Increasing Roma Inclusion via the EEA and Norway Grants:

Roma Rapid Assessment report (Task B)

Final report, 16 October 2017

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1. Introduction

1.1. Context and objective

The Financial Mechanism Office (FMO) contracted Blomeyer & Sanz in partnership with CREDA consulting to deliver a rapid assessment of the EEA and Norway Grants funding to Roma inclusion and empowerment.

The service has two main objectives, namely, to *'document and assess the results of EEA and Norway Grants' support to Roma inclusion and empowerment'* (Report A), and to '*develop an operational approach to measuring and reporting on progress on Roma inclusion and empowerment in the 2014-2021 Financial Mechanisms*' (Report B).

The content of this document corresponds to Report B.

This document has been produced by Blomeyer & Sanz in the period 1 July - 16 October, and supported by CREDA (quality reading and feedback).[1]

1.2. Preliminary considerations

We would like to note some considerations concerning the Terms of Reference (ToR), which will help better understand our approach.

Firstly, further to the main objective of the task earlier described, the ToR state the areas (sectors/programme areas) and fields to develop indicators for. In this respect, we find that (i) areas are named differently in different parts; (ii) areas and fields are conflated.

i. In one case, the ToR refer to the areas of *'justice and home affairs, children and youth at risk; public health; and human rights (as a cross cutting area)*',[2] and in another to '*education, employment, housing and health, as well as in the cross-cutting field of empowerment*'.[3]

ii. The ToR do not differentiate between areas (policy areas) and fields, as can be observed in the above quote where areas (education, employment, housing and health) are at the same level as field (empowerment).

Secondly, the ToR do not differentiate between indicators at programme or project level, but note that the indicators should measure '*future outcomes of the EEA and Norway Grants*'. There is no reference to any of the five priority sectors or 23 related programme areas set up for the period 2014-2021.

Thirdly, the ToR state that the proposed methodology '*is not limited to Bulgaria and Romania, but is to apply across the relevant beneficiary countries'.*

1.3. Approach

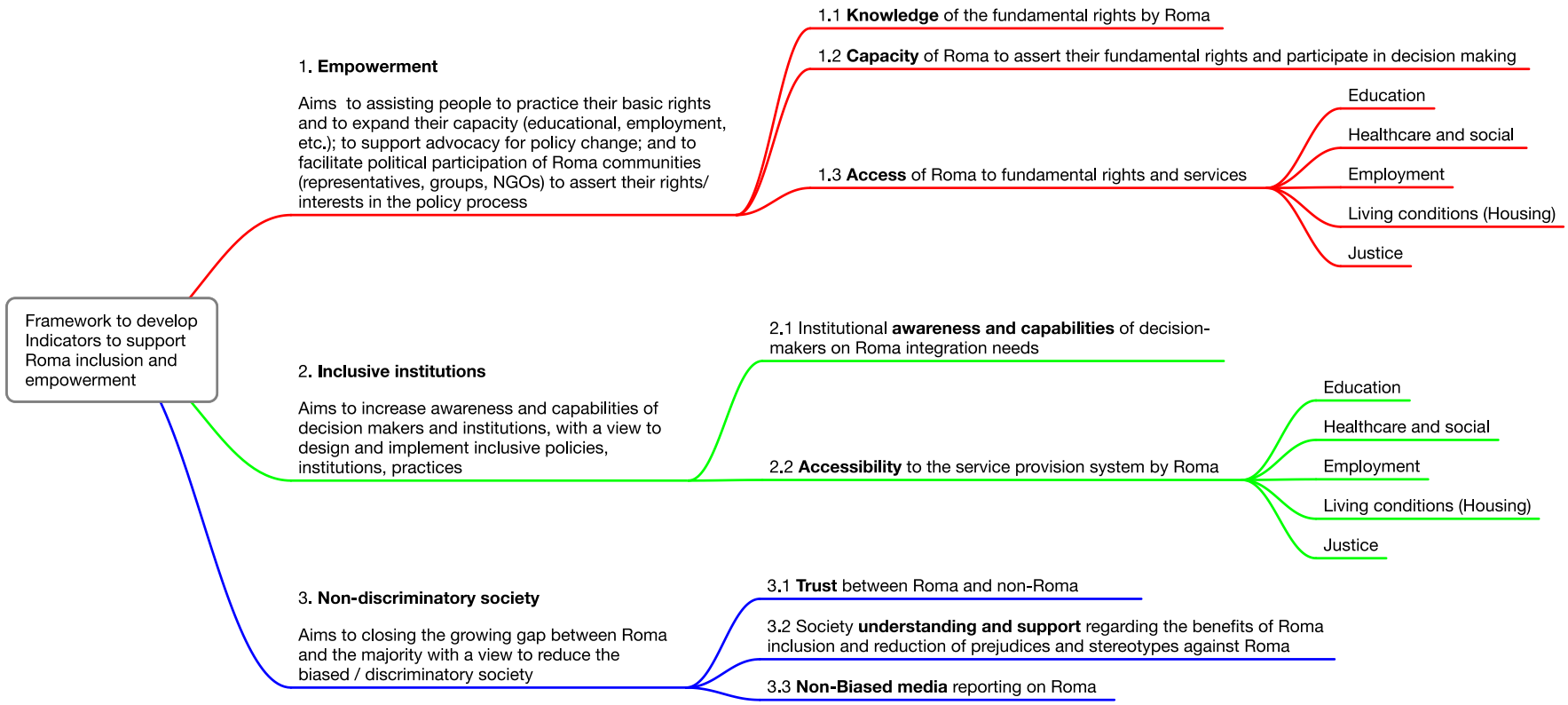
Taking into account the above considerations and adopting the terminology and structure of Report A, the proposed indicator framework consists of three axes (Empowerment, Inclusive institutions, Less discriminatory society) and five areas (Education, Healthcare & Social, Employment, Living conditions, Justice). This approach ensures that all the areas and fields stated in the ToR are covered by the framework (see Figure 1).

[1] The following experts worked on the assignment: Roland Blomeyer, Antonio Sanz, Nicolò Franceschelli.

[2] ToR, page 3, fourth paragraph.

[3] ToR, page 3, last paragraph.

Figure 1 - Framework to develop indicators for Roma inclusion and empowerment monitoring



Note: Due to the close links between axes, in some cases, there may be a bit of an overlap between (1.3) and (2.2). In this respect, it is worth noting that inclusive institutions (2.1) focuses on creating/enabling institutional environment, infrastructure, removing institutional barriers/ discrimination which often hampers access to rights and services.

Source: Author's own elaboration drawing on 'Study on Roma Inclusion under EEA/N Grants for 2004-2009' (CREDA, 2013) for the definitions of empowerment, inclusion, and non-discriminatory society.

An important challenge faced at the outset of the work related to the question: What, exactly, should the future indicators measure? In other words, the purpose of an indicator is to measure progress towards an expected outcome; however, for the 2014-2021 period, we did not have explicit information on expected outcomes for Roma initiatives.

In this respect, we looked at the document 'Priority sectors and programme areas 2014-2021' which includes suggested measures for the 'Roma Inclusion and Empowerment' programme area (PA-7). These measures helped us infer some expected outcomes in order to develop indicators.

Considering all the above, we did:

a) develop a long set of outcome indicators that may be seen as a menu-list for future selection & tailoring to the specificities of a particular programme;

b) analyse the PA-7 measures and map them to correspond to at least one indicator of the framework (see Table 1);

c) develop additional indicators beyond what would be strictly required for measuring PA-7, based on other organisations' practices.

This approach provides a clear structure and offers a comprehensive coverage by ensuring that all areas/fields described in the ToR and all PA-7 suggested measures are considered, as well as additional indicators beyond those directly related to PA-7.

For the development of indicators we have drawn on internal sources (e.g. documentation provided by the FMO, findings from Report A) and external sources (studies, guidelines, recommendations produced by international organisations - see section 5).

Finally, taking into consideration all the limitations earlier described, and with a view to make this report as useful and effective as possible, we recommend that the FMO considers using this report as a basis for further consultation with its strategic partners in the area of Roma inclusion, e.g. the European Union Agency for Fundamental Rights (FRA) and the Council of Europe (CoE).

Table 1 – Mapping of PA-7 measures and the indicators framework *

PA-7 Measure		Area
1	Supporting direct involvement of, and dialogue with, Roma in programme development and implementation	(1) Empowerment
2	Identifying best practice at local or at community level	(2) Inclusion; (1) Empowerment
3	Targeting marginalised settlements through an integrated approach, including small grant scheme(s) to support grassroots initiatives	(1) Empowerment; (2) Inclusion
4	Developing partnerships between the public and private sphere with a focus on job creation	(1) Empowerment; (2) Inclusion
5	Facilitating regional cooperation on issues of Roma inclusion and empowerment	(1) Empowerment; (2) Inclusion
6	Empowering Roma women by supporting the freedom of choice for Roma women and girls, and mainstreaming Roma women's issues in relevant national programmes	(1) Empowerment; (2) Inclusion
7	Supporting specific interventions at community level, such as on legal aid or on social entrepreneurship, including micro-finance	(1) Empowerment
8	Training of young Roma leaders, also aimed at increasing their number in different areas and levels of public administration	(1) Empowerment; (2) Inclusion
9	Campaigns targeting the majority on how to foster the human rights of Roma, combat Roma discrimination and promote Roma in a positive way	(3) Non-discrimination
10	Synthesising expertise on Roma language, culture, history and identity in Europe	(3) Non-discrimination; (1) Empowerment; (2) Inclusion
11	Developing educational materials on different Roma groups, languages, cultures, histories and identities in Europe	(3) Non-discrimination; (2) Inclusion
12	Consolidating efforts on research and training in Romani studies	(2) Inclusion; (3) Non-discrimination

Source: Author's own elaboration

* Please note that the list of suggested measures included under PA-7, and shown in Table 1 is not exhaustive and, as explained by the FMO, the list is meant to be purely illustrative.

2. Structure / Architecture

2.1. Fields

The ToR request that the developed indicators include definition, units of measurement, source of data, mode of data collection and analysis, and any disaggregation needs. This section describes the fields selected to frame the developed indicators:

- **Indicator**: Name of the indicator. This includes a prefix with the reference: [e | i | n] where:
  - 'e' refers to empowerment indicators;
  - 'i' to inclusive institutions;
  - 'n' to non-discriminatory society.
- **Type:** This is a flag to show whether:
  - the indicator is measuring an intermediary outcome expected in the short term ('st'), e.g. improved knowledge and capabilities of Roma leaders;
  - or a development outcome expected in the medium term ('mt'), e.g. increased participation of Roma leaders in the decision making process;
  - or development outcomes expected in the long term, and usually strongly influenced by external factors ('lt'), e.g. Increased (formal) employment rate among Roma youth.
- **Measurement units**: This indicates whether the indicator will be quantitative, measured in relative terms: percentage (%); or absolute number (#); or qualitative.
- **Data source/collection**: This refers to suggested methods to collect the data needed to populate the indicator, and potential sources of available information.
- **Indicative question/discussion topic**: This shows examples of possible questions or areas for discussion to use with the proposed data collection method.
- **Disaggregation**: This indicates the need to break down the data, e.g. by gender, age etc.[4]
- **Sub-axis**: This indicates the sub-axis to which the indicator belongs:
  - for Axis I. Empowerment: 1.1 Knowledge of the fundamental rights by Roma; 1.2 Capacity of Roma to assert their fundamental rights and participate in decision making; 1.3 Access of Roma to fundamental rights and services.
  - For Axis II. Inclusive institutions: 2.1 Institutional awareness and capabilities of decision-makers on Roma integration needs; 2.2 Accessibility to the service provision system by Roma.
  - For Axis III. Non-discrimination: 3.1 Trust between Roma and non-Roma; 3.2 Society understanding and support regarding the benefits of Roma inclusion and reduction of prejudices/stereotypes against Roma; 3.3 Non-biased media reporting on Roma
- **PA7 measures**: This links the indicator with one or more PA7 measures (see Table 1).
- **Observations**: This presents relevant comments, as required.

