



National Roma Communities Integration Strategy

Resolution of the Council of Ministers no. 154/2018



REPÚBLICA
PORTUGUESA

SECRETARIA DE ESTADO
PARA A CIDADANIA E A IGUALDADE



ACM

ALTO COMISSARIADO PARA AS MIGRAÇÕES, I.P.



ACM

ALTO COMISSARIADO PARA AS MIGRAÇÕES, I.P.

www.acm.gov.pt | acm@acm.gov.pt
www.facebook.com/ACMigracoes



Resolution of the Council of Ministers no. 154/2018

The 21st Constitutional Government has committed itself to defending and strengthening the Welfare State, promoting the effective social inclusion of citizens and the development of local, regional and national initiatives that value diversity and the construction of a true, intercultural society guided by the constitutional principle of equality and non-discrimination provided for in Article 13 of the Constitution of the Portuguese Republic.

Roma communities have been based in Portugal for more than five hundred years. However, citizenship was denied to them until the 1822 Constitution and being Roma was considered a crime until the publication of the 1852 Penal Code. Despite progress in recent years, there remain high levels of discrimination, poverty and social exclusion for many Roma people and families, as well a continued lack of awareness and mistrust between the Roma and non-Roma people.

In 2013, the National Roma Communities Integration Strategy (ENICC) was established to bring about improvements to the well-being and integration of Roma people, to encourage mutual understanding and positive interaction and to deconstruct stereotypes. It was approved by Council of Ministers Resolution no. 25/2013 of 17 April, in line with the European Commission Communication “A European Framework for National Roma Integration Strategies up to 2020” of 5 April 2011. ENICC provided the necessary framework for dialogue between civil servants, the Roma people and civil society organisations working for and with these communities.

However, the ENICC monitoring process has shown the need to introduce changes, both to the strategy’s definition – particularly in relation to the clarification and implementation of measures – and in the identification of priority intervention areas – particularly gender equality, knowledge of Roma people and their participation in the implementation of ENICC.

The Government has therefore decided to review ENICC to adjust its objectives and targets and, consequently, to enhance its impact on the improvement of the living conditions of the people and communities involved. The priority is to improve the schooling and professional integration and living conditions of Roma people in situations of social exclusion, and to recognise and boost intervention in intercultural mediation, improve information and knowledge and combat discrimination against Roma people.

Along the same lines, the aim is to place the relevance of Roma integration higher up the political and public agenda, and to coordinate the different sectors that promote this integration, in particular by highlighting the central role of local policies in integrating vulnerable Roma populations.

ENICC's review process was based on wide consultation with municipalities and other local public services and civil society entities at the national and local levels, with particular focus on associations representing Roma communities.

This dialogue showed the need to extend the strategy until 2022 to allow for more profound intervention and to introduce measures more suited to this new ambition.

The revised ENICC is in line with other national strategies, such as the National Strategy for Equality and Non-Discrimination 2018-2030 "Portugal + Equal", namely in recognising the specific circumstances of Roma people and their experiences of discrimination, and facilitates compliance with international commitments, such as the 2030 Agenda for Sustainable Development.

The members of the Advisory Group for Roma Communities (CONCIG) and ENICC focal points were consulted.

Therefore:

Pursuant to Article 199(g) of the Constitution, the Council of Ministers resolves to:

1. Approve the revision of the National Roma Communities Integration Strategy 2013-2020 (ENICC) by extending it until 2022, as set out in the Annex to this resolution of which it forms an integral part.
2. Establish that ENICC is based on the guiding principles of interculturalism, non-discrimination, cooperation and participation, territorialisation and gender equality.
3. Stipulate that the guiding principles listed in the previous paragraph are put into practice through the following strategic objectives:
 - a) To improve the effectiveness of ENICC implementation and enhance knowledge of Roma people;
 - b) To promote inclusive and non-discriminatory citizenship;
 - c) To strengthen intervention in intercultural mediation;
 - d) To promote gender equality in measures to integrate Roma people;
 - e) To ensure effective access by Roma people to education, educational success and lifelong learning;
 - f) To guarantee the preconditions for the full and equal participation of Roma people in the labour market and professional activities;
 - g) To guarantee the preconditions for effective equality of access to adequate housing for Roma people;
 - h) To ensure the effective preconditions for health gains during the lifecycle of Roma people.

4. Establish that, to achieve the strategic objectives, specific objectives, measures, indicators, annual goals and the responsible entities involved are defined.
5. Appoint a High Commission for Migration (ACM, I.P.) as ENICC's coordinating body, to be assisted by the Advisory Group for Roma Communities (CONCIG), which corresponds to the previous Consultative Group for the Integration of Roma Communities.
6. Stipulate that CONCIG is made up of permanent members and non-permanent members.
7. Stipulate that the following are permanent members:
 - a) The High Commissioner for Migration, who will preside;
 - b) A representative of the Cabinet responsible for citizenship and equality;
 - c) The coordinator of the Observatory of Roma Communities;
 - d) Two representatives of institutions working with Roma people, to be appointed by the High Commissioner for Migration;
 - e) Eight representatives of associations representing Roma persons, elected by the associations under the terms to be defined by ACM, I.P.;
 - f) Two citizens of recognised merit appointed by the High Commissioner for Migration;
 - g) Two researchers with relevant work on Roma people, to be appointed by the High Commissioner for Migration.
8. Stipulate that the following are non-permanent members:
 - a) Representative of the Commission for Citizenship and Gender Equality;
 - b) Representative of the Republican National Guard;
 - c) Representative of the Public Security Police;
 - d) Representative of the Directorate-General of Local Authorities;
 - e) Representative of the Directorate-General for Reinsertion and Prison Services;
 - f) Representative of the Office of Strategy, Cultural Planning and Evaluation;
 - g) Representative of the Directorate-General for Education;
 - h) Representative of the Directorate-General for Schools;
 - i) Representative of the Portuguese Institute of Sports and Youth;
 - j) Representative of the National Agency for Qualification and Vocational Education;
 - k) Representative of the Institute for Employment and Vocational Training;
 - l) Representative of the Institute of Social Security;
 - m) Representative of the National Commission for the Promotion of the Rights and Protection of Children and Young People;
 - n) Representative of the Directorate-General for Health;
 - o) Representative of the Institute of Housing and Urban Renewal;
 - p) Representative of the Regional Government of the Azores;
 - q) Representative of the Regional Government of Madeira;
 - r) Representative of the National Association of Portuguese Municipalities;
 - s) Representative of the National Association of Parishes.

