

## **68/2007 (VI.28.) parliamentary resolution**

### **on the Decade of Roma Inclusion Programme Strategic Plan**

Towards the promotion of the successful social integration of Hungarian Gipsy or Roma population, as relying and counting on the cooperative attitude of national and municipal organizations, the churches, the actors of business life, local communities and non-governmental organizations, the active involvement of the target group in the planning, implementation and evaluation of the programmes in the anticipated phases – in agreement with the organizations representing the Roma communities –, the Parliament hereby passes the following resolution:

1. The Parliament approves the Decade of the Roma Inclusion Programme Strategic Plan (hereinafter referred to as the Strategic Plan) constituting the *Annex* to this Resolution.

2. In its activities, the Government shall enforce the objectives accepted for the Strategic Plan – in cooperation with the Roma Integration Council –, and in the framework of a two-year action plan work out governmental measures required for the execution of the Strategic Plan. The Government shall prepare an associated report to the Parliament until 31 August in every second year. The Government annually shall provide sufficient budgetary sources as needed for the implementation of governmental measures.

3. The Government shall frame the first governmental action plan for the years of 2008–2009 until 30 September 2007 with the proper specification of related tasks, responsible persons and required budgetary sources.

4. As relying on the potentialities of written and electronic information technologies, the Government shall ensure that the actors of public life and the non-governmental sphere shall be continuously kept informed on the Strategic Plan and its precession.

5. The Government shall accomplish the objectives set forth in the Strategic Plan with the proper observation of the principles of transparency and partnership, and review the implementation thereof with the use of researches conducted by independent experts, and shall also report on the outcomes of the mentioned researches to the Parliament both in 2011 and 2015.

6. By adopting this Resolution, the Parliament requests

*a)* non-profit organizations, local governments and Roma minority local governments, governmental and municipal institutions, the churches, employers acting for the benefit of Roma communities to make every effort towards the implementation of the objectives set forth in the Strategic Plan,

*b)* the managers and associates of the mass media to contribute to the dissemination of the Strategic Plan, any positive change in the social attitude towards the Roma population,

*c)* the members of the Roma population to take active and initiating roles on the communal, local, micro-regional, county, regional and national level for the use of their own rights, to participate in the resolution of the issues affecting their own lives.

7. This Resolution shall come into force from the date of the publication thereof.

## **Decade of Roma Inclusion Programme Strategic Plan**

### **I. Background of the Decade of Roma Inclusion Programme, the Strategic Plan**

#### **1.1 Situation of Roma people in Hungary**

According to the national census of 2001, with respect to the survey of nationalities 190,000 people identified themselves to belong to the Roma population, while in the light of the generally accepted representative sociological surveys the number of Roma people is estimated to be 520–650,000. There are several reasons underlying the differences between the above-mentioned sources, including fears of social stigmatization, as well as assimilative efforts. On the other hand, such uncertainties lead to difficulties in framing and implementing programmes for Roma people (definition of Roma target group), yet self-identification, social and regional aspects as well as their various segments applied during the formulation of the Strategic Plan offers adequate means for handling of this problem. The most important social and regional characteristics of Roma population are as follow.

#### Education

On a national average, 88% of children of three–five years of age attend kindergartens, while the corresponding rate for Roma children is only 42%. The proportion of Roma children transferred to educational institutions established for slightly mentally disabled children is the double of the national average. In the case of Roma children attending primary-school education, the rate of drop-outs and qualifications for the need of individual studies is much higher than the national average. According to a 2003 survey, 82.5% of young Roma people aged 20–24 have actually completed primary school. On the national average, 54.5% of 18-year-old people had general certifications of secondary education, while in the case of young Roma people between the age of 20 and 24 according to a 2002 survey 5% could complete secondary schools. The proportion of Roma students admitted to universities and colleges was even lower than 1.2% of Roma people aged 20–24 attended institutions of higher education.

#### Employment

Less than one-third of Roma men aged between 15 and 64 had any income from work identified as the primary source of subsistence. One-sixth of Roma women had some regular work. Another characteristic of Roma people is the wide-ranging occurrence of undeclared, casual work.

#### Health conditions

The ratio of Roma people over the age 50 is smaller than the national average, while the situation is reverse in the case of people under the age of 30. The underlying reason is that for Roma people the life expectancy at birth is shorter by 10 years than the national average, while the birth ration is higher than the national average. Several researches and studies have proved that regional, schooling, social, economic and social deprivation has substantially negative consequences on health and life quality.

### Housing conditions, regional characteristics

A major proportion of Roma people live in those micro-regions of the country that are afflicted with economic, infrastructural, employment disadvantages. In the past decade, the separation of the places of residence of Roma and non-Roma people has become dramatic, and the number of those families can be estimated to be several tens of thousand that do live in segregated, slummed housing circumstances in segregated blocks, apartments without comfort facilities.