[4] *'The 15 to 64 years age range is also a standard used by other international statistical organisations.* (ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics). Bernát, A., & Messing, V. (2016) propose *to split children into several age groups (0-3; 4-6; 7-12; 13-18) because of the relatively high proportion of young children within the Roma*

2.2. General observations

- It is important to understand that whilst output indicators help measure 'attribution' of the intervention with regard to the result obtained (output), in the case of outcomes, the indicators measure the 'contribution' of the intervention. The fact that a particular outcome is achieved, cannot be entirely attributed to the intervention, and likewise, when an outcome is not entirely achieved, the intervention being assessed cannot be entirely accountable. Some type of outcomes are strongly influenced by external factors, e.g. 'increase of employment rate among young Roma', whilst others, may be more attributed to the project intervention, e.g. 'increased knowledge among Roma participants on their healthcare rights'.
- The main challenge faced in this assignment is the lack of information about concrete expected outcomes to be measured, both for intermediary ('st') or development outcomes ('mt') to which the programme strongly contributes, or development outcomes expected in the long term ('lt') for which the programme contribution is shared with many other external factors. In this respect, there are some references to Roma related measures in the Programme Area 7 for 2014-2021 (PA7), but none of the twelve measures reflect clearly what will be the expected outcomes.
- Also, the ToR request developing indicators for areas which are very wide by nature (education, healthcare, employment, housing, justice) and for cross-sectoral axes (inclusion, empowerment, non-discrimination), which potentially generates a rather long list of indicators.
- **Taking into consideration the above points, we have produced what should be seen as a menu list of indicators, differentiating between 'core' indicators, universally applicable regardless of areas, and then, examples of 'area' indicators that can be selected and adjusted to the specificities of the programmes once there is more information on what the expected outcomes are**.[5]
- In order to ensure data collection and comparability across countries and programmes, it is necessary to conceptualise key categories that may have different interpretations depending on the country or region (e.g. who is 'Roma').[6] Despite the challenge to come up with a fits-all definition, it is recommended to reach consensus for monitoring and reporting purposes. In projects where this is problematic, Pitija (2015) proposes to address this by territorial targeting, i.e. implementing projects in area with high proportions of Roma, and to address this question '*separately for each country in cooperation with national authorities*'.[7]

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[5] CREDA (2013a) recommends setting realistic outcomes given the limited funding of the grant: it may not be able to directly achieve dramatic decrease in poverty, exclusion and reduced disparities, but it can contribute to it by expanding the capacity of key actors and processes.

[6] As way of example, the Council of Europe website (http://www.coe.int/en/web/portal/roma) indicates that *'the term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies*'.

[7] Pitija(2015) recommends several methods '*from participants' (anonymous) self-identification, through identification via participants' residence in socially excluded Roma communities/localities – which are defined through external identification of persons that can be subjectively identified as Roma by their social environment and therefore face a higher risk of discrimination)* Another method, *'where there are established definitions of disadvantaged status such as the multiple-disadvantaged in Hungary or children from socially disadvantaged environments in Slovakia, these categories overlap significantly with Roma ethnicity in regions with high proportions of Roma. These legally accepted categories can be used as alternatives for targeting without raising any legal concerns with the national authorities, while targeting Roma along with a few other disadvantaged individuals living in their vicinity. I.e. use "existing domestic categories of vulnerable populations'"*. With respect to data collection, Pitija (2015) finds that '*the collection of ethnically disaggregated data by public institutions is also seen as illegal, in particular by Romanian officials interviewed. As noted in 'No Data, No Progress', a 2010 Open Society Foundations publication, there are specific legal provisions in Romania prohibiting ethnic data collection with a few exceptions. Public institutions often interpret it as completely banning collection of ethnic data and completely avoid gathering any ethnic data*'. To overcome this obstacle, Pitija(2015) proposes that Managing Authorities require participants to demonstrate through evidence certain criteria for the given intervention. CREDA (2013a) says that '*collecting ethnically disaggregated data is legal and permissible when the individual records are anonymized.*'

- Further to the issue of categories with definitions that may vary with the context, it is also important to conceptualise other central notions to avoid room for interpretation. E.g. 'Fundamental rights', should be clearly defined in the context of the monitoring and evaluation process. The definition should include the list of rights, so that the surveyed person / data collector / monitor & evaluator expert / reader can have a clear understanding of what is being measured. Thus, all survey questions should select the fundamental right topic(s) from a common list, facilitating data consolidation across projects and programmes. In this respect, the Charter of Fundamental Rights of the European Union, could be taken as a reference.[8]
- Baseline data is key to measure progress and to help define realistic targets. The literature (past evaluations of EEA/FMO Grants and other donors' interventions) refer to insufficient baseline data on Roma initiatives.[9] It is therefore recommended that the FMO, to the extent possible, conducts ad-hoc research to identify baseline data for the proposed indicators. Alternatively, Programme Operators (PO) together with Project Promoters (PP) should continue allocating specific time and resources, in the context of the programme or project, to identify baseline data and set target values. In response to the sceptic's view that qualitative studies are costly and time-consuming, some authors argue that these studies '*costs less than one percent of the annual project expenditure. Those giving time are the project participants themselves and they do so willingly as they see it as an essential and integral part of their empowerment process*'.[10]
- The same applies to indicator data for the reasons described earlier.[11] There is potentially useful data from large-scale European-wide mainstream surveys including data on the ethnic background of each respondent.[12] However, these tend to focus on what we have labelled long term ('lt') indicators, and also, if we would like to use this data for populating indicators, future follow-up surveys would be needed. For these reasons, and likewise for baseline data, it is strongly recommended that programmes include specific budget to conduct ad-hoc surveys and/or research to gather indicator data.
- Finally, feedback obtained from a survey question to PPs regarding monitoring and measurement arrangements for 2009-2014, shows satisfactory results with regard to the clarity of indicator definitions, methods to measure, sources of data, and support provided by the POs. The only area for improvement worth mentioning refers to insufficient staff to deal with data collection and reporting, as indicated by almost one in four organisations (Figure 2). It is therefore recommended that POs make sure, prior to the projects' implementation, that PPs have the adequate resources to deal with data collection and reporting.

[8] The Charter is available at http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:12012P/TXT

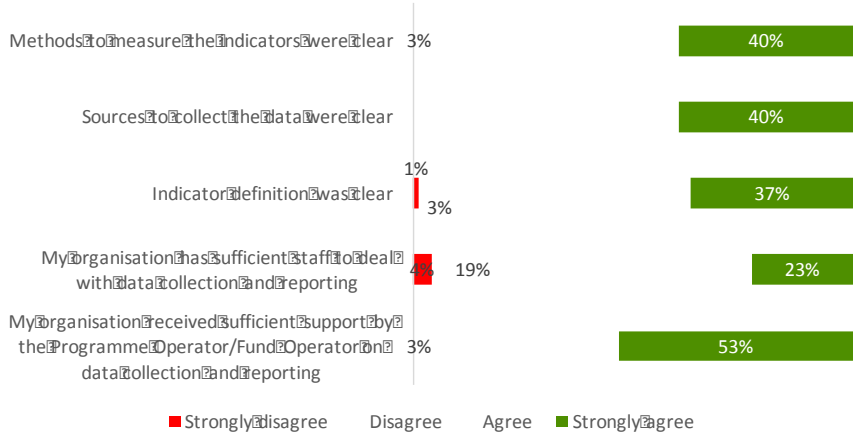
[9] According to Bernát, A., & Messing, V. (2016), '*At present, evidence-based policy making aimed at Roma inclusion faces serious limitations, because basic information is lacking about Roma people's social and economic situation*'. Later on the authors indicates that '*The most obvious source of data is the census. However, there are several limitations on the use of national censuses. First, in several countries the category of 'Roma' or 'Gypsy' does not appear at all…*' and in countries where information about ethnicity is available, this should be treated with caution for several reasons, namely, '*Roma people are reluctant to declare their ethnic identity because of widespread experience of stigmatisation, discrimination and unequal treatment*' and also 'a large proportion of Roma possess multiple identities: they identify both as Roma and as members of the majority society (Hungarian, Slovak, German, etc.)'.

[10] SIDA (2010). It is worth noting that other organisations, e.g. the Council of Europe, have made very good experiences with conducting programme- or project-specific baseline (and endline) studies.

[11] E.g. FRA (2009) confirms that *'existing data and academic research are limited. Consideration should, therefore, be given to obtaining data through targeted surveys of key practitioners across the EU…'.*

[12] E.g. Labour Force Survey (LFS), EU Statistics on Income and Living Conditions (EU-SILC), the European Social Survey (ESS) or the Programme for International Student Assessment (PISA).

Figure 2 - Project promoters feedback on monitoring and evaluation activity



Source: Survey to project promoters conducted during Report A phase of this assignment. In total, there were 30 responses from Bulgarian project promoters (18, 8% of the 159 project promoters) and 74 from Romania (38, 5% of the 192 project promoters).

2.3. Reflection on data collection challenges

As explained in the previous sub-section, the proposed monitoring system relies, to a large extent, on the collection of robust data in local (Roma) communities. This, in turn, constitutes a challenge for several reasons, mainly, reluctance of public authorities to disclose ethnic data, lack of/insufficient statistical data, and reluctance of some Roma to self-identify as Roma.

This sub-section reflects on these challenges and presents possible solutions.

In cases where a survey is to be carried out by PPs/POs/FMO: How do we collect ethnicity? Given the reluctance of many Roma to self-identify as such, how do we make sure this data is valid?

The lack of reliable statistics broken down by ethnicity is often justified by the misconception that personal data protection laws prohibit gathering ethnicity data. The rationale behind this is that ethnic statistics may be misused to harm ethnic communities. However, as stated by CREDA (2013a), collecting ethnically disaggregated data on project level is legal and permissible when the individual records are anonymised and are used in an aggregated way. Next, we propose several, and complementary, ways to deal with this challenge:

- In the case of projects explicitly focusing on Roma, asking about ethnicity is not necessary because the Roma should have been identified prior the intervention.
- In the case of projects targeting Roma as part of a broader group (say, at risk of poverty or facing the risk of particular deprivation), a simple module on self-identification of the project beneficiaries has proven to be the most effective way to gather information disaggregated by ethnicity.[13] A 'client satisfaction' form with a voluntary question on ethnicity would suffice – in that case the focus will not be on 'who you are?' but on 'did the project help you?'. The form should start with an introduction explaining that the respondent's personal data will not be exposed, the individual records are anonymised and data will be used only in aggregated form for reporting purposes.
- For larger programmes aimed at the general population among which the anticipated share of Roma is small, a self-identification form might be complemented with data on the territorial distribution of population by ethnicity. Administrative records (official statistics of different services, hospitals etc.) rarely include ethnic information, and in case they do, access is extremely difficult. However, they collect data on territorial principle (the residence of the people in the

[13] http://ec.europa.eu/justice/discrimination/files/romainitiatives_esi_en.pdf

database). And, as Pitija (2015) suggested, data on territorial principle can inform about Roma, especially in areas which are characterised by a predominantly Roma population. If we know the share of Roma living in one region and the territorial distribution of the funding under the programme, we can roughly estimate the share of resources of benefit to Roma – *with the caveat that the results should be controlled for inequality of access to the individual projects' outcomes. Such estimation requires some modelling but can yield robust results.*

- Further data triangulation. The above approaches can be complemented by ascribed-identification method – estimations made by local informants (Roma organisations and professionals, mentors, mediators, community workers etc.).[14] Participation and involvement of Roma or pro-Roma NGOs as local partners can help further defining the ethnic identity of the people participating in (or benefitting from) the project activities and, respectively, the share of resources allocated to the members of a particular group (e.g. Roma).[15] These estimates however should be carried out at group level ('what is the ethnic composition of the neighbourhood where the project is taking place?'). Local informants also have first-hand knowledge on the territorial distribution of Roma. They can also help generate trust in the data collection among the Roma communities. In this respect, the assessment carried out during Task-A of this assignment found that projects having genuine partnership with Roma organisations, or NGOs with good pro-Roma track record, presented much better reporting on Roma beneficiaries.

