sup>.

A more recent survey<sup>38</sup> found that the Roma unemployment rate, among those interviewed who were economically active was 44.3%, while half of them had remained unemployed for more than 2 years. The vast majority of Roma (77.3%) were recorded as being employed on an occasional or seasonal basis only. Only 22.7% of the active Roma population participates, relatively permanently in the labour market. It was also found that three activities accounted for three-quarters of all Roma employment: trading (20.8%), scrap dealing (30.4%) and agricultural labouring (23.4%). As regards social insurance, only 32.8% of those employed reported that they were insured, while 28% of the uninsured persons were covered for healthcare by the prefectural Social Welfare Directorates.

According to the findings of another European comparative research based on a sample survey<sup>39</sup>, unemployment among Greek Roma population stands at 61.7%, while most women (64.1%) are housewives.

In short, it is generally acknowledged that most Roma are underemployed and that their relationship with the formal labour market is rather risky and alternating. Most Roma who live in encampments continue to earn their income from scrap and garbage collection and only a very limited number is employed in the formal labour market due to discrimination and prejudice. In other words, it seems that certain vocations such as recycling work, itinerant traders and junkmen, along with land workers are practiced by the vast majority of Roma.

To sum up, the general picture of the employment situation of the Greek Roma is one of exclusion from the formal labour market and of entrapment for the majority in an informal "grey market" without financially viable prospects. Illiteracy and exclusion from education have a clear impact on the labour status of the Roma, which mostly appears as a long struggle for survival and a constant recycling of ineffective labour choices rather than as a stable labour framework. As regards Roma women, their participation in the formal labour market is much lower than men or even non-existent. Still, even in cases when Roma women work in salaried jobs, they are confronted with discrimination in terms of lower wage than other working women<sup>40</sup>.

## ▪ Health

In a recent report on 'Health and the Roma Communities'<sup>41</sup>, the chapter analysing the situation in Greece presents, among other things, the following results:

- 90% of the Roma population assesses their health status as good or very good with no gender differences but significant differences (reaching 60%) between age brackets;

<sup>37</sup> The Municipal Network ROMANET study presents, among others, results as regards employment from their research which was conducted between September and October of 2000 and was coordinated by ROMANET as part of the actions of the Operational programme, Multi Roma Action Hellas (INTEGRA).

<sup>38</sup> Eurodiastasi and Oikokoinonia, Study on "The Current Situation of Roma in Greece – drafting an Action Plan for the 4<sup>th</sup> Programming Period", funded by the Greek Ministry of Labour and Social Affairs, 2008 (in Greek).

<sup>39</sup> Fundacion Secretariado Gitano (ed.), Health and the Roma Community, Analysis of the Situation in Europe. Bulgaria, Czech Republic, Greece, Portugal, Romania, Slovakia, Spain, 2009, pp. 128.

<sup>40</sup> Drydakis N., Roma Women in Athenian Firms: Do They Face Wage Bias? IZA Discussion Paper No. 5732, 2011.

<sup>41</sup> Fundacion Secretariado Gitano (ed.), Health and the Roma Community: Analysis of the Situation in Europe. Bulgaria, Czech Republic, Greece, Portugal, Romania, Slovakia, Spain, 2009, pp. 119-130.

- most of the population (over 90%) does not suffer from any chronic disease, migraines or headaches, allergy or high blood pressure. Menopause-related problems suffered by women are the most common diseases;
- 98% of the population under 45 years old is free of disabilities and chronic diseases.<sup>42</sup>

As regards their contact with the health services, it was found that the main reason for failing to receive medical attention was economic (60% of the cases), the reasons being “could not get off work”, “too expensive”, “no means of transport”, “did not have insurance”. In addition, the majority of minors (63%) have never gone to the dentist independent of gender, whereas only 25% of adults have never gone to the dentist. Moreover, 21% of women have never gone to the gynaecologist and 35.6% have never gone for reasons other than pregnancy.<sup>43</sup>

Yet, notwithstanding the above, in many studies it is argued that the state of health of Roma, especially for tent-dwellers, is very poor because of the precarious living and working conditions and the expanding use of drugs. It is worth noting that the average life expectancy of Roma is much lower than that of the general Greek population, i.e. 55-65 years old for Roma against 78 years old for the total population.

It is estimated that 77% of Roma are completely uninsured<sup>44</sup>, which means that they do not have access to medical treatment rights emerging from employment. For those uninsured, but who are entitled to have a welfare booklet (as citizens of no financial means), treatment in public hospitals is free, as well as provision of elementary health services.

Overall, as evidence suggest, it may be said that the Roma population in Greece lags by far behind the general population on health prevention, family planning, oral health and vaccination.

#### 1.4 Extent and nature of discrimination experienced by Roma

There are no official data as regards the extent and nature of discrimination experienced by Roma in Greece.

The only available information can be found in the Reports of several organisations (the Greek Ombudsman, the European Commission against Racism and Intolerance - ECRI, the Greek Helsinki Monitor- GHM), in court decisions and in small size surveys concerning the Roma population.

As regards the latter, a European Union Minorities and Discrimination Survey (EU-MIDIS)<sup>45</sup> targeted at Roma population in 5 countries of EU in 2008 reveals the following: 90% of Greek Roma did not report their experiences of discrimination to any organisation or office. Among the reasons were: nothing would happen/change by reporting (78%), didn't know where to report (52%), while 44% said that it was not worth reporting it, since it is considered a normal practice. Furthermore, 89% of Roma who were victims of in-person crime did not report their victimisation to the police.

<sup>42</sup> Fundacion Secretariado Gitano (ed.), Health and the Roma Community, Analysis of the Situation in Europe. Bulgaria, Czech Republic, Greece, Portugal, Romania, Slovakia, Spain, 2009, pp. 128.

<sup>43</sup> For analytical information see <http://www.gitanos.org/upload/56/59/GRIEGO-final-baja.pdf> (in Greek).

<sup>44</sup> NCHR, The situation of the Roma people in Greece, (in Greek), 2001, p. 10.

