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ANNEX 2

ANNEX

to the

**COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN
PARLIAMENT AND THE COUNCIL**

**A Union of Equality:
EU Roma strategic framework for equality, inclusion and participation**

{SWD(2020) 530 final}

PORTFOLIO OF INDICATORS

The general objective of this portfolio of indicators is to monitor progress against the objectives and targets of the EU Roma strategic framework for equality, inclusion and participation. In order to meet this general objective, Member States need to implement a number of measures in priority areas, each of them having its specific horizontal or sectoral objective.

The portfolio of indicators to be used for measuring progress towards these objectives has been developed in the context of the Working Party on Roma equality, inclusion and participation indicators and reporting coordinated by the EU Agency for Fundamental Rights (FRA). Members of the Working Party are the National Roma Contact Points from 20 Member States and representatives from Statistical Offices and the European Commission. Furthermore, the portfolio was aligned with the indicators and targets developed in relevant EU initiatives for the period up to 2030 and the Sustainable Development Goals (SDGs). The full report is available at <https://fra.europa.eu/en/news/2020/roma-working-party-consultations-roma-inclusion-monitoring-framework>.

The portfolio of indicators is based on the structure-process-outcome (S-P-O) indicator model recommended by the UN Office of the High Commissioner for Human Rights (OHCHR) when assessing compliance with human rights standards. This model allows an assessment of:

- a) legal and policy frameworks in place (structural indicators);
- b) specific interventions to implement it (process indicators);
- c) achievements, as experienced by the rights holders (outcome indicators).

Structural indicators: EU and national legal frameworks and strategies that are put in place to comply with the EU Charter of Fundamental Rights (for Roma, an EU Roma strategic framework for equality, inclusion and participation).

Process indicators: The specific interventions and actions (e.g. programmes, projects, measures) put in place to achieve the objectives and targets of the national Roma strategic frameworks by implementing the legal and policy provisions mentioned.

Outcomes or result indicators: The situation on the ground and any changes in the enjoyment of fundamental rights of individuals with specific characteristics, such as ethnic origin in the case of Roma. These are mostly standard indicators, populated by data that can be disaggregated based in different categories of ethnic origin, sex and age. In Member States where no such data are available socio-economic data can be used as proxy. The indicators should be in line with the Europe 2020 or any post-2020 indicators of poverty and social exclusion, as well as sectoral policy areas delivering on the objectives of the European Pillar of Social Rights, such as education, health and employment.

OBJECTIVES, HEADLINE INDICATORS, TARGETS AND MEASURES

The monitoring framework was explicitly designed to track progress towards policy goals. The goals are reflected in the outcome indicators (headline and secondary) and the targets could be the desired status Member States would like to achieve by 2030 in each area of Roma equality, inclusion and participation. The framework is based on the Commission's Better Regulation Guidelines,¹ the EU Roma strategic framework for equality, inclusion and participation and the proposal for a Council Recommendation on Roma equality, inclusion and participation.

Most outcome indicators are survey-based but should be complemented with administrative data, e.g. on infrastructure, residential segregation, etc.

Headline indicators: These are outcome indicators that are survey-based and mandatory for all Member States for which such data are available or can be collected in the future. Countries that do not have any quantitative data (ethnically disaggregated or proxy) collection in place should consider collecting qualitative data and formulating targets towards process indicators (see below).

¹ European Commission (2017): [Better Regulation Guidelines. Staff Working Document](#). Brussels, 7 July 2017; SWD(2017) 350.

Secondary outcome indicators: These are contextual indicators and complement the headline indicators of the objective. Member States can choose whether to populate them or not.

There is a difference between the obligation to populate indicators and to collect data for indicators. For example, the topics of segregation in education, access to tap water, or birth certificates are more relevant in some countries than in others. Also, some secondary indicators could become headline indicators if particularly relevant in a specific country, for example medical insurance coverage.

Process indicators: A combination of legal and economic facts, types of measures, capacity of implementing actors, level of engagement with Roma communities and civil society organisations (CSOs). It is optional for Member States to choose the indicators and areas of policy interventions within their strategic frameworks.

Table 1: Overview of EU headline objectives and indicators for Roma equality, inclusion and participation

