



**REPORT ON CONSULTATION PROCESS ON
FUTURE FRA WORK ON ROMA AND TRAVELLERS ISSUES**

Table of contents

1. Background information	3
2. Introduction	3
3. Questionnaire consultation	4
3.1 General information for FRA	4
3.2 FRA areas of work	5
3.3 Policy impact	5
3.4 Research	8
3.5 Awareness raising	10
3.6 Cooperation with civil society	12
3.7 Any other comments	12
4. Roma consultative meeting	14
4.1 Research and Data collection	14
4.2 Awareness raising and communication	14
4.3 Policy related work	15
4.4 Working with others	16
5. Follow up	17
5.1 Operational work follow up – J. Kellock	17
5.2 Strategic decision making at the Management Board – Follow up A. Crickley	18
Annexes	20
Graphs	20
List of participants	28

1. BACKGROUND INFORMATION

As defined in the Work Programme 2008, the European Union Agency for Fundamental Rights (FRA) is planning to enhance its work and develop a new strategy on addressing the situation of Roma and Travellers communities. In order to kick-start this process, the Agency has consulted with a selected number of organizations, which have been actively involved in work on Roma and Travellers issues and are familiar with the work already undertaken by the Agency. The Council of Europe, the Organisation for Security and Cooperation in Europe (OSCE), the Decade of Roma Inclusion, the European Commission and the European level organisations representing Roma and Traveller interests and/or engaging on behalf of the Roma and Traveller communities have been included through questionnaire consultation and invited to take part at the FRA Roma Consultative meeting on 9 July.

2. INTRODUCTION

This report presents the results of the consultation process, particularly the findings of the **questionnaire consultation** on upcoming FRA work on Roma and Travellers and the conclusions of the **consultative meeting**.*

The Agency requested feedback on various areas of work as defined in the Regulation and detailed in the Multi-annual framework:

- ✓ GENERAL INFORMATION FOR FRA
- ✓ FRA AREAS OF WORK
- ✓ POLICY IMPACT
- ✓ RESEARCH
- ✓ AWARENESS RAISING
- ✓ COOPERATION WITH CIVIL SOCIETY
- ✓ ANY OTHER COMMENTS

Whereas the questionnaire allowed for statistical representation of responses, the consultative meeting built on results of questionnaire consultation and allowed further elaboration and discussion in working groups: Research and data collection, Awareness raising and communication, Policy related work, Working with others. Each working group identified six priorities and participants were given an opportunity to rank importance of these priorities. In conclusion to the meeting, participants drew attention of the Agency to difficult situation of Roma in Italy. The following statement was adopted by the participants of the meeting:

* Questionnaire was distributed within the period from 5 May until 18 July. Consultative meeting on Roma was held in Vienna on 9 July, for more see http://fra.europa.eu/fra/index.php?fuseaction=content.dsp_cat_content&catid=3e6c61340870c&contentid=4871ef4df2dc3

“All of the organisations participating at the FRA Roma consultative meeting, in Vienna on 9 July 2008, express their concern about the situation being faced by Roma in Italy at the moment and their particular concern with regard to some of the practices they understood now to be instituted. They also pointed out growing Europe-wide discrimination of Roma people and anti-Gypsyism and the need for the EU to begin to examine possible direct response. The participants have collectively looked to FRA to play an active role in this regard.”

3. QUESTIONNAIRE CONSULTATION

The questionnaire was sent to Roma civil society organisations and to members of IGOs concerned with Roma, Sinti and Travellers issues. Responses provided to the questionnaire supplied a starting point for further debates at the Roma Consultative Meeting.

3.1 GENERAL INFORMATION FOR FRA

Under this section of questionnaire, FRA inquired about end use of FRA products. **83% of respondents replied that FRA products have been used for information purposes, while 75% used FRA’s products for further research and analysis. 63% have used FRA’s reports for informing the policy making process.**

The Council of Europe Commissioner for Human Rights consults all major relevant material in the context of all his activities. The European Commission highlighted usefulness of FRA reports and products in a context of internal Commission services policy-making process and in a context of general presentations. The EU Member States have used Roma thematic studies and reports as a basis for analysis in a process of preparing policy documents, as a source of information on how different Member States address situation of Roma in different areas of an overview of good practice and policy improvement. At the same time, in relation to Travellers communities, it was reported that it is not always possible to make a logical comparison with Roma in European mainland. Nevertheless many of the broader issues of discrimination and social exclusion would apply also to the situation of Travellers. Civil society organisations reported that FRA’s Opinions have been a valuable reference point for NGOs in human rights advocacy. Research was considered as high as a good basis for civil society recommendations or as a resource for other position papers. Information on equal treatment, and especially information related to ethnic/racial origin, was very much appreciated. Finally, civil society organisations highlighted usefulness of FRA materials in training actions and awareness raising initiatives for key actors.

	Information purposes	Research and analysis	Inform Policy making process	Awareness Raising	Advocacy	Training	Campaigning Material	Other
YES	83%	75%	63%	21%	29%	17%	4%	4%
NO	17%	25%	38%	79%	71%	83%	96%	96%

3.2 FRA AREAS OF WORK

With a view to receiving initial feedback on which thematic areas under the Multi-annual Framework Agency should prioritize in relation to Roma and Travellers, **96% of respondents highlighted issues of multiple discrimination; 92% fighting racism, xenophobia and related intolerance; 50% of respondents proposed rights of child, including protection of children as highly relevant; asylum, immigration and integration of migrants and access to justice were both considered as relevant areas for Roma and Travellers by 46% of respondents; 17% of respondents considered compensation of victims as a relevant focus for the Agency in relation to Roma.**

FRA area's of work	
multiple discrimination	96%
racism, xenophobia and related intolerance	92%
the rights of the child, including the protection of children	50%
asylum, immigration and integration of migrants	46%
access to efficient and independent justice	46%
compensation of victims	17%
information society and, in particular, respect for private life and protection of personal data	8%
visa and border control	0%

3.3 POLICY IMPACT

In a context of policy impact the Agency was reminded that the following activities would mostly add value to the areas of work under the Multi Annual Framework (MAF). **92% of respondents agreed that awareness raising activities and networking could be a “good+best” contribution of the Agency under MAF areas. 83% of respondents considered capacity building and cooperation with civil society as essential in a process of policy change under MAF. Research and reports were considered by 79% as essential in the process of policy making under MAF.**

The Agency was reminded of benefits of joint cooperation with other international organizations on joint thematic areas. The Agency closer liaison with the Decade of Roma Inclusion was highlighted as an important element of strengthening rights based approach to policy making on Roma. Respondents also recalled role of the local level authorities in a process of policy impact, whereas a number of local authorities would need training on general governance principles as for how to use, in an efficient way, financial resources, as well as, how to implement and manage programmes and projects. Informing and working with others stakeholders at the EU level was given a high priority in a policy impact context. **67% considered working with the European Commission as an important role of the Agency concerning policy impact, while 61% of respondents considered working with the European Parliament as fundamental to raise the impact of the Agency on political field.** The Agency's role in relation to international organisations and European institutions was seen in particular as helping them to make themselves more relevant to the

Roma community at the grassroots level - this is part of capacity-building in a way, but it also concerns the building of the capacity of these larger institutions to interface with the grass roots. The Agency proved useful in identifying needs of civil society in the past and it was called upon to participate in the process of monitoring and evaluating the mechanism of strategy development. Critical remarks went to overall lack of strategic thinking at the EU level when it comes to addressing situation of Roma and Travellers. In this context, also the call for analyzing the failure of existing initiatives, setting indicators to measure success and to build the capacity of EU institutions to reach out to grassroots Romani initiatives through systemic employment of Roma experts, was mentioned.

At the same time, a lot of comments went to a need to strengthen capacity building in relation to NGOs and within various institutional levels (national, local), in order to improve the ability to involve Roma directly within their structures. The capacity building of the local authorities is one of the most important issues necessary to be tackled as soon as possible, e. g. in the former Soviet European countries one of the biggest problem is the lack of political capacity of the local authorities. In such circumstances, it is very difficult to implement social inclusive policies to improve the living conditions of Roma. Educational programmes for personnel of the local councils - training courses, interchange of practices, etc., in different areas, such as financing, implementation, follow up and evaluation projects - should provide them the necessary capacity building. The training also should help to encourage an active participation of Roma NGOs, and should be extended also to regional governments.

These mechanisms will provide the authorities with the ways to make a better and most efficient use of the grants and financial resources. In this context, the development of a European "Directory of NGOs working with Roma", divided into several country chapters, was suggested as well. The directory could include both Roma NGOs (i.e. with Roma leadership and composed of Roma ethnic group), as well as other national and international NGOs that have significant experience in working on Roma issues. It should contain basic information on the respective NGOs and their past working experience with Roma. A distinction between "rights-oriented/standard" setting NGOs and "operational" NGOs (i.e. with concrete project implementation experience) would be considered helpful.