## **1.2 Decade of Roma Inclusion Programme**

At the international conference entitled “Roma People in an Enlarging Europe – Challenges of the Future” held in Budapest between 29 June and 01 July 2003, the participating prime ministers of Central and Eastern European countries (Croatia, Bulgaria, Romania, Macedonia, the Czech Republic, Serbia, Crna Gora, Slovakia, Hungary) expressed their political commitment to close up the existing gap between the life circumstances of Roma and non-Roma people. Together with the representatives of the World Bank and the Open Society Institution, they agreed to declare the period from 2005 to 2015 to be the Decade of Roma Inclusion. The related declaration was signed by the prime ministers of participating countries on 2<sup>nd</sup> February 2005, in Sofia.

The objective of the Decade of Roma Inclusion Programme aims at accelerating and ensuring the social and economic integration of Roma people in a sustainable manner, as well as at contributing to any positive change in the general image of Roma people. In the course of the Programme, within the jointly established frameworks and objectives the participating countries plan and implement their Roma integration policies in line with their own economic and social policies, and work out strategic plans. They regularly review the implementation of the jointly accepted objectives, and modify their strategic plans as required.

## **1.3 The Strategic Plan**

### *1.3 Formulation of the Strategic Plan*

The Parliament adopts the Strategic Plan in token of her commitment to the improvement of the economic–social situation of Roma people living in Hungary. The Strategic Plan establishes comprehensive objectives in four priority areas (education, employment, housing, health) in relation to the effectuation of equal treatment, as well as culture, the media and sports, and defines actual tasks in association with these objectives, connected indicators and measures towards the execution of the tasks. Gender equality is foreseen to be effectuated via the tasks and measures connected with the four priority areas.

### *1.3.2 Objectives*

The Strategic Plan aims at creating proper conditions for the social and economic integration of the Roma population, improving their living conditions, bettering the access of Roma people to public services, as well as closing up – and on the long run eliminating – the gap that has opened between the living conditions of Roma and non-Roma people. The tasks set down in the Strategic Plan are tuned for the formulation of a more efficient economic policy, as well as the long-term sustainability of the same (e.g. enhancement of competitiveness, improvement of the employment situations, social transfers, reduction of the number of dependents).

Additional objectives in the respective priority areas:

- expansion of the scope of integrated educations, desegregation in public education, increase in the level of the Roma people's school qualification;
- facilitation of the integration of Roma people in the labour market, increase in the level of their employment;
- improvement of housing in association with the large-scale reduction of segregation in the villages and regions concerned;
- improvement of the health conditions of Roma people, increase in the life expectancy at birth, as well as the improvement of their access to healthcare service systems;
- alleviation of the discrimination against Roma people, promotion of equal chances by way of the enforcement of rights.

### *1.3.3 Definition of the target group*

The tasks defined in the Strategic Plan determine the most important complex measures primarily on the basis of regional (more disadvantaged regions, villages) and social (e.g. disadvantaged situation, long-term unemployment, low-level school qualification) aspects and their various segments, and these measures can potentially ensure the real social and economic integration of the poorest social groups, including a major proportion of Roma people. In the four priority areas, it is principally social and regional aspects that should serve as a basis for the establishment of the tasks. Anti-discrimination and culture (Roma culture, preservation of traditions) offer opportunities to define Roma people as a separate target group in certain measures.

### *1.3.4 Equal chances*

The tasks and measures are invariably required to demonstrate the effectuation of equal chances and the principle of equal access, which may promote the efficient representation of Roma interests. During the planning and implementation of developments, it is essential that the parties concerned (in particular local governments) should devote special attention to the following criteria:

- the implementation of developments should not increase the extent of residential and school segregation;
- a precondition of access to resources should be the existence of segregation-free residential conditions and education.

Both on the level of planning and implementation, the tasks and measures are to ensure the participation of Roma experts, and moreover a network of Roma experts should be established in order to make them participate in the decision-making processes.

### *1.3.5 Collection and incorporation of "good practices" into the programmes*

In the course of the implementation of the Strategic Plan, it is essential to monitor the influence of governmental and non-governmental programmes, various forms of interventions on the individual target areas. Good practices may include programmes that have expressly evolved as a consequence of the Programme, or have been created as independently from the Programme, but are operated under any objectives shared with one of the tasks of the Programme. The Parliament considers it as a key task to collect the good practices of other participating countries, and to demonstrate the same on domestic grounds.

### *1.3.6 Function of data, information*

Data, information on regional and social aspects, as well as the Roma population are of principal importance in view to the planning and monitoring of the measures within the Strategic Plan. With respect to the regulations on data protection, and in particular the provisions of Act LXIII of 1992 on the protection of personal data and the publicity of data of public interest, during the execution of the Strategic Plan regular surveys are to be conducted in order to make the above-mentioned – comparative – data, information on regional and social aspects, as well as the Roma population available towards the measurement of the indicators defined in the Strategic Plan.