	<i>Horizontal objectives</i>		<i>EU headline indicators</i>	<i>SDG relevance</i>
1	Fight and prevent antigypsyism and discrimination ²	1	Share of people who felt discriminated against because of being Roma in any of the areas covered in the survey in the past 12 months	SDG 10.3.1 SDG 16.b.1
		2	Share of general population who feel uncomfortable having Roma as their neighbours	
2	Reduce poverty and social exclusion	3	At-risk-of poverty rate (below 60% of median equivalised income after social transfers)	SDG 1.2.1
		3.1	Children < 18 at-risk-of poverty	SDG 1.2.2
		4	Share of people living in a household in severe material deprivation (cannot afford 4 out of 9 items, e.g. food, inviting friends, etc.)*	SDG 1
		4.1	Children < 18 living in severe material deprivation*	SDG 1
3	Promote participation by empowerment, building cooperation and trust	4	Share of people who felt discriminated against (in any area) in the last 12 months and reported the last incident of discrimination because of being Roma	
		5	Active citizenship and participation indicators TO BE DEVELOPED	
	<i>Sectoral objectives</i>		<i>EU headline indicators</i>	<i>SDG relevance</i>
4	Increase effective equal access to quality inclusive mainstream education	6	Share of children aged from 3 up to the age of starting compulsory primary education who attend early childhood education and care	SDG 4.2.2
		7	Share of people aged 20-24 who completed at least upper secondary education	SDG 4.3
		8	Share of children aged 6-15 who attend schools where 'all or most of schoolmates are Roma' as reported by the respondents (selected countries only)	
5	Increase effective equal access to paid quality and sustainable employment	9	Share of people who self-declared their main activity status as 'paid work' (including full-time, part-time, ad hoc jobs, self-employment and occasional work or work in the past four weeks), 20-64 years old	SDG 8.5
		10	Share of young people aged 15-29*** whose current main activity is 'neither in employment, education or training' (NEET)	SDG 8.6.1

² Operational objectives under this horizontal objective include fighting discrimination, harassment, hate crime and hate speech against Roma; promoting (awareness of) Roma history, culture, recognition and reconciliation.

		11	Gender employment gap: difference in the paid work rate between women and men, 20-64 years old	SDG 8.5
6	Improve Roma health and increase effective equal access to quality healthcare and social services	12	Difference in life expectancy at birth (general population vs. Roma)	
		13	Share of people who have restricted access to health and social services, TO BE DEVELOPED	
7	Increase effective equal access to adequate desegregated housing and essential services ³	14	Share of people living in housing deprivation (living in an apartment that is too dark, with a leaking roof/damp walls, floors, no bath/shower, no indoor toilet)	SDG 11.1
		15	Share of people living in household that does not have the minimum number of rooms according to Eurostat's definition of overcrowding	
		16	Share of people living in households without tap water inside the dwelling (selected countries only)	SDG 6.1.1

FRA data for populating indicators can be disaggregated by sex, age, DEGURBA

**Will be replaced with social and material deprivation (Eurostat [ilc_mdsd07]) and respective indicator for children if used in the SDG reporting for general population in the future*

***Current data based on FRA surveys only covers the 16-29 age group*

PROXY INDICATORS

In countries where ethnic data collection is impossible, proxy data can be used, for example based on socio-economic data. Data collection can be conducted in settlements and regional units identified as segregated or with a high share of vulnerable persons. The underlying assumption should be that the population in these localities includes a high percentage of Roma or are strongly perceived as Roma and therefore vulnerable to social exclusion and discrimination. Note that such proxy data could restrict data collection to only data on the most marginalised groups and could leave out those who are not economically deprived but still face the consequences of antigypsyism in their daily life or when they disclose their identity. In such cases, it is important to complement the proxy data with qualitative and administrative data from research and consultations with civil society organisations, national human rights institutions and local authorities. If quantitative data are lacking, countries are still encouraged to collect qualitative data at the level of process indicators.

Data for qualitative process indicators may come from a variety of sources. Since 2016, Member States have reported to the Commission on process indicators relevant to the substantive policy areas included in the 2013 Council recommendation using a harmonised online reporting template. However, even when comparable across countries, these data represent only a small part of the process-relevant information that is necessary for sound process-level monitoring. The second strand of process-relevant data collection, i.e. data that reflect the specifics of Roma inclusion challenges and measures that address them in individual Member States is equally important for the development of a sound national monitoring system and therefore key to a successful national Roma strategic framework. Furthermore, it is recommended that Roma civil society is part of the monitoring process and development of national data collection and monitoring systems. Guidelines on improving the collection and use of equality data have been provided by the subgroup on equality data of the EU High-Level Group on Non-discrimination, Equality and Diversity⁴.

In 2016, Member States started reporting to the Commission on process indicators, in compliance with the 2013 Council recommendation on effective Roma integration measures. This work is to be continued in the context of the FRA working party on indicators and reporting.

³ Such as tap water, adequate sanitation, waste collection- and management services, electricity, gas, access to transport, financial services and digital communications (in line with principle 20 of the European Pillar of Social Rights). An operational objective under this sectoral objective is promoting environmental justice and fighting environmental deprivation.

⁴ https://ec.europa.eu/info/sites/info/files/final_guidelines_4-10-18_without_date_july.pdf.