The evaluation of Roma policies implementation at national and local level in different EU Member States should also become one of the Agency's priorities. One of the main focuses of such a study should be an analysis of differences between implementation at national and at local level with a view to examining effectiveness. It should also focus on recommendations: how to improve implementation and encourage authorities to implement legislation or provisions of strategies - not only by restrictive policies with sanctions. At the same time, the study should at least in its conclusion show which areas are the most problematic ones and what and how the situation can be improved. A study should not be a mere evaluation of the situation, but, besides the recommendations for further actions, it should include examples of activities that have proven to be successful. Of course at the end, we shall also acknowledge that situations are very different depending on the countries, and that still a lot of work, including the investment of political will, must be done.

	Best Impact	Good Impact	No significant impact	No impact	Best + Good impact
Awareness raising and networking	46%	46%	8%	0%	92%
Capacity building and cooperation with civil society	33%	50%	17%	0%	83%
Research and Reports	50%	29%	21%	0%	79%
Working with the Council of Europe	18%	55%	27%	0%	73%
Working with the OSCE	9%	59%	32%	0%	68%
Informing work of the European Commission	29%	38%	29%	4%	67%
Informing work of the European Parliament	35%	26%	35%	4%	61%

In relation to local and national level impact of policies, **73% of respondents considered FRA research and reports as useful; 83% considered important cooperation with civil society and capacity building; 100% respondents considered awareness raising essential for addressing prejudices at the local level.** To this end, the respondents recommended closer cooperation with Roma civil society “on the ground” (i.e. Roma NGOs), especially with those with operational project experience; positive action by the FRA within the FRA; long term investment in Roma human rights resources; cooperation with human rights defenders and advocacy groups; monitoring work of activities of national and local authorities in relation to implementation and involvement of Roma anti-discrimination and social inclusion policies. When it comes to policy recommendations, which were considered as relevant for the national and local level, the Agency was reminded to explore a transfer of best practice models from other Member States, explicitly linked to EU funding opportunities - tutorials in local languages particularly for municipal level politicians. Overall the Agency should also work towards reminding the national and local level authorities that a meaningful process of consultation with civil society is essential for assuring full respect of human rights. The Agency should therefore participate in the process of policy and strategy development and devise methodology for monitoring and evaluating mechanisms of strategy development.

	Best Impact	Good Impact	No significant impact	No impact	Best + Good impact
Awareness raising and networking	32%	68%	0%	0%	100%
Capacity building and coop w/ civil society	58%	25%	17%	0%	83%
Research activities and reports	27%	45%	27%	0%	73%

3.4 RESEARCH

In response to a question concerning prioritization of upcoming FRA study on Roma, the respondents considered that there is already a good number of Roma reports available covering the most problematic areas of discrimination such as health, education, etc. There are also numerous reports and initiatives monitoring Roma policies at the national level (e.g. Roma Decade of Inclusion). However, there is a lack of reports that focus on Roma policy implementation, in particular on efficiency and efficacy of policy implementation. Issues related to Roma freedom of movement and to anti-Gypsyism in as much multiple discrimination were highlighted as important issues to take up by the Agency. Responses to questions concerning specific areas of research were balanced, and it confirms that attention needs to be focused continuously on all the issue areas: **Discrimination in employment (52%), Roma policy implementation at local level (43%), Discrimination in education (43%), Discrimination in housing (39%), Racist violence and crime (35%), Discrimination in health (35%)**.

Prioritisation of thematic research areas	
Discrimination in employment	52%
Roma Policy Implementation at Local level	43%
Discrimination in education	43%
Discrimination in housing	39%
Roma Policy implementation at National level	35%
Racist violence and crime	35%
Discrimination in health	35%
Other	26%

Following on responses about Roma relevant thematic areas, respondents were given an opportunity to provide more details.

- ✓ Discrimination in employment is not widely acknowledged as the major factor behind Romani unemployment. Consequently, a data collection and research process is highly recommended. The main elements and issues of the FRA study on discrimination of Roma in employment should be: (a) how to motivate employers to employ Roma and break stereotypes and prejudices that employers have and, on the other side, how to motivate Roma to find jobs that meet their expectations on one hand and their qualifications on the other one (usually the Roma education level is not so high), since most of such jobs are not well paid; (b) find examples of alternative solutions to the problems of discrimination in employment area which have proven to be successful, e. g. by sharing all the experiences between States, also the unsuccessful ones. It would be important to find out reasons for “non-employment” of Roma, both from employers and applicants point of view, examining the barriers to employment experienced by Travellers who have attained educational or vocational qualifications and pointing out possible solutions. In addition, it would be also useful to examine in more detail the attitudes of potential employers and to see if there are examples of people overcoming barriers. Finally, it would be useful to examine ways of awareness raising among employers, both in

- private and public areas, disseminating information on positive outcomes for Travellers as well as highlighting discrimination.
- ✓ Local Implementation: an effective monitoring and implementation of European standards at regional and local level would be important (cfr. Council of Europe Committee of Ministers Recommendation (2008)5). The respondents are convinced that Roma and Travellers issues can be treated most effectively by changing attitudes at the local level. It is therefore essential that research concentrates on specific issues which can be solved locally. For example, it would be useful to demonstrate how service providers and Travellers representatives develop or do not develop good working relationships. It would be important to follow through the consequences of positive or negative relationships for the Travellers Community, for State agencies in carrying out their functions, and for all the community relations.
 - ✓ Discrimination in Education: it was considered to be useful to monitor the education of migrants, minorities and marginalized groups, including Roma, focusing on particular indicators for inclusion. Discrimination can take many forms apart from overt hostility. It may be useful to examine experiences of the education systems to document less favorable treatment for Travellers through lack of awareness or through less attention from education providers. It may also be useful to examine how Travellers and education providers communicate and to look at examples of communication practices which might support better outcomes, as well as examples which highlight existing difficulties. Consequently, one of the emphases of the FRA study on education should be an analysis of current situation, sharing examples of good practices but mainly to focus on how to find a balance between giving special attention to Roma children in school and adjusting to them the system of education, not segregating them at the same time. Special measures for inclusion of Roma children in a pre-school system shall be considered, as well as measures for the education of elder Roma and improvement of their professional skills. Some attention will also be given to the role of Roma women and ways to encourage their empowerment. Finally, it is important to raise awareness in the Roma community about the importance of being well-educated.
 - ✓ Discrimination and/or segregation in housing was considered as an important thematic area. Research on housing should focus on collection and dissemination of best practices models to avoid the segregation, if possible with specific reference to EU structural funds support to ameliorate segregated housing and homelessness, raising the standard of housing for worse off people.
 - ✓ In the area of racist violence and crime: it is considered to be useful to look for underlying reasons for violence (intolerance), and to focus on the degree of collusion/cooperation/overlap between mainstream political parties and “fringe groups”.
 - ✓ Regarding the health area, the national authorities are reluctant to discuss the abuses and violation of Roma right to equal access to health services. In the area of access to public health care, general focus on women’s reproductive health, the quality of ob-gyn services, access to contraception, women’s management of their reproductive careers, redress for violations committed in this area (forced sterilizations, etc.), was mentioned in reference to Romani women. It would be useful to make a questionnaire on the attitude on the medical personnel, matching it to the questionnaire with the patients.

- ✓ Equal access to services.
- ✓ Impact of the Racial and Employment Equality Directive/s.
- ✓ Gathering of jurisprudence related to racial/ethnic origin violence

3.5 AWARENESS RAISING

Under the topic of awareness raising, the respondents were asked to prioritize the most effective ways to raising awareness about Roma issues.

Given different options about the means of awareness raising, the results were clear in stating TV as the most effective mean with 83% and 100% when “most + quite” are considered. The use of the Press and of awareness raising campaigns and training in schools of journalism ranked after the TV, with 88% and 83% respectively (“most + quite”). Awareness raising toolkits for the media and campaigns to the general public came after with 83% and 79%. Media awards to journalists was considered by 75% as a “most + quite” effective way of raising awareness about Roma issues, the same as the use of Radio. The use of websites, internet portals and on-line discussions, as well as iTunes and podcasting were considered “most + quite” effective by 54%, while YouTube and Facebook by 43% and 33% respectively.