Who should administer those surveys, Roma only or non-Roma also? In our view, involving Roma in the carrying out of community surveys should help gather more reliable data. This would help resolve the main issue of trust (low trust in institutions and non-Roma coming and surveying the community). There are already experiences of data gathering in communities by mobilising Roma resources. For example, UNICEF in Bulgaria has often used the network of health mediators to carry out community surveys on different topics. A side effect or benefit of involving Roma is that the EEA Grants will be also investing in capacity development of Roma for monitoring and evaluation activities, an area in need of further development according to past evaluations.

What needs to be put in place to help obtain robust data in local Roma communities?

As CREDA (2013a) suggested, '*data collection in Roma communities will be much more effective only if there are ensured mechanisms for Roma participation'.* As mentioned earlier, this can help overcome the issue of low Roma trust in institutions, as well as ensure that data gathered is relevant to inform on project outcomes. Involving Roma communities should be reasonably feasible, provided there is political will and understanding of its benefit.

Roma participation is a key element of Roma empowerment. Unfortunately, participation of Roma (not only Roma NGOs but also the Roma communities) is usually a rhetoric that is not followed through. When applied to monitoring, the question is whether this is considered a technical activity, in parallel to project activities (accountability only to the donor), or can be designed as part of the projects' empowerment objectives (accountability of programmes/institutions to the communities). CREDA (2013a) refers to some monitoring approaches, tested in the area of public health and Roma, providing good data on the impact of services in the communities.

We would recommend using monitoring resources to meet both the donor accountability and the accountability to the community. A more community-based approach to monitoring can contribute to both empowerment of Roma communities and to public institutions using more inclusive practices.

[14] ibidem

[15] NGOs are voluntary self-governing bodies or organisations established to pursue the essentially non-profit-making objectives. They don't include political parties. (From http://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805d534d). For the purpose of this assignment, an NGO is a Roma NGO if the majority (fifty percent or more) of its governance (board, or general assembly depending on the type of organization – foundation or association), management and leadership are Roma. A pro-Roma NGO is an NGO which has consistently worked on issues of Roma inclusion; it may or not have Roma staff, or Board members.

Further to the data collection suggestions mentioned earlier, the following bullets present some recommendations for generating robust data from Roma communities.

At project level:

- Partnership with locally based Roma organisations (community centres, organisations working in the relevant communities, etc.). This could be a requirement for projects aiming at Roma inclusion, even if the direct target group are non-Roma
- Developing community-based structures around the project - Community Monitoring Committees (or Groups) consisting of representatives of different segments of the Roma community. This can provide for real participation of communities (not only Roma NGOs). These Committees could provide input on the best way to approach the monitoring, as well as help organise the community outreach/participation in the survey/monitoring activities. This could be part of the requirements for project applications.
- For interventions in multiple locations, existing networks of Roma working directly in communities – health mediators, community workers, school mediators, etc.—could be a valuable monitoring resource.
- If participatory community-based monitoring is accepted, it will be important to cater for the appropriate resources, and include them as part of the project budget.

At programme level:

- Setting up a Programme Monitoring Group (or consultative Group) of Roma NGOs and experts which would contribute to: (a) ensure clarity on the desired outcomes – what is sought as aggregated result from the different projects; (b) assist with the translation of desired outcomes in the guidelines for applications (if the programme envisages grants schemes); (c) discuss with PO the monitoring results.
- In addition, POs may consider requesting support from the Monitoring Group experts to carry out on-site visits to validate some of project results (including meetings with the Community Monitoring Committees, and/or focus groups with beneficiaries). This would be particularly important at the stage of mid-term programme implementation, so that potential areas for improvement can be identified and implemented on time. In our view, mid-term reviews of results bring robustness to the system.

In cases where data comes from administrative sources (hospital records, health records, etc.) in countries where ethnic data is not collected by such public institutions, how do we obtain this data?

The issue of collecting data disaggregated by ethnicity has been a 'hot' topic in the past 20 years. While in the past, collecting data by ethnic markers in some countries was considered 'illegal' (and this was an excuse for no-data/no-clarity on policies and impact on Roma), in recent years there have been a lot of developments. For example: Hungary and Bulgaria already apply ethnic markers in EU Statistics on Income and Living Conditions (SILC) (Hungary – also in European Union Labour Force Survey (LFS)). The Czech Republic goes further and introduces 'ascribed ethnicity'. Slovakia has an 'Atlas of Roma communities' (also using the concept of 'ascribed ethnicity'). Romania also has a similar 'Sociographic mapping of Roma communities'. Finally, organisations, such as the United Nations Development Programme (UNDP) and Fundamental Rights Agency (FRA) collect comparable data disaggregated by ethnicity through large-scale surveys.

The problem is that even in those cases where data disaggregated by ethnicity is collected, this may not be entirely relevant for the purpose of this monitoring framework of the EEA Grants. Such data capture the progress (or lack of progress) at aggregated national level, but it is not possible to attribute progress to this or that donor. Hence the importance of reminding stakeholders of the difference between attribution and contribution, as described in section 2.2, particularly when using this kind of data.

Possible solutions to deal with this challenge include:

- When data from administrative sources fail to differentiate by ethnicity, it might be possible to work with extrapolations on the basis of data or estimates as to the total number/proportion of Roma population in a given country and/or region. Of course, the extrapolations should not use the actual percentages of Roma population but rather a reduced percentage based on the estimated attendance/use of a service by Roma.
- Another option, as shown in the proposed indicators whose 'Data source' field refers to large-scale surveys conducted by international organisations, is to carry out ad-hoc surveys. This is obviously a costlier option. However, as mentioned in section 2.2, experts point out that these surveys 'costs *less than one percent of the annual project expenditure'*.[16] Also, by way of example, in recent evaluations commissioned by the Council of Europe to Blomeyer & Sanz, we have learnt that, in the context of the project budget, it is quite affordable to contract a professional data analysis company to conduct surveys. In Turkey, for projects of about EUR 2 million, less than EUR 10,000 per project has been spent on collecting baseline and endline data, through a professional company including university statisticians who designed and conducted the surveys.

[16] See complete quoting from Bernát, A., & Messing, V. (2016) on section 2.2

3. Quantitative Indicators

This section presents the proposed quantitative outcome indicators. For qualitative indicators, please see section 4.

The list of proposed indicators is structured as follows: each axis (empowerment, inclusive institutions, non-discriminatory society) includes a set of cross-cutting indicators, and then examples of potential indicators for the different areas (education, employment, etc.).

Also, with a view to filter/prioritise indicators, each indicator is flagged (field 'type') as:

- 'st', when the indicator measures an intermediary outcome expected in the short term;
- 'mt', when the indicator measures a development outcome expected in the medium term;
- 'lt', when the indicator measures a development outcome expected in the long term and strongly influenced by external factors).

Some indicators shall take the combination 'mt/lt'.

Close to the 'Data source/collection' field, there is a coloured dot indicating the feasibility of obtaining data for the indicator. The feasibility given for each indicator is based on our expert understanding.

feasibility

● = relatively feasible to obtain data (e.g. through basic research/surveys)

● = some efforts required: it may require creating the data (e.g. conducting surveys, focus groups, interviews, etc.)

● = important efforts required or uncertainty of data availability in the future: data may exist in current large-scale surveys, but we don't know whether these surveys will be followed-up (updated) in future so that the monitor can draw information; Also the red flag can mean that 'home-made' methods to obtain data (e.g. surveys, research) can be very costly given the geographical scope; complexity of data; or authorities' reluctance to provide ethnic data.

Note:

Some of the proposed indicators include as (potential) data source, a reference to existing large-scale European-wide mainstream surveys. Their URLs are shown below:[17]

ESS (European Social Survey) - http://www.europeansocialsurvey.org/data/

Eurostat Education - http://ec.europa.eu/eurostat/web/education-and-training/overview

EHIS (European Health Interview Survey) -http://ec.europa.eu/eurostat/web/microdata/european-health-interview-survey

EU-LFS (European Union Labour Force Survey) - http://ec.europa.eu/eurostat/web/microdata/european-union-labour-force-survey

EU-SILC (EU Statistics on Income and Living Conditions) - http://ec.europa.eu/eurostat/web/microdata/european-union-statistics-on-income-and-living-conditions

FRA EU-MIDIS 2 - EU-MIDIS II (European Union minorities and discrimination survey) - http://fra.europa.eu/en/project/2015/eu-midis-ii-european-union-minorities-and-discrimination-survey)

FRA Roma Survey by Gender (2013) - http://fra.europa.eu/en/publication/2013/analysis-fra-roma-survey-results-gender

FRA Roma pilot survey (2011) - http://fra.europa.eu/en/survey/2012/roma-pilot-survey

UNDP Vulnerable Groups Survey (2004) - http://www.eurasia.undp.org/content/rbec/en/home/ourwork/sustainable-development/development-planning-and-inclusive-sustainable-growth/roma-in-central-and-southeast-europe/roma-data.html

UNDP/WB/EC Regional Roma Survey 2011 - http://www.eurasia.undp.org/content/rbec/en/home/ourwork/sustainable-development/development-planning-and-inclusive-sustainable-growth/roma-in-central-and-southeast-europe/roma-data.html

United Nations Development Programme (2013) - http://hdr.undp.org/en/2013-report

[17] Last access to the websites, 29 September 2017

3.1. Axis I. Empowerment

This axis includes three sub-axes:

1.1 Knowledge of the fundamental rights of Roma;

1.2 Capacity of Roma to assert their fundamental rights and participate in decision making; and

1.3 Access of Roma to fundamental rights and services.

Most of the indicators defined for axis 1.1 refer to intermediary outcomes ('st') whilst axes 1.2 and 1.3 include more development outcome indicators ('mt' or 'lt'). This section is structured in two sub-sections: cross-cutting indicators, and area indicators.

At this stage, we would like to note that cross-cutting indicators are meant to be universally applicable to all projects subject to monitoring. If, for example, we were monitoring a project on the area of 'Education', both *cross-cutting* and *education area* indicators should be considered. At the same time, if the cross-cutting indicators are universal – then they have to be formulated in a way that fits all areas, which is, at least, challenging. For that reason, we see the developed indicators as a functional menu from where to select indicators adjusting them to the specificities of the corresponding programme area.

Cross-cutting indicators

The following subset of cross-cutting indicators (e-1 to e-4) refer to increased awareness and knowledge of fundamental rights of Roma targeted population. These indicators relate to intermediary outcomes that can be measured in the short term (Type = 'st').

INDICATOR: E-1. SHARE OF ROMA WITH GOOD KNOWLEDGE OF FUNDAMENTAL RIGHTS

Type: st

Measurement units: %

- **Data source/collection**: Survey on knowledge, attitudes and practice addressed to a sample of participants in awareness raising activities on fundamental rights of Roma. Surveys: before and after the activity.

Indicative question/discussion topic: Note that no specific question (beyond general questions asking participants whether they have improved their knowledge or not as in the example below) can be proposed at this stage without knowing the actual topic(s) tackled by the project. We would therefore recommend the implementer of the survey to: a) produce a few tailor-made questions to test the knowledge acquired by participants; b) count only those respondents who have answered correctly fifty percent of the questions or more.