## **II. Tasks in the field of education**

**In the field of education, the Parliament aims at expanding the scope of integrated education<sup>1</sup>, the effectuation of desegregation (the dissolution of all the segregated classes and schools), as well as the elevation of the qualification level of Roma people.**

The accomplishment of these aims calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

***1. Ensuring access to an equal level of education for Roma children in public education. Elimination, prevention of segregation, as well as the termination of social, institutional mechanisms that strengthen negative selection.***

*Required measures:*

- a) Increase of the number of schools requiring preparative activities for integration and the identification of the existing abilities.
- b) Reduction of segregation between the individual kindergartens and schools, as well as regions, and the complete elimination thereof on the long run.
- c) Dissemination of inclusive, co-educating pedagogic culture, promotion of the elimination of those forms of segregation that have been identified in Hungarian institutions of public education.
- d) Making educational materials on minority culture (e.g. Roma folk studies) available to children attending public education.
- e) Review of the efficiency of the pedagogic, educational programme conducted in nearly 50 “ghetto schools” (wherein the proportion of Roma children is over 80%), revealing alternatives for the elimination of segregation.
- f) Reviewing which governmental supports, normative subsidies can actually and potentially contribute indirectly to the extreme school discrimination of the most disadvantaged pupils, as well as examining the options for the gradual termination or re-regulation of such supports and subsidies.

***2. Kindergarten services to disadvantaged children in their own villages***

*Required measure*

The provision of proper facilities for kindergarten services, the increase of the available capacities are clearly required, particularly in villages where the number of kindergarten-aged children is foreseen to rise; these are primarily the most disadvantaged villages (densely populated with Roma people).

***3. Towards the reduction of the number of children false-diagnosed as being disabled, the identification and relocation of these children to classes with general curriculum,, especially among disadvantaged children living in state foster care.***

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<sup>1</sup> The concept and substances of integrated education, schooling are defined in the most detailed manner in Article 39/D and 39/E of Decree no. 11/1994 (08/06) by the Ministry of Public Education on the rules of the operations of educational and training institutions.

*Required measures:*

- a) Concurrently with the implementation of reforms in public education, the uniform professional criteria of qualifying children to have certain disabilities alongside with the authority supervision of the procedure, as well as the guarantees of independent pedagogic, diagnostic and expert activities should be laid down
- b) Establishment of a special mentoring system for the support of children relocated to classes with normal school curricula.

***4. The acceptance of any application by parents for attending being studied at home may not become a way of segregation.***

*Required measures:*

- a) Enhancement of the efficiency of control in relation to the acceptance of applications by the parents for the attendance of being studied at home.
- b) Launching special training programmes for children who have been dropped out of basic-level education.

***5. Framing and improvement of anti-discrimination elements in public education.***

*Required measures*

In the light of the regulatory frameworks and options that have already been established or are in the process of shaping, identification of discrimination on ethnic grounds, as well as the provision of information on the means of legal assistance, the expansion of the scope of such means in public education.

***6. Dissemination of alternative methods of informal education for the promotion of the successfulness of disadvantaged children in schools, as well as the encouragement of the inclusion of disadvantaged young adults into public education and alternative education.***

*Required measures:*

- a) Starting up the largest possible number of afternoon schools for the successfulness of disadvantaged children in schools, as well as the supply of long-term financing thereto.
- b) Contacting non-governmental associations, foundations that intend to take part in the afternoon school programme.
- c) Formation of a parental attitude based on cooperation with the parents, and regarding the participation of children in education as the first and foremost priority.
- d) Commencement of a comprehensive campaign towards the inclusion of young adults in public education (evening schools, secondary-school correspondence education), and for this reason the motivation of underlying methods in informal education.
- e) Encouragement of cooperation between educational and cultural institutions, the strengthening of the role of public culture towards the identification of the existing abilities and development of competencies of disadvantaged and Roma children, young people.

***7. Ensuring the highest possible rate of admission to secondary schools offering general certificates of secondary educations following the completion of vocational schools not granting GSCEs or directly after primary-school studies.***

*Required measures:*

- a) Creating proper conditions for the financing of the "Útravaló=On the road" Scholarship Programme in the actually effective governmental budget.
- b) Promotion of the successfulness of those pupils in schools who are supported within the framework of the "Útravaló=On the road" Scholarship Programme.
- c) Increase in the number of disadvantaged children involved in the "Útravaló=On the road" Scholarship Programme.
- d) Improvement of the access of disadvantaged children to accommodation in student hostels so that the largest possible number of disadvantaged children should complete their secondary-school studies successfully.
- e) The sustenance and improvement of the currently run scholarship schemes (e.g. support of the studies of Hungarian Roma students, Arany János College Program).