9. Stipulate that CONCIG meets at least quarterly and operates as follows:
- a) The President of CONCIG defines the matters to be discussed at each meeting in light of the difficulties and needs identified in implementing ENICC, with the agenda including a brief description of them;
 - b) The non-permanent members of CONCIG are called whenever they intervene or are involved in the matters identified under the previous paragraph;
 - c) Thematic working groups may be set up under CONCIG;
 - d) Other persons or bodies with insights into specific matters under discussion may also be invited to take part in CONCIG meetings and working groups;
 - e) CONCIG works with ACM, I.P., which is responsible for the revision of its statutes.
 - f) CONCIG members do not receive any remuneration or attendance fees.

10. Stipulate that, without prejudice to the provisions of the preceding paragraph, CONCIG shall meet in plenary once a year, with all permanent and non-permanent members invited.

11. Stipulate that it is the responsibility of ACM, I.P., as the coordinating body:
- a) To analyse the starting point of each objective and define the respective outcome and impact indicators;
 - b) To prepare the annual plan of activities for the implementation of ENICC, in accordance with the annual plans presented by each government department, in conjunction with CONCIG;
 - c) To direct and monitor the bodies responsible for implementing the measures, and request information on their implementation process whenever necessary;
 - d) To ensure monitoring of the ENICC implementation and the correct operation of CONCIG;
 - e) To prepare an interim report annually on the implementation of ENICC, in conjunction with CONCIG, which shall also assess compliance with the annual plan of activities to be delivered to the member of the Government responsible for the area of citizenship and equality by 15 March every year;
 - f) To prepare, at the end of the ENICC, a final implementation report, in coordination with CONCIG, to be delivered to the member of the Government responsible for the area of citizenship and equality by 30 April of the following year, and to prepare a final external and independent assessment;
 - g) To undertake an ongoing or formative assessment of ENICC in 2021, in conjunction with CONCIG;
 - h) To present the proposal for a new strategy to the member of the Government responsible for the area of citizenship and equality, up to six months before the end of ENICC, based on interim reports and ongoing or formative evaluation, and in conjunction with CONCIG;

12. Stipulate that it is up to the bodies identified as responsible in the ENICC to take,

at their own initiative, the necessary steps to carry out the measures for which they are responsible, in accordance with their annual plan and in close coordination with the ACM, I.P.

13. Stipulate that the assumption of commitments for the implementation of ENICC measures depends on the availability of funds from the competent public entities.

14. Stipulate that it is incumbent upon representatives of the Direct and Indirect Administration bodies at CONCIG, within the scope of their responsibilities at ENICC:

- a) To present the annual plan of activities to be adopted within the framework of ENICC to ACM, I.P., approved in an autonomous plan or integrated into the sectoral activity plan, after being validated by the relevant member of the Government;
- b) To present to ACM, I.P., by 31 January, the implementation activities report for the previous year;
- c) To participate in the monitoring and evaluation of the implementation of ENICC, especially at the CONCIG meetings;
- d) To present to the ACM, I.P., by 15 February of the year following the expiry of ENICC, the final report on the implementation of the measures under its responsibility.

15. Repeal the Resolution of the Council of Ministers no. 25/2013, of 17 April.

16. Stipulate that this resolution shall enter into force on the day following its publication.

Presidency of the Council of Ministers, 8 November 2018.

The Prime Minister, *António Luís Santos da Costa*.

ANNEX
(referred to in paragraph 1)

NATIONAL ROMA COMMUNITIES INTEGRATION STRATEGY 2013-2022 (ENICC)

The National Roma Communities Integration Strategy 2013-2022 (ENICC) is based on the effective realisation of human rights, guided by the constitutional principle of equality and non-discrimination set forth in Article 13 of the Constitution of the Portuguese Republic. It aims to eliminate barriers to full citizen participation and social inclusion of Roma people, its central focus being the elimination of stereotypes that are the basis of direct and indirect discrimination based on racial and ethnic origin.

Roma communities have been based in Portugal for more than five hundred years, and the latest estimates of the Institute of Housing and Urban Renewal, I.P. (IHRU, IP) 2015, and the Observatory of Roma Communities (OBCIG) (Sousa & Moreira, 2016) indicate the existence of around 37,000 Portuguese Roma women and men living in Portugal, which represent approximately 0.4% of the Portuguese population.

Despite progress in recent years, many Roma people and families are still victims of high levels of discrimination, poverty and social exclusion, while there is a serious lack of awareness and mistrust between non-Roma and Roma people.

The available data and indicators confirm the persistence of increased vulnerabilities of Roma people in the exercise of diverse fundamental rights.

In the area of education, data for the 2016/2017 academic year collected by the Ministry of Education (Directorate-General for Education and Science Statistics, 2018) revealed, among other things, that in the sample of respondent schools:

- 65% of Roma children and young people attending state school enjoyed the highest level of socio-economic support (level A);
- Roma girls in the 2nd and 3rd cycles of education dropped out of school at a significantly higher rate than did boys: 195 girls compared to 131 boys in the 2nd cycle; 93 girls to 57 boys in the 3rd cycle.

However, 60% (58.3% girls and 61.9% boys) of Roma children who entered the first cycle of primary education in the same year had already attended pre-school education.

Data on Portugal for 2016 from the European Union Agency for Fundamental Rights reveals the following: 90% of young Roma people (91% female and 89% male) between the ages of 18 and 24 left education and training early; 13% of Roma respondents reported being discriminated against in the last five years while affiliated with the school (as parents or students) because they were Roma; and 19% of Roma children between the ages of 6 and 15 attended classes in which “most” of their classmates were Roma.