<sup>45</sup> EU-MIDIS Data in Focus Report: The Roma, European Union Agency for Fundamental Rights, 2009.

On the whole, in Greece, discrimination in 'private services' dominates Roma people's experiences of everyday discrimination (30%), with work-related experiences coming second (24%) and discrimination experienced from healthcare personnel coming third (23%).

The concluding observations of the Committee on the Elimination of Discrimination against Women CEDAW<sup>46</sup> on the sixth periodical report on Greece speak of "a system of multiple discrimination regarding access to education, medical treatment, and employment in the case of Roma women", and call upon Greece to take positive measures to deal with the matter<sup>47</sup>. Moreover, Gypsy women, within their own social group, are the victims of multiple discriminations to a much greater extent than men, and the violations of their fundamental rights within the context of the group and outside of it are particularly marked.<sup>48</sup>

Discrimination of Romani children in accessing education is rampant throughout Greece. Research by the ERRC and the local partner Greek Helsinki Monitor (GHM) in 28 localities across Greece from May to September 2010 shows that, despite the ruling by the European Court of Human Rights (ECtHR) in *Sampanis and Others v Greece*, which ordered Greece to remedy illegal discrimination against Romani children in education, Romani children are not enrolled into kindergartens and primary schools, or when in school, are still kept in segregated environments.

Indeed, there is a long lasting need to combat prejudices and different forms of discrimination against Roma people in Greece. As a journalist has put it in an interesting article on Roma in Greece, "they exist in our society because –and as long as- they disturb or bother the rest of us"<sup>49</sup>. In other words, as long as they are not living near us and do not disturb us, they remain invisible and distant from us (the mainstream society's way of life) and thus, they are not counted as "normal" citizens of our society. And this, undoubtedly, applies in particular for the Roma children.

## 1.5 Main data gaps

Given that since 1951, the Greek censuses do not collect data on ethnic affiliation, language or religion, there is no official registration of the Roma population in Greece. Thus, it is extremely difficult to calculate the exact number of Roma in Greece, let alone to have an accurate picture of their socio-demographic characteristics, since no systematic way has been established of collecting data regarding ethnic identity or cultural peculiarities, or else.

The de facto problem of registration of Greek Roma in civil registers and the lack of a permanent address within the boundaries of the cities' plans, among other things, make even harder any attempts at census-taking through the various national official surveys. Thus, there is a profound need for reliable data on most issues concerning the Roma population. In particular, there is a lack of nationwide data as regards demographic characteristics, societal participation, their employment situation and their educational attainment, as well as data on the gender dimension. In addition, there is also a great need for epidemiological data concerning the Greek Roma.

<sup>46</sup> CEDAW/C/GRC/CO/6, 2 February 2007.

<sup>47</sup> UN, Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009, p.12.

<sup>48</sup> This is stressed in the comments of international organisations and commissions, on Greece, in which they request that the country takes measures for their elimination.

<sup>49</sup> Kathimerini Newspaper, Article by Tasoula Karaiskaki, Sunday 10.6.2007, p. 30.

## 2. Assessment of existing policy and governance framework

### 2.1 Current overall policy framework and governance arrangements for addressing Roma poverty and exclusion

At present, there is no official policy framework or any governance arrangements for addressing Roma poverty and social exclusion. Nevertheless, over the last year or so, a preparatory process is underway by the competent administrative departments for designing the new policy framework and strategy for the Roma inclusion in Greece. According to the Greek National Reform Programme 2011-2014, *“as far as the social inclusion of Roma is concerned, a medium and long term strategy is being processed entailing a threefold framework for their social inclusion: I) horizontal actions of mainstreaming in policies, II) targeted measures at the national level and III) targeted territorial actions. Currently, special programmes providing access to education for Roma children are implemented, while 33 centres will provide social care services to Roma population ranging from legal support to promotion into the labour market”*<sup>50</sup>.

As it has been already stated by Greek officials in the Peer Review meeting for Roma in Greece in 2009, the new Policy Framework will be based on the experience of the previous “Integrated Action Plan for the Social Integration of Greek Roma” (IAP 2002-2008), taking into account the strengths and weaknesses identified in its implementation process. Particular emphasis will continue to be given to implementing actions in the fields of housing, education, employment and health, while new management mechanisms will be put in place in order to improve coordination and effectiveness of actions. Yet, the new Policy Framework is still pending.

Meanwhile, in the framework of the O.P. “Human Resources Development” 2007-2013, the following actions have been planned in which Roma people can be beneficiaries:

- a) Mainstreaming actions targeted at the general population, which entail programmes for the promotion of entrepreneurship, the development of social economy, local integrated employment interventions, counselling and training of unemployed and employed.
- b) Local actions for the social integration of the vulnerable social groups (Roma included) for the promotion of their employment and entrepreneurship development.
- c) Operation of Socio-medical Centres for the support of Roma and other social vulnerable groups.

In addition to the above, the design of Local Integrated Intervention Plans in specific areas with high concentration of Roma people is currently under examination.

In general, Roma who are Greek citizens have a right either to take part in general programmes – since such programmes usually have a 10% quota for members of socially vulnerable groups (which in Greece includes the Roma) – or to make use of special programmes. However, these programmes do not take into consideration that members of vulnerable groups, such as the Roma, may face barriers to participation. Roma women are often isolated, with minimal contact with the outside world, which further complicates their participation in official programmes. As Abdikeeva says, “the Greek experience shows (that), it is easy for Roma to become “invisible” in general inclusion programmes. Roma women and men face barriers such as: being unregistered,

<sup>50</sup> National Reform Programme - Greece, MINISTRY OF FINANCE, 2011, p. 53.

discrimination from some authorities, illiteracy, lack of information, and language problems, which may prevent them from even accessing the programmes<sup>51</sup>.