***8. Introduction and improvement of balancing programmes for the compensation of disadvantages in higher education towards ensuring the admission of and the completion of studies by students with multiple disadvantages.***

*Required measures:*

- a) Strengthening of chance-creating measures in higher education.
- b) Promotion of the successfulness of those disadvantaged students in their studies who have been able to gain admission to higher education.
- c) Ensuring the access of disadvantaged students to accommodation in student hostels so that the largest possible number of these students could complete their higher-education studies successfully.

***9. Horizontal presentation of equal opportunities, fundamental human rights, Roma folk studies and culture in education.***

*Required measures:*

- a) Review of the incorporation of educational materials on equal opportunities and fundamental human rights in the curricula of public education.
- b) Framing of programmes to promote the education of the culture of local minorities.
- c) Professional and financial support to schools for the education of minority culture, the framing of the associated curricula and educational materials, as well as the publication and dissemination of the same.
- d) Formulation of educational materials that contain multicultural elements to be used in the individual subjects to be used on a mandatory basis.
- e) Ensuring language-learning opportunities for Romani and Beas as demanded.

***10. Extension of the scope of the European Council's European Charter for Regional or Minority Languages to involve Roma (Romani and Beas) languages.***

*Required measures:*

- a) Encouragement of Roma parents and communities to preserve their languages, to represent their demands for proper language training consciously.
- b) Promotion of the accreditation of language teacher and foreign-language interpreter trainings in the higher-education training of pedagogues.
- c) Development of training materials, support of the related researches, surveys.

***11. Promotion of the training and employment of the largest possible number of Roma***



***pedagogues, pedagogic assistants, kindergarten pedagogues***

***Required measures:***

- a) Increase of the number of Roma pedagogues at all levels of the educational system.
- b) Encouragement of Roma pedagogues to remain in their profession.
- c) Increase of the number of Roma students in higher education, in teacher and kindergarten pedagogue studies.
- d) Creation of proper financial and organizational conditions for the employment of Roma college and university students studying to become teachers, kindergarten pedagogues as pedagogic assistants.

**Indicators:**

- a) Level of school qualification of Roma people.
- b) Number of children attending segregated education.
- c) Number of children not attending kindergartens – due to the lack of sufficient capacities –, and out of them the number of children with multiple disadvantages.
- d) Number of children false-diagnosed as being disabled in classes with altered curricula, their successful reintegration to schools with general curricula.
- e) Number and rate of disadvantaged or cumulatively disadvantaged pupils among children in individual studies.
- f) Number of discrimination cases against Roma people in education, number of the revealed cases, as well as of the various, associated claim for legal remedies and proceedings.
- g) Number of pupils dropped out of formal education, and out of them the number of cumulatively disadvantaged pupils.
- h) Number of institutions involved in afternoon school programmes, as well as of the pupils using the services offered there.
- i) Number of children dropped out of formal education, the total number and proportion of pupils attending schools that grant general certificates of secondary education and of pupils actually earning GCSEs, and out of them the number and proportion of those with cumulatively disadvantages.
- j) Number of disadvantaged or cumulatively disadvantaged students who attend higher education.
- k) Number and proportion of schools participating in the training of Roma folk studies in relation to the total number of schools where the same subject should be taught in accordance with the National Core Curriculum.
- l) Number of cumulatively disadvantaged students who receive various scholarships.

### **III. Tasks in the field of employment**

**As principal objective, the Parliament calls for the facilitation of the Roma people's integration in the labour market in association with their training and retraining, as well as the improvement of the level of Roma people's employment.**

The accomplishment of these aims calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

***1. With the operation of active labour market measures (wage supports, take-over of the payment of the related contributions, trainings, public employment, etc.), primarily the improvement of the employment opportunities of the long term unemployed persons living in the most disadvantaged regions, as well as the promotion of access of Roma job-seekers to such labour market tools.***

*Required measures:*

- a) Increase of the number of employees employed with wage- and contribution supports and living in the most disadvantaged areas, with special respect to employees who reside in small villages and attending agricultural activities.
- b) Ensuring proper conditions (e.g. vocational and adult training) to promote the improvement of the labour-market opportunities of employees in subsidised jobs.
- c) Efficient counteractions in connection with the discrimination against Roma people in the case of labour engagements with wage and contribution supports.
- d) Encouragement of the employment of disadvantaged people and the long term unemployed by disseminating information on the services and assistance of the Public Employment Service (PES).
- e) Towards the increase of the employment rate of Roma women, application of the practices of balancing measures (positive discrimination), as well as the setting up of a special employer support system with special respect to social, educational and healthcare systems.
- f) Promotion of the employment of women (including Roma women) returning from child-care allowance and child-care fee (e.g. establishment of flexible forms of employment and vocational trainings, as well as the facilitation of proper access to them) by maintaining and improving the existing programmes that offer employer benefits in the payment of contributes.