In terms of health, according to the National Study on Roma Communities (Mendes, Magano and Candeias, 2014): 51% of Roma people, aged 16 and over, indicated they did not use any contraceptive method, and 60% had their first child at age 20; of the households surveyed, only 25% of the members were over 35 years old, and the proportion of individuals in the 0-29 age group was always higher than the proportion in older age groups, indicating a lower life expectancy than the national average.

It should also be noted that, according to the 2016 data from the European Union Agency for Fundamental Rights (ECA), 96% of Roma people aged 16 and over said that they were covered by the “basic national health service”.

For housing, data from the 2015 IHRU, I.P. revealed that 45% of all improvised dwellings were inhabited by Roma families, 32% of Roma families lived in improvised dwellings and 46% of Roma families lived in social housing.

According to 2016 data from the European Union Agency for Fundamental Rights (EU), 75% of Roma people aged 16 and over reported having been discriminated against in the last five years because they were Roma.

As for employment, the same data for 2016 showed the following: 52% of Roma between 16 and 24 were not in employment, education or training (NEET) (67% of women and 36% of men); the paid employment rate of Roma women and men aged between 20 and 64 (including self-employment and casual work) in the last four weeks was 35%, while 76% of Roma people aged 16 and over said that because they were Roma they had been discriminated against in the last five years when applying for work.

Finally, with regard to poverty, 2011 data from the European Union Agency for Fundamental Rights in Portugal showed that 97% of Roma people were living beneath the poverty line.

In view of the situation described, the new version of ENICC aims to foster structural changes in the living conditions of Roma people by defining concrete objectives and measures with a wider temporal scope. This will improve schooling and professional integration and the conditions of Roma people living in situations of social exclusion, and also the recognition and enhancement of intervention in intercultural mediation, improving information and knowledge and combating discrimination against Roma people.

ENICC takes as a reference the 2030 Agenda for Sustainable Development which, using the slogan “Leaving no-one behind”, establishes a plan of action based on the Sustainable Development Goals (SDGs) and their targets, namely SDG 1 - No poverty, SDG 3 - Good Health and Well-Being, SDG 4 - Quality education, SDG 5 - Achieving

Gender Equality and Empowering All Women and Girls, SDG 8 - Decent Work and Economic Growth, SDG 10 - Reduced Inequalities, SDG 11 - Sustainable Cities and Communities and SDG 17 - Partnerships for the Goals.

At the national level, ENICC is in line with other national strategies, such as the National Strategy for Equality and Non-Discrimination 2018-2030 “Portugal + Equal” and its respective action plans (Gender Equality Action Plan, Action Plan to Prevent and Combat Violence against Women and Domestic Violence, Action Plan to Combat Discrimination on the Grounds of Sexual Orientation, Gender Identity and Expression and Sexual Characteristics), the National Education Strategy for Citizenship, the National Programme for the Promotion of School Success, the 1st Right Programme – Support Programme for the Right to Housing and the National Health Plan, among others.

In line with these guidelines, ENICC is governed by the following set of guiding principles:

- **Interculturality**

ENICC is based on an intercultural approach that favours positive interaction between Roma and non-Roma people. According to this approach, political initiatives for inclusion should address Roma people explicitly, but not exclusively, and promote mutual understanding.

- **Non-discrimination**

ENICC is based on the principle of protection against discrimination, ensuring that no person is disadvantaged on the basis of racial or ethnic origin, colour, language, place of origin, nationality, sex, sexual orientation, gender identity and expression, sexual characteristics, disability, age, education, economic situation and social condition, among others, considered in isolation or in combination (intersectional discrimination), and that these disadvantages are prevented and remedied.

- **Cooperation and participation**

Cooperation between the public administration (central, regional and local), as well as the involvement and participation of the private sector and of society are promoted through co-responsibility, sharing of practices and knowledge and the optimisation of means and networks, civil society (non-governmental organisations, social partners and academia, higher education institutions and research centres), with a particular focus on Roma people and their associations, which are key interlocutors in the design, implementation and evaluation of policy measures.

- **Territorialisation**

The ENICC establishes measures aimed at adapting public policies to the characteristics and territorial needs of the country, reinforcing and enhancing the work of local and network actors, taking their proximity to the population and the range of new skills

arising from the decentralisation process into account.

Thus, local authorities and their partnership networks serve as strategic agents in combating social and territorial segregation and promoting intercultural practices.

- **Gender equality**

In addition to being an independent strategic objective, gender equality and the fight against discrimination based on sex is central to ENICC's planning, definition, implementation, monitoring and evaluation process, and recognises the specific conditions, situations and needs of Roma women and Roma men, as well as the existing hierarchical relationships between them.

This approach acts consistently against gender stereotypes that create and perpetuate discrimination and inequalities, in order to produce lasting structural changes to achieve de facto equality.

Based on these guiding principles, ENICC has eight strategic objectives, which are broken down into specific goals.

1. To improve effectiveness in ENICC implementation and enhance knowledge about Roma people:

- 1.1. To improve ENICC monitoring and follow-up mechanisms at national, regional and local levels;
- 1.2. To improve information and knowledge of the situation of Roma people.

2. To promote inclusive and non-discriminatory citizenship:

- 2.1. To promote non-discrimination and anti-discrimination measures;
- 2.2. To promote civic, political, cultural and associative participation, and volunteering for Roma people.

3. To reinforce intervention in intercultural mediation:

- 3.1. To recognise and strengthen intervention in intercultural mediation.

4. To promote gender equality in Roma integration measures:

- 4.1. To encourage and support the participation of Roma girls and women in professional, civic and political life;
- 4.2. To enhance the prevention of and fight against all forms of violence against Roma women and girls;
- 4.3. To develop ways of mainstreaming gender equality in ENICC.