## 2.2 Existing targets for reducing poverty and social exclusion of Roma

Although Greece has already set its quantitative targets in the framework of the Europe 2020 Strategy (that is to lift out of poverty and/or social exclusion 450 thousand people and to reduce the number of children and young people 0-17 at risk of poverty by 100 thousand), there has not been any distinction of these targets concerning the various categories of the vulnerable socio-economic groups. It is thus obvious, that there is no any official quantitative target concerning the reduction of poverty and social exclusion of the Roma population.

## 2.3 Strengths and weaknesses of the National Reform Programme as regards tackling poverty and social exclusion of Roma

As mentioned above, the National Reform Programme makes only a short reference to the Roma population and thus it does not contain any analysis or any specific measures aiming at the alleviation of poverty and social exclusion of Roma. It is expected that the new national policy framework and strategy, which is currently under preparation, will include specific quantitative targets, along with timetables, monitoring and evaluation procedures, an identification of means etc.

There is a need for a real commitment for solving the serious problems facing the Roma people in Greece. This implies that concrete targets should be set and specific actions should be taken, which would be accompanied by budgetary allocations, among other things. Otherwise, it is rather questionable whether by making references alone in documents such as the National Reform Programme, will ensure the effective implementation of programmes aiming at tackling poverty and social exclusion of Roma. Past experience shows that, in Greece, the Gypsies/ Roma are included in numerous administrative instruments, action plans and national strategies (National Report on Strategy for Social Protection and Social Integration 2003-2005, 2006-2008, 2008-2010, National Strategy for the European Year of Intercultural Dialogue 2008, etc), without, however, there having been any notable improvement of things in the field<sup>52</sup>.

## 2.4 Main strengths and weaknesses of existing policies and programmes from the perspective of promoting Roma integration

Until the end of the 1990s, the action taken by the Greek State to promote the Roma integration was limited and fragmentary. In 1996, the Greek government announced a "National Policy Framework in Favour of Greek Gypsies", acknowledging that the situation of the Roma people in Greece is '*unsatisfactory and indeed unacceptable*'. The aim of this policy framework was to counter the deteriorating situation of the majority of the Greek Roma through "*well organised long-term inclusion policies being based on an integrated approach*". Yet, apart from carrying out a survey on Roma housing conditions, the policy framework failed to develop a comprehensive policy and the Programme was eventually introduced five years later in 2001. Delays were attributed, among other

<sup>51</sup> Abdikeeva A. and MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, p. 2.

<sup>52</sup> NCHR, Report and Recommendation of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009, p. 3.



things, to bureaucratic obstacles, widespread prejudice at the local level, as well as to the need to consult with smaller Roma groups who were scattered around the country to built consensus<sup>53</sup>.

In 2001, the Integrated National Action Plan for the social inclusion of Roma was adopted, following a consultation between central government, the Roma representatives and the intermunicipal Roma network of municipalities (with Roma among their inhabitants). The programming period was from 2002 to 2008 and the plan was structured around two priority axes. The first axis concerned housing and infrastructure, whether temporary or permanent, with the aim to improve living conditions, mainly through housing rehabilitation. Funding was drawn directly from the state budget. The second priority axis concerned Roma empowerment and access to basic services such as health, employment, education, culture and sports. Responsibility for all the activities of the Action Plan was borne by an Interministerial Committee (under the supervision of the deputy minister of the Interior), which included representatives drawn from central and local government and from Roma organisations. The total initial budget of the Action Plan was 308.6 million euros: 57% was allocated towards housing, and 42.85% towards services.

Although in 2008 an assessment of the Integrated Action Plan (IAP) implementation has been made in the framework of the Study for "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period", this concerned progress of implementation and did not evaluate the impact of the interventions on the Roma people. Nevertheless, it highlighted a number of problems and difficulties that implementation was encountered and presented the main results of the Action Plan. The study revealed, among other things, that the IAP's outcomes were moderate in the areas of infrastructure, housing, healthcare and education, while its outcomes in the area of employment and especially that of women were rather poor. Generally speaking its impact on alleviating poverty and social exclusion of Greek Roma could be judged as trivial given that the socio-economic situation of Greek Roma continues to be less than a dignitive one.

In particular, the main difficulties of the IAP 2002-2008 were:

- a) "Systemic problems which had been encountered in the planning and coordination of Roma housing, particularly in operational design, organisation and implementation, where these were often treated separately, instead of being mainstreamed into more comprehensive local programmes"<sup>54</sup>.
- b) In the area of employment, problems were found in terms "of operational design, project organisation and implementation. The lack of preliminary needs assessments resulted in actions which sometimes neither met requirements of the local labour market nor those of Roma participants"<sup>55</sup>.
- c) In the area of health, "although reported outcomes of this element of the services axis are mainly positive, design, organisation and implementation difficulties were encountered once more"<sup>56</sup>.

Note should be made of the fact that even the Greek authorities acknowledge that the IAP's implementation had suffered from a lack of information, transparency and coordination. The large

<sup>53</sup> Guy W., Integrated Programme for the Social Inclusion of Greek Roma, Discussion Paper, 2009, p. 7.

<sup>54</sup> Guy W., Integrated Programme for the Social Inclusion of Greek Roma, Discussion Paper, Peer Review, 27-28 May 2009, p.13.

<sup>55</sup> Guy W., 2009, p.14.

<sup>56</sup> Guy W., 2009, p. 15.

number of authorities involved, coupled with a lack of communication, had led to bureaucracy and inflexibility, and had little or no impact on reducing Roma poverty. Most Roma were only vaguely aware of the Programme's existence and were not involved in its implementation<sup>57</sup>.

- **Education**

The special programmes designed by Greek authorities to combat high drop-out rates appear to have had little effect as the absence of disaggregated data on the situation of Roma pupils makes an in-depth assessment of their situation hardly possible. This, in turn, impedes the determination of educational priorities and, thus, the design and implementation of special interventions tailored to the needs of Roma children.