Disaggregation: n.a.

Sub-axis: 1.1 Roma knowledge of fundamental rights

PA7 measures: 6; and potentially 3, 5

Observations: This indicator can monitor a particular set of fundamental rights or all of them depending on the nature of the intervention. Indicative question to be adapted as required.

INDICATOR: E-2. SHARE OF ROMA WITH INCREASED CONFIDENCE IN THEIR ABILITY TO REALISE [RIGHT X]

Type: st

Measurement units: %

- **Data source/collection**: Survey to sample of Roma participants in fundamental rights capacity building activities. Two surveys: before and after the activity.

Indicative question/discussion topic:

Q - Indicate your level of confidence in your ability to realise [right x]? (very low, low, high, very high)

Disaggregation: n.a.

Sub-axis: 1.1 Roma knowledge of fundamental rights

PA7 measures: 6; and potentially 3, 5

Observations: This indicator can monitor a particular set of fundamental rights or all of them depending on the nature of the intervention. This is applicable for all indicators throughout the document. Indicative question to be adapted as required.

INDICATOR: E-3. SHARE OF ROMA WITH POSITIVE SELF-IDENTITY

Type: st

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of FRA EU-MIDIS 2[18]; Large-scale European-wide mainstream surveys (European Social Survey[19] R8 (ESS)). Alternatively, survey administered by project promoters to sample of Roma in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.1 Roma knowledge of fundamental rights

PA7 measures: 10, 11, 12; and potentially 3, 5, 9

Observations: Bernát, A., & Messing, V. (2016) refer to the close link between empowerment and the issue of identity (positive and negative feelings).

INDICATOR: E-4. SHARE OF ROMA WITH KNOWLEDGE OF ROMA LANGUAGE

Type: st

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of FRA EU-MIDIS 2; Large-scale European-wide mainstream surveys (European Social Survey R8 (ESS)). Alternatively, survey to sample of Roma in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.1 Roma knowledge of fundamental rights

PA7 measures: 10, 11, 12; and potentially 3, 5

Observations: See indicator e-3.

[18] EU-MIDIS II: European Union minorities and discrimination survey (http://fra.europa.eu/en/project/2015/eu-midis-ii-european-union-minorities-and-discrimination-survey)

[19] http://www.europeansocialsurvey.org/data/

The next subset of cross-cutting indicators (e-5 to e-10) measures the increased capacity of Roma and Roma/pro-Roma NGOs and activists to participate in decision making. These indicators relate to development outcomes that can be measured in the medium term (Type = 'mt') or in the long term ('lt'). The list shows first 'mt' and then 'lt' indicators.

INDICATOR: E-5. NUMBER OF ROMA POLICIES/STRATEGIES/PLANS AT LOCAL/REGIONAL/NATIONAL LEVEL THAT HAVE INCLUDED INPUT FROM ROMA NGOS OR ROMA LEADERS

Type: mt/lt

Measurement units: #

- **Data source/collection**: Research (policies/strategies/plans at local/regional/national level); consultation with policy makers, Roma/pro-Roma NGOs, and Roma leaders.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5; and potentially 3, 7

Observations: -

INDICATOR: E-6. SHARE OF PROJECTS IN WHICH ROMA WERE CONSULTED PRIOR TO PROJECT START

Type: mt

Measurement units: % of projects;

- **Data source/collection**: research (project reports); consultation (Roma representatives). Note that, for the purpose of this assignment, Roma representatives include civil society organisations or individuals whose main area of work/interest is Roma.

Indicative question/discussion topic:

Q – Have you been consulted prior to project start?

Q - In what way? To what extent has your input been taken into consideration? *Note: this second question is optional, i.e. the response should not be used to populate the indicator. However, it could help PPs and POs better understand Roma representatives' engagement.*

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 1, 2

Observations: Active involvement of Roma representatives in the preparation and/or implementation of the project reflects empowerment.

INDICATOR: E-7. NUMBER OF ROMA NGOS[20] WITH INCREASED ADVOCACY CAPACITY

Type: mt

Measurement units: #

- **Data source/collection**: Survey to participants (Roma NGOs) in advocacy capacity projects.

[20] See footnote 14 on page 11

Indicative question/discussion topic:

Q1 - Extent to which your organisation's advocacy capacity has increased after the activity? (very low, low, high, very high)

Q2 - Likelihood of your organisation putting in practice the acquired knowledge (very low, low, high, very high)

Q3 – If you answered 'low or very low' to any of the previous questions, could you explain why?

Note: The indicator must be exclusively populated from Q1 responses. If the value is 'high' or 'very high', this adds 1 to the indicator, else 0. With regard to Q2 and Q3, these are optional and qualitative questions -not to be used to populate the indicator- that may help POs and PPs obtain further insights on the effects of the activity/areas for improvement.

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5; and potentially 3, 7

Observations: -

INDICATOR: E-8. NUMBER OF ROMA ACTIVISTS WITH INCREASED LEADERSHIP SKILLS

Type: mt

Measurement units: #

- **Data source/collection**: Survey to participants (Roma activists) in leadership skills projects.

Indicative question/discussion topic:

Q - Extent to which your leadership skills have increased after the activity? (very low, low, high, very high)

Q - Likelihood of putting in practice the acquired knowledge (very low, low, high, very high)

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5, 8; and potentially 3, 7

Observations: -

INDICATOR: E-9. SHARE OF ROMA EXERCISING THEIR RIGHT TO VOTE IN LOCAL, REGIONAL, OR NATIONAL ELECTIONS

Type: mt

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of FRA EU-MIDIS 2; Large-scale European-wide mainstream surveys (European Social Survey R8 (ESS)).

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: potentially 3, 5

Observations: Since data on empowerment is scarce in general, political participation is one of the most widely used indicators in this domain (Bernát, A., & Messing, V, 2016).

INDICATOR: E-10. NUMBER OF ELECTED ROMA POLITICIANS

Type: lt

Measurement units: #

- **Data source/collection**: Research (databases of parliaments, assemblies, councils, etc.)

Indicative question/discussion topic:

Disaggregation: local, regional, national level.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5, 8, 9; and potentially 3, 7

Observations: In the long term, Roma empowerment may result in an increase of Roma politicians at local, regional or national bodies. 'Elected politicians' refers to active politicians, at the time of the data collection, who are members of any political institution at local, regional or national level.

Area indicators

The following are examples of indicators that can be applied to the five areas stated in the ToR (education, healthcare, employment, living conditions, and housing). These should be considered as a menu-list of indicators, to be selected, and amended as required depending on the objectives set by the programme. All the indicators focus on the dimension 'Access of Roma to fundamental rights and related services' which, in a way, should be a consequence of Roma empowerment (measured by the previous set of indicators e-1 to e-10). Therefore, most of these indicators are flagged as 'mt' or 'lt'.

Education

INDICATOR: E-11. UNDER-AGE ROMA CHILDREN IN INTERVENTION AREAS WHO ARE REMOVED FROM CHILD LABOUR AND ENROLLED IN FORMAL OR INFORMATION EDUCATION OR TRAINING

Type: mt

Measurement units: #

- **Data source/collection**: Research (Programme/project Intervention records; Educational and Training institutions records)

Indicative question/discussion topic: n.a.

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Education)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-12. EDUCATIONAL LEVEL AMONG ROMA ADULTS BY ISCED CATEGORIES:

1. Share of those with no primary education (ISCED 0)
2. Share of those with only primary education (ISCED 1)
3. Share of those with lower secondary education (ISCED 2)
4. Share of those with vocational qualification
5. Share of those with upper secondary education (ISCED 3)
6. Share of those with tertiary education (ISCED 4) and above

Type: It

Measurement units: %

- **Data source/collection**: Research (potentially available from census where ethnic data is collected; future follow-up of large-scale surveys at country level on Labour Force Surveys where ethnic data is collected; EU wide surveys (Eurostat)

Indicative question/discussion topic: n.a.

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Education)

PA7 measures: 6; and potentially 3, 7

Observations: According to FRA (2005), '*available data suggests persistent shortcomings in children's and young people's access to education from early childhood to upper secondary level. Children from families suffering socio-economic disadvantage and children from a migrant or ethnic minority background are particularly vulnerable to educational exclusion and underachievement*.' Some authors (Bernát, A., & Messing, V., 2016), recommend indicators on the number of school years completed and the educational level attained according to the ISCED as valid options to compare data across countries.[21]

INDICATOR: E-13. ENROLMENT OF ROMA CHILDREN AND YOUNGSTERS IN EDUCATION:

1. Share of participation in early childhood education (kindergarten)
2. Share of early school leavers; as defined by Eurostat – i.e. 18–24 who have completed at most lower secondary education and are not at school
3. Share of Roma children in segregated school setting
4. Share of those aged 15 and above continuing in upper secondary education
5. Share of those aged 18–24 who are not in education, employment or training (NEET)
6. Drop-out rate (share of children who dropped out of school before they reached the official school leaving age, as defined by the given country)
7. Share of those enrolling in vocational training

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available at future follow-ups of FRA EU MIDIS 2); Ad-hoc population surveys

Indicative question/discussion topic: n.a.

Disaggregation: by gender

[21] http://uis.unesco.org/en/topic/international-standard-classification-education-isced

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Education)

PA7 measures: 6; and potentially 3, 7

Observations: The EC (2014) indicates that '*although progress has been made, notably in access to early childhood education and care, much more needs to be done to reduce the educational disadvantage of Roma (…) priority should be given to combating segregation fighting early school leaving and making mainstream education systems more inclusive*.' Also, FRA (2005) refers to the vulnerability and educational exclusion of children from migrant or ethnic minority. The challenge here relies on data availability, since state data on minors and education does not usually include information on ethnic background, thus, population surveys may be needed (Bernát, A., & Messing, V., 2016)

Healthcare & social

INDICATOR: E-14. NUMBER OF ROMA THAT HAVE ACQUIRED BASIC LITERACY ON HEALTH ISSUES

Type: st

Measurement units: #

- **Data source/collection**: Surveys to sample of Roma participants in activities.

Indicative question/discussion topic: Note that no specific question (beyond general questions asking participants whether they have improved their knowledge or not) can be proposed at this stage without knowing the health issues tackled by the project. We would therefore recommend the implementer of the survey to: a) produce a few tailor-made questions to test the knowledge acquired by participants; b) count only those respondents who have answered correctly fifty percent of the questions or more.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-15. SHARE OF ROMA WOMEN THAT HAVE TAKEN ACTION AGAINST EARLY MARRIAGE

Type: mt

Measurement units: %

- **Data source/collection**: Survey to households before and after the project activity.

Indicative question/discussion topic:

Q - Have you taken active action against early marriage concerning yourself or any of your family members?

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -.

INDICATOR: E-16. SHARE OF MARRIED ROMA WOMEN WHO HAVE A SAY IN HOW THE HOUSEHOLD INCOME IS SPENT

Type: mt

Measurement units: %

- **Data source/collection**: Interviews (women, social workers, Roma/pro-Roma NGOs) in project targeted areas

Indicative question/discussion topic: n.a.

Disaggregation:

Q - Who in your household decides how the household income is spent? (husband decides, wife decides, joint decision).

Note: count all responses of "wife decides" and "joint decision"

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -.