5. To ensure effective access to education, educational success and lifelong learning for Roma people:

- 5.1. To promote and strengthen the capacity of cluster and non-cluster schools for the integration and educational success of Roma children and young people in primary

- and secondary education;
 - 5.2. To promote the integration and success of Roma students in higher education;
 - 5.3. To strengthen the basic skills of illiterate Roma men and women;
 - 5.4. To train social services and child protection workers.
6. To ensure the preconditions for full and equal participation of Roma people in the labour market and professional activities:
- 6.1. To ensure Roma people's access to employment and job creation;
 - 6.2. To inform and raise awareness among employers for the importance of hiring Roma people.
7. To ensure the preconditions for effective equality of access to adequate housing for Roma people:
- 7.1. To improve the housing conditions of Roma people and families and eliminate spatial segregation.
8. To ensure the preconditions for effective health gains throughout the lifecycles of Roma people:
- 8.1. To promote access for Roma people to health services;
 - 8.2. To train healthcare professionals in Primary and Hospital Care.



National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
5 10.2 10.3 17.17	1. Improve effectiveness in ENICC implementation and enhance knowledge of Roma people	1.1. Improve ENICC monitoring and follow-up mechanisms at national, regional and local levels	1.1.1. Enhancement of ENICC implementation and monitoring mechanisms, developed with the involvement of Roma people	Outreach materials created
				No. of ENICC outreach initiatives by sector area aimed at entities responsible for their implementation
				Model of Local Integration Plan for Roma Communities developed with the involvement of Roma people
				Social Diagnostic Model which includes information on Roma people developed with their involvement
				Model of Social Development Plan which includes information on Roma people developed with their involvement
				Criteria for increasing projects in territories with high Roma population included in the <i>Escolhas</i> (Choices) Programme
		1.2. Improving information and knowledge on the situation of Roma people	1.2.1. Improvement in the collection of statistical data on Roma people	Reflection process concluded, to create a category for the variable "ethnic-racial origin", to be introduced in the Census of 2021
				Process of creating a mechanism for collecting monitoring data on the various services initiated
				Gender breakdown of ENICC monitoring data
			1.2.2. Enhanced role of OBCIG	Study published on the Portuguese Roma population
				No. of studies carried out on Roma people, in particular in the following areas: education, health, labour market integration, social gender relations including early marriage and pregnancy, experiences of discrimination including intersectional discrimination, Roma territories, situation of itinerant Roma people and intercultural mediation Links with 4.3.2. ENICC
				Report produced on the schooling of Roma communities
				Report published on Qualifica Centres
			1.2.3. Improvement in knowledge of the school situation of Roma students and trainees in schools and Qualifica Centres	No. of meetings held for the presentation of data and discussion of policies and practices, involving the AP, specialists, teachers and Roma people
			1.2.4. Reinforcement of knowledge and sharing of practices	No. of initiatives promoting the creation of higher-level training offers on Roma people
				No. of international networks or forums involving Roma people

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MPMA/ACM All government departments			31 Dec			
			2	2	2	2
MPMA/ACM	CONCIG		31 Dec			
MTSSS/ISS Local Authorities	MPMA/ACM			31 Dec		
				31 Dec		
MPMA/ACM			31 Dec	31 Dec		
MPMA/INE	MPMA/ACM ARPC			31 Dec		
MPMA/ACM	All government departments CNPD				31 Dec	31 Dec
All government departments			31 Dec	31 Dec	31 Dec	31 Dec
MPMA/ACM MCTES/FCT	IES/CInv			31 Dec		
			1	1	1	1
MEdu/DGEEC	MEdu/DGE/ANQEP MPMA/ACM/OBCIG	31 Dec		31 Dec		31 Dec
MTSSS/MEdu /ANQEP			31 Dec		31 Dec	
MEdu/DGE MPMA/ACM	MEdu/IPDJ/DGEEC/ ANQEP/DGEstE		1	1	1	1
MPMA/ACM	RESMI		1		1	
			1	1	1	1

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators		
5.2 5.5 10.2 10.3 17.17	2. Promoting inclusive and non-discriminatory citizenship		2.1.1. Raising awareness of stereotypes and the fight against discrimination, with the involvement of Roma people	Renovation of the <i>Escolhas</i> Programme approved		
				Awareness campaign launched on the integration of Roma people, combating racism and non-discrimination		
				Campaign on early marriages launched		
				No. of municipalities that are signatories to the Council of Europe's Declaration Against Anti-Romaism		
				Projects against stereotypes and counter-discourse of hatred against Roma and non-Roma people		
				No. of participants in projects to combat stereotypes and counter-discourse of hate		
				Documentary on Intersegmental Discrimination Launched		
				No. of reflection and discussion sessions on documentaries related to Roma and Anti-Roma		
				No. of initiatives in the media (television, radio and print media) to deconstruct stereotypes about Roma people		
				No. of training initiatives aimed at journalists and communication professionals about anti-Roma and hate speech		
				2.1. Promoting non-discrimination and anti-discrimination measures	2.1.2. Strengthening of anti-discrimination instruments	White paper published in preparation for the Non-Discrimination Law
						National Council for Equality and Non-Discrimination created
						No. of protocols concluded between CICDR and other non-discrimination sectoral entities (e.g. ACT, Ombudsman, IGC, CITE, CLR, INR)
						No. of initiatives to train ACM (CICDR) staff on new dimensions of equality and non-discrimination, namely on intersectional discrimination
		Financing allocated for advanced training in discrimination, in particular intersectional discrimination				
		No. of entities supported for advanced training in discrimination, including intersectional discrimination				
		No. of training/awareness-raising initiatives on interculturality and history and Roma culture aimed at FSS professionals				
		No. of training initiatives on interculturality and history and Roma culture aimed at local management and technical personnel responsible for the integration of Roma people				
		No. of training initiatives on interculturality and history and Roma culture aimed at central and technical personnel of the central AP responsible for the integration of Roma people				
		2.1.3. Promoting literacy on rights to protection against discrimination for Roma people	No. of information campaigns on the CICDR and the anti-discrimination legal framework for Roma			