- **Housing**

In the field of housing, within the framework of IAP 2002-2008, the main positive action targeting Roma was the loan programme, providing 9,000 loans up to the amount of 60,000 euros each. Until 30 January 2009, a total of 7,686 decisions of recognition of housing support beneficiaries have been issued, (85.4% of the total planned number of loans to be granted). Respectively, 6,151 housing loans have been allocated. All civil society representatives highlighted the extremely low impact (or the 'total failure') of the loans programme – the only housing programme for Roma in Greece. The Interior Ministry official interviewed emphasised that the Roma housing loans programme had been a success story, under the circumstances. The National Commission for Human Rights' main criticism was that the loan programme responded only to one housing and residential type; it was costly and vulnerable to maladministration and financial mismanagement.<sup>58</sup>

The Ombudsman, on the other hand, identified as a weakness the fact that the individuals who cannot provide evidence of their municipal status and 'permanent residence' in a municipality are blocked from accessing the government housing programme of state guaranteed loans or non interest loans. *"This illustrates the contradiction inherent in the system which it sets out to assist those in need of housing it pushes to the margins those people that actually need this assistance"*<sup>59</sup>.

- **Health**

The Socio-medical Centres for Roma, which have been established under the Programme, provide prevention, basic first-level health, first-level social care and social inclusion services. This action was implemented in the context of the Regional Operational Programmes (co financed by the ESF – 3<sup>rd</sup> CSF). The centres are run by local administration organisations or local administration organisation enterprises and NGOs. The Ministry of Health and Social Solidarity is responsible for the operation and adequacy of these centres. By the end of the Programme, 33 such centres were in operation, while today 30 of them are in full or partial operation.

In order to cover the needs of Gypsies living in semi-nomad, nomad or remote communities, the programme 'Safeguarding promotion of health and psychosocial support of Greek Gypsies' has been implemented since 2004 and is financed through national funds. In this context,

<sup>57</sup> Abdikeeva A. and MRG partners, 2005, p. 8.

<sup>58</sup> HLHR-KEMO/i-RED, Housing conditions of Roma and Travellers in Greece, October 2009, p.15.

<sup>59</sup> HLHR-KEMO/i-RED, Pavlou M. (ed.), Housing conditions of Roma and Travellers in Greece, October 2009, p. 23.

mobile units visit the Gypsy settlements in order to conduct clinical examinations and vaccinations, provide consultation and psychosocial support, to tackle social problems and record living conditions at the local level. The implementation of the programme is under the responsibility of the Ministry of Health and Social Solidarity. Other participants in the implementation of this programme are the Health Directorates of Prefectures, the Administrations of Health Care Regions (DYPE), the National Social Solidarity Centre (EKKA), and the Disease Control and Prevention Centre (KEELPNO).<sup>60</sup>

### Concluding remarks

The National Commission for Human Rights (NCHR) in its Report<sup>61</sup> provides, in a concise and clear manner, a good account of the main weaknesses characterising the implementation of the policy measures and actions for the integration of the Roma in Greece. This reads as follows: *“the lack of co-operation of the local authorities for the resolution of problems faced by Roma. The difficulties in the implementation of integration programmes due to the lack of unity in the representation of Roma. The de facto problem of registration of Roma in civil registers, due-inter alia- to omissions on the part of the competent services of the central administration and of local government, a deficiency impeding the planning and implementation of appropriate actions. The problem of the non-inclusion of Roma originating from the Balkans in the programmes. The difficulties in the implementation of the subsidised housing loans programme due to the lack of understanding of the procedure on the part of Roma and, in addition, due to unclear competencies between local government and the Interior Ministry. The illegal character of the forced evictions of Roma from encampments in various regions of the country, without them being offered a resettlement in another site meeting conditions of safety and minimum dignity. The need to build upon the good practice of the medical-social centres. The ineffectiveness of the measures adopted so far aiming at the integration of Roma children into the educational process”*.

## 3. Structural Funds

Up to now, resources from the European Structural Funds, and in particular from the European Social Fund (ESF) in the framework of the Greek Community Support Framework 2000-2006, have not been utilised to a great extent. Most of the actions that were funded by the ESF and less so by the European Regional Development Fund (ERDF), concerned educational programmes for Roma children, promotion of entrepreneurship for Roma people and the operation of the Socio-medical Centres for Roma, while funding for Roma housing and infrastructure was drawn directly from the national state budget.

However, in the framework of the current programming period of the Greek Strategic Framework 2007-2013, which is co-funded heavily by the European Structural Funds, the following actions have been planned:

- a) Under the Operational Programme “Human Resources Development 2007-2013”:
  - Operation of “Support Centers for Roma and other Vulnerable Social Groups” This action is the continuation and extension of the Socio-Medical Centres for Roma, which were

<sup>60</sup> Ibid, pp. 54.

<sup>61</sup> UN, Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009, p. 5, found at: <http://www.nhri.net/2009/A-HRC-10-NI-5%20-%20Greece%20%28SP%29.pdf>

implemented under the Community Support Framework (ESF funding- Regional Operational Programmes (ROP)<sup>62</sup>.

- Mainstreaming actions targeted at the general population, which entail programmes for the promotion of entrepreneurship, the development of social economy, local integrated employment interventions, counselling and training of unemployed and employed.
  - Local actions for the social integration of the vulnerable social groups (Roma included) for the promotion of their employment and entrepreneurship development.
- b) Under the O.P. "Education and Lifelong Learning":
- "Promoting intercultural education in population groups with language and cultural differences" – Programme for Roma children.
- c) Under the O.P. "Competitiveness and Entrepreneurship", co-funded by the European Regional Development Fund (ERDF), there are references to disadvantaged groups but the O.P. has not yet specified its actions.

#### 4. Role of civil society organisations and international organisations

In Greece, there is a small number of Roma Non Governmental Organisations as well as a number of NGOs of mixed composition which are dealing with Roma issues, most of which are very active in supporting Roma people, especially as regards the promotion of their rights and the fight against their discrimination.

Nevertheless, note should be made of the fact that on some occasions complaints have been made by some NGOs for not being included by the State in consultation processes regarding Roma issues. For example in the drafting process of the Integrated Action Plan for the Social Integration of Greek Roma (IAP 2002-2008) only associations of assimilated Greek Roma participated, while *"destitute Roma communities and NGOs working on their behalf were largely excluded"*<sup>63</sup>. Some Roma NGOs argue that they have not been adequately reinforced by the state and that collaboration with public administration is not always an easy task.

