

# INTEGRATION POLICIES FOCUSED ON ROMA

*Discussion paper on the policies applied  
in practice in selected EU Member States  
through comprehensive programmes*

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## Topics covered:

- Methodological considerations and overview criteria
- Lessons learned from the overview of the comprehensive programmes
- Best practice notes
- Recommendations

## Goal:

1. Understanding which drivers and elements make social policy programs successful or unsuccessful which target the integration of marginalised social groups, especially the Roma
2. Transparency requirement: how public resources spent and which objectives reached

## Empirical evidences:

Overview of 20 comprehensive social integration programmes

## Why comprehensive / complex programmes?

Complex programmes can best reflect the interrelated disadvantages trapping the Roma.



# Characteristics of the comprehensive programmes overviewed

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- **Comprehensiveness / Complexity:** Cover at least 2 major areas out of the 4 domains highlighted by relevant EU documents on the Roma (education/training, employment, health and housing) – other areas also addressed, e.g. access to services, poverty, discrimination, social exclusion
- **Geographical scope:** cover 7 MSs with the largest Roma communities: BG, EL, ES, HU, IT, RO, SK
- **Target Group:** target Roma directly or indirectly
- **Time Frame:** operate during the 2000s
- **Overview instead of evaluation** due to the lack of independent and appropriate monitoring and evaluation in most cases → **Availability:** publicly reachable (mostly in English)
- **Heterogeneity:** the programmes vary greatly by scale (budget, number of beneficiaries, activities/actions taken), territorial coverage, implemented by governmental agency or NGO

Project	MS	Timeline	Funding (millions)	Target group
1 Social Inclusion Project	BG	2008–2015	EUR 162.9	Roma children and parents, municipality staff
2 Social Services for Social Inclusion	BG	2011–2013	EUR 11.7	Roma and other marginalized groups
3 Promoting Participatory Fieldwork at Grass-root Level in Marginalized and Traditional Roma Communities	BG, EL, RO	2011–2013	n.a.	Roma children, young Roma entering labour market
4 Promoting Social Inclusion of Young People in Marginalized Rural Communities	BG, RO	2011–2013		(Young) Roma in rural areas
5 Integrated Programme for Social Inclusion of Roma	EL	2001–2008	EUR 309	Roma children, young people and families
6 Kiútprogram – “Way out” Pilot project	HU	2010–2012	EUR 1.59	Marginalized people, mainly Roma clients
7 LHH – Programme for the Inclusion of the Least Developed Micro-regions	HU	2007-	EUR 360	Disadvantaged population with a special focus on Roma in selected micro-region
8 SIMS – Social Innovation and Mutual Learning on Micro-Savings in Europe	HU	2012–2013	EUR 0.851	Inhabitants of underprivileged rural villages, mainly composed of Roma
9 Financial Inclusion Programmes: Micro-savings and Micro-credit	SK	2006–	n.a.	Roma clients and families
10 We are Learning to Work	SK	2006–2007	EUR 0.36	Roma, low skilled, graduates and post- graduates

<b>Project</b>	<b>MS</b>	<b>Timeline</b>	<b>Funding (millions)</b>	<b>Target group</b>
11 Routes of Entry Work for Roma & Sinti	IT	2009–2010	EUR 0.55	Roma, especially women and young people
12 Training and Labour Placement of Young Sinti & Roma	IT	2002–2005	n.a.	Young Roma and Sinti
13 Paths toward Employment	IT	2005–2007	EUR 0.41	Roma and Sinti in labour market
14 Integrated Community Development Programme	RO	2005–	EUR 0.093	Roma people, NGOs, representatives
15 Young Roma Competitive with Equal Opportunities in the Labour Market	RO	2010–2012	EUR 2.09	Roma children, young Roma
16 Social Services Accredited Employment of Labour in Roma Communities	RO	n.a.	EUR 0.076	Roma communities, Roma NGOs
17 Equality through Difference: Roma Women’s Access to the Labour Market	RO	2008–2011	n.a.	Roma women, young Roma
18 ACCEDER – Actions in Favour of Roma population	ES	2000–	EUR 64.73	Roma, with a special focus on young Roma
19 RomaNet Programme	HU, RO, SK, UA, PL	2002–	n.a.	Roma organizations
20 Comprehensive Approach to the Development of Roma Communities	SK	2007–2013	EUR 35.6	Roma communities, municipalities

## Collection of programmes

- *through policy papers, expert interviews, practice collection, catalogues (CEDEFOP) etc. (no sampling frame or inventory exist)*

## Collection of information on each programmes

- *on a broad scale: evaluations, academic studies, project summaries, annual and other reports, various information on project website etc.*

## Information converted to „data”

- *by (qualitative) categorization into 10 criteria*
- *along 3 broad principles: Fundamentals, Assessment and External validity*