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MPMA/ACM/CIG	ARPC Civil society entities	31 Dec		31 Dec		
		31 Dec	31 Dec	31 Dec	31 Dec	31 Dec
MPMA/ACM/CIG	MC/ARPC Civil society entities		31 Dec			
MPMA/ACM	Municipalities	30				
MPMA/ACM	Civil society entities		31 Dec			
			50	50		
MPMA/CIG/ACM		31 Dec				
MPMA/ACM			1	1	1	1
MPMA/ACM MC				1		1
MPMA/ACM MC	CENJOR		1		1	
MPMA	IES/CInv			31 Dec		
MPMA		31 Dec				
MPMA/ACM	MTSSS/ACT/CITE MPMA/CIG CLR	6				
MPMA/CIG/ACM			1	1	1	
MPMA/CIG	IES/CInv		31 Dec			
			1	1	1	
MPMA/ACM MAI/PSP/GNR			20	20	20	20
MPMA/ACM MAI/DGAL			5	9	11	15
MPMA/ACM All government departments			5	9	11	15
MPMA/ACM	Civil society entities		2	2	2	2

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
5.2 5.5 10.2 10.3 17.17	2. Promoting inclusive and non-discriminatory citizenship (cont.)	2.2. Promoting civic, political, cultural and associative participation, and volunteering for Roma people	2.2.1. Promotion of Roma associations	No. of training / awareness-raising initiatives for associations among Roma people
				No. of ARPC projects supported through PAAC
				No. of training initiatives aimed at ARPC under the PAAC
			2.2.2. Promoting civic, political and cultural participation, and volunteering for Roma people	No. of initiatives/projects by civil society organisations supported through FAPE
				Majority of consortia that include ARPCs within the scope of financing (e.g. <i>Escolhas</i> Programme and FAPE)
				No. of Roma Mentors in the Mentoring Programme for Migrants
				No. of Roma youth involved in the <i>Agora Nós</i> – Youth Volunteering programme
				No. of Roma youth involved in the Free Time Occupation programmes
				No. of young Roma with Youth Pass
				No. of initiatives per Regional Directorate of access to culture to Roma people
2.2.3. Carrying out training initiatives for the educational certification of Roma trainers	No. of initiatives in cultural teams that promote Roma art and culture and help deconstruct stereotypes			
	No. of training initiatives taken			
5.5 10.2 10.3 17.17	3. Reinforce intervention in intercultural mediation	3.1. Recognize and strengthen intervention in intercultural mediation	3.1.1. Recognition of the profile and qualification of intercultural mediators	Process of integrating the qualification of Intercultural Mediator into the National Qualifications Catalogue completed
				No. of training initiatives for mediators integrated into the Municipal Intercultural Mediation Teams
				No. of mediators trained from the Municipal Intercultural Mediation Teams Links with 3.1.2. and 4.1.2. ENICC
				No. of training initiatives that include the issue of marriages and early pregnancies and their consequences on health and school pathways
				No. of initiatives promoting the integration of training sessions into intercultural mediation at a higher level
				Law no. 105 / 2001, of 31 August, which establishes the legal status of the socio-cultural, revised and regulated mediator

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MPMA/ACM	ARPC Municipalities Civil society entities		1	1	1	1
		8	8	8	8	8
			1	1	1	1
MPMA/ACM	ARPC Municipalities Civil society entities	18		20		20
			31 Dec	31 Dec	31 Dec	31 Dec
		30				
MEdu/IPDJ	Municipalities Youth associations MPMA/ACM/PE	500				
MEdu/IPDJ	Municipalities Youth associations ARPC	500				
		50				
MC		1	1	1	1	
		1	1		1	1
MPMA/ACM	ARPC		1	1	1	
MEdu/MTSSS/ANOEP MPMA/ACM			31 Dec			
MPMA/ACM			1	1		
			25			
MPMA/ACM/CIG MTSSS/SCML	Civil society entities		1	1		
MPMA/ACM MCTES	RESMI		1	1	1	1
MPMA/ACM	All government areas				x	

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
5.5 10.2 10.3 17.17	3. Reinforcing intervention in intercultural mediation (cont.)	3.1. Recognise and strengthen intervention in intercultural mediation (cont.)	3.1.2. Reinforce intervention in intercultural mediation	No. of training initiatives directed at TEIP schools, with a view to enhancing the involvement of intercultural mediators
				No. of contracted Intercultural Roma Mediators in ARS
				No. of contracted intercultural mediators/Roma in municipalities under the Municipal Intercultural Mediators Programme
				No. of municipalities to implement the ROMED Programme
				No. of mediators integrated into the ROMED Programme
				No. of intercultural mediation projects implemented to support the process of preparing for the release of Roma inmates
				No. of intercultural mediators/Roma contracted in intercultural mediation projects to support the process of preparing for the release of Roma inmates
3.4 4.1 4.3 4.4 4.5 4.7 5.3 5.5 8.5 10.2	4. Promote equality between women and men in Roma integration measures	4.1. Encourage and support participation in the professional, civic and political life of Roma girls and women	4.1.1. Promote civic, political and associative participation by Roma girls and women	No. of training / awareness-raising initiatives for Roma women's associations
				Campaign with Roma women with role-model profile
				Contest launched for projects at local and regional level aimed at increasing leadership and civic and political participation of women and girls. Links with 2.2.1. ENICC
				No. of Roma women trained in intercultural mediation at municipal level. Links with 3.1.1. and 3.1.2. ENICC
		4.1.2. Promoting the participation of Roma girls and women in the labour market and professional activity	Increasing entrepreneurship support for applications involving Roma girls and women	
			No. of Roma girls and women covered by the "Mundar" project (Escolhas Programme)	
			No. of Roma women employed under the Employment Contract and Employment / Professional Internship Measures	
		4.2. Strengthening the prevention of and combating all forms of violence against Roma women and girls	4.2.1. Development of intervention projects with Roma people	Call launched for specific intervene programmes with VMVD victims in situations of special vulnerability due to the intersection of several discrimination factors, namely women and Roma girls
				No. of professionals trained to intervene with VMVD victims in situations of special vulnerability due to the intersection of several factors of discrimination, namely women and Roma girls
		4.3. Develop ways of mainstreaming IMH at ENICC	4.3.1. Including an IMH perspective in financing	IMH criteria integrated into FAPE and PAAC
				Funding for awareness-raising, information and dissemination campaigns on gender equality and the prevention of gender-based violence, domestic violence and human trafficking in the fight against racial discrimination
				Enhancing attempts to reduce drop-out rates among Roma girls integrated into the Escolhas Programme
			4.3.2. Inclusion of an IMH perspective in the work of the national migrant integration support services and other ACM project areas	No. of IMH training initiatives for Roma people within PAAC, FAPE and Intercultural Mediation Teams
				No. of studies produced on ethnic and racial minorities and gender. Links with 1.2.2. ENICC
				No. of IMH training initiatives for ACM professionals
		No. of Roma girls and their accompanying families looking to return to education Links with 5.1.3. ENICC		