A number of international organisations have played a valuable role in bringing into light the real problems facing Roma in Greece and in providing valuable information on the existing situation of the Roma population in Greece. Moreover, the regulatory framework for the defence of Roma rights of the international instruments binding upon Greece is reinforced by the action of these international organisations and by a system of organs and mechanisms for the monitoring of their implementation with increased jurisdictional powers<sup>64</sup>. Among others, the NCHR has issued a number of recommendations on Roma issues. Reports and recommendations of the Council of Europe Commissioner for Human Rights and the European Commission against Racism and Intolerance (ECRI), decisions of the European Committee of Social Rights as well as the Concluding

<sup>62</sup> Common Ministerial Decision 824/ 12-5-2011, available at: [http://www.eetaa.gr/nomothesia/fek/fekf\\_290.pdf](http://www.eetaa.gr/nomothesia/fek/fekf_290.pdf)

<sup>63</sup> Abdikeeva A. and MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, p. 8.

<sup>64</sup> UN, Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009.

Observations of UN treaty bodies, have drawn the attention of Greek authorities to a number of difficulties and shortcomings.<sup>65</sup>

## 5. Recommendations

### An introductory note

It should be stated right from the outset that it is hard to come up with concrete and more elaborated proposals as to the way that existing measures and actions can be more effective, and as to the kind of new measures that are needed in each of the policy areas to resolve the long lasting problems of the Roma people in Greece. For, apart from the fact that hard and accurate evidence of the situation of the Roma people in Greece are still missing, there are no any impact assessments of the interventions as a whole that have been implemented in various policy areas under the framework of the Integrated Action Plan for Roma during the period 2002-2008. Besides, concrete proposals presuppose specific expertise in the main areas of intervention with regard to Roma inclusion, such as housing, education, employment, health etc, as well as active involvement of those concerned in the proposal making process.

Notwithstanding the above it should be mentioned that certain evaluation exercises have been carried out, which were mainly concerned with the progress of implementation of the interventions of the Integrated Action Plan. These evaluations, although partial, time limited and not adequately evidence-based, have revealed serious shortcomings which are related to the design, organisation and implementation aspects of the measures and actions taken over recent years for the social inclusion of Roma. The main shortcomings can be summarised as follows: insufficient political commitment, insufficient (if any) coordination between competent Ministries, lack of appropriate administrative/operational structures, absence of reliable data as well as monitoring and reporting arrangements, lack of capacity and resources at local level to deliver policies, insufficient involvement of Roma people in all processes and unstable funding. Most of these shortcomings, which have been particularly highlighted and analysed in the present report, have been presented and discussed in the Peer Review "Integrated Programme for the Social Inclusion of Roma" which was hosted by the Greek authorities in 2009 in Athens.

Following from above, an attempt is made in the coming paragraphs to provide certain recommendations, some of them more elaborated than others, which are considered as necessary in order to fill commonly acknowledged policy weaknesses and gaps for the social inclusion of Roma, at the design, organisation and implementation level.

### Horizontal recommendations

#### *Redesigning an Integrated Action Plan for Roma*

It is generally accepted that the best results in the fight against discrimination and social exclusion of Roma are obtained within the framework of an Integrated Programme based principally on the four pillars, namely housing, education, employment and health and social care. So it is of utmost importance that the new National Policy Framework for the Roma in Greece is underpinned by an integrated approach which should be given coherence by elaborating a new long-term **Integrated**

---

<sup>65</sup> UN, National report submitted in accordance with paragraph 15 (a) of the annex to Human Rights Council resolution 5/1, February 2011, p. 9.

**Action Plan for Roma Inclusion.** This plan should draw heavily on the lessons learned from the previous experience as well as on experience of other member states, setting specific short and medium term targets as to the expected impact on alleviating the bad conditions and status of the Roma people in Greece. The new action plan should entail not only general nationwide measures and actions for Roma relating to all relevant policy areas in an integrated manner, but also locally focused integrated interventions taking the form of territorial integrated pacts for action (which are specified in a subsequent paragraph).

However, among others, there are some basic conditions which are considered “sine qua non” for an integration programme to succeed.

First of all, it is of utmost importance that the Integrated Action Plan for Roma should, before and above all, be based on reliable and accurate up-to-date data with regard to the various characteristics of the Roma population (geographical distribution, detailed analysis of housing and living conditions, socio-demographical data etc.). It is therefore proposed that the National Policy Framework should entail, as a prerequisite of any intervention and/or action, the carrying out of a **nation-wide census survey**, in order to be able to plan and implement interventions that would take into account the real needs of the people. Particular attention should be paid to the method of data collection and use in order to prevent any potential abuse thereof. This survey would be expected to provide not only quantitative data, but also qualitative data, which would, among other things, reflect the opinions, the needs and the proposals for action of the Roma people themselves. Moreover, this survey should result to a comprehensive **mapping of all Roma settlements in Greece**, entailing all necessary information for policy purposes. It is worth mentioning that the last nation-wide study which recorded the housing situation of Roma population was carried out in 1999 by DEPOS (Public Corporation For Housing & Urban Development), whereas there has never been a nation-wide census survey for the Roma people in Greece.