HORIZONTAL OBJECTIVES

Objective 1: Fight and prevent antigypsyism and discrimination

Headline indicators:	General population
1) Share of people who felt discriminated against because of being Roma in any of the areas covered in the survey in the past 12 months	Potentially FRS ⁵ SDG 10.3.1 and 16.b.1
2) Share of general population who feel uncomfortable having Roma as their neighbours	FRS

Objective 1-a: Fighting discrimination, harassment, hate crime and hate speech against Roma

Outcome indicators Secondary (optional)	
Indicator	General population
Share of people aged 16+ who have experienced hate-motivated harassment at least 5 acts because of being Roma in the 12 months before the survey	n.a. / potentially FRS SDG 10.3.1 SDG 16.b.1
Share of people aged 16+ (out of all respondents) who were physically attacked because of being Roma in the past 12 months	n.a. / potentially FRS SDG 16.1.3

Process indicators for objective 1-a: Fighting discrimination, harassment, hate crime and hate speech against Roma
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> national Roma equality, inclusion and participation strategic frameworks or related sets of policy documents explicitly include measures to combat antigypsyism; national action plan for the implementation of national Roma strategic frameworks of the EU Member State concerned envisages specific measures to address antigypsyism and discrimination; equality bodies regularly monitor the implementation of national Roma strategic frameworks for compliance with the Racial Equality Directive and the Council Framework Decision on combatting certain forms of racism and xenophobia and record cases of discrimination against Roma; anti-discrimination reports and surveys are regularly produced and released; antigypsyism is recognized in Member States' legal frameworks, policies, policy documents and policy implementation measures; antigypsyism is provided as a category in hate crime data recording; the specific measures to address antigypsyism and discrimination have funding allocated; municipalities with a significant Roma population have (a) dedicated Roma councillor position(s) among their staff.
Indicator – Dimension B - Particular measures and actions
<ul style="list-style-type: none"> a publicly accessible system for monitoring court cases and complaints to national equality bodies on cases of antigypsyism is in place; a publicly accessible system for monitoring cases and incidents of discrimination, hate speech and hate crime against Roma and reporting them to national equality bodies or Ombudsperson offices, prosecutors or the police is in place and functioning; system of training police officers on non-discrimination and recognition of bias-motivated crime with specific modules on discrimination against Roma is in place; Member States allocate airtime to Roma in public media outlets;

⁵ FRA's Fundamental Rights Survey.

- Member States implement awareness-raising campaigns;
- tools for reporting hate speech and hate crime are in place and easily accessible;
- initiatives/training with the participation of IT companies (Google, Facebook, Twitter, etc.) are being organised in order to better identify antigypsyism content on social media platforms;
- initiatives/training on capturing and addressing cases of antigypsyism and hate speech are being organised for media operators.

Indicator - Dimension C - Quality of decision-making processes

- Roma CSOs are actively involved in the development of specific measures to address antigypsyism and discrimination;
- Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to address antigypsyism and discrimination are being implemented;
- Roma CSOs participate in monitoring the results of implemented measures.

Objective 1-b: Promoting awareness of Roma history, culture, recognition and reconciliation

Outcome indicators: Secondary (optional): There are no indicators developed in this area yet, some possible thematic areas to develop such indicators include:

- awareness among the general population that Roma are a recognised national minority;
- awareness among the general population about Roma history, literature, arts, culture, music, and politics;
- participation of the general population in Roma cultural festival and other public events;
- awareness among the general population that the Romani language is a recognised non-territorial language under the Council of Europe Charter for Regional or Minority Languages;
- awareness among the general population about the Roma Holocaust.

Process indicators for objective 1-b: Promoting awareness of Roma history, culture, recognition and reconciliation

Indicator – Dimension A - Institutional set-up

- national Roma strategic frameworks or related policy documents explicitly include measures with indicators and targets to promote awareness of Roma history and culture;
- the Roma Holocaust is recognised and memorial days for its remembrance are part of the official calendar of state holidays;
- there are monuments to or memorials of the Roma Holocaust;
- the contribution of Roma personalities to the Member State's history is recognised and part of the official calendar of state holidays;
- Roma history, culture and arts are part of formal curricula in schools, universities and academic courses;
- Roma cultural initiatives are present in relevant national mainstream cultural event calendars;
- Expert Commissions on Antigypsyism (commissions for truth, recognition and reconciliation) exist and operate to create a deeper understanding of barriers and mechanisms of exclusion within the Member State;
- the structures necessary to the implementation of the Council of Europe European Charter for Regional or Minority Languages are in place;
- regular exchanges on topics related to Roma arts, culture and history take place in the designated government advisory bodies, with the aim of impacting policy;
- an annual state budget is available and allocated to support Roma cultural organisations that promote Roma culture;
- an annual state budget is available and allocated to local Roma media (print, online, TV, radio);
- city and local budget is available and allocated to local Roma media and the promotion of Roma arts and culture;
- ministries and state agencies holding the youth portfolio have departments explicitly tasked with the