***2. Towards proper access to the human resources services of the Public Employment Service (PES), strengthening and expanding the Roma employment organization management network.***

*Required measures:*

- a) Maintenance and development (e.g. training) of, as well as the creation of proper conditions for the Roma employment organization management network in order to improve the access of Roma people to labour market services.
- b) Examining how cooperation among the management network, non-governmental organizations and Roma minority municipalities can be strengthened towards the appropriate registration of inactive Roma employees in labour register, as well as the promotion of access to the human resource services of the PES

### ***3. Increase of the number of Roma people employed in public administration, public services***

#### *Required measures:*

- a) At various levels of the public sector, in the fields of both specialized tasks and general administration promotion of the employment of the largest possible number of Roma people, as well as the creation of proper conditions (e.g. scholarships) for this end.
- b) Encouraging that the measures tuned for the employment of Roma people in local governments and institutions maintained by the local governments should be included in the plans of local governments prepared for the effectuation of equal opportunities.
- c) Use of employment programmes combined with trainings and other labour market tools towards the increase of the number of Roma people employed in the public sector.

### ***4. Promotion of the dissemination, propagation of the proven forms of trainings combined with employment in order to improve the chances of those young people with disadvantages, including a large number Roma people, who have dropped out of formal education.***

#### *Required measures:*

- a) In the most disadvantaged regions, creation of proper conditions for the establishment and operation of the so-called “Second chance” schools.
- b) Setting up a system of incentives for the involvement of market actors in trainings combined with employment.
- c) Enhancement of the activeness of disadvantaged groups, their participation in the labour market by restarting evening schools, extension of the scope of non-conventional forms of training (e.g. distance training, e-learning) to disadvantaged groups, application of atypical employment methods (e.g. part-time jobs).

### ***5. During the planning and implementation of public work programmes, improvement of the labour-market positions of the participants with specific trainings tuned for the programme, as well as the facilitation of their employment in the primary labour market. Moreover, the encouragement of the commencement of public-benefit and public-purpose work programmes that better the chances of the participants to enter the primary labour market.***

#### *Required measures:*

- a) Creation of the opportunities for public workers participating in employment programmes and thus having appropriate previous education to take part in professional trainings combined with the programme.
- b) Application of training and other labour market **measures** – including decentralized measures of the labour centres – harmonically linked with public work programmes in a reasonable, mutually complementary manner as required. Among the objectives of trainings connected with public work programmes and supported employment, the potential that the participants may become business entrepreneurs later on should also be presented.

### ***6. In the course of labour inspection procedures, heightened emphasis placed on proper***

***information services to employers engaging disadvantaged employees in large numbers or high rates, as well as to their employees towards the fostering of legal employment practices.***

*Required measures:*

- a) Preparation of such informative publications to employees, as well as employers engaging disadvantaged employees in large numbers that disclose proper information on legislation in force in the field of labour law and work safety, as well as on the competent authorities and other organizations participating in any infringement procedure.
- b) Ensuring proper access to these publications, for instance in the labour centers, via the minority municipalities, job fairs and other professional forums.
- c) Ensuring broader publicity – e.g. the publication of regular reports, information – on the outcomes of the measures taken in the course of labour inspection procedures, as well as on any illegal cases detected during the labour inspection procedures.

***7. Promotion of the development of small and medium-sized enterprises operating in the most disadvantaged regions, as well as the efforts of long-term unemployed persons living in these regions (including a significant proportion of Roma people) to become self-employed.***

*Required measures:*

- a) Operation of the programmes initiated for the development of small and medium-sized enterprises in the most disadvantaged regions with priority financing. Special attention has to be paid to the development of small-scale agricultural producers, individual entrepreneurs, as well as small and medium-sized enterprises.
- b) Creation of proper conditions for linking up the development of enterprises to the supports, micro-credit schemes supporting the efforts of the long-term unemployed to become self-employed.
- c) Ensuring proper access to information on enterprise development and self-employment programmes, as well as on the associated conditions for the long-term unemployed, Roma non-governmental organizations and Roma minority municipalities.
- d) In contracts under the scope of Act on public procurement, establishment of guarantees for the employment of disadvantaged (Roma) employees living at the locations of the performance of such contracts.

***8. Implementation of central and decentralized complex programmes promoting employment primarily towards the improvement of the employment situation of long-term unemployed persons living in disadvantaged micro regions.***

*Required measures:*

- a) In the course of their annual planning, those complex labour market programmes that are started for the benefit of the long term unemployed, in many cases specifically of Roma people, should be planned with using flexible tools.
- b) Labour market programmes combined with trainings prepared specifically for Roma job-seekers should be set up only if there occurs any need for the resolution of disadvantages (discrimination, especially low school qualification) specifically affecting Roma people. In all the other cases, the objective is that the Roma and non-Roma unemployed should have equal chances to have access to labour market

programmes, trainings.