INDICATOR: E-17. NUMBER OF ROMA WOMEN GIVING BIRTH AT A HEALTH CARE FACILITY

Type: mt

Measurement units: #

- **Data source/collection**: Research (Health facility records

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-18. SHARE OF ROMA THAT HAVE VISITED MAINSTREAM HEALTH CARE INSTITUTIONS IN THE PAST YEAR

Type: mt

Measurement units: % (or #)

- **Data source/collection**: Research (Health facility records); Survey (households) in project targeted areas

Indicative question/discussion topic:

Q - Have you visited a medical institution / hospital in the last year? (yes | no)

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: The EC (2014) indicates that '*the poor health of Roma is very closely linked to social, economic and environmental factors. People in vulnerable situations often have trouble in navigating in the health system and in articulating their needs.*'

INDICATOR: E-19. SHARE OF ROMA THAT HAVE VISITED THEIR GENERAL PRACTITIONER (FAMILY DOCTOR) IN THE PAST YEAR

Type: mt

Measurement units: %

- **Data source/collection**: Research (Health facility records); Survey (households) in project targeted areas

Indicative question/discussion topic:

Q - Have you visited a family doctor in the last year?

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-20. SHARE OF ROMA FAMILIES TAKING THEIR CHILD TO A HEALTH FACILITY WHEN HE/SHE IS SICK

Type: mt

Measurement units: %

- **Data source/collection**: Survey (households) in project targeted areas

Indicative question/discussion topic:

Q - Do you take your child to a health facility when he/she is sick? (yes | no | sometimes)

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-21. SHARE OF ROMA REGISTERED WITH LOCAL AUTHORITIES

Type: mt

Measurement units: %

- **Data source/collection**: Research (local/regional authority data) on target areas of project interventions.

Indicative question/discussion topic: As a proof of registration, it is suggested to focus on ID cards, and/or any other proof, as lo

ng as it is solid, agreed with the PO, and clearly stated in the definition of the indicator.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-22. SHARE OF ROMA AGED 16+ WITH CHRONIC DISEASE OR DISABILITY (EU-SILC)

Type: It

Measurement units: %

● **Data source/collection**: Research (data potentially available from future follow-up of FRA EU MIDIS 2; Large-scale European-wide mainstream surveys (European Health Interview Survey (EHIS), EU Statistics on Income and Living Conditions (EU-SILC) if they include a variable on ethnicity). Alternatively, survey to sample of Roma in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: '*Research clearly shows that life expectancy and the health condition of the Roma population are far worse than the majority society in most countries where Roma live*.' (Bernát, A., & Messing, V., 2016)

INDICATOR: E-23. SHARE OF ROMA WOMEN THAT HAVE LIMITATIONS IN DAILY ACTIVITIES DUE TO HEALTH STATUS

Type: It

Measurement units: %

● **Data source/collection**: Research (data potentially available from future follow-up of FRA Roma survey results by gender, 2013); alternatively, survey to women in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation:by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: Gender is relevant for this indicator. On average 23 % of Roma women experience limitations compared with 17 % of non-Roma women according to EC (2014b)

INDICATOR: E-24. SHARE OF ROMA HAVING MEDICAL INSURANCE

Type: It

Measurement units: %

● **Data source/collection**: Survey to Roma population in target areas of the project; Research (FRA Roma Survey by Gender (September 2013) if updated in the future).

Indicative question/discussion topic: n.a.

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: The EC (2014) indicates big gaps in basic health coverage among EU countries. E.g. '*59 % of Roma women in Bulgaria, 47 % in Romania and 38 % in Greece said that they had no medical insurance compared with 22 % of non-Roma women in Bulgaria and in Romania, and 7 % of non-Roma women in Greece*'. Also, FRA (2012) found that '*on average, about 20 % of Roma respondents are not covered by medical insurance or do not know if they are covered.'*

INDICATOR: E-25. SHARE OF ROMA THAT HAVE REDUCED SMOKING AND/OR ALCOHOL CONSUMPTION

Type: It

Measurement units: %

● **Data source/collection**: Research (data potentially available from future follow-up of FRA EU MIDIS 2; Large-scale European-wide mainstream surveys (European Health Interview Survey (EHIS), EU Statistics on Income and Living Conditions (EU-SILC) if they include a variable on ethnicity); Survey to Roma in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-26. SHARE OF ROMA HOUSEHOLDS THAT CANNOT ALWAYS AFFORD THREE MEALS A DAY

Type: It

Measurement units: %

● **Data source/collection**: Survey to Roma in project intervention target areas

Indicative question/discussion topic:

Q - Can your household afford always three meals a day? (yes | no | sometimes)

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

Employment

INDICATOR: E-27. SHARE OF ROMA WITH INCREASED CONFIDENCE AND CAPABILITY TO LOOK FOR A JOB

Type: st

Measurement units: %

● **Data source/collection**: Survey to beneficiaries of training interventions aimed at improving Roma employability / learning skills for the labour market.

Indicative question/discussion topic:

Q1 - Do you feel more capable of looking for a job after the activity? (yes | no)

Q2 - Do you feel more confident to apply for a job now? (yes | no)

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 4, 7; and potentially 3, 5

Observations: -

INDICATOR: E-28. SHARE OF ROMA THAT FOUND A REGULAR JOB

Type: mt

Measurement units: %

- **Data source/collection**: Survey to beneficiaries of training interventions aimed at improving Roma employability / learning skills for the labour market.

Indicative question/discussion topic:

Q1 – Did you find a regular job after participating in the activity?

Q2 - Could you indicate in what way the project helped you find the job?

Note: Q2 is optional and should not be taken into consideration to populate the indicator (only Q1 accounts). However, if the surveyor thinks that it is feasible to include the question in the survey, the feedback obtained would be useful to formulate future interventions.

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 4; and potentially 3, 5, 7

Observations: -

INDICATOR: E-29. SHARE OF ROMA THAT FOUND A JOB PLACEMENT

Type: mt

Measurement units: %

- **Data source/collection**: Survey to beneficiaries of training interventions aimed at improving Roma employability / learning skills for the labour market.

Indicative question/discussion topic:

Q 1 - Did you get a job placement after participating in the activity?

Q2 - Could you indicate in what way the activity helped you find the job placement?

Note: Q2 is optional and should not be taken into consideration to populate the indicator (only Q1 accounts). However, if the surveyor thinks that it is feasible to include the question in the survey, the feedback obtained would be useful to formulate future interventions.

Disaggregation: by gender

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 4, 6; and potentially 3, 5, 7

Observations: -

INDICATOR: E-30. NUMBER OF ROMA YOUTH (AGED 15-24) REQUESTING JOB COUNSELLING OR MENTORSHIP

Type: mt

Measurement units: #

- **Data source/collection**: Research of EEA-grants projects on job counselling or mentorship

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 6, 8; and potentially 3, 7

Observations: -

INDICATOR: E-31. EMPLOYMENT

1. Employment rate (aged 16 to 64)
2. Unemployment rate (aged 16 to 64 who are economically active)
3. Formal employment rate: share of those aged 16 to 64 who are economically active and have a formal work contract
4. Share of those aged 16 to 64 who perform any in-kind work (housework, helping friends, etc.)
5. Share of those individuals aged 16 to 64 receiving unemployment benefits
6. Share of those individuals aged 16 to 64 who participate in any active labour market policy (ALMP) initiative (public works or activation schemes)
7. Share of the self-employed in the active population aged 16 to 64

Type: It

Measurement units: %

● **Data source/collection**: Research (data potentially available from future follow-up of FRA EU MIDIS 2; Large-scale European-wide mainstream surveys (Labour Force Survey (EU-LFS), EU Statistics on Income and Living Conditions (EU-SILC) if they include a variable on ethnicity). As recommended by Bernát, A., & Messing, V. (2016) if ethnic background is not available, ad-hoc surveys will be needed.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 4; and potentially 3, 5

Observations: The EC (2014) states that despite '*visible improvements in the educational participation and attainment have failed to translate into improving employment prospects among Roma (...) in addition, chances for the Roma on the labour market are limited by direct and indirect discrimination*.'

Living conditions

INDICATOR: E-32. SHARE OF ROMA THAT HAVE REQUESTED FINANCIAL AID FROM A FINANCIAL INSTITUTION

Type: mt

Measurement units: %

● **Data source/collection**: Survey to households in areas of intervention regarding access to financial instruments

Indicative question/discussion topic:

Q – Have you asked for financial aid from a financial institution after participating in/benefiting from the activity?

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Living conditions)

PA7 measures: 7; and potentially 3, 5

Observations: -

INDICATOR: E-33. SHARE OF ROMA HOUSEHOLDS IN AN INTEGRATED NEIGHBOURHOOD

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of large-scale European-wide mainstream survey (Income and Living Conditions (EU-SILC) if it includes a variable on ethnicity)

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Living conditions)

PA7 measures: potentially 3, 5, 7

Observations: The indicator helps assess the effectiveness of public measures promoting the integration of Roma families in neighbourhoods. '*The poor housing conditions are very often embedded in an economically and ethnically segregated neighbourhood, in which the various types of disadvantage enhance each other*.' EC (2014)

INDICATOR: E-34. SHARE OF ROMA HOUSEHOLDS LIVING IN EXTREME POVERTY

Type: It

Measurement units: %

- **Data source/collection**: Survey (Roma households in areas of intervention).

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Living conditions)

PA7 measures: potentially 3, 5, 7

Observations: The World Bank defines extreme poverty as living on less than $1.90 per person per day.

Justice

INDICATOR: E-35. NUMBER OF ROMA THAT HAVE REQUESTED LEGAL AID

Type: st

Measurement units: #

- **Data source/collection**: Project records, which obtain the data from legal aid providers.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Justice)

PA7 measures: 7; and potentially 3, 5

Observations: -

INDICATOR: E-36. NUMBER OF ROMA THAT HAVE FILED A COMPLAINT WITH PUBLIC AUTHORITIES

Type: st

Measurement units: #

- **Data source/collection**: Survey to participants/beneficiaries of project interventions aimed at enhancing the capabilities of Roma regarding legal affairs. Survey before and after the project intervention. Research (legal aid institutions records).

Indicative question/discussion topic:

Q –Have you been in a situation in which you wanted to file a complaint with public authorities to complain about the provision or quality of public services? Did you file any such complaint? If yes, what was the outcome? If no, why not (I don't know which type of complaints can be filed | I don't know how to file a complaint | I was too intimidated to do so)

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Justice)

PA7 measures: 7; and potentially 3, 5

Observations: -

3.2. Axis II. Inclusive institutions

This axis includes two sub-axes, namely, axis 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs, and 2.2 Accessibility to the service provision system by Roma. Indicators concerning axis 2.2 help measure what has changed for Roma, in terms of accessing the service provision system, as a consequence of an increase of awareness and capabilities among institutions.

This section is structured in two sub-sections: cross-cutting indicators, and area indicators.

Cross-cutting indicators

The following subset of cross-cutting indicators (i-1 to i-4) look at the expected increased awareness and capabilities of institutions and decision makers on Roma integration needs. First we list those indicators measuring intermediary outcomes expected in the short term ('st'), followed by those measuring development outcomes that would be expected in the medium ('mt') and long term ('lt').

INDICATOR: I-1. SHARE OF PUBLIC ADMINISTRATION OFFICERS WITH INCREASED KNOWLEDGE REGARDING ROMA NEEDS IN THE AREAS OF INTEGRATION, HUMAN RIGHTS, AND FIGHTING DISCRIMINATION.

Type: st

Measurement units: %

- **Data source/collection**: Survey to representatives of local/regional/national administration participating in/benefiting from project activities aimed at increasing the awareness/capabilities on Roma issues of public institutions. Survey after the activity.

Indicative question/discussion topic: Note that no specific question (beyond general questions asking participants to what extent they improved their knowledge as in the questions below) can be proposed at this stage without knowing the actual topics tackled by at the project. We would therefore recommend the implementer of the survey to: a) produce a few tailor-made questions to test the knowledge acquired by participants; b) count only those respondents who have answered correctly fifty percent of the questions or more

Disaggregation: by level of administration: local/regional/national. And by area: Roma integration/human rights/fighting discrimination.