inclusion of Roma youth and building the capacity of Roma youth organisations.
Indicator – Dimension B - Particular measures and actions
<ul style="list-style-type: none"> • schools teach about Roma history and culture; • the teaching of the Romani language is offered free-of-charge in schools; • teachers and school staff are trained on inclusive education and diversity; • teachers and school staff are trained on Roma culture and history, including the history of the Roma Holocaust; • training opportunities related to Roma arts, culture and history are provided to public servants, teachers, police officers, etc.; • reserved broadcasting time on public media for Roma arts and culture is available and allocated; • reserved broadcasting time on public media for news in Romani language is available and allocated; • stage time opportunities in festivals are reserved for featuring Roma culture, supported by public funds; • the proportion of positive versus negative narratives about Roma is increased in mainstream media and press.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> • CSOs are consulted on the need for the to allocate Member State budget to support Roma art and culture; • government advisory bodies providing feedback on state budget allocation for supporting national Roma strategic frameworks are able to bring forward their proposals on projects related to Roma arts and culture; • specific measures to promote Roma arts, culture and commemorative events are developed in partnership with Roma CSOs and Roma Holocaust survivors and/or their descendants; • Roma CSOs participate in the decision-making process on developing specific measures to promote Roma arts and culture and allocating funding for them; • Roma CSOs participate in monitoring the results of measures implemented under this operational objective.

Objective 2: Reduce poverty and social exclusion

Headline indicators:	General population:
3) At-risk-of-poverty rate (below 60% of median equivalised income after social transfers)	Eurostat [ilc_li02] SDG 1.2.1
3.1) Children < 18 at risk of poverty	Eurostat [ilc_li02] SDG 1.2.2
4) Share of people living in a household in severe material deprivation ⁶ (cannot afford 4 out of 9 items, e.g. food, inviting friends, etc.)	Eurostat [ilc_mddd11] SDG 1
4.1) Children < 18 living in severe material deprivation	Eurostat [ilc_mddd11] SDG 1

Outcome indicators Secondary (optional)	
Indicator	General population
Share of people living in a household that cannot afford a meal with meat, chicken, fish (or vegetarian equivalent) every second day	Eurostat [ilc_mdcs03]

⁶ Will be replaced with social and material deprivation (Eurostat [ilc_mdcs07]) and respective indicator for children if used in the SDG reporting for general population in the future

Share of people living in a household where at least one person has gone to bed hungry in the past month because there was not enough money for food	n.a./FRS
Share of children aged 0-17 living in a household where at least one person gone to bed hungry in the past month because there was not enough money for food	n.a./FRS
Share of people living in a household that is only able to make ends meet with (great) difficulty	Eurostat [ilc_mdcs09]
Share of people who do not have a bank account	n.a./FRS

Process indicators for horizontal objective 2: Reduce poverty and social exclusion
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> • national Roma strategic frameworks or related policy documents explicitly include measures with indicators and targets to reduce poverty and social exclusion among Roma, with an explicit focus on child poverty; • social protection and assistance implementation guidelines contain anti-discrimination provisions to secure equal access for Roma; • a mechanism that guarantees access to a bank account is in place; • bank guarantees for micro credits for low-income households are being provided.
Indicator – Dimension B – Particular measures and actions
<ul style="list-style-type: none"> • a food and nutrition programme for school children is in place; • targeted training on tackling discrimination and antigypsyism is organised for staff of social services; • specific national measures are implemented to take account of intergenerational poverty and the need to support Roma children and their families as regards education, housing, health and poverty reduction; • training on financial literacy and support for financial inclusion is being provided.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> • measures are in place to ensure the participation of Roma in developing policy responses in the area of social inclusion/poverty reduction; • the specific measures in the area of poverty reduction and social inclusion (in particular those targeting Roma at high risk of marginalisation) are developed in partnership with Roma CSOs; • interventions in the area of poverty reduction and social inclusion (in particular those targeting Roma at high risk of marginalisation) are carried out with the participation of Roma community organisations; • Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to reduce poverty and social exclusion (in particular those targeting Roma at high risk of marginalisation) are being implemented; • Roma CSOs participate in monitoring the results of the measures implemented to reduce poverty and social exclusion (in particular those targeting Roma at high risk of marginalisation); • government institutions and administration (central and local) includes input from Roma civil society, business and industry, academia and research in their decision-making processes in the area of social inclusion/poverty reduction.

Objective 3: Promote participation by means of empowerment and building cooperation and trust in public institutions

Headline indicator:	General population
5) Share of people who felt discriminated against (in any area) in the past 12 months and reported the last incident of discrimination as due to their being Roma	n.a. / potentially FRS
6) Active citizenship and participation indicator TO BE DEVELOPED	potentially FRS

Outcome indicators Secondary (optional)	
Indicator	General population
Share of people aged 16+ who did NOT report the most recent incident of harassment because as due to their being Roma (of all people who experienced harassment)	n.a. / potentially FRS
Share of people aged 16+ who did NOT report the most recent incident of physical attack as due to their being Roma	n.a. / potentially FRS SDG 16.3.1
Share of people aged 16+ who had heard of at least one equality body, national human rights institutions or Ombudsperson office	Potentially FRS
Share of people aged 16+ who tend to trust the police	Eurostat [Ilc_pw03]
Share of people aged 16+ who tend to trust the judicial system	Eurostat [Ilc_pw03]
Further indicators related to participation to be developed: Share of people who are employed in public services (NACE ⁷ category O) Share of people who are employed as professionals or managers (ISCO ⁸ 8+9) Share of people who voted in the (most recent) national elections	Eurostat [lfsa_eisn2]