- c) Towards the enhanced inclusion of Roma people in the services provided by the PET, as well as the more successful implementation of the programme, establishment of efficient cooperation among the Public Employment Service, Roma partnering organizations and Roma minority municipalities, with special attention to information services for the people concerned, programmes' offering and the motivation of the programmes' participants.

***9. Towards the suppression of discrimination againsts Roma people in the labour market, strengthening of cooperation among governmental and non-governmental organizations acting for the protection of rights and labour organizations, promotion of the operation of organizations handling Roma issues and governmental institutions as a kind of anti-discriminatory 'warning system'.***

*Required measures:*

- a) Amendment of the training provided to the associates of the PES towards the identification and proper management of discrimination cases.
- b) Establishment of the channels of information services and cooperation between PES and non-governmental organizations towards the promotion of the identification and examination of discrimination cases.
- c) Launching training towards enabling Roma non-governmental organizations, minority municipalities and labour institutions to operate as an anti-discriminatory 'warning system'.

**Indicators:**

- a) Number of people having been long term unemployed formerly and now employed in the primary labour market (within this number, the employment rate of Roma women and men).
- b) Number of the long term unemployed and entrants to the labour market, and within this the number of Roma job-seekers.
- c) Level of professional qualification of Roma people.
- d) Number of former job-seekers now employed with supports provided to wages and to contributions, and within this the number of people living in disadvantaged regions.
- e) Number of people who used to be employed with supports provided to wages and to contributions, and people have been further employed, and within this the number of people living in disadvantaged regions.
- f) Number of the permanently unemployed involved in complex labour market programmes, and within this the number of Roma people.
- g) Number of Roma people employed in public administration, public services (with special respect to the number of Roma women who have earned some school qualification, and are now employed in the so-called assisting professions, i.e. those associated with the social and healthcare service system, network of institutions).
- h) Number of people having participated in public work programmes, and now employed in the primary labour market.
- i) Number of small and medium-sized enterprises operated in the most disadvantaged regions.

## **IV. Tasks in the field of housing**

**As the main objective in the field of housing, the Parliament wishes to achieve a large-scale reduction of segregation in the villages and regions.**

The accomplishment of these aims calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

### ***1. Implementation of complex goal programmes for the acceleration of the social integration of people living in settlements or settlement-like environment.***

*Required measures:*

- a) In connection with the preparation of measures, complex development programmes aimed at the integration of people living in settlements or settlement-like environment, conducting regular surveys on settlements, settlement-like environment as well as on the residential buildings, their prevailing conditions with a view to their potentially life-threatening states.
- b) Integration of the complex development programmes aimed at the integration of people living in settlements or settlement-like environment into the village and other development plans of the local governments.
- c) Involvement of Roma minority municipalities into the preparation and execution of the village and other development plans of local governments, as well as the support of minority municipalities operating in disadvantaged regions in obtaining proper information on any related grant application schemes, as well as in participating in them successfully.

### ***2. Complex development of the most disadvantaged regions densely populated with Roma people (where the existence of settlements or settlement-like environment is fairly frequent).***

*Required measures:*

- a) Considering the complex problems of settlements or settlement-like environment that are the most afflicted with settlement/social segregation during the drafting and implementation of the operative measures of the New Hungary Development Plan.
- b) Development programmes are to be planned and implemented with the simultaneous consideration of employment, educational, social, healthcare and other needs towards the promotion of the social integration of people living in settlements or settlement-like environment.
- c) In the course of developments' planning and implementation, heightened attention should be paid to the requirement that the access to the related resources should result in the reduction of housing segregation.

### ***3. Creation of properly differentiated financing conditions of public services.***

*Required measures:*

- a) Identifying which are those regions where the level of development of basic public services is especially low, and which are the public services that are essential for those

- living in these regions.
- b) Ensuring equal access to basic public services for people living in the most disadvantaged regions.
  - c) Establishment of the differentiated financing model of public services, which is foreseen to offer an opportunity for the priority financing of services operated in the most disadvantaged regions, as well as for providing benefits to those in real need.

***4. Involvement of people having low incomes (or no incomes) into the rental housing and social housing programme. Improvement of access to benefits in cash and benefits in kind aimed at the preservation of housing facilities.***

*Required measures:*

- a) Expansion of the potential access's to social housing for those who are in real need.
- b) Improvement of access to home maintenance supports and debt management services for the families living in the worst social circumstances.

***5. Flexible transformation of the system of subsidy for home building of residential purposes primarily towards the creation of the potentials of mobility.***

*Required measures:*

- a) Flexible transformation of the system of subsidy for social housing towards the creation of the potentials of mobility, what can contribute to proper access to job opportunities.
- b) Strengthening of the control mechanisms that counteract the use of subsidy for social housing in areas exposed to excess surface waters, flood or other environmental-health risks.