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MEdU/DGE	MPMA/ACM MEdU/DGEstE Civil society entities		15	20	25	30
MS/ARS/ACES/ULS Hospitals		15				
MPMA/ACM	Municipalities	25				
	Municipalities ARPC	8	10	13		
MJ/DGRSP	ARPC		4	4		
			4	4		
MPMA/ACM	ARPC Civil society entities Municipalities		1	1	1	1
MPMA/CIG			1			
MPMA/CIG		jun 30				
MPMA/ACM	Municipalities Civil society entities	5				
MPMA/CIG	Civil society entities	x				
MPMA/ACM			5	6		
MTSSS/IEFP			5	5	5	5
MPMA/CIG/ACM	Civil society entities IES/CInv		30 Jun			
			75	75	75	
MPMA/ACM		31 Dec	31 Dec	31 Dec	31 Dec	31 Dec
			31 Dec			
			31 Dec		31 Dec	
MPMA/CIG/ACM	ARPC/Civil society entities Municipalities		3	3	3	3
MPMA/ACM/CIG	IES/CInv		1		1	
MPMA/CIG/ACM			2	2	2	
MEdU MPMA/ACM MTSSS/CNPDPJ		Included in ENICC 5.1.3.				

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.2 4.1 4.2 4.3 4.5 4.6 4.7 5	5. Ensure effective Roma access to education, educational success and lifelong learning	5.1. Promote and strengthen the capacity of cluster and non-cluster schools for the integration and educational success of Roma children and young people in primary and secondary education	5.1.1. Production and dissemination of content and resources to support schools, with the involvement of Roma people	Educational guide created with guidelines and good practices for the integration of Roma children into pre-school education
	Online educational guide created with tools for teachers and youth officers for working with Roma children and young people, in formal and non-formal contexts			
	% of cluster schools with more than 50 Roma students that held sessions on adapting the educational guide, with the participation of teachers, families of Roma and non-Roma students, technical personnel, civil society entities and experts			
	No. of Qualifica Centres, training centres, youth associations and other civil society entities, and municipalities involved in educational guide presentation sessions with the participation of teachers, families of Roma and non-Roma students, technical staff, civil society entities and experts			
	Educational resources produced in the ENEC Interculturality field (on anti-Romaism and Roma history and culture)			
	5.1.2. Development of outreach initiatives between schools and Roma communities to promote school integration and educational success		No. of initiatives in schools that aim to teach Roma history and culture with the involvement of Roma families, mediators and local partners	
			Pilot programme for the participation of volunteers from Roma communities to support school activities	
			No. of volunteers from Roma communities supporting school activities	
			% of cluster schools with local measures promoting the integration and educational success of Roma children and young people	
	5.1.3. Creation of mechanisms to monitor and follow up the condition of Roma children and young people in the education system		Criteria for the integration of Roma pupils defined in the Organisation of the Academic Year intervention control documents	
			% of cluster schools with more than 50 Roma children who are monitored by the IGEC according to the Organisation of the Academic Year intervention control	
			Follow-up of Roma pupils dropping out of formal education under the Escolhas Programme Links with 4.3.2. ENICC	

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MEdu/DGE			31 Dec			
			31 Dec			
	MEdu/DGEstE Municipalities MPMA/ACM Civil society entities			50	70	100
			30	50	70	100
MPMA/ACM MEdu/DGE		31 Dec		31 Dec		
MEdu/DGEstE	MEdu/DGE MC MPMA/ACM Civil society entities Municipalities	20	20	30	30	50
			31 Dec			
				20	30	40
		50		75	100	
MEdu/IGEC			31 Aug			
		25	50	75		
MPMA/ACM	MTSSS/ISS		x	x	x	x

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.2 4.1 4.2 4.3 4.5 4.6 4.7 5	5. Ensure effective access for Roma people to education, educational success and lifelong learning (cont.)	5.1. Promote and strengthen the capacity of cluster and non-cluster schools for the integration and success of Roma children and young people in primary and secondary education (cont.)	5.1.4. Enhancing the involvement of Roma people in non-formal education activities	No. of Roma children, young people and family members involved in the <i>Escolhas</i> Programme No. of activities in the <i>Escolhas</i> Programme promoting access to Roma culture No. of children and young people in schools covered by non-discrimination awareness initiatives (Safe School Programme)
			5.1.5. Implementation of mechanisms to encourage access to and attendance at secondary school by young Roma	No. of Roma pupils in secondary education No. of Roma mentors supporting Roma secondary school pupils No. of meetings held by Young Roma Students and Families in Portugal
			5.1.6 Training of educational agents	Manual of good practices for inclusion of the Roma communities at school, to be made available online at the end of the training Proposed training plan for teaching staff on inclusion of Roma people at school presented to the Scientific-Pedagogical Council of Continuing Education No. of training sessions for teaching staff No. of professionals certified in the Roma inclusion training programme No. of Roma inclusion training sessions for non-teaching staff
		5.2. Promote the integration and success of Roma students in higher education	5.2.1. Implementation of mechanisms to encourage Roma children to access and attend higher education	No. of RESMI projects for creating mechanisms to integrate Roma students into higher education No. of scholarship holders from the OPRE Programme
		5.3. Reinforcing basic skills of illiterate Roma men and women	5.3.1. Development of literacy, numeracy and basic skills training sessions	No. of protocols between schools and civil society entities to promote increased enrolment in literacy and basic skills courses No. of Roma adults enrolled in literacy, numeracy and basic skills courses No. of Roma women and men covered by a basic literacy and numeracy pilot project in an area with a large Roma community