Process indicators for horizontal objective 3: Promote participation through empowerment, and building cooperation and trust
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> national Roma strategic frameworks or related policy documents explicitly include measures with indicators and targets to promote participation through empowerment, and building cooperation and trust local and community-level NGOs involved in coordinated EU-wide civil monitoring of strategy implementation; Roma CSO representatives are regularly invited to participate as full members in EU funds national monitoring committees; In municipalities with a high share of Roma in the population, the function of Roma mediators is an official post with the local administrations; municipalities with a high share of Roma in the population have one or more dedicated Roma councillor position among their staff; mainstream political parties pledge to place Roma candidates on electoral lists in electable places for elections for parliaments and regional/ municipal representative bodies;

⁷ NACE is an acronym used to designate the various statistical classifications of economic activities developed since 1970 in the [European Union \(EU\)](https://ec.europa.eu/eurostat/statistics-explained/index.php/NACE);

<https://ec.europa.eu/eurostat/statistics-explained/index.php/NACE> background

⁸ The International Standard Classification of Occupations (ISCO);

<http://www.ilo.org/public/english/bureau/stat/isco/>

<ul style="list-style-type: none"> • cities and municipalities with a high share of Roma in the population include Roma advisory bodies or Roma policy coordinators in their institutional set up, to implement Roma inclusion policy. • a specialised agency with a mandate to improve trust and empowerment of Roma exists and operates effectively; • the national human rights institutions, Ombudsperson office and equality body regularly consult with civil society on the situation of Roma and/or involve Roma civil society in regular consultation; • legal support mechanism for addressing cases of antigypsyism have the necessary financial resources to operate effectively; • mechanisms are in place to secure and encourage the involvement of Roma/pro-Roma civil society organisations in coordinated monitoring of the implementation of national Roma strategic frameworks and the monitoring and reporting of online hate speech; • budget is allocated for supporting civil society in projects aiming to empower Roma, and build cooperation and trust in public institutions; • budget is allocated for awareness-raising campaigns aiming to break Roma stereotypes.
Indicator – Dimension B – Particular measures and actions
<ul style="list-style-type: none"> • percentage of reported cases that result in legal cases; • training of duty-bearers on antigypsyism and anti-discrimination.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> • mechanisms to encourage Roma participation in policy design, implementation and monitoring at the national level are explicitly defined in national Roma strategic frameworks; • there are mechanism that encourage Roma participation in policy design, implementation and monitoring of any policy that impacts their situation at local level; • there is participation of Roma in media councils; • Roma CSOs participate in monitoring of the results of the measures implemented under this horizontal objective; • participation of Roma in management or decision-making positions within the organisations implementing activities in the area of Roma inclusion; • Roma are employed in National Roma Contact Points (NRCP) and other institutions related to Roma inclusion; • local plans have been created (in line with national Roma strategic frameworks) and are being implemented by local authorities in collaboration with Roma CSOs, in particular those working at local level.

SECTORAL OBJECTIVES

Objective 4: Increase effective equal access to quality inclusive mainstream education

Headline indicator:	General population
7) Share of children aged from 3 up to the age of starting compulsory primary education who attend early childhood education and care	Eurostat [sdg_04_30] SDG 4.2.2
8) Share of people aged 20-24 who have completed at least upper secondary education	Eurostat [edat_lfs_9903] SDG 4.3
9) Share of children aged 6-15 who attend schools where ‘all or most schoolmates are Roma’ as reported by the respondents (selected countries only)	Not applicable

Outcome indicators Secondary (optional)	
Indicator	General population
Share of children of compulsory-schooling age (5-18) who attend education, household members (depending on the country)	n.a.
Share of people aged 16+ who felt discriminated against due to their being Roma in the past 12 months, when in contact with school authorities (as a parent/guardian or a student)	n.a. / potentially FRS
Early leavers from education and training, 18-24 years old	Eurostat [edat_lfse_14]
Share of people aged 30-34 who have completed tertiary education	Eurostat [t2020_41]
Prevalence of hate-motivated bullying/harassment of children (due to their being Roma) while in school in the past 12 months, out of all respondents who are parents/guardians of school-age children	n.a./ FRS
Further to be developed: <ul style="list-style-type: none"> • Share of school-age children living in a household without a computer • Share of school-age children living in a household without access to the internet • Share of young Roma aged 16-24 living in a household without a computer • Share of young Roma aged 16-24 living in a household without access to the internet 	