The second condition is that a **strong political will** should be explicitly expressed and be translated into action. That is, it should entail, among other things, putting in place the necessary instruments of coordination, monitoring and evaluation, ensuring at the same time the financing and the effective means for the implementation of action. In other words, it necessitates inter-ministerial cooperation, which is often difficult to put into effect, together with well organised and clearly defined administrative structures in planning and implementing effective integrated Roma programmes. The lack of these elements has been identified as the main barrier of the progress of implementation of the actions planned for the social inclusion of Roma. The third condition is **adherence sustained by the public against intolerance, discrimination and segregation** of a part of society. The importance of the two latter conditions is well described in a recent report for Roma, which reads as follows: *“Public policies for Roma seem to have a very poor impact on the effective situation of the Roma minority in Greece. Such policies have met a negative reaction and resistance from local administration and communities.”* In addition, *“there seems to be a lack of political will to solve the housing problem of Roma minority, and absence of a strong coordinating and decision-making structure on a centralised level which would be able to intervene and apply the law locally”*.<sup>66</sup>

Finally, **continuous-stable funding** should be ensured for the whole period of implementation, although, under the current budgetary constraints due to the serious fiscal crisis, this is rather questionable. Nevertheless, the funding should combine national and European Union resources,

<sup>66</sup> HLHR-KEMO/i-RED, Pavlou M. (ed.), Housing Conditions of Roma in Greece. *Vicious Circles and Consolidated Myths Country Report GREECE, 2009*, p. 9, found at: [http://www.i-red.eu/resources/publications-files/hlhr-kemo-i-red\\_romahousing\\_greece2009.pdf](http://www.i-red.eu/resources/publications-files/hlhr-kemo-i-red_romahousing_greece2009.pdf)

while municipal funding (from their own budgets) is considered also necessary. As to the EU resources, there is a need for a revision of certain Operational Programmes (Sectoral and Regional), which are currently being implemented under the National Strategic Framework for Greece 2007-2013, in order to secure funding for certain interventions for Roma that are eligible for EU Structural Funds financing. Note should be made of the fact that the absorption rate of the EU funds available under the National Strategic Framework is very low and thus, there is still room for using these funds for actions targeted at the Roma population in Greece.

*Putting in place the necessary instruments for ensuring effective implementation of an Integrated Approach*

As already emphasised, integrated approaches are considered necessary to deal with the multidimensional problems facing the Roma in Greece. Yet, despite the intensions expressed by successive governments, up to now it has been proven that such approaches are particularly difficult to achieve in Greece. Effective implementation of integrated programmes presupposes both horizontal (inter-ministerial) and vertical cooperation, elements which are still hard to come by in Greece. It is in this context, that the Greek State should establish appropriate and permanent structures to promote the social inclusion of Roma, which would entail, among other things, the necessary mechanisms for coordination throughout the process of programme design and implementation, while a **binding framework** should be put in place for the development of action. Arrangements for the monitoring and evaluation should also be an inseparable part of such mechanisms. Moreover, organisational and technical capacity of implementation parties should be strengthened.

To this end, re-establishment of the **Inter-Ministerial Committee** for Roma is needed, which should be supported by a **central operational unit** to be established at the Ministry of Interior, which will be responsible for the design and implementation of the national policy framework for Roma people in Greece, ensuring at the same time the coordination, the synergy and the integration of the policy interventions planned by other Ministries and Agencies. This unit will be entrusted also with the task of collecting and processing regularly all relevant data relating to the situation of the Roma people. At present there is no such competent authority for the collection of these data and the monitoring of the situation, and as a result there is a lack of accurate official information. Existing policies are based mainly on fragmented and out-dated data.

The central operational unit will be also responsible for the monitoring and evaluation of the interventions planned under the new integrated action plan. Yet, it is suggested that the **monitoring and evaluation exercise** should be outsourced or commissioned to a competent- independent scientific body, which should guarantee high quality outcomes. It might also be useful to create a "**Roma Resources Centre**" which will collect the experiences, capitalise the findings and put documentation, expertise and programme evaluation at the disposal of all operators.

An **Advisory Board**, consisting of experts on Roma people and Roma representatives, should also be established at national level, in order to assist the Inter-Ministerial Committee by providing expertise for the elaboration of policy measures and for the changes required as regards the course of action.

Notwithstanding the fact that a National Policy Framework is certainly needed, it is very crucial that it focuses on Romas' real needs and that the planning of actions should be a bottom up and not a top down activity. The beneficiaries must be actively involved in the decision making and implementation process, but so must the local societies that surround them, mainly through their

local agencies and their local government representatives. For this reason **Regional Committees** for Roma affairs should be set up, consisting of Roma representatives, regional and local authorities and other stakeholders. These Committees, which will be supported by the competent regional services, will be entrusted with the task to elaborate proposals and to provide feedback on Roma issues to the Inter-Ministerial Committee.

Regional Committees will also undertake the task to work with competent services of the region and with local authorities for the planning and implementation of **territorial integrated pacts** for Roma inclusion mainly in areas with high concentration of Roma population. These pacts (which could be co-funded by the EU Structural Funds) will be **binding**, entailing multi-sectoral interventions which will be based on the survey findings and the mapping of settlements. The interventions will be carried out by various stakeholders. Each participant-stakeholder (Ministries, local authority, other agencies, beneficiaries etc) is expected to commit itself to implementing and/or funding certain actions. In this respect, municipal participation and funding is considered important, demonstrating local authority commitment. The latter is considered crucial, given that certain reports on Roma have revealed that the low effectiveness of the programmes for Roma was due – among other things – to a lack of “trust” as regards their interaction with the state and, in particular, with the local authorities. Experience has shown that, many times in the past, Roma people have been treated badly by the public authorities and as a result they are reluctant to new interventions on their behalf.

Particular effort should be taken by the Regional Committees, prior to the establishment of these integrated pacts as well as during their implementation, for promoting actions to **combating discriminatory practices against Roma at local level** and to **raising public awareness** as regards the problems that Roma people are facing. In this context, municipal involvement is essential and concerted action should be taken in the form of sensitisation campaigns and support groups and, in particular, of specific public programmes which would begin at school, for properly informing and educating the mainstream society to show tolerance and acceptance of difference. This, however, should be a two-way approach to integration. That is, similar actions should be addressed to Roma people aiming at stressing the mutual rights and duties, both of Roma and of the society around them.

Finally, for the territorial integrated pacts to be effectively implemented, it is considered necessary to establish a **management, support and empowerment agency** in each territorial pact in order to coordinate the implementation of actions planned, to support and provide expertise for the management of the projects involved, to evaluate the efficacy of actions and to support and to empower the stakeholders involved in the implementation process.