	Most effective	Quite effective	Useful, but not effective	Not effective	Most + Quite effective
TV	83%	17%	0%	0%	100%
Press	46%	42%	13%	0%	88%
Awareness raising campaigns in schools of journalism	42%	42%	17%	0%	83%
Awareness raising toolkits for the media	46%	38%	17%	0%	83%
Awareness raising campaigns to the general public	46%	33%	17%	4%	79%
Media awards to journalists	33%	42%	13%	13%	75%
Radio	33%	42%	21%	4%	75%
Website / Internet portals / online discussion	17%	42%	33%	8%	58%
iTunes / podcasting	13%	42%	21%	25%	54%
YouTube	22%	22%	43%	13%	43%
Facebook	8%	25%	46%	21%	33%

Provided with various tools and mechanisms for awareness raising, **96% of the respondents believed that awareness raising campaigns would have the “best + good” impact.** Awareness raising events was referred by 75% of the respondents; information and

public relations materials by 63%, and organizing roundtables on specific thematic areas was regarded by 50% as having a “best + good” impact.

	Best Impact	Good Impact	No significant impact	No impact	Best + Good impact
Awareness raising campaigns	42%	54%	4%	0%	96%
Awareness raising events	42%	33%	21%	4%	75%
Information and public relation material	33%	29%	33%	4%	63%
Roundtables on specific thematic areas	21%	29%	42%	8%	50%

There was a strong agreement that awareness raising, advocacy and networking activities should be very well focused and target particular audience. A targeted awareness raising and campaign should be directed at the municipal level (i.e. aiming specifically at local majors and other local officials implementing Roma policies in schools, kindergartens, etc.). Promotion of documentary film-makings, especially on the Roma in European history. Targeted awareness raising was also recommended for children and youth, school masters, educational institutions and particular groups.

Massive media campaigns addressed to all society can have good results only if they are very persistent, i. e. during a long period of time. They should be attractive in order to draw the attention of the general public. In other words, it should be more efficient to address the campaign to particular groups, preparing common position letters, campaigns in sports, documentary films, cartoons, music, CDs, strips, media debates, film screenings and festivals, and involving celebrities.

As for a process of awareness raising campaign, FRA was reminded that it must be carefully planned in the short and in the medium term. It must to cover also the TV, internet, press and music effective tools and it must be conducted by professionals. Evaluation and monitoring should be built-in, and impact should be assessed. It would be very useful the translation of materials and products to national languages to have a good impact at national and local level.

More specifically the following activities were recommended: media activities; documentaries; sport competitions dedicated to equal treatment and diversity; exhibitions; street posters; direct cooperation with advocacy groups and wider civil society in a context of awareness raising, involving public persons in the process of awareness raising;. Moreover, it was recommended to incorporate Travellers themes into other more mainstream events or programmes, for example supporting Travellers participation in artistic, musical, sporting, cultural programmes and events, and also highlighting Travellers achievement in education, business/enterprise, cultural and social life, as a way of promoting positive role models and overcoming stereotypes.

3.6 COOPERATION WITH CIVIL SOCIETY

Under the heading “cooperation with civil society”, the respondents were asked to rate the impact of a list of activities in the capacity building of Roma civil society. The results show **79% think that support of pan-European civil society networks and support for Roma related research and data collection produces the “good+best” impact; 75% referred joint events with civil society organizations and 50% of the respondents considered roundtables and on-line forums and discussions as being of “good+best” impact.**

	Best Impact	Good Impact	No significant impact	No impact	Best + Good impact
Support for Roma related research and data collection	29%	50%	21%	0%	79%
Support of pan-European civil society networks	29%	50%	17%	4%	79%
Joint events with civil society organisations	42%	33%	21%	4%	75%
Roundtables and on-line forums and discussions	13%	38%	33%	17%	50%

FRA also asked for other suggestions for capacity building and cooperation activities that would have a strong impact among Roma. Several ideas were mentioned, but the most highlighted was training. Many respondents stressed the relevance of training to Roma population ensuring capacities to deal with State bodies or media for example, but also training to be provided to authorities, law professionals, police officers and media on intercultural dialogue. FRA was asked to support internships for Roma individuals, in national and EU institutions. There was a call for a holistic and integrated approach between FRA and Roma civil society in the preparation and carrying out of projects aiming at social inclusion at the various different levels. Still, under the scope of the relationship with Roma civil society, it was referred that Roma NGO’s should not work under the direct financial dependence from national governments, but under direct institutional support from the EU. Media coverage was also considered relevant, and it was recommended that FRA should push for the inclusion of Roma issues in the media agenda, especially television. The use of FRA website as a discussion platform to give visibility to Roma issues, by publishing on-line reports from Roma NGO’s was also considered important.

3.7 ANY OTHER COMMENTS

The respondents highlighted that more attention should be given to awareness raising campaigns and to the implementation of already existing legal mechanisms, rather than research. It was also highlighted that impact of social inclusion increases when working relationships between State agencies and Roma/Travellers representatives and between Travellers and the majority community are improved. **Respondents underlined that international organizations need to work jointly towards improvement of the**

situation of Roma and Travellers in Europe and called for more coordinated action between the OSCE, FRA and the Council of Europe.

4. ROMA CONSULTATIVE MEETING

FRA held consultative meeting on 9 July. FRA staff members informed participants about results of the questionnaire. Following on reactions from participants and initial discussion, the participants were divided into four groups: Research and Data collection; Awareness raising and Communication activities; Policy related work; Working with others. Participants were informed about Multi-Annual Framework of the Agency and provided with an overview of FRA work on Roma. They were also given the possibility to cast a preferential vote for themes that would result from discussion groups.

Finally, during the debate followed the working groups, the importance of using the terminology “Roma, Sinti and Travellers” instead of the only term “Roma” in all the discussions and in all the official documents to understand better the diversity between them was underlined. Moreover, many participants showed their concern about the Roma situation in Italy (Ponticelli attacks, fingerprintings), and a lot of questions raised as regards the possibility to produce a statement or a commentary from the consultation, or the possibility for FRA to do something, e. g. to send a written opinion to European Parliament, European Commission and Council of Europe on the possible European law infringements.

4.1 RESEARCH AND DATA COLLECTION

The Research and Data collection working session highlighted necessity for systematic mainstreaming of Roma needs in the context of various research themes, but also for a more targeted research approach about the situation of Roma and Travellers in the EU. About the importance of having good indicators on Roma inclusion, FRA should join EC, UNDP, World Bank on something unifying and would help to come up with concrete indicators.

This is a kind of headline for the following objectives:

- ✓ Holistic approach: it is needed to identify research areas, to design methodology, to implement and to launch researching results. It consists of the “participatory approach” - Roma NGOs should be integrated in the: preparation of projects; preparation of calls; implementation of projects; performance of projects; follow up of projects – and of the “delivery of results back to the target group”. (4 points)
- ✓ Policy implementation at local level: implementation of Roma policy and impact of policy should be taken into consideration in all kind of projects covering Roma issues. (4 points)
- ✓ Access Rights (especially access to justice and access to public services): an important area for FRA in the field of research. (3 points)
- ✓ Stereotyping in media: FRA should devote attention to research about the Roma stereotypes in media. (2 points)
- ✓ Discrimination in employment (1 point)
- ✓ Trafficking of children and women: FRA should implement a common project or two different projects about women and children in the future (1 point)

4.2 AWARENESS RAISING AND COMMUNICATION

The group came up with six priorities for FRA to more efficiently raise awareness about Roma issues:

- ✓ Raising awareness in the educational system, targeting Ministries of Education, teachers, school directors, inspectors and parents associations, including Roma parents. The tools or activities proposed were: training of teachers; translation, adapting and spreading of factsheets about Roma history and culture (already existing at the Council of Europe); teaching of Romani language; inclusion of Romani history in scholar curricula; guidebooks about the tradition and culture of Roma; and finally, organization of school competitions to promote intercultural dialogue. (5 points)
- ✓ The use of media to combat anti-Gypsyism and to promote Romani culture was also highlighted by the participants of the working session. Under the main idea of facilitating access of Roma to media, the group established the journalists and the media as a target for actions aiming a more objective portray of Roma in media. The main tools to achieve this would be: training of journalists; organization of TV and radio spots (mainly TV); airing of documentaries, movies and interviews portraying Roma. For this to happen, FRA would play a role in pushing the European Broadcasting Union and national TV channels to put Roma in the agenda and in the distribution of toolkits for journalists (Dosta campaign toolkit). FRA was suggested to act in coordination with national bodies, e.g. in Spain, Hungary and Ireland, FRA has already realized some campaigns, and with other institutions – in the Council of Europe a campaign with this focus will be launched by 2008 (4 points)
- ✓ Channeling and spreading good practices and an objective image of Roma was another point referred by the group and, although it might seem very general, it tackles the problematic of many good practices which are not duplicated. FRA was suggested to work in a way of making these examples more visible at national and local level. A way to favour this strategy would be the translation and dissemination of the existing documents and reports. Although the examples are known at European level, through the reports and documents, they do not reach the people who could really benefit. There was a general concern that EU and other IGOs level decisions, intentions, reports or documents do not reach the local level. (4 points)
- ✓ The group also called for the inclusion of a clear focus on Roma in the communication strategy of FRA, meaning the treatment of Roma as a priority. This would be achieved by recognizing as much as possible antigypsyism as a specific form of racism and by reacting and making statements in crisis situations, for example. The EP resolution of 2006 was considered helpful as making clear reference to antigypsyism. (4 points)
- ✓ Another topic considered important by the group was to highlight the existence of FRA, by making it more visible to a broader audience, especially at local level. A number of documents already existing are all known by the same public, which is considered too narrow, so there is a need to mainstream towards general public, NGO's and local authorities as priorities. This could be achieved by a TV spot about FRA; by more translation of existing documents; by closer work at local level (with local NGO's and municipalities); and by reinforcing cooperation with human rights institutions, ministries and other bodies. (3 points)
- ✓ Finally, under the main message of equal citizenship for Roma, the group referred raising awareness in the judicial system as an important point to be approached in coordination with other FRA main strategic areas. The main targets of the campaign would be judges and law enforcement bodies, and it was highlighted that it is