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MPMA/ACM	Civil society entities	4000	4000	4000	4000	4000
MPMA/ACM MC		20	20	20	20	20
MAI/GNR/PSP	MEdu	2000	2000	2000	2000	2000
MPMA/ACM			100	100		
			30	30		
	ARPC		1		1	
	CFAE MPMA/ACM		31 Dec			
				31 Dec		
				10	10	10
			200	400		
			10	10	10	10
RESMI			4	6	8	10
	32	32	35	40	40	
MEdu	ARPC Civil society entities		2	3	4	5
		1000				
MEdu/MTSSS /ANQEP	Municipalities APEFA/APCEP MPMA/ACM Civil society entities	150				

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.2 4.1 4.2 4.3 4.5 4.6 4.7 5	5. Ensure effective access for Roma people to education, educational success and lifelong learning (cont.)	5.4. Train social security and child protection workers	5.4.1. Training/ awareness-raising for social security professionals and for the protection of children and young people	No. of training/awareness-raising initiatives on interculturality and Roma history and culture activities aimed at social security professionals No. of training/awareness-raising initiatives on interculturality and history and Roma culture activities aimed at child and young people protection professionals % of CPCJ covered
1.2 4.4 4.5 5 8.5 8.6	6. Ensure the preconditions for the full and equal participation of Roma people in the labour market and professional activities	6.1. Guarantee the access of Roma to employment and self-employment	6.1.1. Improve formal qualifications of Roma people 6.1.2. Promoting increased enrolment in the EC and CEFP and the integration of unemployed Roma people and/or those looking for their first job	No. of Roma registered at Qualifica Centres No. of Roma certified via RVCC processes No. of protocols concluded between Qualifica Centres and civil society entities to increase the registration of Roma people No. of registrations/re-registrations in the EC and CEFP of unemployed Roma people and/or those in search of their first job No. of Roma people with a Personal Employment Plan (PPE) No. of Roma registrations in the CE/CEFP promoted by the GIP Network No. of tutoring procedures for monitoring the professional integration of Roma people Notice of Roma community socio-professional integration projects launched No. of Roma covered by socio-occupational integration projects No. of Roma covered by active employment measures or other initiatives promoting employability, including the creation of self employment (e.g. Medida Emprego Jovem Ativo, Programa Investe Jovem, Contrato Emprego e Inserção+, Medida Estágio Profissional) No. of initiatives aimed at ensuring eligible Roma can access active employment measures or other initiatives promoting employability (within the scope of the Escolhas Programme, Local Plans for the Integration of Roma and Intercultural Mediators)

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MPMA/ACM	MTSSS/ISS		1	1	1	1
MPMA/ACM MTSSS/ CNPDP CJ			2	3	5	5
			20	45	100	100
MEdu/MTSSS /ANQEP			50	100	300	300
			20	30	100	100
MEdu/MTSS /ANQEP	ARPC Civil society entities		3	4	5	6
MTSSS/IEFP	ARPC Civil society entities	1500				
		700	700	700	701	702
			20	20	20	20
			50	100	100	100
MPMA/ACM	ARPC Civil society entities	31 Dec				
			110			
MPMA/ACM Municipalities MTSSS/IEFP	ARPC Civil society entities	500				
			30	30	30	30

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.2 4.4 4.5 5 8.5 8.6	6. Ensure the preconditions for the full and equal participation of Roma people in the labour market and professional activities (cont.)	6.1. Guarantee the access of Roma to employment and self-employment (cont.)	6.1.3. Qualification of trainers and technicians based on the Reference Framework for Continuing Pedagogical Training of Trainers “Vocational Training in a Context of Cultural Diversity: Specificities of Working with Roma Persons “	No. of training initiatives for ORVC trainers and technicians
				No. of EC/CEFP technician training initiatives
		6.2. Inform and raise awareness among employers for the employment of Roma people	6.2.1. Awareness-raising and mobilisation of potential employers to employ Roma people and for the acquisition of products and services provided by Roma people, with the involvement of Roma people	No. of employers involved in awareness-raising initiatives for hiring Roma people
				No. of initiatives promoting good practices for the professional integration of Roma people
			No. of initiatives publicising positive action measures in the labour market	
1.2 1.4 10.2 11.1	7. Ensure preconditions for effective equality of access to adequate housing for Roma people	7.1. Improve the housing conditions of Roma people and families, and eliminate spatial segregation	7.1.1. Implementation of the First Right Programme – a Programme supporting the Right to Housing	Agreement signed between the ACM, IHRU and municipalities under the First Right Programme Links with 1.1.1. ENICC (local plans)
			7.1.2. Certification of housing and social housing neighbourhood infrastructures	No. of houses for Roma people involved in major IHRU housing stock rehabilitation projects
				No. of initiatives promoted under the Da Habitação ao Habitat programme with the participation of Roma people
			No. of initiatives to encourage Roma to join residents' associations (under the <i>Escolhas</i> Programme and the intervention of intercultural mediators)	
		7.1.3. Carrying out awareness-raising initiatives aimed at landlords	No. of initiatives taken	

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MEdU/MTSSS /ANQEP			2	2	2	2
MTSSS/IEFP			2	2	2	2
MPMA/ACM	Portuguese Diversity Charter		10	10	10	10
			1	1	1	1
			1	1	1	1
MATE/IHRU MPMA/ACM Municipalities	Civil society entities		31 Dec			
MATE/IHRU		500				
		4				
MPMA/ACM	MATE/IHRU			5	5	5
MPMA/ACM	National Association of Landlordss		1	1	1	1