**Indicators:**

- a) Number of people living in settlements or settlement-like environment .
- b) Number of settlements or settlement-like environments.
- c) Degree of the development of mains potable water supply, sewer network, other public utilities and the road network in villages, village districts densely populated by Roma people.
- d) Degree of access to public services among those living in settlements or settlement-like environment.
- e) Number of the existing rental housing and demands for additional rental housing (number of rental housing demanded); within this indicator, the number of the existing social housing and demands for additional social housing

## **V. Tasks in the field of healthcare**

**As the main objective in the field of public health, the Parliament wishes to improve the health conditions of Roma people, increase in the life expectancy at birth, as well as improvement their access to healthcare service systems;**

The accomplishment of these aims calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

### ***1. Setting up an incentive system towards the better utilization of the capacities of healthcare services in areas densely populated by Roma people and unoccupied jobs.***

*Required measures:*

- a) Establishment of a professional and financial support, incentive system towards the full-scale development of basic healthcare services in disadvantaged micro-regions, villages.
- b) Encouragement of physicians-in-ordinary to participate in the healthcare services to the Roma population living in disadvantaged micro-regions, villages.

### ***2. Increase of the rate of Roma people participating in preventive health examinations.***

*Required measures:*

- a) Ensuring proper access to basic preventive examination for disadvantaged groups, as well as people living in villages, disadvantaged micro-regions, .
- b) Ensuring access to the most important (e.g. gynecological cancer examinations) preventive health services for Roma women.

### ***3. Increase of the number of Roma professionals among nurses, health visitors, male nurses, physicians and social workers.***

*Required measures:*

- a) Increase of the number of young Roma people participating in physician and nurse training, education by launching incentive schemes, offering support to the preparation for admission tests and otherwise.
- b) Promotion of the employment of Roma physicians and nurses.

### ***4. Preparation and introduction of such multicultural programmes as well as programs for strengthening of prejudice-free attitudes and anti-discriminatory practices that can be adjusted to the educational programme of institutions involved in the training of physicians and other relevant healthcare personnel, .***

*Required measures:*

- a) The options to introduce multicultural training on prejudice-free attitude and anti-discriminatory conduct for the students of institutions involved in the training of physicians and other relevant healthcare personnel should be examined.
- b) The options to prepare and introduce such multicultural programmes that can be adjusted to the retraining system of professionals working in various fields of healthcare (physicians-in-ordinary health visitors), and serve the strengthening of



prejudice-free attitudes and anti-discriminatory practices should be examined.

- c) Planning and introduction of healthcare, hygienic, preventive information and training programmes (not only for the purpose of general education on health) for people with cumulatively disadvantages, in particular for the Roma population.

***5. Strengthening of the cooperation and connection between the Roma population and the healthcare service system, improvement of the knowledge and the level of information that Roma clients have on the rights they are entitled to exercise in healthcare, as well as the healthcare services they can use.***

*Required measures:*

- a) The activities of the representatives of attended rights and patient rights should more closely focus on the prevention of conflicts arising between Roma patients and healthcare employees, and opportunities are to be offered to reveal potential conflicts in advance, as well as to rectify the same if it is possible.
- b) It is required to offer opportunities for Roma patients to obtain information on the rights they can exercise, as well as the legal remedies they can rely on (informative publications, forums, etc.).

***6. Promotion of the elaboration of local health-improvement plans with respect to the specific needs of the Roma population within any given community.***

*Required measures:*

- a) When preparing the healthcare plans of the individual villages, it is required to consider the interests, demands of Roma people living in the given villages.
- b) Involvement of non-governmental organizations representing the Roma minority, as well as Roma minority municipalities in the preparation of health-improvement plans.

**Indicators:**

- a) Number of physicians, health visitors, nurses, social workers in areas densely populated by Roma people.
- b) Number of registered cases to have received medical services within the Roma population.
- c) Number of healthcare preventive examination in areas densely populated by Roma people. Number of Roma women and men attending healthcare preventive examinations, efficiency of the preventive examination of diseases.
- d) Number of Roma clients using healthcare services, as well as the level of satisfaction of Roma clients with respect to such services.
- e) Ratio of students attending multicultural studies as well as studies in regard to strengthening of prejudice-free attitudes and anti-discriminatory practices that can be adjusted to the educational programme of institutions involved in the training of physicians and other relevant healthcare personnel, in relation to the total number of students attending the given training.