important to spread information about Race Equality Directives, as not all lawyers are aware of EU directives at national level. (1 point)

Covering all objectives was referred that cooperation with other bodies is important and that all campaigns should be tested before being made public by organised focus groups. Finally, evaluation of campaigns is needed.

4.3 POLICY RELATED WORK

The group came up with six proposals for FRA to more efficiently inform policy making processes:

- ✓ Early childhood development (addressing education segregation): group discussions underlined results of questionnaire consultation, but with focus on early childhood, such as access to kindergartens, issue of language provision, issue of segregation. FRA should be active towards Member States, by reinforcing the importance of legislation at national level. (6 points)
- ✓ Antidiscrimination clause in contracts with public funding: it should be formulated as a positive duty against elimination of discrimination. So, instead of just going through recommending new staff about anti-discrimination, it can be done in positive form, making inclusive this kind of clause in contracts with public institutions, public contracts- there are some examples in Hungary which can be replicated and promoted by FRA to other countries (6 points)
- ✓ Segregation models: the group suggested to FRA to have a study, which would identify the models of segregation and make an evaluation of costs and benefits of this process. (6 points)
- ✓ Indicators and benchmarks: such an authoritative body as FRA can provide guidelines and suggestions which may be unified and used to assess impacts of various policies on particular areas. (5 points)
- ✓ Media reporting and exclusion: connecting media reporting or portraying of Roma and exclusion of Roma.(3 points)
- ✓ Internal EU mobility and migration: this is not just an immigration or asylum issue, but rather a mobility issue. But there are also Roma from outside the EU, who are inside. Both categories should be addressed. (1 point)

Finally, as for methodologies of engagement and possibility of communication and interaction, some participants stressed the necessity or the opportunity of FRA, as an agency of the EU, to be a facilitator in contacts with Member States. Therefore, in the context with Member States and civil society they suggest meetings to present reports and FRP activities or to debate civil society activities, concerns or issues, e. g. a platform to exchange information, to communicate, and to debate topical issues obviously related to the mandate and to the MAF of FRA in relation to Roma.

4.4 WORKING WITH OTHERS

The group came up with 6 proposals for FRA to more efficiently inform policy making processes:

- ✓ Increasing capacity of civil society organisations and of public institutions to work with Roma: above all, FRA could include in its strategic approach the knowledge transfer between the Roma, civil society and local authorities about “access to justice”. Moreover, FRA could possibly explore how to support capacity of equality bodies. On the other hand, it was stressed that it would be beneficial if FRA could look critically on accessibility of EU funds to Roma. (4 points)
- ✓ Develop strategic cooperation partnerships within the framework of MAF: there is need for partnerships with various organisations, IGOs, Council of Europe. FRA should be under no limitations with regard to its independence in approaching thematic areas and different organisations should complement each other. It was stressed again the importance of strengthening relations with wide range of Roma civil society, particularly with “European Roma and Travellers Forum” (4 points).
- ✓ Engaging in awareness raising activities targeting Roma communities and general public jointly: possibility of joint campaigns, events and trainings to approach the general public. Obviously, the above mentioned holistic approach, where Roma would be included at all in these campaigns, was underscored. (3 points)
- ✓ FRA should join as an observer the “Decade of Roma Inclusion” in order to strengthen the rights-based approach. (2 points)
- ✓ Working on including Roma history in the mainstreaming curricula: it is important to recognize Roma and Travellers as part of European history and to guarantee the availability of the material concerning the contribution of Roma to European heritage. Really, until now, the preservation of Romani cultural heritage in Europe has been ignored. There are very few Romani cultural centres and Romani museums at national level. FRA could push national states to make funds available for these centres. (2 points)
- ✓ Supporting implementation of diversity training for public broadcasters, mainstream media (including diversity policies): it is very important to push towards implementation of diversity principles in broadcasting and diversity training of journalists. The group stressed the importance of capacity building for Roma in relations with media. The point stressed by somebody was how to address the possibility to have a positive campaign, which gives in fact positive message and the adoption of a negative legislation about Roma at the same time.

5. FOLLOW UP

5.1 OPERATIONAL WORK FOLLOW UP - J. KELLOCK

FRA staff clarified that some of the highlighted issues have an opportunity to be already used in operational activities – especially the “integrated project approach”, where from outset the agency will link research, policy development, communication and assessment in one package. The input will be taken in account in two projects concerned directly with

Roma issues, namely the study “Freedom of movement of Roma in EU”, where FRA will be working with Council of Europe and OSCE. In this project the details still have to be discussed, but it will be around the areas of freedom of movement and access to justice. The other one is “Roma and Housing”, for which the outcomes of this consultation will surely be valuable and the meeting with Roma organisations will be important to provide input. In a context of general projects, it was enumerated where Roma issues can be captured, namely the “Victim Survey” project, the “Ethnic Profiling” Project and the “Rights of the Child” project, and where the indicators issues can be important, meaning the indicators that will be used at national level to show to what extent national authorities are meeting their obligations under the Convention.

Access to justice is also an important issue for FRA, especially legal aid, as it plays a very important role for a lot of the issues discussed at this consultation, even relating to freedom of movement, as there is the need to draw a complaint in a legal context that starts the process moving.

Head of Unit Communication and External Relations stated that FRA also works on football and discrimination, which links with social inclusion and also education and perceptions of people, and where Roma issues will come up in some countries – it is important to highlight the work of FRA with UEFA and to understand that what is done in football has a broader impact in society, as it is the most popular sport in the world. With regard to cultural dimension, there is the Diversity Day event and also here FRA will find a way of including Roma in the program for the day. It is important the presence of Roma, next to anti-Semitism and Islamophobia and also as a recognition of the importance of Romani culture in history of Europe that can be brought up there. Concerning the media work, FRA has produced the “media and diversity toolkit” and in September the first training session under auspices of European Broadcasting Union will be organized. It will be a broader session on antidiscrimination and intercultural dialogue, but the Roma can be included there.

As far as the need for local action is concerned, and the importance of cities, FRA has worked with the Local Communities Network working with Muslim communities, but it is trying ways of broaden the scope to social inclusion and covering all grounds of discrimination and other relevant groups.

5.2 STRATEGIC DECISION MAKING AT THE MANAGEMENT BOARD FOLLOW UP - A. CRICKLEY

Chairperson of the FRA Management Board, Anastasia Crickley, presented ideas for a follow up on this meeting in a context of strategic thinking at the Management Board Level. She underlined that this meeting is timely and highlighted that the process of involvement with stakeholders is as important as the area of work that FRA is focusing on. In this sense she calls for holistic approach, for clear communication strategy, for an inclusive approach as regards groups, to be innovative and to ensure that the people targeted can be involved in very different ways, are very important for FRA. The Chairperson further recognised that there is need for a communication strategy that clarifies exactly what FRA is doing and how. There is also a call for partnerships, not only with NGOs’ and civil society, but also other IGO’s in order to add value to the work done. Finally, about the concern as regards FRA

opinions and conclusions, Anastasia Crickley assured that they are not only messages on a sheet of paper as well as FRA is not only an observatory.

On specific issues, for example on the Fundamental Rights Platform, FRA will be inclusive of European level Roma organisations, but there is a limitation to the number of groups. The Fundamental Rights Platform is not another organisation to compete with already existing organisations; it is a platform that facilitates the articulation of some views like other mechanisms such as this consultation.