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs

PA7 measures: 3; and potentially 5

Observations: -

INDICATOR: I-2. NUMBER OF JOINT PARTNERSHIPS ON ROMA INTEGRATION

Type: mt

Measurement units: #

- **Data source/collection**: Interviews with local institutions and representatives of Roma communities.

Indicative question/discussion topic: n.a.

Disaggregation: local/regional/national level

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs

PA7 measures: 4; and potentially 5

Observations: A partnership may be defined as the joint work of local institutions with representatives of Roma communities – Roma/pro-Roma NGOs, Roma initiative groups, Roma mediators and community leaders and the broader civil society

INDICATOR: I-3. AMOUNT OF GOVERNMENT SPENDING SPECIFICALLY EARMARKED FOR ROMA INTEGRATION UNDER THE DIFFERENT BUDGET LINES OF MAINSTREAM POLICIES

Type: mt/lt

Measurement units: #

- **Data source/collection**: Research (public institution annual reports) if there is data on specific allocation for Roma affairs; Interviews with public officers. The government spending refers to local, regional or national, depending on the scope of the project being monitored.

Indicative question/discussion topic: n.a.

Disaggregation: local/regional/national level

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs

PA7 measures: 3

Observations: The budget allocated to Roma integration contributes to the sustainability of the policies and measures taken by governments. A budget increase would be taken as a proxy to assess the expected higher awareness and capabilities of decision makers on this area.

INDICATOR: I-4. AMOUNT OF PLANNED NATIONAL BUDGET FOR SCALING UP OF INITIATIVES TESTED THROUGH THE EEA/NORWAY GRANT PROJECT (PROGRAMME)

Type: mt/lt

Measurement units: #

- **Data source/collection**: Research; Consultation with authorities.

Indicative question/discussion topic: n.a.

Disaggregation: -

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs

PA7 measures: 3

Observations: This indicator can provide information on commitment and sustainability.

Area indicators

The following are examples of indicators that can be applied to the areas of education, healthcare, employment, justice, and living conditions. These should be considered as a menu-list of indicators, to be selected, and amended as required depending on the objectives set by the programme. Some of them measure the intermediate effect of the projects or activities (flagged as 'st') whilst others focus on the development outcomes expected (flagged as 'mt' or 'lt'). The indicators are presented by area.

Education

INDICATOR: I-5. SHARE OF ROMA CHILDREN PERCEIVING IMPROVEMENT IN THEIR TEACHERS' METHODS

Type: mt

Measurement units: %

- **Data source/collection**: Surveys to sample of children in areas of project intervention (i.e. children in classes whose teachers have undergone training).

Indicative question/discussion topic:

Q – Do you feel that your teacher is better now in how he/she teaches? (yes, no, I don't know)

Disaggregation: by gender.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Education)

PA7 measures: 3 and potentially 7

Observations: It is important to measure the adaptability of the educational system. As stated by the World Bank (2005), '*in order to facilitate an equal access to education, educational institutions have to adapt their structure and functions to the needs, the evolving capacities and the socio-cultural background of the children.*'

INDICATOR: I-6. SHARE OF SCHOOLS INCORPORATING MEASURES SUPPORTING ROMA INTEGRATION

Type: mt/lt

Measurement units: %

- **Data source/collection**: Research (school plans in areas of Roma population); Survey to schools in areas of project intervention.

Indicative question/discussion topic:

Q – Does your school incorporate any of the following measures supporting Roma integration?

- Eliminate segregation
- Fight early school leaving
- Provide individual support
- Encourage parental involvement
- Promote inclusive teaching and learning methods

Note: the above measures are drawn from the 'Effective Roma integration measures in the Member States 2016' (EC, 2016). These could be amended at the moment of project design to better fit the content of the project intervention. The count for the indicator should be increased if there is at least one affirmative response to the listed measures.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Education)

PA7 measures: 3 and potentially 7

Observations: -

INDICATOR: I-7. SHARE OF ROMA CHILDREN RECEIVING ADDITIONAL RESOURCES TO ATTEND SCHOOL (E.G. SCHOLARSHIPS; PROVISION OF HOT-MEALS IN THE AFTER-SCHOOL PROGRAMMES; TRANSPORT TO CENTRES, ETC.)

Type: mt/lt

Measurement units: %

- **Data source/collection**: Survey to Roma households, schools, educational authorities in areas of project intervention.

Indicative question/discussion topic:

Q – Have you received any of the below resources/support to enroll your children in school after the project?

- Scholarships (yes | no)

- Hot-meals in after-school programmes (yes | no)

- Transport to centres (yes | no)

- Other: please specify

Note that additional resources/support could be added at the moment of project design.

Disaggregation: by type of resources/support.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Education)

PA7 measures: 3 and potentially 7

Observations: -

Healthcare & social

INDICATOR: I-8. SHARE OF SOCIAL WORKERS HAVING INCREASED THEIR KNOWLEDGE AND CAPABILITIES ON ROMA SOCIAL NEEDS AND CULTURAL SPECIFICITIES

Type: st

Measurement units: %

- **Data source/collection**: Survey to participants in project activities aimed at increasing the awareness and capabilities of social workers dealing with Roma children.

Indicative question/discussion topic: Note that no specific question (beyond general questions asking participants to what extent they improved their knowledge as in the questions below) can be proposed at this stage without knowing the actual topics tackled by at the project. We would therefore recommend the implementer of the survey to: a) produce a few tailor-made questions to test the knowledge acquired by participants; b) count only those respondents who have answered correctly fifty percent of the questions or more.

Q – Rate your increase of knowledge and capability to deal with Roma needs and cultural specificities after the activity? (very low, low, high, very high)

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Healthcare & social)

PA7 measures: potentially 3, 5, 7

Observations: -

INDICATOR: I-9. SHARE OF HEALTHCARE PROFESSIONALS HAVING INCREASED THEIR AWARENESS AND CAPABILITIES ON ROMA HEALTHCARE NEEDS

Type: st

Measurement units: %

- **Data source/collection**: Survey to participants in project activities aimed at increasing the awareness and capabilities on Roma healthcare needs.

Indicative question/discussion topic: Note that no specific question (beyond general questions asking participants to what extent they improved their knowledge as in the questions below) can be proposed at this stage without knowing the actual topics tackled by at the project. We would therefore recommend the implementer of the survey to: a) produce a few tailor-made questions to test the knowledge acquired by participants; b) count only those respondents who have answered correctly fifty percent of the questions or more.

Q – Rate your increase of awareness and capability to deal with Roma needs after the activity? (very low, low, high, very high)

Disaggregation: by type of healthcare professional attending (doctors, nurses, auxiliary, etc.)

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Healthcare & social)

PA7 measures: potentially 3, 5, 7

Observations: -

INDICATOR: I-10. SHARE OF ROMA UNABLE TO AFFORD MEDICINES

Type: lt

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of UNDP Vulnerable Groups Survey (2004) and UNDP/WB/EC Regional Roma Survey 2011; FRA EU MIDIS 2; EHIS and EU-SILC; the European Health Interview Survey (EHIS)); Alternatively, survey to Roma household in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Healthcare & social)

PA7 measures: potentially 3, 5, 7

Observations: -

INDICATOR: I-11. ROMA AND NON-ROMA IN CLOSE PROXIMITY WHO LIVE WITHIN THREE KILOMETRES OF A GENERAL PRACTITIONER / HEALTH FACILITY

Type: mt/lt

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of UNDP Vulnerable Groups Survey (2004) and UNDP/WB/EC Regional Roma Survey 2011; FRA EU MIDIS 2; EHIS and EU-SILC; (EHIS); alternatively, survey to Roma household in project areas.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Healthcare & social)

PA7 measures: potentially 3, 5, 7

Observations: -

INDICATOR: I-12. SHARE OF ROMA COMMUNITY MEMBERS RECEIVING HEALTH SERVICES THEY ARE ENTITLED TO

Type: mt/lt

Measurement units: %

- **Data source/collection**: Survey to Roma households in areas of project intervention.

Indicative question/discussion topic:

Q1- Are you aware of the health care services you are entitled to? (yes | no)

If you responded 'yes' to Q1 then go to Q2, else, end of survey.

Q2 – Have you received the health services you are entitled to? (no | yes | I don't know what services I am entitled to)

Note: The count for the indicator should be increased if the response to Q2 is 'yes'.

Disaggregation: by gender

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Healthcare & social)

PA7 measures: potentially 3, 5, 7

Observations: -

Employment

INDICATOR: I-13. NUMBER OF ROMA EMPLOYED IN THE CIVIL SERVICE

Type: lt

Measurement units: #

- **Data source/collection**: Research (public administrations employment plans); Interviews with selected sample of HR departments of public bodies.

Indicative question/discussion topic: n.a.

Disaggregation: by local/regional/national level.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Employment)

PA7 measures: 4, 8; and potentially 3, 5

Observations: -

INDICATOR: I-14. SHARE OF UNEMPLOYED ROMA REQUESTING UNEMPLOYMENT SUPPORT/ALLOWANCES

Type: mt

Measurement units: %

- **Data source/collection**: Survey to sample of Roma households in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Employment)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: I-15. YOUNG ROMA AGED 16 TO 24 NOT IN EMPLOYMENT, EDUCATION OR TRAINING

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of FRA Roma pilot survey, 2011, persons in households; Eurostat Labour Force Survey (EU-LFS); Alternatively, surveys to Roma households in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Employment)

PA7 measures: potentially 3,7

Observations: -

Living conditions

INDICATOR: I-16. AVERAGE NUMBER OF ROOMS PER HOUSEHOLD MEMBER IN ROMA VS NON-ROMA HOUSEHOLDS IN CLOSE PROXIMITY

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of UNDP Vulnerable Groups Survey (2004) and UNDP/WB/EC Regional Roma Survey 2011); Alternatively, surveys to Roma households in areas of project intervention

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3, 5, 7

Observations: '*The poor housing conditions are very often embedded in an economically and ethnically segregated neighbourhood, in which the various types of disadvantage enhance each other*.' (UNDP, 2013)

INDICATOR: I-17. AVERAGE NUMBER OF PERSONS PER ROOM (EXCLUDING KITCHEN, CORRIDOR, TOILET, BATHROOM AND ANY ROOM RENTED OUT) IN ROMA AND NON-ROMA HOUSEHOLDS IN CLOSE PROXIMITY

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of FRA Roma pilot survey 2011; UNDP/World Bank/EC regional Roma survey 2011; FRA EU MIDIS 2; EU-SILC if it includes a variable on ethnicity); Alternatively, surveys to Roma households in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3, 5, 7

Observations: -

INDICATOR: I-18. SHARE OF ROMA HOUSEHOLDS WITH BASIC FACILITIES: (A) ELECTRICITY; (B) GAS SUPPLY SYSTEM; (C) PUBLIC SEWAGE; (D) PUBLIC WATER SUPPLY, IN ROMA AND NON-ROMA HOUSEHOLDS IN CLOSE PROXIMITY

Type: It

Measurement units: %

- **Data source/collection**: Research (data potentially available from future follow-up of Jurasková et al. (2004); United Nations Development Programme (2013); UNDP Vulnerable Groups Survey (2004) and UNDP/WB/EC Regional Roma Survey 2011; FRA EU MIDIS 2; EU-SILC if it includes a variable on ethnicity); alternatively, surveys to sample of Roma households in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3,5,7

Observations: -

INDICATOR: I-19. NUMBER OF NEW/RENOVATED INFRASTRUCTURE IN AREAS INHABITED BY ROMA

Type: It

Measurement units: #

- **Data source/collection**: Desk research; interviews with Roma community leaders, Roma/pro-Roma NGOs, public authorities.