Process indicators for objective 4: Increase effective Roma participation in quality inclusive mainstream education
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> • monitoring of the inclusiveness of mainstream education policies is envisaged in national Roma strategic frameworks; • a national/regional desegregation programme is in place; • a national plan to prevent and eliminate misdiagnosis leading to inappropriate placement of Roma pupils in special needs education is being implemented; • affirmative action programmes are in place to employ Roma teachers in mainstream education; • the functions of Roma school mediator and teaching assistant are integrated in the education system; • explicit safeguards and criteria for the inclusiveness of mainstream education policies are reflected in national Roma strategic frameworks; • a system to guarantee young Roma a place in either upper secondary or vocational education, and support their attendance, is in place, with a focus on girls; • a system to support Roma who seek higher education through scholarships, mentoring and counselling is in place, with a focus on girls.
Indicator – Dimension B - Particular measures and actions
<ul style="list-style-type: none"> • measures are in place to secure the effective access of Roma to quality inclusive mainstream education with the long-term aim of reaching the same effective access level as for the general population; • safeguards to ensure the effective equal access of Roma children to early childhood education and care exist and are operational; • targeted training on preventing discrimination and antigypsyism in education is given to teachers and other education staff; • teachers are trained to ensure/use inclusive educational approach;

<ul style="list-style-type: none"> • individual pedagogical support by qualified staff in mainstream education is provided to Roma pupils; • curricula and teaching materials addressing Roma culture, history and language are in place; • measures to promote the access of Roma children to extra-curricular, cultural and leisure activities in a multi-cultural set-up are in place; • Roma who benefit from support programmes (such as individual support, scholarships and mentoring, including on digital literacy); • there is budget allocated for combatting anti-Roma racism in schools; • scholarships are provided to support Roma enrolled in university; • Romology or Roma studies are part of university-level programmes; • the teaching of the Romani language is offered free-of-charge in schools; • targeted measures to support informal training and certify practically-gained skills are in place.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> • measures are in place to ensure the participation of Roma in developing policy responses in the area of education; • school inspectorates participate in monitoring the results of measures implemented under this objective; • Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to promote equal access to education (in particular fighting segregation and promoting inclusive education at all stages) are being implemented

Objective 5: Increase effective equal access to quality and sustainable employment

Headline indicator:	General population
10) Share of people aged 20-64 who self-declared their main activity status as 'paid work' (including full-time, part-time, ad hoc jobs, self-employment and occasional work or work in the past four weeks)	Eurostat [lfsa_ergan] SDG 8.5
11) Share of young people aged 15-29* whose current main activity is 'neither in employment, education or training' (NEET)	Eurostat [edat_lfse_20] SDG 8.6.1
12) Gender employment gap: Difference in the paid work rate between women and men aged 20-64	Eurostat [lfsa_ergan] SDG 8.5
Outcome indicators Secondary (optional)	
Indicator	General population
Share of people aged 16+ who felt discriminated against due to their being Roma in the past 12 months when at work	n.a. / potentially FRS
Share of people aged 16+ who felt discriminated against due to their being Roma in the past 12 months when looking for a job	n.a. / potentially FRS
Further indicators on quality of work to be developed: permanent contracts, qualified work, share of people working in public services, work poverty, and vocational educational training	

Process indicators for objective 5: Increase effective Roma participation in paid quality and sustainable employment
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> • mechanism for supporting the quality employment of Roma is in place and benefits from the necessary financial resources;

<ul style="list-style-type: none"> • Roma organisations participate as observers in labour unions and tri-partite commissions; • mentoring and career development programs to support the employment of Roma professionals in public administration are in place • mechanisms to support the employment of Roma as full-time staff of labour offices and other branches of administration facilitating access to employment are in place; • Roma ‘employment and youth mediator’ positions exist in the administrative structure of municipalities with a high share of Roma in the population; • schemes that support Roma small business start-ups and entrepreneurial initiatives are in place.
Indicator – Dimension B - Particular measures and actions
<ul style="list-style-type: none"> • targeted measures to support Roma entrepreneurship and self-employment, particularly in young people, are in place; • targeted measures to support the formalisation of existing informal employment are in place; • targeted measures to support Roma employment in the public administration are in place; • public work schemes targeting localities with a high share of Roma in the population have explicit exit strategies with skills-building and qualification components; • programmes that support first-work experience, job placement and apprenticeships and career development targeting Roma youth are implemented and resourced; • programmes that support inclusive employers and encourage equal opportunities in the workplace are implemented; • awareness-raising campaigns and targeted training on tackling discrimination and antigypsyism in the labour market are being organised for employment services, unions and employers; • micro-loan schemes for small businesses that explicitly target Roma communities exist and are fully operational.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> • measures are in place to ensure the participation of Roma in developing policy responses in the area of employment; • Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to increase effective Roma participation in paid quality and sustainable employment are being implemented; • Roma CSOs participate in monitoring the results of implemented measures; • government institutions and administration (central and local) include input from Roma civil society and in particular Roma entrepreneurs and successful Roma professionals, in their decision-making processes in the area of employment

*Current data based on FRA surveys only covers the 16-29 age group

Objective 6: Improve Roma health and increase effective equal access to quality healthcare services