Another point clarified is that FRA is not a direct funder of NGOs' activity, nevertheless it received the message that there is a need of funding for Roma NGOs' and Roma civil society groups in order to participate and be active –that message will be brought forward and transmitted elsewhere.

In response to the questions raised regarding the situation in Italy, Anastasia Crickley referred that FRA does not and should not replace the work done by the UN High Commissioner for Human Rights or by the various instruments of the Council of Europe (“danger of duplication”).

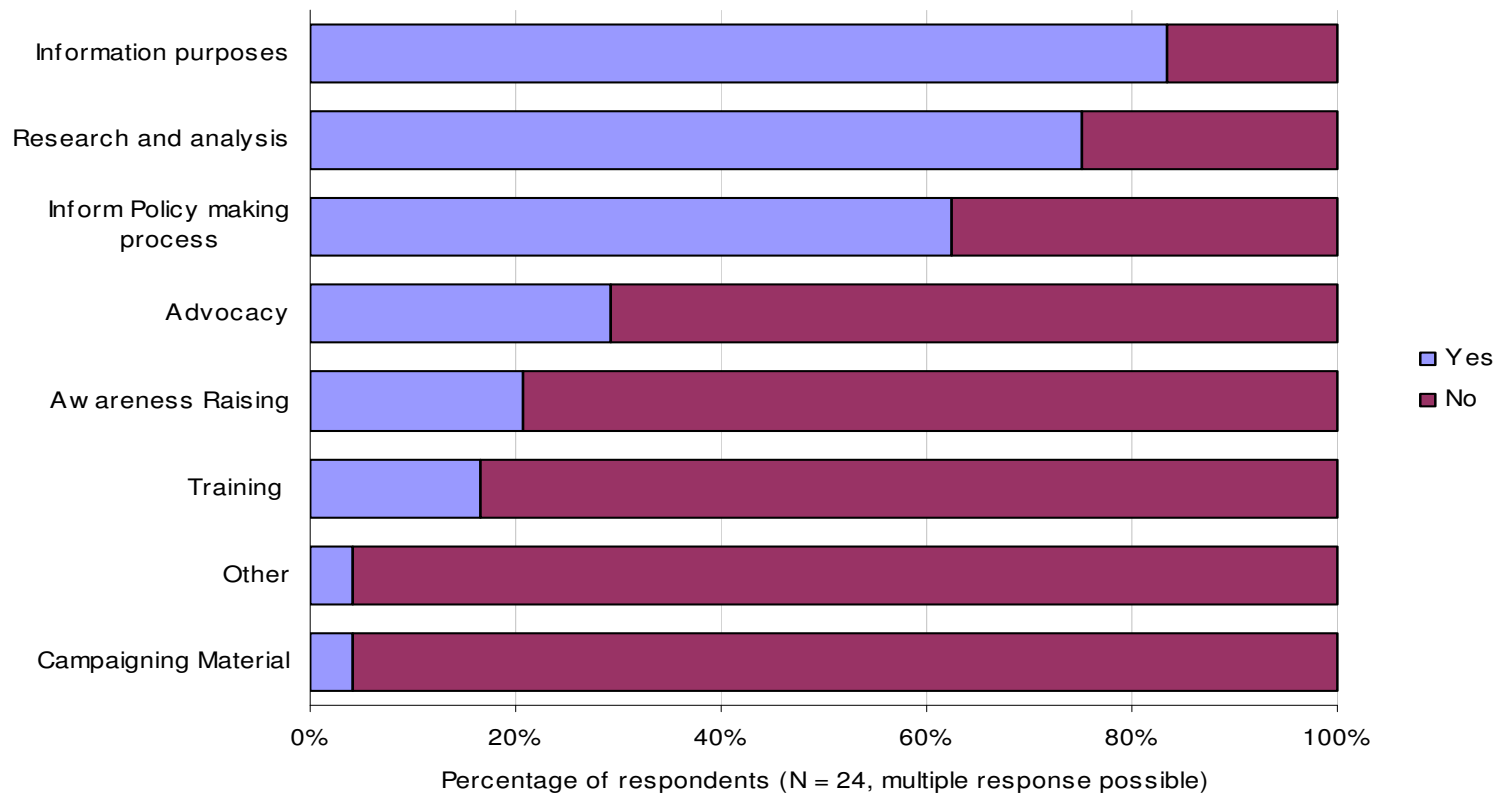
FRA does not develop opinions without evidences, but an incident report on the Italian situation, commissioned a little while ago before some of the things brought up during the consultation, will be produced, and therefore it might have to be followed up.

The following statement was adopted by participants of FRA Roma consultative meeting:
“All of the organisations participating at the FRA Roma consultative meeting, in Vienna on 09 July 2008, express their concern about the situation being faced by Roma in Italy at the moment and their particular concern with regard to some of the practices they understood now to be instituted. They also pointed out growing Europe-wide discrimination of Roma people and anti-Gypsyism and the need for the EU to begin to examine possible direct response. The participants have collectively looked to FRA to play an active role in this regard.”