## Recommendations by policy areas

### *Education*

Undoubtedly, particular attention needs to be paid to the Roma children and the young people, especially as regards their education, so as to break the intergenerational transmission of poverty and social exclusion. Indeed, inclusion of Roma children in the educational process should become a priority: their registration should be facilitated and further incentives should be given to teachers so that they remain in schools with Roma students for a reasonable period.

Moreover, providing incentives to the parents in order to facilitate school attendance is considered very crucial. In this respect, the Greek government established in 2002 a financial benefit of 300€



per year (targeted to all vulnerable groups, including Roma people) for every child registered in school. This benefit led to an increase in the number of registered Roma children, but it did not improve the drop-out rates. Thus, in an attempt to change that, very recently (October 2010), it was announced that this benefit will be given to beneficiary families with children, only after the completion of the school year. This change is considered to be in the right direction as regards Roma children and should be further extended to secondary and tertiary education.

It should be mentioned, however, that when discussing the attendance of Roma children at school, this concerns almost exclusively primary school. **Attendance at nursery school remains a necessity** which still is not being dealt with proper attention by the state, although it could play a significant role in facilitating the enrolment and integration of Roma children in elementary schools. In addition, Roma adults should also be provided with opportunities for participating in specific educational/training and awareness- raising seminars, as well as in the "second chance schools".

In short, incentives and specialised support should be given to teachers in schools in order to better respond to the needs of Roma students. Roma families need also to be informed and understand the importance of their children enrolment in school. Roma children attending school should also be supported in various ways (in additional Greek language courses for example, but also through social provisions, such as free provision of school material etc) in order for them to be able to meet with their obligations.

Notwithstanding the fact that in recent years considerable efforts have been made to facilitate and promote the education of Roma children in Greece through the implementation of numerous special educational programmes, evidence suggest that these have produced poor results. Among the main reasons identified by various evaluation studies for the poor results, were the following:

- Difficulties in communication and in awareness-raising of Roma families;
- Difficulties in communication and in awareness-raising of the school managers;
- Difficulties in communication and in awareness-raising of local community (strong reactions of local communities);
- Difficulties with teachers, inadequate training;
- Lack of appropriate teaching material;
- Difficulties in communication, in awareness-raising of parents and guardians;
- Difficulties with advisers and heads of education;
- Difficulties due to the way of life of the Roma population.

Given the above, it becomes evident that efforts should be concentrated to taking specific measures and actions aiming at overcoming the difficulties identified above. Particular attention should be given to efforts such as: **changing the attitudes of the local communities** as regards Roma citizens, providing social and health counseling services to Roma people, providing continuous support and training to teachers, **strengthening the institution of mediators** between the Roma communities and schools, while **facilitating the access of the Roma children to schools** should be given a high priority of action.

Although already mentioned in the report, it must be stated once more that the inclusion of Roma children in the educational process and the rest of the aspects of their social integration are totally interconnected; therefore, *any educational measure to be taken should be part of an overall social policy scheme*<sup>67</sup>.

<sup>67</sup> Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece, 2009, p. 18.

### *Housing*

Drastic improvement of Roma housing conditions should continue to be one of the major priorities for action, as it constitutes a determinant factor and it is strongly inter-related with other aspects of Roma integration. Nevertheless, there is only limited information as regards the Roma peoples' views on housing. It is thus imperative that a **comprehensive study of the housing situation** should be carried out prior to the development of the new Integrated Action Plan for Roma.

In general, there is a need for the development of a **sustainable social housing policy** adapted to the needs and particularities of the Roma population. To this end, a **specific statutory-legal framework** is needed. Housing interventions should be incorporated, in the main, in the framework of the proposed territorial integrated pacts.

### *Employment*

Access to the formal labour market is particularly difficult for this population group. Employment programmes from the Public Employment Agency are not targeted to Roma population but to vulnerable groups as a whole. It is thus recommended to design **specific training/employment programmes for Roma** people that take into consideration their educational and cultural particularities and which should be combined with other supporting actions, based on the principles of the active inclusion approach. Special attention and support should be given to facilitating and promoting access of Roma women to such programmes. Such programmes could include subsidised employment programmes for gaining experience (Stage) targeted at young Roma people in certain professions/vocations that are traditionally practised by the vast majority of Roma in Greece, such as recycling etc.

In general, it is hard to come up with concrete recommendations as to the actions that need to be taken to improve the labour market situation of Roma, especially under the current economic recession, for, as it has already been emphasised, illiteracy and exclusion from education have a very serious impact on the labour status of Roma.

### *Health and social care*

The operation, until very recently, of the 33 socio-medical centres for Roma which provided primary health and social care services has been considered as a good practice in this field. These centres, which have been co-funded by the European Social Fund, are expected to be put into operation in the near future. They will offer services not only to Roma people but also to other vulnerable groups of the community, while expanding their services to include, among other things, legal support, employment promotion etc.

It is suggested that these centres will also provide **services at Roma settlements** (on the successful model of "Help at Home" services which is addressed to old age people and other disabled groups in Greece). Moreover, there is a need to taking concerted action for improving the health status of the Roma population. Thus, it is also suggested that adequate resources are allocated to these centres in order to develop and implement programmes, in cooperation with the Ministry of Health and the municipalities, such as health prevention, family planning, oral health and vaccination etc which are considered necessary for the Roma population.

*Anti-discrimination measures*

Strengthening Roma anti-discrimination measures and, in particular, ensuring that existing measures are enforced on the ground in all aspects of life, should be given a high priority by the Greek state. For, as it is stated in the NCHR Report *"The Greek State needs to change the way in which it apprehends and responds to the repeated recommendations of all domestic and international bodies dealing with Roma. Execution of the judgments of the European Court for Human Rights and compliance with the observations of other jurisdictional organs are an obligation and not an option"*.