Indicative question/discussion topic: Examples of type of infrastructure to consider include; kindergartens, multifunctional centres for children and youth, legal aid offices, mobile medical units.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: 7

Observations: -

INDICATOR: I-20. SHARE OF ROMA HOUSEHOLDS LOCATED IN ILLEGAL SETTLEMENTS

Type: mt/lt

Measurement units: %

- **Data source/collection**: Research; Consultation with public authorities.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3,5,7

Observations: -

INDICATOR: I-21. SHARE OF ROMA RESIDING IN MUNICIPAL/STATE-OWNED (SOCIAL) HOUSING

Type: mt/lt

Measurement units: %

- **Data source/collection**: Research; Consultation with public authorities.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3,5,7

Observations: -

INDICATOR: I-22. NUMBER OF SOCIAL HOUSING PROVIDED TO ROMA FOR CASES OF EVICTIONS

Type: It

Measurement units: %

- **Data source/collection**: Research; Consultation with public authorities.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3,5,7

Observations: -

INDICATOR: I-23. NUMBER OF INITIATIVES RELATED TO LAND REGISTRY FOR ROMA NEIGHBOURHOODS

Type: It

Measurement units: %

- **Data source/collection**: Research; Consultation with public authorities.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Living conditions)

PA7 measures: potentially 3,5,7

Observations: -

Justice

INDICATOR: I-24. SHARE OF ROMA SATISFIED WITH THE EASE OF ACCESS TO LEGAL AID

Type: mt

Measurement units: %

- **Data source/collection**: Survey to sample of Roma in areas of project intervention; Desk research; interviews with Roma/pro-Roma NGOs, Roma leaders.

Indicative question/discussion topic:

Q – Rate your level of satisfaction regarding the ease of access to legal aid? (very low, low, high, very high)

Note: The count for the indicator should be increased if the response is ‘high’ or ‘very high’.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Justice)

PA7 measures: potentially 5,7

Observations: -

INDICATOR: I-25. SHARE OF ROMA SATISFIED WITH THE EASE OF ACCESS TO POLICE

Type: mt

Measurement units: %

- **Data source/collection**: Survey to sample of Roma in areas of project intervention; Desk research; interviews with Roma/pro-Roma NGOs, Roma leaders.

Indicative question/discussion topic:

Q – Rate your level of satisfaction regarding the ease of access to police? (very low, low, high, very high)

Note: The count for the indicator should be increased if the response is 'high' or 'very high'.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Justice)

PA7 measures: potentially 5,7

Observations: -

INDICATOR: I-26. SHARE OF ROMA SATISFIED WITH THE EASE OF ACCESS TO COURTS

Type: mt

Measurement units: %

- **Data source/collection**: Survey to sample of Roma in areas of project intervention; Desk research; interviews with Roma/pro-Roma NGOs, Roma leaders.

Indicative question/discussion topic:

Q – Rate your level of satisfaction regarding the ease of access to courts? (very low, low, high, very high)

Note: The count for the indicator should be increased if the response is 'high' or 'very high'.

Disaggregation: n.a.

Sub-axis: 2.2 Accessibility to the service provision system by Roma (Justice)

PA7 measures: potentially 5,7

Observations: -

3.3. Axis III. Non-discriminatory society

This axis includes three sub-axes, namely, axis 3.1 Trust between Roma and non-Roma; 3.2 Society understanding and support regarding the benefits of Roma inclusion and reduction of prejudices and stereotypes against Roma; and 3.3 Non-biased media reporting on Roma.

Cross-cutting indicators

The cross-cutting indicators are divided in two subsets, the first subset (n-1 to n-3) looks at development outcomes that would be expected in the medium term ('mt'); and the second (n-4 to n-8) considers development outcomes more likely to materialise in the long term and also strongly influenced by external factors to the programme ('lt').

Subset I (development outcomes in the medium term)

INDICATOR: N-1. SHARE OF NON-ROMA THAT WOULD AGREE TO A FAMILY MEMBER MARRYING A ROMA

Type: mt

Measurement units: %

- **Data source/collection**: Survey to selected group of non-Roma living in areas of project intervention.

Indicative question/discussion topic:

Q - Extent to which you would agree if any of your family members would marry a Roma (very low, low, high, very high)

Note: The count for the indicator should be increased if the response is 'high' or 'very high'.

Disaggregation: n.a.

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: potentially 3,5,8

Observations: -

INDICATOR: N-2. NUMBER OF ROMA CHILDREN/YOUNGSTERS HAVING BEEN ENGAGED IN SOCIAL OR POLITICAL ACTIVITIES:

- Participation in a child or youth forum (number of children/youngsters);
- Participation in a child or youth association/organisation (number of children/youngsters);
- Involvement as a representative in a child or youth council (number of children/youngsters);
- Participation in a community (local or regional) project (number of children/youngsters);
- Participation in a collective supporting action (for example collecting signatures) (number of children/youngsters);
- Involvement in a protest action (number of children/youngsters);
- Participation in voluntary work.

Type: mt

Measurement units: #

- **Data source/collection**: Survey to children/youngsters in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: by gender and age-range.

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: 6,8,9; and potentially 3,5,7

Observations: Literature reviewed shows that '*discrimination against Roma is still widespread (...) the situation of Roma children often raises additional concerns*'. (EC, 2014) In this respect, this indicator is very relevant since '*participation contributes to different aspects of children's development, enabling them to acquire knowledge, skills and positive attitudes, to extend their interests and aspirations and gain confidence in their own capacities*.' (World Bank, 2005)

INDICATOR: N-3. SHARE OF ROMA CHILDREN/YOUTH ENGAGED IN SCHOOL ACTIVITIES:

Type: mt

Measurement units: %

- **Data source/collection**: Survey to children/youngsters in areas of project intervention.

Indicative question/discussion topic: Could you indicate if you have:

- been a member of a school or student council? (yes | no)
- acted as a class representative? (yes | no)
- taken an active role in a student meeting? (yes | no)
- collaborated in the school newspaper? (yes | no)
- acted as a peer mentor or counsellor? (yes | no)

Note: The count for the indicator should be increased if one or more of the responses is 'yes'.

Disaggregation: by gender and age-range

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: 11; and potentially 3,5,7,8

Observations: -

Subset II (development outcomes in the long term)

INDICATOR: N-4. SHARE OF MIXED MARRIAGES (ROMA- NON-ROMA)

Type: lt

Measurement units: % or #

- **Data source/collection**: Research (potential data available from future follow-up of surveys such as 2011 UNDP/WB/EC Regional Roma Survey); alternatively, survey to sample of Roma population in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: potentially 3,5,8

Observations: '*The results of the 2011 UNDP/WB/EC Regional Roma Survey further suggest that increases in the frequency of friendships between Roma and non-Roma have not yet led to widespread acceptance of mixed marriages among the members of either group*.' (UNDP, 2013)

INDICATOR: N-5. SHARE OF MIXED-CLASSES (ROMA AND NON-ROMA CHILDREN)

Type: It

Measurement units: %

- **Data source/collection**: Research (school records in areas of project intervention)

Indicative question/discussion topic: n.a.

Disaggregation: by primary and secondary education levels.

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: 11; and potentially 3,5,7,8

Observations: -

INDICATOR: N-6. SHARE OF ROMA SATISFIED WITH ANTI-RACIST MEASURES TAKEN BY THE MUNICIPALITY

Type: It

Measurement units: %

- **Data source/collection**: Survey to sample of Roma living in municipalities, in areas of intervention of the project

Indicative question/discussion topic: n.a.

Q – Are you aware of anti-racist measures taken by your municipality? (yes | no); if 'no', terminate the survey.

Q – Rate your satisfaction level regarding those anti-racist measures? (very low, low, high, very high)

Note: The count for the indicator should be increased if the response is 'high' or 'very high'.

Disaggregation: by age range.

Sub-axis: 3.2 Society understanding and support regarding the benefits of Roma inclusion

PA7 measures: 9; and potentially 3,7

Observations: The satisfaction of the target groups is a good proxy for the overall success of anti-racist measure taken by the municipalities (ETC, 2013).

INDICATOR: N-7. NUMBER OF MEDIA CHANNELS (TV/RADIO) FOR THE ROMA MINORITY

Type: It

Measurement units: #

- **Data source/collection**: Research.

Indicative question/discussion topic: n.a.

Disaggregation: by national, regional, local level

Sub-axis: 3.3 Non-biased media reporting on Roma

PA7 measures: 9, 10; and potentially 5,7

Observations: -

INDICATOR: N-8. SHARE OF ROMA EMPLOYEES IN THE MAINSTREAM MEDIA

Type: It

Measurement units: %

- **Data source/collection**: Research (potential data available from future follow-up of FRA EU MIDIS 2; Large-scale European-wide mainstream surveys (European Social Survey (ESS)); alternatively, surveys to sample of Roma in areas of project intervention.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 3.3 Non-biased media reporting on Roma

PA7 measures: 9, 10; and potentially 5,7

Observations: -

INDICATOR: N-9. SHARE OF LOCAL/NATIONAL BUDGET (DEPENDING ON THE PROJECT) ALLOCATED FOR PUBLIC CAMPAIGNS TO FIGHT DISCRIMINATION AND PREJUDICE

Type: It

Measurement units: %

- **Data source/collection**: Research; Consultation with authorities.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 3.3 Non-biased media reporting on Roma

PA7 measures: 9, 10; and potentially 5,7

Observations: -

4. Qualitative indicators

As outlined in many debates, intangible aspects of Roma inclusion such as empowerment, changes on discriminatory practices of institutions, and acceptance by the majority population, are more often not visible, materialised or quantifiable. However, they are just as important, and often more important than quantified numbers of beneficiaries that, for example, underwent medical tests (access to service). To obtain evidence of these changes, it will be essential to apply qualitative methods, namely, focus groups, individual interviews, surveys including open questions.

This section includes a set of qualitative indicators that complement the quantitative indicators presented in the previous section.[22] The benefit of qualitative indicators is two-fold, firstly, they help capture and explain changes that would be very complicated to capture through quantitative indicators, e.g. 'Roma positive thoughts of their life and hopes for the future'; Secondly, they provide useful insights for the improvement of future similar interventions.

Similarly to quantitative indicators, the set of proposed qualitative indicators is grouped under three axes, namely, empowerment (sub-section 4.1), inclusive institutions (sub-section 4.2), non-discriminatory society (sub-section 4.3).

Also, with a view to filter/prioritise indicators, each indicator is flagged (field 'type') as:

- 'st', when the indicator measures an intermediary outcome expected in the short term;
- 'mt', when the indicator measures a development outcome expected in the medium term;
- 'lt', when the indicator measures a development outcome expected in the long term and strongly influenced by external factors).

Some indicators shall take the combination 'mt/lt'.

Close to the 'Data source/collection' field, there is a coloured dot indicating the feasibility of obtaining data for the indicator. The feasibility given for each indicator is based on our expert understanding.

feasibility

🟢 = relatively feasible to obtain data (e.g. through basic research/surveys)

🟡 = some efforts required: it may require creating the data (e.g. conducting surveys, focus groups, interviews, etc.)

🔴 = important efforts required or uncertainty of data availability in the future: data may exist in current large-scale surveys, but we don't know whether these surveys will be followed-up (updated) in future so that the monitor can draw information; Also the red flag can mean that 'home-made' methods to obtain data (e.g. surveys, research) can be very costly given the geographical scope; complexity of data; or authorities' reluctance to provide ethnic data.

Note that the numbering of the indicators continues with the last number used in the quantitative section. For example, if the last quantitative indicator for empowerment was e-37, the first qualitative indicator for empowerment will be e-38.