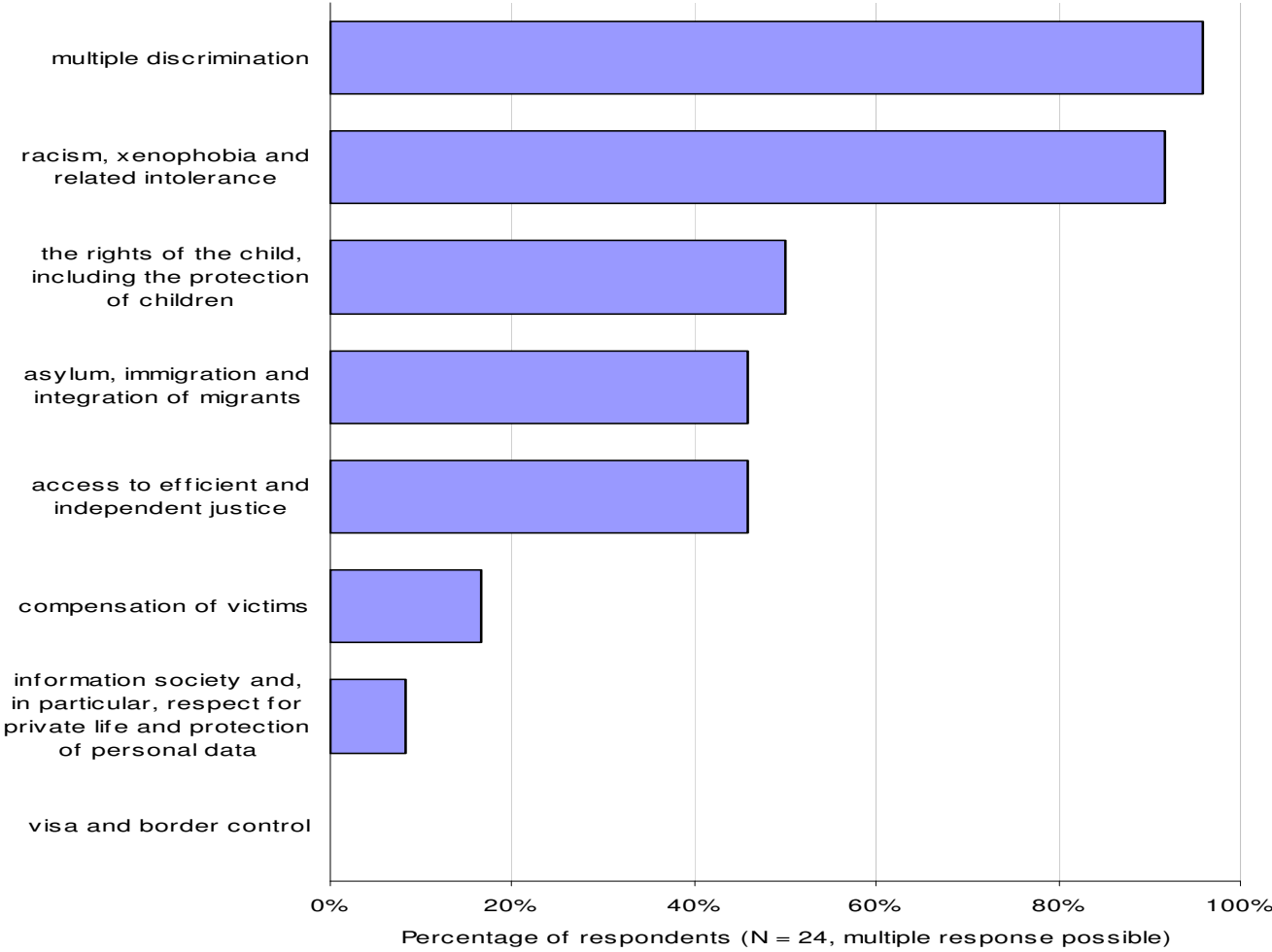
ANNEXES

GRAPHS

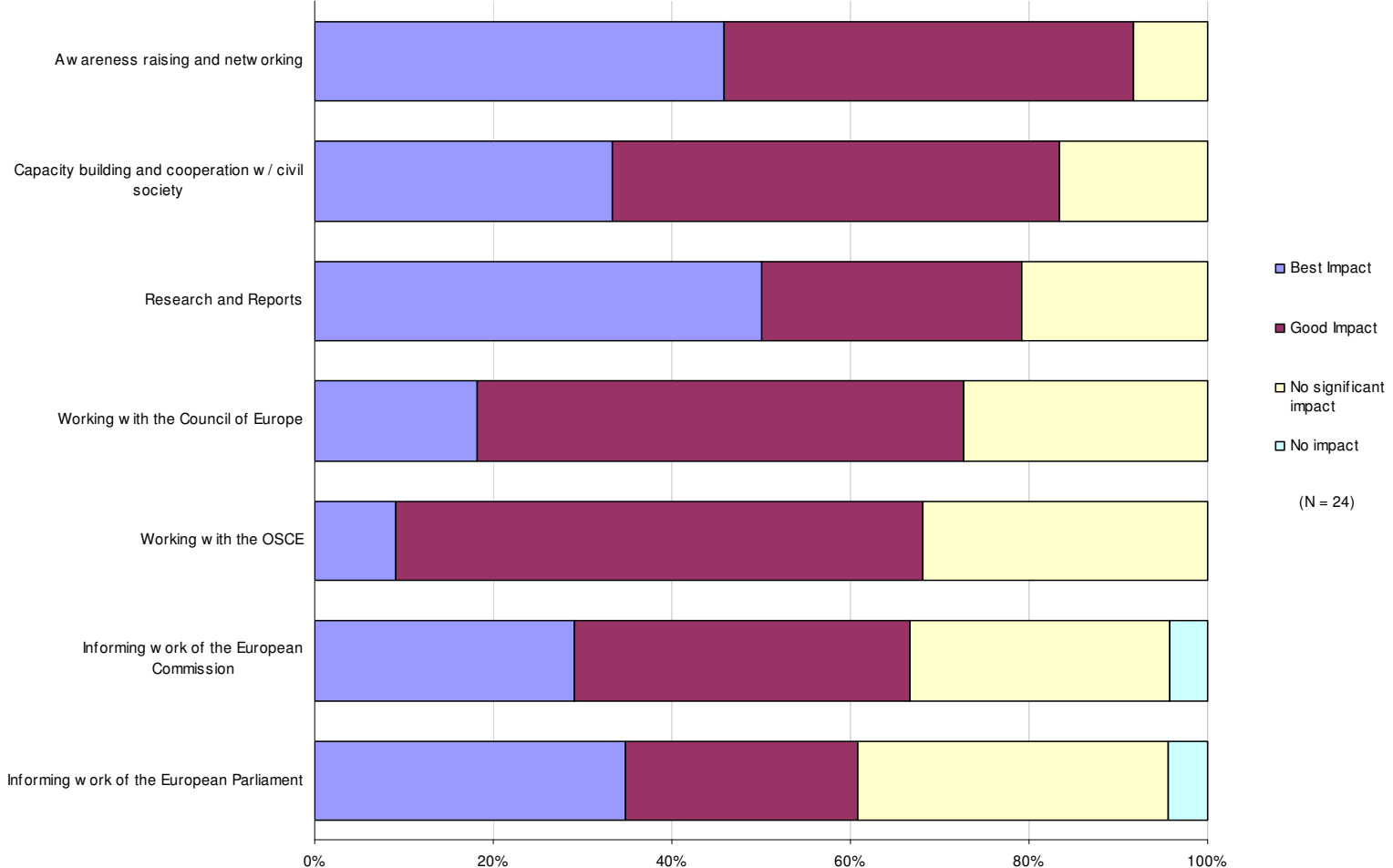
1. For what purposes have you used FRA products?



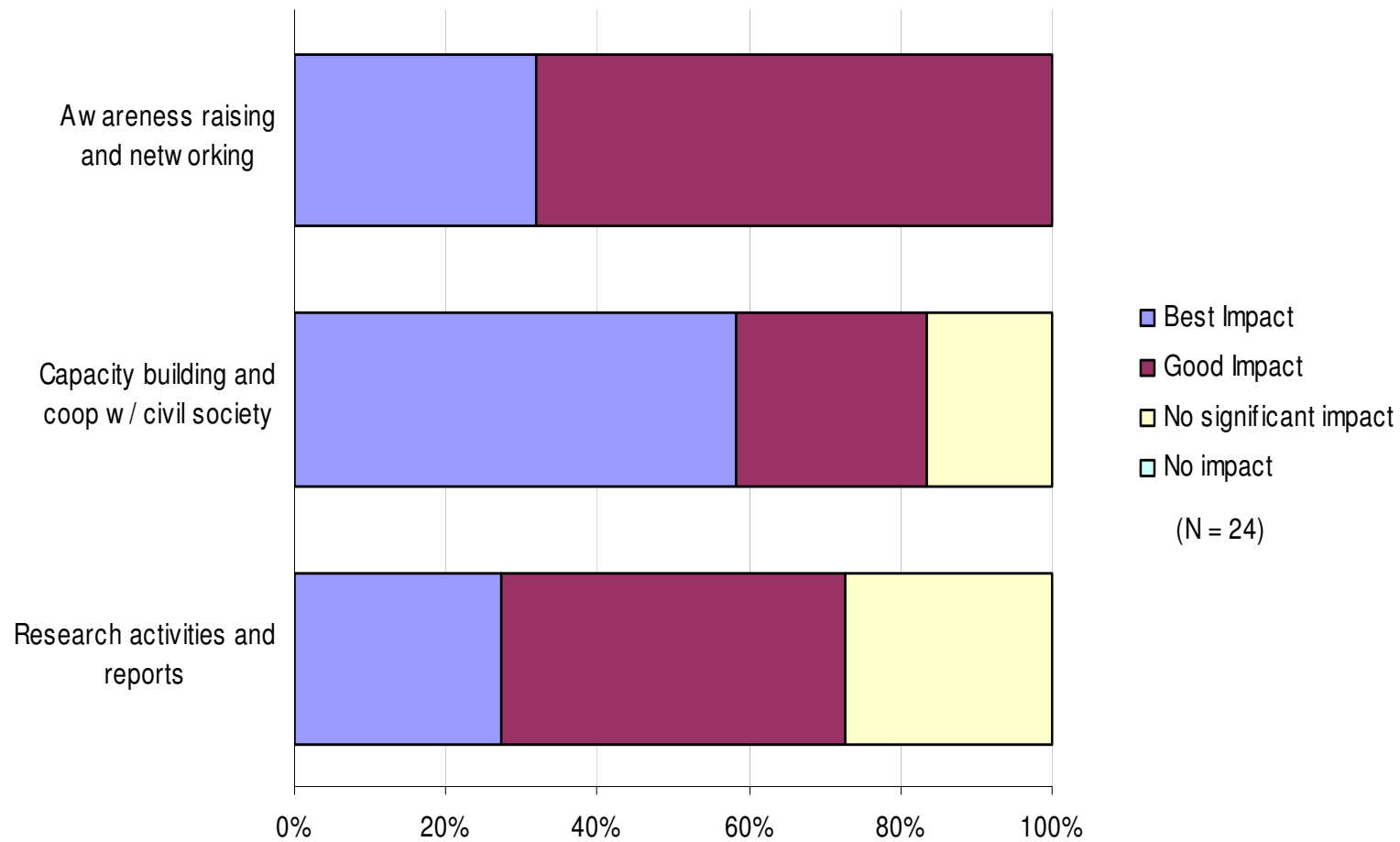
2. Please identify which thematic areas under the MAF the Agency should prioritise in relation to Roma and Travellers.