Headline indicator:	General population
13) Difference in life expectancy at birth (general population vs. Roma)	Human Mortality Database / Eurostat [demo_mlexpec]
14) Share of people who have restricted access to health and social services, TO BE DEVELOPED	n.a. / potentially FRS
Outcome indicators Secondary (optional)	
Indicator	General population
Share of people aged 16+ who assess their health in general as ‘very good’ or ‘good’	Eurostat [hlth_silc_01]

Share of people aged 16+ with medical insurance coverage	OECD [ECHI 76]
Share of people aged 16+ who have felt discriminated against due to their being Roma in the past 12 months when accessing the health services	n.a. / potentially FRS
To be developed further: Share of Roma women who gave birth to their first child before the age of 20. Unmet medical need	Eurostat [demo_fordager] SDG 3.7 Eurostat [SDG_03_60]

Process indicators for objective 6: Improve Roma health and increase effective Roma access to quality healthcare services
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> the system of health mediation is institutionalised and integrated into the relevant structures of health administration; there is a system of encouraging and supporting the career development perspectives of health mediators who wish to become health professionals; a system for providing preventive health services to Roma in ghettos and segregated/remote settlements is in place; regional health inspectorates have the resources (financial and human) to ensure that national-level vaccination and immunisation programmes for children and old people as well as preventive services like blood tests and cancer screenings also reach Roma communities
Indicator – Dimension B - Particular measures and actions
<ul style="list-style-type: none"> health awareness programmes customized for the specific health challenges Roma face (including healthy lifestyles and nutrition) are in place; preventive health programmes that reach out to risk groups, including Roma, are in place and operational; awareness campaigns that promote the understanding of the need for vaccinations are organised; vaccination of children and old people (flu) is affordable and being carried out; preventive health screenings of children are regularly conducted free of charge, with follow-up measures for risk groups; pre-natal care programmes that target disadvantaged women are in place and pre-natal services are provided on a regular basis; mother-child health monitoring schemes targeting children aged 0-3 are in place with a specific focus on disadvantaged groups; targeted training on preventing discrimination and antigypsyism is regularly being given to health staff; health-related awareness-raising and campaigns targeting Roma communities are in place.
Indicator - Dimension C - Quality of decision-making processes
<ul style="list-style-type: none"> measures that ensure the participation of Roma in developing policy responses in the area of health are in place; specific measures to address challenges in the area of health are being developed in partnership with Roma CSOs; Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to improve Roma access to healthcare services are being implemented; Roma CSOs participate in monitoring the results of measures implemented in the area of health; government institutions and administration (central and local) includes input from Roma civil society, in particular the networks of Roma health mediators, in their decision-making processes in the area of health.

Objective 7: Increase effective equal access to adequate desegregated housing and essential services⁹

Headline indicator:	General population
15) Share of people living in housing deprivation (in an apartment that is too dark or has a leaking roof, damp walls or floors or does not have a bath/shower or indoor toilet)	Eurostat [tessi 291]
16) Share of people living in a household that does not have the minimum number of rooms according to Eurostat's definition of overcrowding	Eurostat [ilc_lvho05a / SDG_11_10] SDG 1, SDG 11
17) Share of people living in a household without tap water inside the dwelling (selected countries only)	Eurostat [ilc_mdho05] SDG 6.1.1
Outcome indicators Secondary (optional)	
Indicator	General population
Share of people living in a household without a toilet, shower or bathroom inside the dwelling	Eurostat [ilc_mdho05 / SDG_06_10] SDG 6
Share of people living in a dwelling with a leaking roof, damp walls, floors or foundation or rot in window frames of floor	Eurostat [SDG_01_60] SDG 1
Share of people living in a household that in the past 12 months has ever been forced to leave the accommodation or halting site	n.a.
Share of people aged 16+ who have felt discriminated against due to their being Roma in the past 5 years when looking for housing	n.a. / potentially FRS
To develop further: Residential segregation. Indicator(s) reflecting the geographic aspects of Roma situation. Access to basic services and infrastructure in the area (health services, public transports, schools, child care, etc.) because of distance, costs, opening times or lack of service. Share of people living in illegal or unregulated housing.	n.a. n.a.

Process indicators for objective 7: Increase effective Roma access to adequate desegregated housing and essential services
Indicator – Dimension A - Institutional set-up
<ul style="list-style-type: none"> • national Roma strategic frameworks or related policy documents include explicit measures to combat residential segregation; • clear guidelines for evictions are in place and are effectively implemented to protect against for irregular evictions; • clear guidelines for evictions are in place and are effectively implemented to protect households with children; • existing loopholes in housing regulation that prevent the legalization of unregulated housing stock in Roma neighbourhoods are closed; • eligibility and assessment criteria for EU-funded projects that improve the infrastructure in localities with a high share of Roma in the population provide specific points for companies that

⁹ Such as tap water, adequate sanitation, waste collection- and management services, electricity, gas, access to transport, financial services and digital communications (in line with principle 20 of the European Pillar of Social Rights).