[22] The set of qualitative indicators have been put in a different section from quantitative indicators (section 3) for practical reasons, namely, so that the FMO can use them outside their results framework.

4.1. Axis I. Empowerment

INDICATOR: E-37. CHANGE OF ROMA PARENTS' ATTITUDE ON RESPONSIBLE EDUCATION/POSITIVE PARENTING

Type: mt

Measurement units: Qualitative.

- **Data source/collection**: Focus groups with parents and teachers/trainers.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Education)

PA7 measures: 6; and potentially 3, 7

Observations: Responsible education may refer to active involvement and learning of the parents in their children's education (Gajendra K. et al, 2007). However, we recommend to review that definition in the light of the actual activity content of the project. Positive parenting is defined as: '*parental behaviour based on the best interest of the child that is nurturing, empowering, non-violent and provides recognition and guidance which involves setting of boundaries to enable the full development of the child*'.[23]

INDICATOR: E-38. POSITIVE THOUGHTS OF THEIR LIFE AND HOPES FOR THE FUTURE

Type: st

Measurement units: qualitative

- **Data source/collection**: Focus groups and individual interviews with Roma adults; women; and children who have participated/benefitted from an awareness raising or capacity building activity. Data collection after the activity.

Indicative question/discussion topic:

Q - In what way do you see a different future for you and your family as a consequence of having participated in /benefitted from the activity? What additional support would you need/expect to continue growing/achieve your goals in life?

Disaggregation: by gender.

Sub-axis: 1.1 Roma knowledge of fundamental rights

PA7 measures: 6, 10, 11, 12; and potentially 3, 5, 9

Observations: Roma's optimism about their future can be linked to increased empowerment.

INDICATOR: E-39. NGOS REPRESENTING / FOCUSED ON ROMA NEEDS

Type: It

Measurement units: % or #

- **Data source/collection**: Research; consultations (interviews/surveys) with Roma/pro-Roma NGOs and Roma leaders, policy makers)

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

[23] http://www.coe.int/t/dc/files/ministerial_conferences/2009_family_affairs/Positive_Parenting_en.pdf.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5; and potentially 3, 7

Observations: -

INDICATOR: E-40. EVIDENCE OF LAWS RELEVANT FOR ROMA INCLUSION AND EMPOWERMENT DISCUSSED AT LOCAL, REGIONAL AND NATIONAL LEVEL

Type: It

Measurement units: qualitative

● **Data source/collection**: Research; consultations (interviews/surveys) with Roma/pro-Roma NGOs and Roma leaders, policy makers at local, regional and national level)

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.2 Capacity of Roma to participate in decision making

PA7 measures: 5; and potentially 3, 7

Observations: In the long term, it is expected that the Roma community empowerment and increase of awareness among the wider society, results in more laws focusing or tackling issues of Roma interest, namely, on fundamental rights, integration needs, non-discrimination, and culture and history.

INDICATOR: E-41. CHANGE OF ROMA PARENTS' ATTITUDE TOWARDS EARLY MARRIAGES

Type: mt

Measurement units: qualitative

● **Data source/collection**: Focus groups and individual interviews (Roma women; parents; Roma/pro-Roma NGOs) in project targeted areas; Research (programme / project reports)

Indicative question/discussion topic: Provide qualitative feedback with regard to how has your (or your parents') attitude towards responsible parenthood, or early marriages changed after attending/benefitting from the activity.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-42. ROMA WOMEN WHO HAVE TAKEN ACTION AGAINST DOMESTIC VIOLENCE

Type: mt

Measurement units: qualitative

● **Data source/collection**: Individual interviews (women, social workers, authorities) in project targeted areas; Research

Indicative question/discussion topic: Would you say that there have been incidences of domestic violence in your household? Have you ever taken action to stop it? If no, why not? If yes, what did you do: (1) speaking up against the husband, (2) leaving the husband, (3) seeking help from friends or family, (4) seeking help from authorities, (5) other. What was the outcome?

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Healthcare & social)

PA7 measures: potentially 3, 7

Observations: -

INDICATOR: E-43. EXTENT TO WHICH ROMA WOMEN CHOOSE THEIR TYPE OF EMPLOYMENT

Type: mt

Measurement units: qualitative

- **Data source/collection**: Focus group, individual interviews with sample of women participating/benefiting from activities aimed to increase their empowerment regarding employment.

Indicative question/discussion topic: n.a.

Disaggregation: n.a.

Sub-axis: 1.3 Access of Roma to fundamental rights and services (Employment)

PA7 measures: 4, 7; and potentially 3, 5

Observations: Literature reviewed indicates that Roma, and in particular Roma women suffer from a lack of marketable skills and qualifications (EC, 2014).

4.2. Axis II. Inclusive institutions

INDICATOR: I-27. ATTITUDE OF LEGAL PROFESSIONALS (LAWYERS, JUDGES, PROSECUTORS, PROBATION OFFICERS) TOWARDS ROMA

Type: mt

Measurement units: qualitative

- **Data source/collection**: Focus group/survey to sample of Roma; individual interviews with legal professionals, Roma leaders and Roma/pro-Roma NGOs.

Indicative question/discussion topic:

Q - Have you noticed a positive change of attitude of legal professionals? (with regard to Roma)

Q - Has your attitude towards Roma changed? Why? (for legal professionals)

Disaggregation: n.a.

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs (Justice)

PA7 measures: 7; and potentially 5

Observations: -

INDICATOR: I-28. IMPROVED LEGISLATION, POLICIES, PLANS AND MEASURES REGARDING ROMA NEEDS IN THE AREAS OF (A) EDUCATION; (B) HEALTHCARE; (C) EMPLOYMENT; (D) LIVING CONDITIONS; (E) JUSTICE; (F) NON-DISCRIMINATION

Type: mt/lt

Measurement units: qualitative

- **Data source/collection**: Research; individual interviews/surveys to policy officers, public authorities, Roma/pro-Roma NGOs, Roma leaders, legal experts, area professionals.

Indicative question/discussion topic: Is there evidence of improved legislation, policies etc. on:

- Access of Roma to medical services (Healthcare & social)

- Targeting specific health behaviours of Roma (Healthcare & social)
- Support of Roma children and Roma women at risk of exclusion and their families (Healthcare & social)
- Active labour market policies for Roma (Employment)
- Incentives to employers to employ Roma, such as recruitment subsidies, job trial and apprenticeship schemes (Employment)
- Eliminating discriminatory practices in the employment and housing areas (Employment/Living conditions)
- Access to housing and halting sites for non-sedentary Roma (Living conditions)
- Legal aid to facilitate access to justice for Roma (Justice)
- Roma Integration Plans adopted or improved at local, regional, and national level
- Roma diversity issues forming part of public departments strategies and guidelines (Non-discrimination)
- Initiatives (local/regional/national) to raise awareness about Roma culture and history (Non-discrimination)

Disaggregation: n.a.

Sub-axis: 2.1 Institutional awareness/capabilities of decision-makers on Roma integration needs

PA7 measures: potentially 3,5,7,10,11,12

Observations: -

4.3. Axis III. Non-discriminatory society.

INDICATOR: N-10. NON-ROMA HAVING A BETTER UNDERSTANDING OF ROMA HUMAN RIGHTS, CULTURE AND HISTORY

Type: st

Measurement units: % or qualitative feedback providing evidence of enhanced understanding.

- **Data source/collection**: Focus group / survey to selected group of non-Roma benefitting from an intervention.

Indicative question/discussion topic: It is proposed that questions should be tailored to the topics/content included in the corresponding activity aimed at enhancing the understanding of non-Roma on Roma human rights, culture and history. For example, if the activity consists of a conference on Roma culture and history, a focus group with a sample of participants in the conference could follow to assess, from a qualitative perspective, to what extent the activity has contributed to enhance their knowledge.

Disaggregation: n.a.

Sub-axis: 3.2 Society understanding and support regarding the benefits of Roma inclusion

PA7 measures: 9, 10, 11, 12; and potentially 3,5

Observations: -

INDICATOR: N-11. ROMA ADULTS EXPERIENCING REDUCED DISCRIMINATION: (A) LOOKING FOR WORK; (B) AT WORK; (C) BY LANDLORD; (D) BY HEALTHCARE PROFESSIONAL; (E) BY SCHOOL PERSONNEL; (F) BY THE POLICE; (G) BY THE COURT

Type: mt

Measurement units: qualitative

● **Data source/collection**: Survey to selected sample of Roma; Focus groups, interviews with Roma NGOs, Roma leaders; complaints records; Research (potential data available from future follow-up of FRA Roma pilot survey 2011, UNDP/World Bank/EC regional Roma survey 2011).

Indicative question/discussion topic: n.a.

Disaggregation: by gender

Sub-axis: 3.1 Interaction between Roma and non-Roma

PA7 measures: 9; and potentially 3,7

Observations: -

INDICATOR: N-12. HATE/BIASED COMMENTS TOWARDS ROMA ON TELEVISION, NEWSPAPERS, RADIO STATIONS

Type: mt

Measurement units: qualitative evidence of decreasing levels of hate/biased.

● **Data source/collection**: Interviews, surveys or focus groups with journalists; interviews with Roma leaders and Roma/pro-Roma NGOs.

Indicative question/discussion topic: The focus of discussion should be whether interviewees/respondents have observed a positive change in the way TV channels, newspapers and radio stations deal with this aspect. Of course, their views will be limited to the communication means they follow, but still, their insights could be useful, particularly if we manage to target a wide group of respondents, for example through online surveys.

Disaggregation: n.a.

Sub-axis: 3.3 Non-biased media reporting on Roma

PA7 measures: 9, 10; and potentially 5,7

Observations: -

INDICATOR: N-13. UNBIASED/POSITIVE STORIES ABOUT ROMA CULTURE ON TELEVISION, NEWSPAPERS, RADIO STATIONS

Type: mt

Measurement units: qualitative evidence of increasing positive stories.

● **Data source/collection**: Interviews, surveys or focus groups with journalists; interviews with Roma leaders and Roma NGOs. Data for this and the previous indicator may be collected at the same time, i.e. within the same data collection activity.

Indicative question/discussion topic: The focus of discussion should be whether interviewees/respondents have observed a positive change in the way TV channels, newspapers and radio stations deal with this aspect. Of course, their views will be limited to the communication means they follow, but still, their insights could be useful, particularly if we manage to target a wide group of respondents, for example through online surveys.

Disaggregation: n.a.

Sub-axis: 3.3 Non-biased media reporting on Roma

PA7 measures: 9, 10; and potentially 5,7

Observations: -

INDICATOR: N-14. ETHNICALLY (ROMA – NON-ROMA) MOTIVATED CONFLICTS THAT OCCURRED IN THE PUBLIC SPACE OF MUNICIPALITIES

Type: It

Measurement units: qualitative feedback on decrease of conflicts.

- **Data source/collection**: Research (complaints records); Focus groups, interviews with municipal authorities, Roma/pro-Roma NGOs, Roma leaders, etc.

Indicative question/discussion topic:

Q - Ratio of ethnically (Roma) motivated interethnic conflicts in the public space to other conflicts in the public space.

Q - Is there evidence that ethnically (Roma) motivated conflicts are underreported?

Q - Is there a decrease in numbers of racist incidents in the public space?

- No, there is no significant reduction observable.
- Yes, but only a slight reduction is observable in only some areas of the public space.
- Yes, a significant reduction is observable in many areas of the public space.
- Yes, a significant reduction observable in the entire public space.

Disaggregation: n.a.

Sub-axis: 3.2 Society understanding and support regarding the benefits of Roma inclusion

PA7 measures: 9; and potentially 3,7

Observations: '*The prevention of the actual occurrence of ethnically motivated conflicts in the public space is here assumed to be one of the main goals of anti-racist policies*' (ETC, 2013).

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