## **VI. Enforcement of equal treatment (anti-discrimination)**

**As the main objective in the enforcement of the requirement of equal treatment, the Parliament wishes to achieve the reduction of discrimination against Roma people, as well as to promote equal opportunities as to be effectuated in the course of the enforcement of rights.**

The accomplishment of these aims calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

***1. Promotion of the identification and successful handling of discrimination cases affecting Roma people, and towards this end the improvement of the required institutional system, as well as the establishment of cooperative mechanisms.***

*Required measures:*

- a) Development and strengthening of an adequate system of relations among the authorities and institutions being competent in the handling of discrimination cases affecting Roma people particularly in the field of employment, education, healthcare and social services.
- b) Establishment of anti-discriminatory warning systems for the proper enforcement of rights for the victims of discrimination primarily in the fields of employment, education, healthcare and social services, as well as examination of the existing institutions, networks which are suitable for the efficient attendance of the related tasks.
- c) Training of professionals working in public administration and public services, which is to serve the identification of discrimination cases, as well as the dissemination of information on the legal means and competent bodies associated with the handling of such cases.
- d) Support to the organizations involved in the identification of discrimination cases associated with Roma origin and legal assistance in such cases (advisement, drafting of the required documents, representation in court and out-of-court proceedings), promotion on the wide-ranging dissemination of information on and the recognition of the experience they have earned during their work.
- e) Promotion of efficient cooperation among public administration, non-governmental and governmental institutions for the protection of rights, as well as ensuring regular information flows.

***2. Examination of the mechanisms and potential handling of hidden (unidentified) discrimination cases.***

*Required measure*

Performance of regular surveys with the application of the discrimination-testing methodology towards the examination of the incidence rate of unidentified discrimination cases. Wide-ranging dissemination of the results of such surveys, their use in the fight against discrimination.

***3. Towards the reduction of discrimination, support to non-governmental organizations***

*acting as the legal representatives of Roma people in addition to the governmental institutions.*

*Required measures:*

- a) Support to the operation, development of non-governmental organizations involved in the protection of the rights of Roma..
- b) Support to the development of relations among non-governmental organizations involved in the protection of the rights of Roma (networking).
- c) Wide-ranging dissemination of information on the activities of non-governmental organizations involved in the protection of the rights of Roma.

**Indicators:**

- a) Number of the identified and successfully handled discrimination cases affecting Roma people.
- b) Level of social inclusion and tolerance, social attitudes to Roma people.

## **VII. Tasks in the field of culture, media and sports**

The accomplishment of aims in the field of culture, media and sports calls for the execution of the following tasks, as well as the implementation of the measures related to these tasks with the additional condition that the actual modes, methods of the effectuation of the tasks and measures shall be described in the action plans to be worked out in every second year.

### ***1. Presentation of the customs and traditions of Roma culture as values to the wide circles of society both on domestic grounds and abroad.***

*Required measures:*

- a) Support to the regular presentation of the values of Roma culture in the domestic and foreign cultural institutions.
- b) Provision of scholarships and target grant applications to Roma artists.
- c) Promotion and support of the regular media appearance of Roma artists, keepers of traditions.

### ***2. Promotion of the establishment and continuous operation of institutions keeping and presenting the values of Roma culture.***

*Required measures:*

- a) Support to the establishment and continuous operations of Roma theatre, museum, gallery, library and independent radio and television studio.
- b) Provision of sufficient resources to the operation, development of the existing Roma cultural institutions.

### ***3. Promotion of the presentation of an authentic image of Roma people in the media.***

*Required measures:*

- a) Encouragement of the presentation of successful, local initiatives, processes that promote the social integration of Roma people – with special respect to initiatives, processes that have been implemented with the cooperation of Roma and non-Roma people – in the printed and electronic media.
- b) Support to the regular and authentic appearance of Roma journalists and public actors in the non-minority programmes of public-service and commercial media.
- c) Ensuring appearance of such news in the media that focuses on the participation of Roma communities, organizations in the public life of the villages, regions, as well as the development thereof.
- d) Promotion of effective counteraction against news, reports that tend to present Roma people stereotypically.

### ***4. Widening of access to the means offered by modern information technology in public education, as well as professional and adult education.***

*Required measures:*

- a) Promotion of the IT development of schools, afternoon schools in disadvantaged villages.
- b) Ensuring proper access to the required IT trainings to disadvantaged/Roma people in professional and adult education.

***5. Promotion of the participation of the largest possible number of Roma children and young people in mass and competitive sports.***

*Required measures:*

- a) It should be promoted with special tools (e.g. scholarships) that Roma children and young people could join to the programmes of the clubs for the training of future athletes.
- b) Development of sporting facilities inside and outside of the schools of disadvantaged villages, as well as the support of access of Roma children to such facilities.

**Indicators**

- a) Number of exhibitions, events, programmes presenting Roma culture.
- b) Number of people provided with special Roma artistic scholarship.
- c) Number of Roma cultural institutions.
- d) Number of Roma journalists in the public-service and commercial media.
- e) Number of news, reports that tend to present Roma people stereotypically, as well as the number of the associated proceedings.
- f) Number of disadvantaged/Roma children, young people participating in the programmes of sports clubs for the training of future athletes.