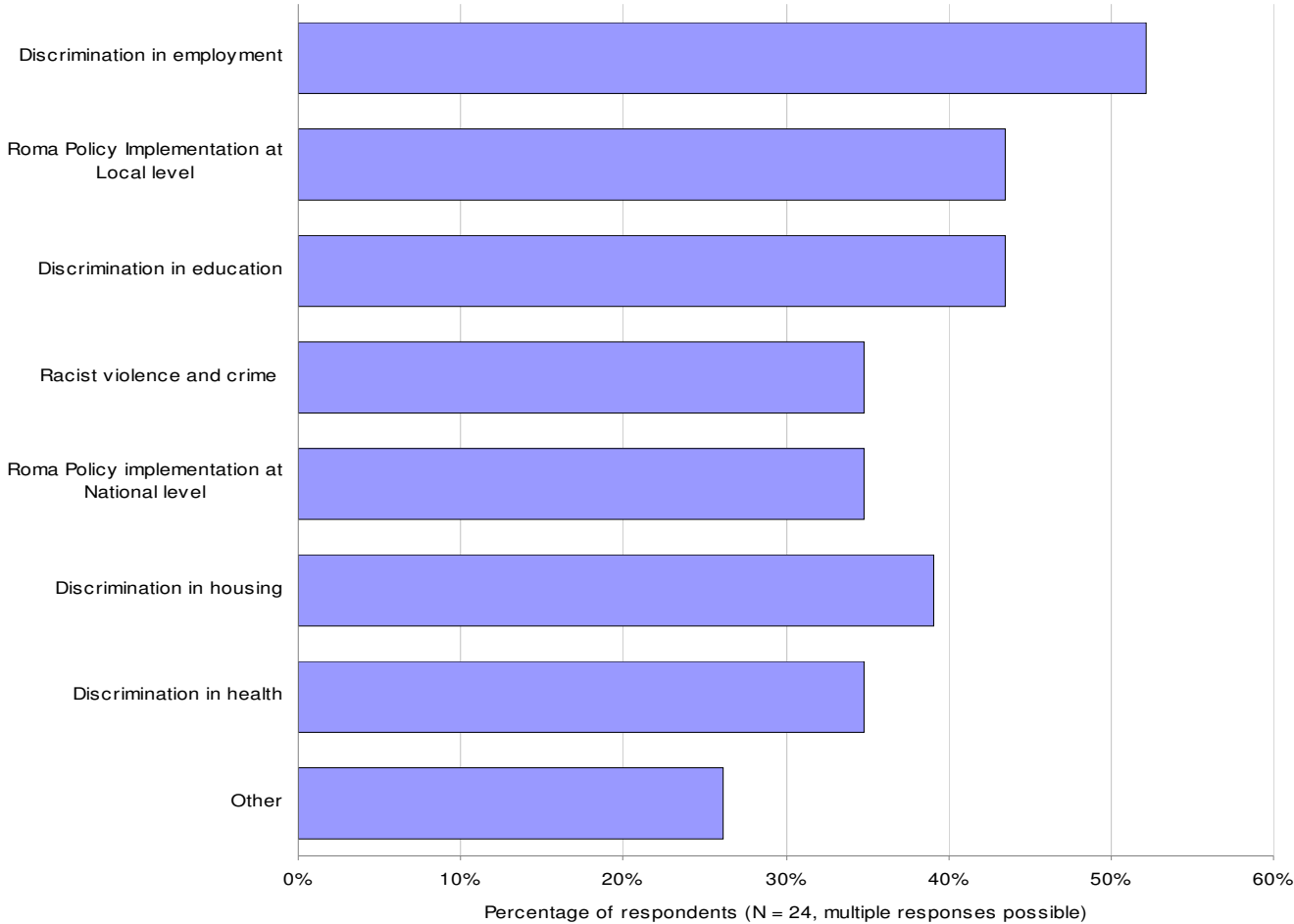
3. Which of the Agency's activities would mostly add value to the areas of work under the MAF?



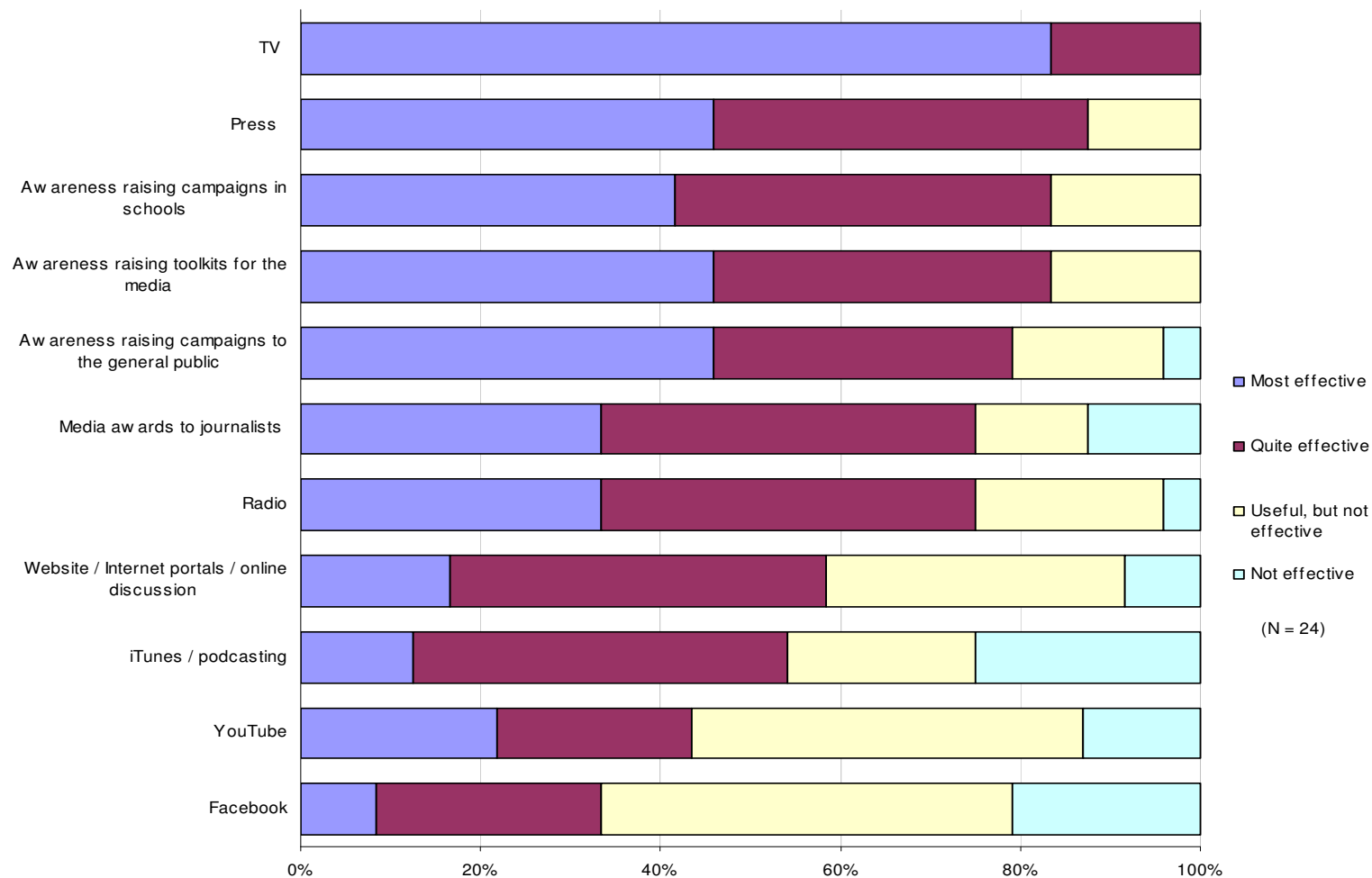
4. What activities would in your view increase mostly the impact of FRA on national or local policies related to the Roma?