## References

Abdikееva A. & MRG partners, *Roma Poverty and the Roma National Strategies: The Cases of Albania, Greece and Serbia*, Minority Rights Group International, September 2005, Macro Study, available at: <http://www.unhcr.org/refworld/docid/469cbfd50.html>

Demakakos P., *The health status of Roma in Greece*, Qualitative Analysis of the two waves of Sastipen data, *Final Report*, Athens 2003.

Drydakіs N., *Roma Women in Athenian Firms: Do They Face Wage Bias?* IZA Discussion Paper No. 5732, May 2011.

Ethnos Newspaper, "Roma from Balkan countries are coming to Greece", 28-8-2010, found at: <http://www.ethnos.gr/article.asp?catid=22768&subid=2&pubid=26984952> (in Greek).

Eurodiastasi & Oikokoinonia, *Study for "Recording the Current Situation of Roma in Greece and drafting an Action Plan for the 4<sup>th</sup> Programming Period"*, funded by the Greek Ministry of Labour and Social Affairs, 2008 (in Greek).

European Commission against Racism and Intolerance (ECRI), *Report on Greece* (fourth monitoring cycle), September 2009.  
<http://www.coe.int/t/dghl/monitoring/ecri/country-by-country/greece/GRC-CbC-IV-2009-031-ENG.pdf>

European Roma Rights Centre (ERRC), *Submission of the European Roma Rights Centre Concerning Greece for Consideration under the Universal Periodic Review by the United Nations Human Rights Council* (HRC) at its 11th Session on 2-11 May 2011 found at:  
<http://www.errc.org/cms/upload/file/greece-submission-un-upr-19112010.pdf>

EU-MIDIS *Data in Focus Report: The Roma*, European Union Agency for Fundamental Rights  
[http://www.fra.europa.eu/fraWebsite/attachments/EU-MIDIS\\_ROMA\\_EN.pdf](http://www.fra.europa.eu/fraWebsite/attachments/EU-MIDIS_ROMA_EN.pdf), 2009.

Fundacion Secretariado Gitano (ed.), *Health and the Roma Community, analysis of the situation in Europe: Bulgaria, Czech Republic, Greece, Portugal, Romania, Slovakia, Spain*, 2009.  
[ec.europa.eu/social/BlobServlet?docId=4309&langId=en](http://ec.europa.eu/social/BlobServlet?docId=4309&langId=en)

Fundacion Secretariado Gitano and Efxini Poli (ed.), *Health and the Roma Community: Analysis of the situation in Greece*, 2009 (in Greek).

Greek Helsinki Monitor (GHM)/Minority Rights Group – Greece (MRG-G)/Coordinated Organisations and Communities for Roma Human Rights in Greece (SOKADRE), *The Roma people in Greece: History and current reality*, June 2002 (in Greek).

Greek Helsinki Monitor (ed.), *Greece: Continuing Widespread Violation of Roma Housing Rights*, October 2006.

HLHR-KEMO/i-RED *Housing conditions of Roma and Travellers in Greece – Vicious Circles & Consolidated Myths – Country Report*. October 2009, Pavlou M. (ed.), found at:  
[http://www.i-red.eu/resources/publications-files/hlhr-kemo-i-red\\_romahousing\\_greece2009.pdf](http://www.i-red.eu/resources/publications-files/hlhr-kemo-i-red_romahousing_greece2009.pdf)

*Hellenic National Reform Programme 2011-2014*, Ministry of Finance, April 2011, Athens, found at: [http://ec.europa.eu/europe2020/pdf/nrp/nrp\\_greece\\_en.pdf](http://ec.europa.eu/europe2020/pdf/nrp/nrp_greece_en.pdf)

Moraitou M., *Health of Gypsy women in Greece Interscientific Health Care* (2010) Vol 2, Issue 3, p. 122-131 (in Greek).

NCHR, *The situation of the Roma people in Greece*, 2001 (in Greek), found at: [http://www.rom.net.gr/sites/default/files/rep\\_25\\_02\\_02.pdf](http://www.rom.net.gr/sites/default/files/rep_25_02_02.pdf)

National Commission for Human Rights (NCHR), 2009, *Report and Recommendation of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece*, Athens.

Newsbeast website article: <http://www.newsbeast.gr/greece/arthro/181790/stohos-i-stirixi-ton-roma-kai-eupathon-omadon/>, Tuesday, 07 June 2011, 05:45.

Omas Synergon, *External Evaluation Report for the programme "Integration of Roma Children in School"*, July 2008, p. 79 (in Greek).

OSCE High Commissioner for National Minorities, *Recent Migration of Roma in Europe*, 10 December 2008, found at: <http://www.osce.org/hcnm/78034>.

Operational Partnership "Filon Enosis", *Study on the discrimination and inequalities experienced by the Greek Roma in the Labour Market*, Mytilene, December 2006 (in Greek).

Operational Partnership "DIKADI-ROM", *Study on detecting the educational needs of the vulnerable population groups of Roma*, 2007 (in Greek).

RAXEN 3 Report to the European Monitoring Centre on Racism and Xenophobia (EUMC) *Migrants, Minorities and Employment in Greece Exclusion, Discrimination and Anti-Discrimination*, Athens 2003.

RAXEN National Focal Point, *Thematic Study: Housing Conditions of Roma and Travellers – Greece*, Miltos Pavlou (ed.), March 2009.

Rom Network, *Pan-Hellenic Research Study of the social and housing conditions and needs of the Greek Gypsy citizens*, 2000 in the framework of the "Employment" Community initiative – "Integra" Axis.

Trichopoulou A., *Social exclusion and health inequalities: the case of Roma in Greece*, [www.sociology.org.cyl\\_assets/download.asp?file=92](http://www.sociology.org.cyl_assets/download.asp?file=92)

UN, *Report and Recommendations of the NCHR on Issues Concerning the Situation and Rights of the Roma in Greece*, 2009, found at: <http://www.nhri.net/2009/A-HRC-10-NI-5%20-%20Greece%20%28SP%29.pdf>

Will G, 2009, *Integrated Programme for the Social Inclusion of Greek Roma*, Discussion Paper, Peer Review, 27-28 May 2009.