## Fundamentals

- **Areas Covered:** Lists the specific thematic areas addressed by the intervention (education, employment, housing, health etc.)
- **Comprehensiveness :** Addresses the number of thematic areas of the programme
- **Target Group:** Clearly targeted at specific population
- **Definite & Responsive Goals:** Concrete and feasible aims and addresses the needs of the environment
- **Participation:** Stakeholders from the target group involved

## Assessment

- **Transparency & Documentation:** Clear and detailed information available and accessible, with accounting for each step in the process
- **Evaluation:** Quantitative and qualitative evaluation carried out and analysed, if available

## External validity

- **Replicable & Expandable:** Room for different contexts, scaling horizontally and vertically
- **Innovative:** Uses a new idea or improvises uniquely
- **Sustainable:** Effects are long lasting, continuing after programme ends



# Lessons learned from the overview 1

- **Areas Covered & Complexity:** 12 programmes cover more than two areas directly, all of which have a common focus on employment & training.
  - *Least Developed Regions* (LHH) programme (HU) and *Integrated Programme for Social Inclusion* (EL) cover 4 areas, also these have the largest budget.
  - Employment focused interventions tended to be more holistic than others creating more concrete outcomes which are easier to evaluate. E.g. *three IT projects* and *ACCEDER* (ES)
- **Target Group:** Majority of programmes target Roma directly, some targeted vulnerable groups in general. Narrowing down the target group is deemed to be more effective as the programme can be tailored to the exact attributes of the target group.
- **Goals:** Majority had concrete goals, 5 have very abstract objectives that difficult to measure but allows to undertake a broad range of activities.
  - Good examples for concrete goals: *ACCEDER* (ES), *RomaNet* (HU, SK, RO, UA, PL) and the *three labour programmes IT*.



## Lessons learned from the overview 2

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- **Participation:** Minority of programmes involves stakeholders of target groups at a relevant level
  - Counselling individual Roma for employment opportunities (IT, ES)
  - *ACCEDER* (ES) involves the Roma in planning, fund allocation and implementation,
  - Discussion with Roma communities through community moderators (BG) and *Routes of entry work for Roma & Sinti* (IT).
- **Evaluation:** 6 programmes do not have any evaluation, the rest have but at a very heterogenous quality.
  - *Kiútprogramme*, *SIMS*, *Least Developed Regions* (HU), *Paths Towards Employment* (IT) and *RomaNet* (HU, SK, RO, UA, PL) have both internal and external evaluations;
  - *Comprehensive Approach* (SK) has also an extensive evaluation.

## Lessons learned from the overview 3

- **Replication and Expansion:** Most fared well in reliability, however due the budget and short term programming period many programmes lasts only a couple of years without replication or extension, although many of them perform rather well.
  - *ACCEDER* (ES) was later implemented in Romania
- **Innovation:** only a few programmes apply really new/unique approach or element
  - *RomaNet* Programme (HU, SK, RO, UA, PL) as it targets the Roma NGOs directly.
  - Community Development Centers in BG
- **Sustainability:** Programmes targeting long term behavioural change (e.g. savings programmes: *Kiútprogramme*, *SIMS* (HU) and *Micro savings* (SK)) are more problematic in achieving sustainability while those providing support for a given term can be more effective in long run
  - but: *Financial inclusion programme* (SK) is fulfilling sustainability criteria, as it has been going on since 2006 and is achieving concrete outcomes since then,
  - *RomaNet* (HU, SK, RO, UA, PL) and *ACCEDER* (ES) show clear evidence of sustainability having lasted more than a decade



# Recommendations: Programme design and implementation

- Conducting more **small-scale pilots** (low number of targeted individuals in small localities) to adequately gauge programme response and improvising on design → evaluation → successful pilots should be implemented on a larger scale
- Developing a clear plan of **independent internal and external evaluation** of projects at the planning period so that goals are concrete and quantitative and qualitative measurements are carried throughout the process
- **Minimizing administrative burden** within implementing organizations to enhance the programme delivery – optimizing the administration to provide sufficient information for M&E as well



# EU and country specific recommendations

- **Improving data collection** system on the situation of the Roma both at national and EU level:
  - continuing the FRA's Roma survey (with revised methodology)
  - more surveys that cover the whole population but big enough for Roma analysis instead of Roma-focused surveys when no benchmark available
  - including the ethnic identity question into large EU surveys (e.g. EU-SILC, LFS)
- **Reducing tax-costs** of employment centered programmes
  - E.g. financial regulations hindered the success of *SIMS* and *Kiútprogram* (HU)
  - Providing firms with tax benefits or other forms of financial incentives, as a form of affirmative action, to hire Roma.
- **Promoting institutional innovation to finance social economy**, such as social investment funds and stimulating micro-credits.
- **The allocation, absorption and stability of funding opportunities** need to be addressed. Greater accountability could promote better long-term performance.
- **Increasing Roma inclusion in political sphere**