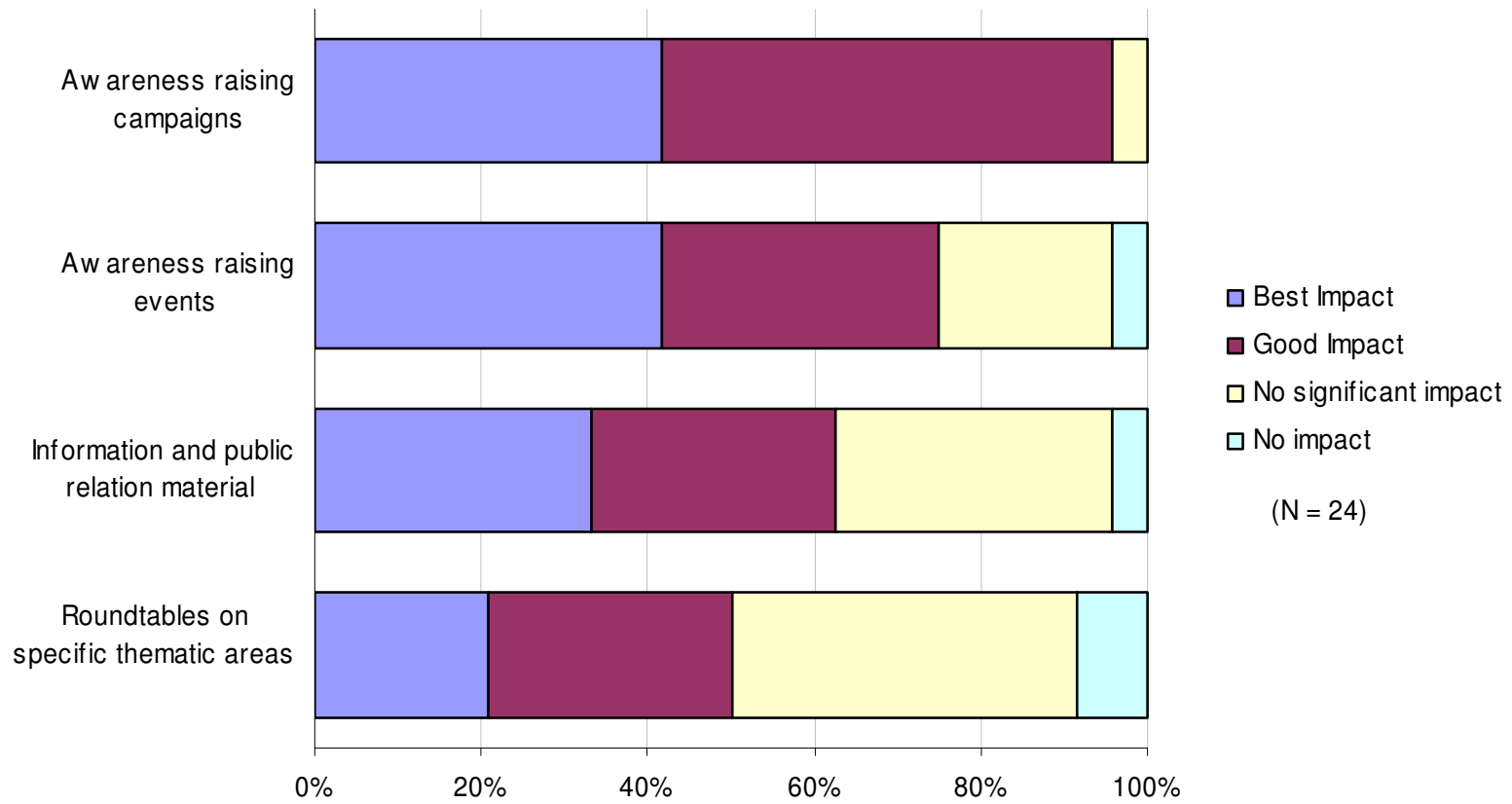
5. Which of the following areas should be a priority for next FRA study:



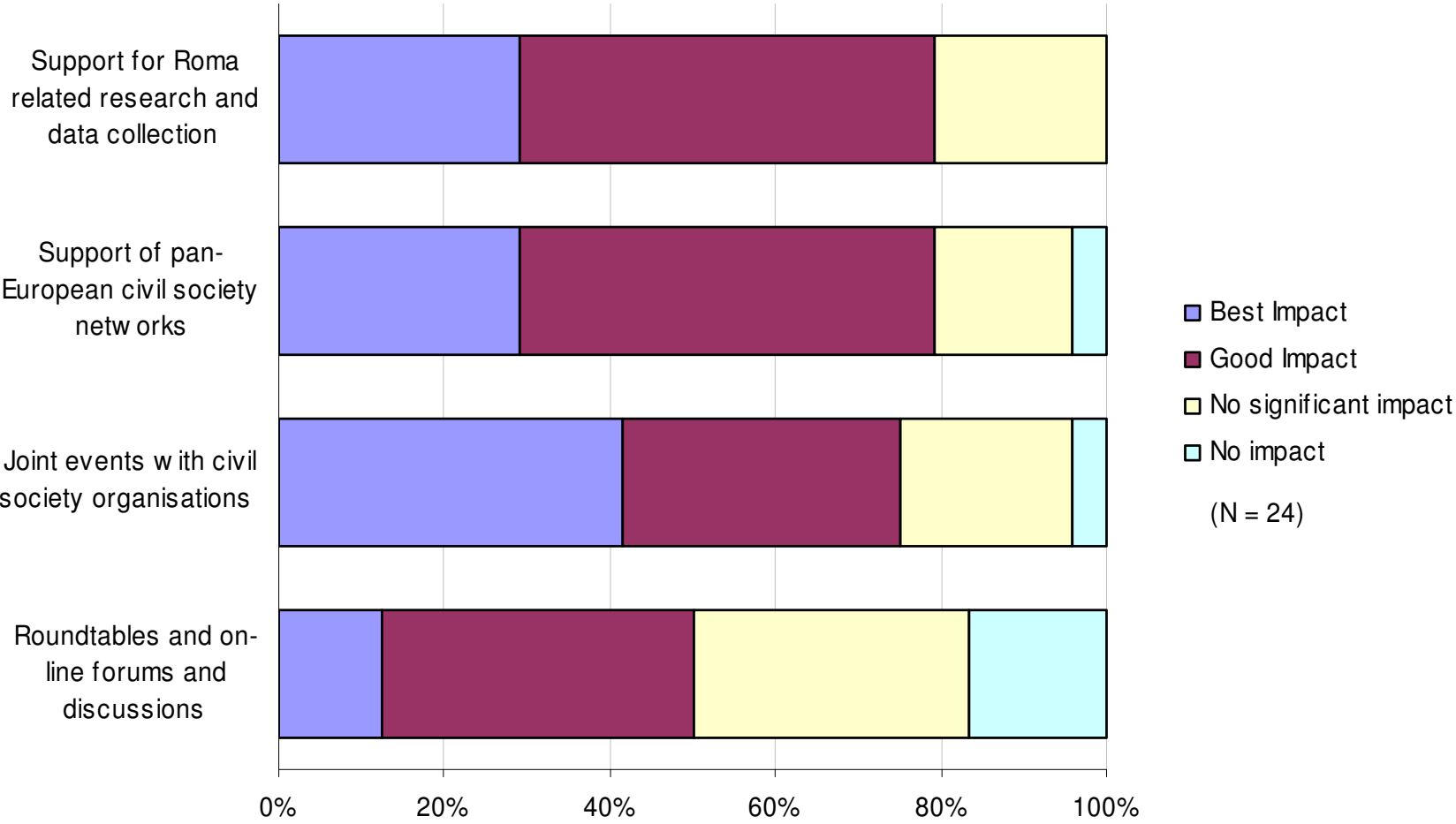
7. Which are the most effective ways to raising awareness about Roma issues and should be prioritised by the Agency?



8. FRA plans to contribute to awareness raising and networking by the activities listed below. Please indicate which of these you believe will have the greatest impact.



9. FRA is considering to contribute to the capacity building of Roma civil society and enhance cooperation on national and European level by the activities listed below. Please indicate which of these you believe will have the greatest impact.



LIST OF PARTICIPANTS

ALBERT Gwendolyn, League of Human Rights
BARSONY Katalyn, Mundi Romani
BOKULIC Snjezana, Minority Rights Group (MRG)
CHARHON Pascale, European Network Against Racism
COLLINS Patrick, Pavee Point, Ireland
DANOVA Savelina, Policy Expert
DAROCZI Agnes, International Romani Women Network
FERNÁNDEZ Carolina, Fundación Secretariado Gitano (FSG)
FRIMAN-KORPELA Sarita, Ministry of Social Affairs and Health
GABCOVA Lydia, Social Development Fund
GUET Michael, Council of Europe, Roma and Travellers Division
GÖRG Andreas,
HERO Jan, NGO 'Through the Children to the Family', Slovakia
HRABANOVA Gabriela, Athinganoi
IVANOV Ivan, European Roma Information Office
KRUMOVA Theodora, Amalipe Centre of Inter-ethnic Dialogue and Tolerance
KURUCZ Marion, Mundi Romani
MANDACHE Marian, Romani Criss
MARK David, European Roma Policy Coalition
MIHALACHE Isabella, Open Society Institute
MIRGA Andrzej, OSCE-ODIHR
NEACSU Mihai, Diplo Foundation
O'HARE Stephen, Pavee Point
ONYEJI Chibo, Vice chair ENAR
OTT Joachim, European Commission, DG EMPL
RORKE Bernard, Roma Participation Program, Director
SAKIP Ramiz, Forum of European Young People – FERYP
SCICLUNA Henry, Council of Europe
SITAROPOULOS Nikos, Office of the Commissioner for Human Rights

VUOLASRANTA Miranda, European Roma and Travellers Forum/ IRWN

FRA Staff members

ALBERGARIA Ines
BANSON Frederick
BEIS Michail
CRICKLEY Anastasia
GOODEY Joanna
KELLOCK John
KJAERUM Morten
SCHWARZ Thomas
SIDDIQI Afsheen
SOBOTKA Eva
TIRONNEN Pia
TOME Joao