<p>employ or are operated by Roma;</p> <ul style="list-style-type: none"> • policies that encourage and support community-level local self-help initiatives in the area of housing are in place; • the needs of halting sites and caravan pitches are assessed regularly; • mechanisms that ensure the right to safe water and sanitation is effectively being enjoyed by Roma are in place.
<p>Indicator – Dimension B - Particular measures and actions</p>
<ul style="list-style-type: none"> • explicit safeguards and criteria for the inclusiveness of mainstream housing services and programmes are reflected in national Roma strategic frameworks; • targeted measures are in place to provide support to socially deprived areas, with a view of decreasing segregation; • targeted measures with secured financial resources are in place to improve public infrastructure for disadvantaged settlements as regards roads, water, sanitation, access to public services and sewage facilities; • ‘housing first’ programme are in place; • targeted training on tackling discrimination and antigypsyism in housing is given to staff in housing services and municipal offices; • mapping and monitoring of disadvantaged settlements and camps is conducted on a regular basis; • monitoring of housing aspects (number of local housing units needing assessment) is conducted on a regular basis.
<p>Indicator - Dimension C - Quality of decision-making processes</p>
<ul style="list-style-type: none"> • measures are in place to ensure the participation of Roma in developing policy responses in the area of housing; • the specific measures to address challenges in the area of housing are being developed in partnership with Roma CSOs; • interventions in the area of housing that target Roma (in particular desegregation) are developed and implemented with the participation of Roma community organisations; • Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to improve the housing situation and, in particular, desegregation, are being implemented; • Roma CSOs participate in monitoring the results of implemented measures in the area of housing, in particular desegregation; • government institutions and administration (central and local) include input from Roma civil society, in particular networks of Roma health and education mediators, in their decision-making processes in the area of housing.

Objective 7-a: Fighting environmental deprivation, promoting environmental justice

Outcome indicators Secondary (optional)	
Indicator	General population
Share of Roma living in a household with the following listed as problems in their accommodation: pollution, grime or other environmental problems in the local area such as: smoke, dust, unpleasant smells or polluted water	Eurostat [ilc_mddw02]
<p>Outcome indicators: Secondary (optional): There are no indicators developed in this area yet, possible thematic areas to develop could be:</p> <p>Exposure to environmental living conditions that are hazardous and associated with health risks:</p> <ul style="list-style-type: none"> • living in areas prone to natural disasters (by type of disaster – river flooding, flash-floods, land-slides, etc.); • living in environmentally hazardous areas (by type – landfills or dump sites, abandoned 	

<p>industrial sites, mines, etc.);</p> <ul style="list-style-type: none"> • exposure to hazardous factors (by type – living in polluted areas, relying on untreated and contaminated water sources, exposed to toxic emissions, electro-magnetic radiation etc.); • working in hazardous occupations including work on wastelands, dumpsters etc. and with no adequate protection; • living in areas with lack of infrastructure such as safe drinking water, waste water treatment, paved roads, waste collection, etc.; • share of households relying on burning solid waste to heat their dwellings.

<p>Process indicators for objective 7-a: Fighting environmental deprivation, promoting environmental justice</p>
<p>Indicator – Dimension A - Institutional set-up</p> <ul style="list-style-type: none"> • national Roma strategic frameworks or related policy documents include explicit measures to combat environmental deprivation and promote environmental justice; • implementation guidelines secure priority access to social housing of Roma living in environmentally hazardous areas; • standards for housing safety and prevention of living in hazardous conditions are strictly enforced; • environmental assessment of new building sites and halting sites is carried out; • effective mechanisms are in place to ensure the enforcement of environmentally-relevant provisions of labour legislation.
<p>Indicator – Dimension B - Particular measures and actions</p> <ul style="list-style-type: none"> • targeted measures with secured financial resources are in place to resettle Roma families living in environmentally hazardous areas; • impact assessment of housing policies and housing provisions targeting Roma are carried out as regards environmental factors; • environmental impact of policies and environmental risks for Roma are addressed in national Roma strategic frameworks.
<p>Indicator - Dimension C - Quality of decision-making processes</p> <ul style="list-style-type: none"> • specific measures to address environmental challenges in the areas where Roma live (in particular in segregated Roma communities) are developed in partnership with Roma CSOs and Roma residents from the concerned localities; • interventions in the area of safe and sustainable environment targeting Roma (in particular, in segregated Roma communities) are developed and implemented with the participation of Roma community organizations; • Roma CSOs participate in the monitoring committees of the EU funds operational programme under which the specific measures to improve the environmental situation in the areas where Roma live (in particular in marginalised Roma communities) are being implemented; • Roma CSOs participate in monitoring the results of measures implemented to improve environmental situation in areas where Roma live (in particular in segregated Roma communities); • government institutions and administration (central and local) include input from Roma civil society, in particular the networks of Roma health mediators, in their decision-making processes in the area of health.