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.4 3.4 3.7 5.6	8. Ensure effective health gains throughout the lifecycle of Roma people	8.1. Promoting Roma access to health services	8.1.1. Promotion of health literacy among Roma people	No. of healthy lifestyles information/awareness-raising initiatives
				No. of health services and the importance of prevention information materials available
				Criteria for increasing access to health care by Roma people included in the Escolhas Programme
				No. of initiatives to promote health care access by Roma people under the Escolhas Programme
				No. of Family Planning consultations for Roma women (Proxy indicator)
				No. of Child and Youth Health consultations for Roma children
				Vaccine coverage rate of Roma children
			8.1.2. Development of initiatives promoting the use of health care by Roma people	No. of protocols concluded between ULS and civil society entities to improve health care access for Roma
		No. of initiatives with Roma people to promote the use of health care (under the Local Plans for the Integration of Roma Communities and the intervention of intercultural mediators)		
		% of Roma children and young people attending school covered by school health initiatives		
		No. of Roma people served by mobile health services		
		8.2. Train health care professionals in Primary and Hospital Care	8.2.1. National scientific meeting for health professionals on Roma people and their relationship with health	Meeting held
				8.2.2. Training for health professionals
			No. of training initiative participants	
			No. of training initiatives aimed at ACES/ULS professionals carried out by the ENICC focal points	

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MS/ARS/ACES/ULS/DGS	Civil society entities ARPC		20	30	30	50
MS/ARS/ACES/ULS/Hospitals/DGS	Local Authorities Civil society entities/ ARPC	8000				
MPMA/ACM			31 Dec			
	MS/ARS/ACES/ULS/DGS		15	20	30	30
MS/ARS/ACES/ULS/DGS	MS/ACES/ULS Functional Units		200	200	200	200
			300	300	300	300
		100				
MS/ACES/ULS			1	1	1	1
Municipalities MS	MPMA/ACM Civil society entities ARPC		10	10	10	10
MS MEdu		80	80	80	80	80
MS/DGS/ARS			200	200	200	200
			1	1	1	1
MPMA/ACM MS/DGS/ARS	Experts and academics			31 Dec		
MS/ARS	MPMA/ACM ARPC		1			
			20			
				1	1	1

National Roma Communities Integration Strategy 2018-2022 (ENICC)

SDGs	Strategic objectives	Specific objectives	Measures	Indicators
1.4 3.4 3.7 5.6	8. Ensure effective health gains throughout the lifecycle of Roma people (cont.)	8.2. Train health care professionals in Primary and Hospital Care (cont.)	8.2.2. Training for health professionals (cont.)	No. of participants in training initiatives <hr/> No. of training initiatives aimed at hospital professionals <hr/> No. of participants in training initiatives aimed at hospital professionals

Entities		Goals				
Responsible Entities	Involved	2018	2019	2020	2021	2022
MS/ARS	MPMA/ACM ARPC			25	25	25
			1			
			10			

ABBREVIATIONS AND ACRONYMS

ACM	High Commission for Migration
ACES / ULS	Health Centre Clusters / Local Health Units
ACT	Authority for Working Conditions
ANP	National Association of Landlords
ANQEP	National Agency for Qualification and Vocational Education
AP	Public administration
APEFA	Portuguese Association for Adult Education and Training
APCEP	Portuguese Association for Culture and Continuing Education
ARPC	Associations representing Roma people
ARS	Regional Health Administrations
CE	Employment Centres
CEFP	Employment Training Centres
CENJOR	Professional Training Centre for Journalists
CESIS	Centre for Studies on Social Intervention
CFAE	School Association Training Centres
CICDR	Commission for Equality and Against Racial Discrimination
CIG	Commission for Citizenship and Gender Equality
CITE	Commission for Equality in Labour and Employment
CLR	Commission for Religious Freedom
CNPD	Portuguese Data Protection Authority
CNPDPCJ	National Commission for the Promotion of the Rights and Protection of Children and Young People
CONCIG	Advisory Council for the Integration of Roma Communities
DGAL	Directorate-General of Local Authorities
DGE	Directorate-General for Education
DGEEC	Directorate-General for Education and Science Statistics
DGEstE	Directorate-General for Schools
DGRSP	Directorate-General for Reinsertion and Prison Services
DGS	Directorate-General for Health
EMMI	Municipal teams for intercultural mediation
ENEC	National Strategy for Citizenship Education
ENICC	National Strategy for the Inclusion of Roma Communities
FAPE	ENICC Support Fund
FCT	Foundation for Science and Technology
FRA	European Union Agency for Fundamental Rights

FSS
Security forces and services

GNR
Republican National Guard

IEFP
Institute for Employment and Vocational Training

IES/CIhv
Institutions of Higher Education/Research Centres

IGEC
General Inspectorate of Education and Science

IHRU
Institute of Housing and Urban Rehabilitation

IMH
Gender equality

INE
National Statistics Institute

INR
National Institute for Rehabilitation

IPDJ
Portuguese Institute of Sports and Youth

ISS
Social Security Institute

MAI
Ministry of Internal Affairs

MATE
Ministry of Environment and Energy Transition

MC
Ministry of Culture

MCTES
Ministry of Science, Technology and Higher Education

MEdu
Ministry of Education

MHC
Roma Women and Men

MJ
Ministry of Justice

MPMA
Ministry of the Presidency and Administrative Modernisation

MS
Ministry of Health

MTSSS
Ministry of Labour, Solidarity and Social Security

OBCIG
Observatory of Roma Communities

OPRE
Operational Programme for the Promotion of Education

ORVC
Guidance, recognition and validation of skills

PAAC
Roma Associations Support Programme

PE
Escolhas Programme

POISE
Operational Programme on Social Inclusion and Employment

PPE
Personal Employment Plan

PSP
Public Security Police

RESMI
Network of Intercultural Mediation in Higher Education

RVCC
Recognition, validation and certification of skills

SCML
Santa Casa da Misericórdia de Lisboa (Portuguese Charitable Organisation)

SDGs
Sustainable Development Goals

TEIP
Priority Educational Intervention Areas

EU
European Union

VMVD
Violence against women and domestic violence

